ZAMBIA - LABOUR

1975 — 1978

RDM 15/7/75

# 700 Zambians strike at Broken Hill mine

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Own Correspondent

LUSAKA. — About 700 miners at Zambia's Broken Hill zinc and lead mine are on strike, demanding implementation of a wage agreement reached between their union and the company.

Miners first downed their tools last Friday, but the strike continued yesterday. Only service workers engaged in water pumping underground, and staff of electricity and medical departments reported for work yesterday.

The Broken Hill division of the Nchanga Consolidated Copper Mines (NCCM) production forecast from March is 76 612 tonnes of metal — lead and zinc combined.

Last year the division made a profit. This financial year, the position of the mine is expected to deteriorate because of rising prices of material and equipment and the fall in the price of lead on the world market from £230 to £160 per tonne.

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# White exodus from mines in Zambia accelerates

STAR 11/7/75

LUSAKA — Zambia's all-important mining industry is now facing major problems because of a skyhigh resignation rate amongst its 4 966 expatriate workers.

Turnover rate amongst expatriate employees within the industry — which accounts for nearly 90 percent of this country's foreign exchange earnings — has now reached 30 percent a year and that figure could be even higher within the next 12 months unless the companies and Government move fast to reverse this mini exodus of skilled mining personnel.

**DELAY**

The situation was raised in Parliament yesterday by MP for Nchanga, Mr Cosmas Masonga. He claimed the resignations had come about because of a long delay in announcing new terms of service following the Government's takeover of the industry earlier this year.

In reply, the Minister of State for Lands and Mines, Mr Remmie Chisupa, said it is true expatriates are resigning because they are uncertain of their future in Zambia.

Over 56 000 people are employed in the copper industry and, between them, the two mining giants NCCM (Nchanga Consolidated Copper Mines) and RCM (Roan Consolidated Mines) employ 4 966 expatriates, mainly from the United Kingdom.

While confirming the resignations, but without saying how many, the Minister explained that measures were being taken to ensure continuity of service within the industry.

This could lead to a revision of salaries paid to expatriates but such a revision would take place at a time when the copper industry is in the doldrums and when the country is seriously short of foreign exchange. Reserves stand at around 24m kwacha.

Last week, the President made moves towards the creation of an egalitarian and classless society and warned that Zambia could no longer rely only on copper.

It is unlikley therefore that salary increases for the already "privileged" White miners would be tolerated by their Zambian counterparts.

Mining officials believe that there is already a shortfall of 1 000 expatriates in CCM and RCM. Often hundreds of people are interviewed in Britain but after discovering how expensive it is to live here they fail to arrive. And, once here, many expatriates say their salaries do not meet the cost of living which has risen since 1970 by 46 percent.

They feel uncertain of their future and say they can earn more elsewhere — particularly South Africa, Canada, Australia or even Chile. Expatriates do enjoy several fringe benefits such as a gratuity at the end of contract, heavily subsidised housing and part payment of education fees for children of school age.

**NOT ENOUGH**

But they insist this is no longer enough. From an all time high price of 1 950 kwacha in April last year, copper is now hovering around K750 and that means the two companies are just about breaking even. Production costs have soared because of massive oli bills, transportation difficulties and import licence problems.

Although it will be possible to replace departing expatriates at the artisan level it will be impossible to do so at more senior levels.

Unless the present expatriate exodus is halted or, better still, reversed the once-mighty Zambian copper industry is in for a period of difficulty — if not crisis.

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Cape Times 4/8/75

# White mine exodus

LUSAKA.—An exodus of skilled White workers from Zambia's copper mines has reached serious proportions, the Copperbelt Province Minister, Mr Joseph Mutale, was yesterday quoted as saying.

In a front page report, the Government-owned Zambia Daily Mail quoted Mr Mutale as saying the situation was "very bad", affecting every mine in the Copperbelt.

Mass resignations by Whites were causing concern both to the Government and the copper companies, he said.—Sapa-Reuter

Natal Mercury 8/8/75

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# Copper mines told to act

LUSAKA — Zambia's Minister of Mines and Industry, Mr. Axon Soko, has directed the country's two giant copper mining companies to review salary structures for both Zambian and expatriate workers.

The Minister noted in Parliament yesterday that there was an exodus of expatriate personnel from Roan Consolidated Mines (RCM) and Nchanga Consolidated Copper Mines (NCCM).

Speaking in Parliament Mr. Soko said that because of disparities in salary structures for both Zambian and expatriate employees in both mining groups, staff continued to leave in large numbers and production has been adversely affected.

IMMEDIATE

He announced that with immediate effect, the duration of contracts for essential expatriate personnel whose positions could not be Zambianised in the foreseeable future, had been extended to five years, instead of the usual three years.

The Minister explained that under the former three-year contracts, the mining industry was unable to gain maximum benefit from expatriate skilled manpower because most spent the first year settling down in their work.

He said that the salary review was aimed at standardising wages for miners in both groups and "because of the urgency of the exercise, I expect these proposals to be forthcoming for my consideration and approval within a few days."

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# Jobs ban in Zambia

The Star's Africa News Service

LUSAKA — The position of Zambia's expatriate community has become even more tenuous following a statement in Lusaka announcing a massive "Zambianisation" programme in all companies and departments under the Ministry of Power, Transport and Works.

The Minister, Dr Selfelino Mulenga, has declared that there will be no more expatriates as general managers in any company under his charge — and that includes the giant British-Dutch oil company, Shell.

Zambians will now be appointed to those jobs and will be given executive powers directly under the company managing directors.

The Minister also said that the recruitment of expatriate air hostesses will stop immediately and that contracts for expatriate personal secretaries will no longer be renewed.

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# Students to aid Zambian economy

The Star's Africa News Service

12/8/75

LUSAKA — All Zambian school leavers must now complete 20 months' national service on the land before they enter university or other institution of higher learning.

President Kaunda said that the scheme will start in January and the aim will be to fuse mental with physical energy in line with the national philosophy of humanism.

Young people, said the president on the eve of Youth Day, must now experience practical problems and create a well-prepared security conscious group ready to defend the nation. Zambia is today in the middle of a huge "back to the land" campaign aimed at making the country self-sufficient in food.

Next month all Zambian leaders, including ministers, party chiefs and parastatal bosses, will have to work for seven days on the land and the president himself is making a 108 day tour of the rural areas to spread the news of his new economic revolution to Zambia's five million people.

Meanwhile, President Kaunda launched a strong attack on certain trade union leaders here who are "championing" the cause of the workers while ignoring the reality of the country's economy.

At State House Dr Kaunda lambasted leaders of the powerful Zambia Congress of Trade Unions (ZCTU) for attacking the Government

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# ZAMBIAN COPPER JOBS IN DANGER

26/11/78

Mercury Correspondent

**LUSAKA—Zambia's mining industry may be forced to declare some workers redundant if the present downward trend in copper prices on the world market is not reversed, it was reported yesterday.**

The Government-owned Times of Zambia yesterday quoted Mines and Industry Minister Mr. Axon Soko as saying that some workers would have to be laid off if the position did not improve.

"The situation with both RCM and NCCM is very critical," he said. "Both companies are making losses, while the cost of production is increasing because of the little money our copper is fetching."

Zambia is one of the world's top four copper exporting nations.

**ABANDONED**

As a result of the low copper prices, both copper companies, which are State owned, have restricted their operations to maintenance and replacement of equipment with no new developments taking place.

The Minister said that because of this, plans to develop Kansanshi Mine in Solwezi in Zambia's north-western province have been abandoned.

Mr. Soko said that efforts were still being made to raise funds locally and abroad so that the two companies could continue their operations.

He returned on Monday from Peru, where he attended the Council of Copper Exporting Nations meeting which decided to continue a cutback in exports.

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ZAMBIAN MINES

F.M 27/8/76

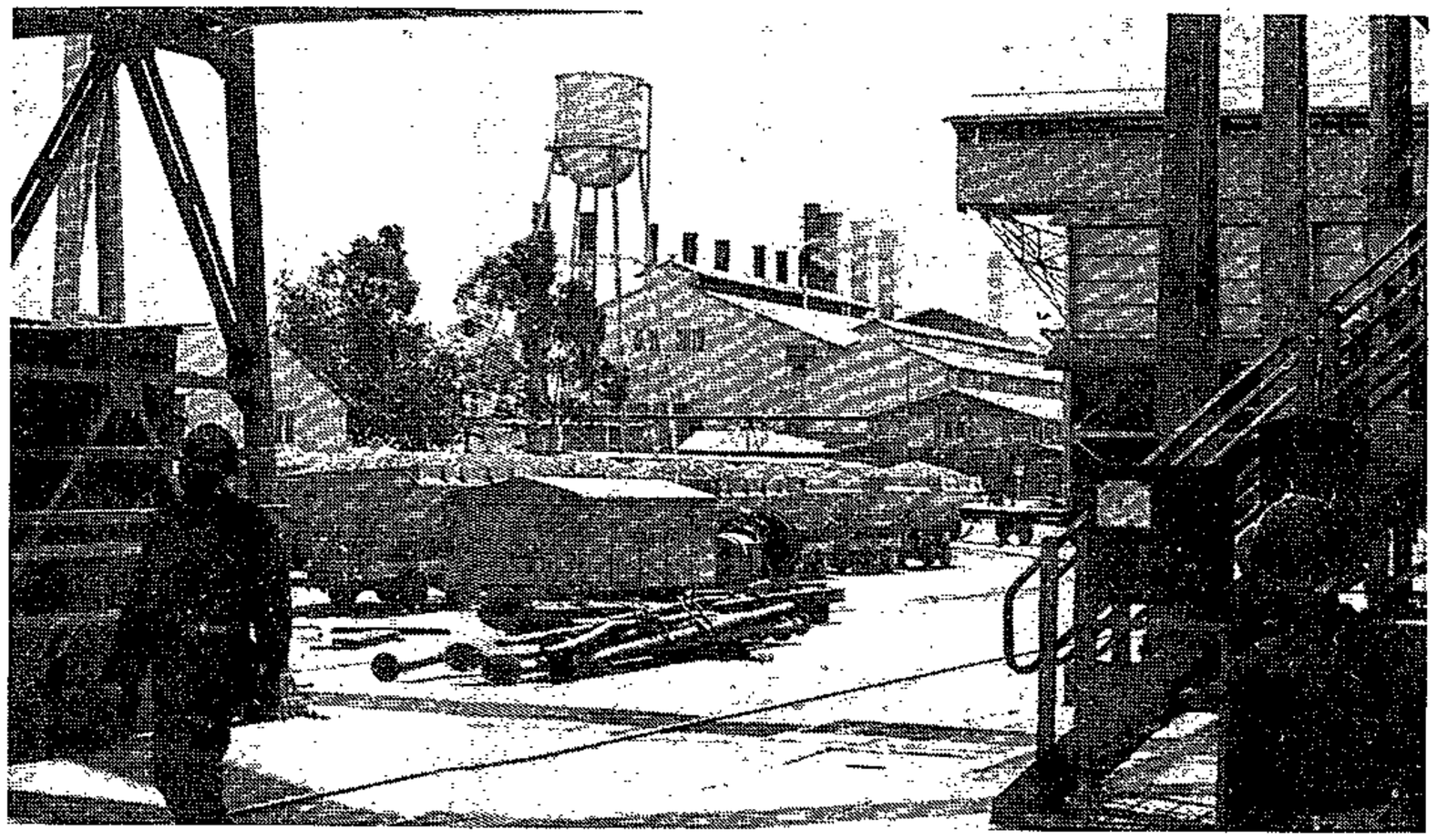
## Skills drain

**A shortage** of skilled workers, caused mainly by the difficulty of recruiting enough expatriates, is hitting Zambia's copper production. Although neither Roan Consolidated nor Nchanga Consolidated will give any figures, the problem is becoming increasingly serious.

A fortnight ago Roan announced it was transferring more than 40 skilled workers from Luanshya to its mine at Mufulira. This was to maximise production; since Mufulira has a higher grade ore than Luanshya and mining conditions are better.

Nchanga has made minor staff reshuffles, but since the company's mines have similar ore bodies there has so far been no concentration of staff on a single mine.

The principal staff shortages are of



**Don't go down the mine daddy!**

skilled mine captains, shift bosses and engineers. Both companies say they have been unlucky in recent recruitment drives in the UK and elsewhere. A number of people accepted jobs, but then changed their minds. "This happens all the time," said an Nchanga spokesman, "but we've just had an unusually large number of cases."

There are several reasons. The recent devaluation of the Zambian kwacha by 20% has meant an effective 20% reduction in expatriates' salaries. The mines quote salaries in sterling based on the Zambian equivalent. "Much of our advertising was done before the devaluation, and we've had to write to people who accepted jobs saying that their salaries will in fact be 20% less than what we quoted," the Nchanga spokesman said.

Extensive overseas recruiting is necessary because the mines are experiencing difficulty in retaining expatriates fewer of whom, say both companies, are signing up for further spells once their contracts expire.

Many expatriates claim that educational and medical facilities are deteriorating in Zambia. They also grumble about shortages of goods like butter, cheese and washing powder. And although the mines have Zambianised many of their operations, they also face problems in retaining the best of the local workers.

Since they are government-owned, salaries are set by the government. Many Zambians trained on the mines have been attracted by higher wages in engineering companies which are not subject to the same controls.

The mining houses are now holding informal talks with government to see how the shortages can be overcome. One likely outcome is that they will be authorised to offer higher salaries.

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# Zambia short of miners

Cape Times 22/10/76

Own Correspondent

LUSAKA. — Zambia's copper mining industry is facing a serious shortage of experienced White miners, the Minister of Mines and Industry, Mr Axon Soko, said in Mufulira on the Copperbelt yesterday.

The Minister said copper production was being seriously affected.

He said that the mining industry, Zambia's largest foreign exchange earner, was short of more than 1 000 expatriate miners on an establishment of 5 000.

Mr Soko said that Zambia's recruitment offices overseas had informed the Zambian Government that expatriate personnel were not coming forward in anything like the numbers required.

"If we cannot attract people, the industry will begin to falter. Ultimately, we naturally wish to retain those of our staff — both Zambian and expatriate — who have gained experience in the country and to minimize the numbers which have to be recruited," he said.

As a result of this expatriate staff crisis, more than 3 500 Zambian miners will not receive any training in the coming year for lack of expatriate mine staff with expertise to train them.

The Minister said that the shortage of skilled staff would mean a production cut of about 50 000 tonnes during the coming year.

FIN MAIL 19/11/76

ZAMBIAN MINES

## Skills drain

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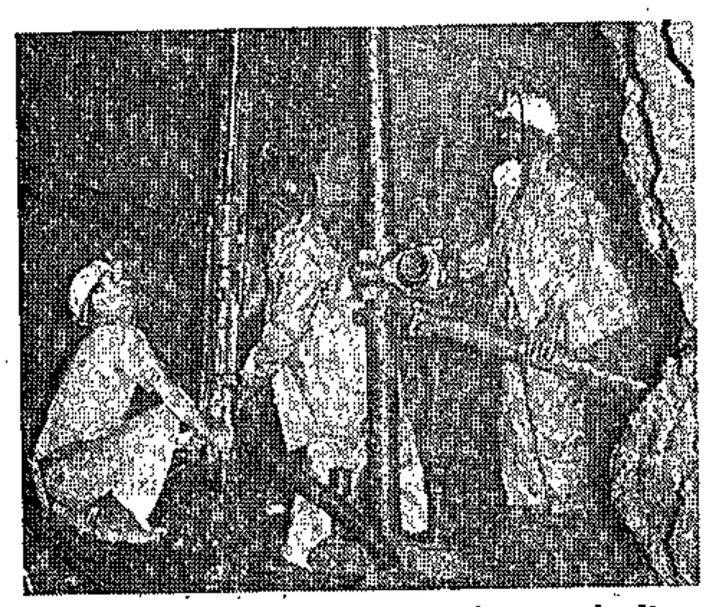
**Poor maintenance** of equipment, resulting largely from a shortage of skilled artisans, is worrying top officials in Zambia's copper mining industry.

There have, according to mining company people, been some close shaves recently. At one mine a cage rope broke last month, the second such incident in the space of a few months. There have also been incidents in which cages have been overwound on the headgear and countless cases where potentially dangerous malfunctions have occurred.

Luckily, no-one has been killed or even seriously injured. But as one mining official in Ndola put it: "It was only luck which prevented us from having corpses on our hands."



**Underground on the Copperbelt . . . too many nasty incidents**

As recently as a year or two ago broken ropes and overwound cages were virtually unheard of. Since then there has been a drain of skilled White artisans and other key personnel. Mines and Industry Minister Axon Soko reported last month that the copper mining industry was short of more than 1 000 expatriates on an establishment of just over 5 000.

He calculated that if the mines were fully staffed they could produce an extra 50 000 t of copper a year — worth nearly R50m at current copper prices. The main reason for the staff shortage, he said, was that conditions of service in Zambia had deteriorated. It was simply a question of paying miners more or seeing them go to other countries.

The Minister has now announced some financial incentives, including the payment of a minimum tax-free gratuity of more than R2 000, payable annually in foreign currency.

The final details of such financial baits are being worked out between government and the mining houses and a new recruitment drive is expected to get underway in Britain in a few weeks' time.

At the same time the mining houses are trying to recruit skilled people from non-traditional areas like the Philippines and India. Results so far are promising.

35K

# Zambian 'loafers' go back to the land

'Mail' Africa Bureau

LUSAKA. — Zambian President Kenneth Kaunda has ordered the registration of all "loafers" in cities and towns so that they can be sent home to work on rural reconstruction programmes.

Addressing the annual conference of the Local Government Association of Zambia in Ndola yesterday, Dr Kaunda said that at the end of a countrywide registration of unemployed in July, the "loafers" would go back to the land.

The number of unemployed Zambians fluctuated each month, but there were now between 9 000 and 10 000, the Minister of Labour and Social Services, Mr Dingiswayo Banda, said recently.

President Kaunda's move is aimed at "creating a society of workers and peasants" to ensure that every man and woman is productive and has some sort of employment.

# Breath test for miners

LUSAKA: Zambia's two big mining companies have started using breathalysers to detect miners who report for work drunk, the Government-owned Zambia Daily Mail said yesterday. — Sapa-Reuter.

S. Tribune
30/10/77

354

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① Know definitions!!!

② Give reasons why!!!

Star 10/2/78

# 22 141 ZAMBIANS LOSE JOBS IN THREE YEARS

(361)

LUSAKA — More than 22 141 workers have lost their jobs in Zambia in the past three years. The Minister of Labour and Social Services, Mr Dingiswayo Banda, told Parliament here that in 1976, the worst year, 9 066 workers were declared redundant while 8 217 were laid off last year. The workers were laid off because of the difficult economic problems prevailing in the country.

The Minister was reacting to an ultimatum given to the Government by the chairman-general of the Zambian Congress of Trade Unions (ZCTU), Mr Frederick Chiluba. The ZCTU warned that unless there was a general wage increase before mid-March to justify the present high prices, there would be a general strike by the workers.

The Minister said a general wage increase would worsen the present economic problems the country is facing.—Sapa.

Cape Times 21/4/78

# 900 miners will lose their jobs

LUSAKA. — Nine hundred Zambian miners of the Luanshya division of Roan Consolidated Mines (RCM) on the Copperbelt will be laid off at the end of April, a spokesman for the Mine Workers' Union of Zambia (MUZ), Mr Emmanuel Nkole, confirmed here.

# More sacked by Zambian copper mines

21/4/78

(361)

Mercury Correspondent

**LUSAKA — Nine hundred Zambian miners of the Luanshya division of Rona Consolidated Mines (RCM) on the Copperbelt will be laid off at the end of this month, a spokesman for the Mine Workers Union of Zambia, Mr. Emmanuel Nkole, confirmed here yesterday.**

He said the miners will be declared redundant because of the low price of copper at the London Metal Exchange.

Last month 4 720 Zambian workers who were employees of sub-contractors to the copper mines were sacked.

Speaking in Parliament recently, Zambia's Minister of Finance, Mr. John Mwanakatwe, said the RCM last year made a loss of R17,5 million and "the mining management has no other alternative apart from declaring over 2 000 miners redundant."

Mr. Mwanakatwe said: "In the case of the Nchange Consolidated Copper Mines, it made a loss of R43,5 million. Therefore the company will have to drop in production and declare hundreds of workers redundant."

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## Zambia mines first gold — uranium next

Own Correspondent

LUSAKA. — Zambia's first gold mine has gone into production with an initial capital of R240 000. The Nsofu mine, 70 km east of Lusaka, is run by two brothers, Paul and Hugo Nielson.

Production capacity will be 7 500 tons a year. "This will enable us to maintain the machinery," Mr Paul Nielson said.

He added that the future at Nsofu was bright "because there are five grams of gold to every ton of ore."

Meanwhile, the acting Secretary for Mines, said yesterday negotiations between the Zambian Government and foreign companies interested in uranium prospecting had reached an advanced stage.

Mr Kabuka Nyirenda said in Lusaka the government was negotiating with companies in West Germany, Italy, Japan and several other countries who had shown interest in intensive prospecting and exploration of uranium.

Mr Nyirenda hoped the government would soon conclude an agreement and work would begin this year.

The extent of the deposits still have to be established but he pointed out that the venture would involve a lot of capital, hence the involvement of foreign companies.

Mr Nyirenda emphasised that the exploitation and exploration of uranium was not restricted to foreign companies and he would like local companies with the technical know-how and capital to come forward.

Up to now we have not taken into consideration the rural ties and homeland conditions of the interviewees. Clearly there is an interaction between their employment and rural situations. We now turn to examine the rural situation and the nature of the interaction.

authorities, but without any intervention by the Bulgarian police.

This emerged from an account by Till Meyer, the alleged terrorist who escaped from the Moabit Prison in West Berlin last month, and from security sources who confirmed the gist of Meyer's version of his arrest. The West German Government has so far refused to give any information about the circumstances of the arrest, or to comment on Meyer's allegation that he and his three companions had been "kidnapped" by a special commando of the Federal Criminal Office "behind the back of the Bulgarian authorities."

Meyer's lawyer, Mr Wolfgang Panka, said after an hour-long conversation with his client that Meyer told him that the Bulgarian authorities had apparently not been involved in the arrest, and that the whole operation may have been carried out without knowledge of the Bulgarians.

This was denied, however, by German security sources. They said that cooperation between the Germans and Bulgarians started at police level three days before the arrest. The use of armed German police had been cleared at diplomatic level.

The arrest happened at the Black Sea resort of Sonnenstrand near Bourgas. At about 4.30 pm, four hired vehicles with several heavily armed German police drew up outside a number plates, and put in a waiting Lufthansa aircraft. There was no control at the airport, and the transfer from the minibus to the aircraft took only about two minutes.

In the aircraft was a squad of another 25 armed police. The aircraft immediately took off for West Germany, and landed at Cologne, where

**by Siegfried Buschschluter in Frankfurt**

the four alleged terrorists were put into prison. Meyer was flown to Berlin on Thursday night, and was being questioned by the police about his escape from prison last mongh.

He goes on trial again this week with five other alleged members of the Second of June Movement, for the murder of a Berlin judge and the kidnapping of the Christian Democrat politician, Peter Lorenz.

*Our Belgrade correspondent adds:*

Bulgaria's prompt extradition of the four German terrorists has made Yugoslavia's problem about four alleged members of the Bander-

# Torture in

AN ACCOUNT of torture and killings for political crimes by the Sekou Toure regime in the west African republic of Guinea is set out in a report by Amnesty International, published in London.

The pamphlet estimates that the number of surviving political prisoners is 2,000 and may be as many as 4,000. The number who have died, many after electric torture, is impossible to determine but 253 are known to have

It seems likely that other dairy projects have failed as the problems of lack of markets and low production f(9)
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**BUSINES**

# Zambia clears line for copper

RDM 7/10/78

(361)

By DON ROBERTSON
Mining Editor

**ZAMBIA'S decision to reopen its border with Rhodesia, ostensibly to facilitate the import of fertiliser for its ailing agricultural industry, could have broader implications associated with the country's vital need to export copper.**

President Kaunda has indicated that while it is necessary to acquire an estimated 90 000 tons of fertiliser which is believed to be held up in Maputo, the reopening of the border will also be used to export copper through the southern route, a move which could bring immediate benefit to Zambia's beleaguered copper industry.

According to reports, more than 60 000 tons of copper is stranded between the the Copperbelt and the Tanzanian port of Dar es Salaam. Although transport has improved between these two centres, the use of the southern route would be a major boost to the industry.

Before the 1973 Rhodesia-/Zambia border closure, a large part of Zambia's copper exports were railed through Rhodesia to the Mozambique ports of Beira and Maputo.

In March this year, Zambia was forced to declare a 15% force majeure reduction in deliveries of copper for the rest of the year because of congestion at Dar es Salamm and rail transport difficulties. Following the invasion of the Shaba province, Zaire declared a 50% force majeure supply cut. Supplies from both countries have since improved.

While the import of fertiliser is vital to Zambia's maize crop, it seems more probable that conditions laid down by the International Monetary Fund regarding the future of the Zambian copper industry played a major part in the Zambian border decision.

In March, the Zambian kwacha was devalued by 10% as part of package deal which involved an IMF loan of K322-million. Conditions of the loan required that the Roan Consolidated and Nchanga Consolidated, the biggest producers, reach at least a break-even point on profitability by the end of 1978.

It was also required that borrowings from the Zambian Government be limited and that the production rate from the two mines be increased to 670 000 tons a year.

As a first move in this direction, Nchanga plans to capitalise K57-million of Government loans into equity, and both mines have taken steps to cut costs and capital expenditure.

However, it seems that in an effort to return the industry to a profitable stage, Zambia has reopened the railway to ensure that production reaches the market.

It is unlikely that Zambian copper will again be routed through Mozambique ports, as it will first have to pass through Rhodesia.

The copper will be routed through South African ports, perhaps Port Elizabeth (through which some Zairean copper is exported) or Durban. A spokesman for the South African Railways said yesterday that negotiations were under way with the Zambian Government.

Should Zambian copper exports increase as a result of the border opening, there could be significant repercussions for the copper market. Earlier this year, Zambia, Zaire and Peru announced a 15% production cut in an effort to reduce the stocks overhanging the world market. Although stocks remain high on the London Metal Exchange, they would have been higher had it not been for the supply reductions by Zambia and Zaire.

Another factor which could affect prices is that Benguela railway between Zaire and Lobito Bay may soon be reopened to traffic on a limited scale.

primary, while they help some people make more use of their cattle, dairies cannot be seen as a way of improving the standard of living of the very poorest people in an area, because only those with cattle can join. Furthermore, the poorest members tend to be forced out of the dairy because they have too few cattle to get a decent income from the dairy, thus the man of the family is forced into migrancy and there is no one left at home to do the labour involved in the dairy. They are mainly beneficial to people who have many cattle, or who have other local money-earning activities and who can fit the dairy jobs in with their other work as a supplementary source of income. (10)

In view of peoples commitment to the project (discussed later) I would see the dairies main value in providing an educative experience for those involved. One might argue that in an environment of such poverty and lack of alternatives, inequitable production is better than nothing and that it is very useful in expanding peoples consciousness.

generally on the banks of a stream) and the extension officer gives demonstrations and talks on how to grow vegetables. These factors are very important when many villages are more than half an hour's walk from water, and most people have no fences round their home gardens so that chickens and small stock eat whatever they try to plant.

Most of the gardens are called "Zenzele Gardens" (and in Kwazulu Vuku'zenzele) even where there is is no Zenzele women's committee. In areas where there are strong Zenzele groups (e.g. Umhlaba) it is part of the "policy" of Zenzele to ask the extension officer to help them establish gardens. In establishing a garden then, the extension officer may work through groups like Zenzele or the Y.W.C.A. or he may hold general meetings and work through all organisations to get to the population at large. In other cases a group of residents may approach the extension officer.

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# More copper to flow through harbour

DD 7/10/78

(361)

LUSAKA — Zambia was reopening its southern transport routes through Rhodesia and South Africa to save its ailing economy, Pres Kaunda announced here yesterday.

The opening is expected to facilitate Zambia's importing of fertiliser and exporting of copper.

A Johannesburg newspaper, Die Transvaler, said that according to information, copper would be railed through Rhodesia and Botswana to East London, while other goods would be channelled through Johannesburg to Maputo.

Pres Kaunda told a press conference the decision had been taken because of the failure of ports in Tanzania and Mozambique to handle the volume of Zambian exports and imports.

Under the new arrangement, Zambia Railways and South African Railways would work together in rerouting Zambian exports and imports.

The whole exercise would involve South African Railways, Zambia Railways and Mozambique Railways.

The routes would link Maputo, Pretoria, Mafeking, Francistown, Bulawayo and Livingstone.

Pres Kaunda said the reopening of the southern routes, closed in 1965 after the declaration of UDI in Rhodesia, would lower the soaring cost of living in Zambia.

Asked whether this would mean open trade with South Africa, he said there never had been a ban on trade with South Africa.

"All I know is that we have restrictions on imports from South Africa and other countries."

Zambia Railways and South African Railways were entering into negotiations to work out the cost.

Zambian fertiliser was already being rerouted by South African Railways through Botswana.

Pres Kaunda said reopening the rail links would not affect military efforts to unseat the Salisbury government. "If anything, it will strengthen it."

Earlier, he held talks with Mr Joshua Nkomo, co-leader of the Patriotic Front. Mr Nkomo's guerillas operate from Zambia while those of his co-leader, Mr Robert Mugabe, are based in Mozambique.

Zambia quietly conceded to the United Nations that it was breaking its blockade to bring in more than 100 000 t of fertiliser.

It had no choice because supplies were badly needed before the onset of rains, Foreign Minister Siteke Mwale told the General Assembly yesterday.

He also said Zambia's "Full and effective" application of sanctions against Rhodesia was in grave jeopardy. He blamed this on lack of support.

Applying sanctions had already cost Zambia more than a billion dollars, he said.

Dr Mwale warned the world body Zambia would "vigorously pursue" a strong case against British and other companies involved in the secret supply of oil to Rhodesia. — DDC-SAPA-RNS.

individually and 3 others have combined into a group which divides costs and profits.

./...



then divide the crop equally amongst themselves. The garden in fact is covered in shoulder-high khaki-bos and it is obvious that very little labour goes into it. I was very surprised to learn at a meeting that the crop sales had not nearly covered the cost of the seed for 2 years, and in spite of this people (some very poor) were prepared to put money in for seed again. For example in 1977 fourteen members paid R2,30 each towards the cost of potato seed. The total crop from this was sold for only R10,00. There was a loss of R22,20. This year members plan to use the R10,00 from the sale of the potatoes and R1,00 from each member to buy seed again.

3. Marketing has not been an issue because of low production.

4.2.4 ABALIMI

1. This garden is outstanding in that there are 79 members, and membership is expanding. It has grown steadily since started in 1976 with 19 members. Double the initial area planted has been opened up for plots. The garden is called "Zenzele" but there is no Zenzele organisation and it was started by the local extension officer who has worked closely with the headman. There is a favourable environment for projects of this kind at Abalimi because the headman is very committed to them and has been making a special effort for years.

   While there are people who are selling a considerable amount, up to R200 per year, the majority of people only use the plots in summer and produce mainly for home consumption with some sale of assorted vegetables in summer. (Those earning over R10 a year generally concentrate on some cash crops e.g. tomatoes and potatoes as well as their mixed vegetables for home consumption).

2. Organisation: The vegetable plots are individually worked - members who work hard and produce well are allocated more plots - the number of plots per member vary from one to eleven.

3. Marketing: Because Abalimi is so productive and large, one can assess the marketing problems existing here and so attempt to predict problems which would arise if the other, smaller gardens expanded to a similar size.

./...

The reason N.M. gives is that they were not paying her enough. This is obviously true, they paid R14 a month whereas it would have cost at least R30. They say, however, that had she asked for more, they would have paid and she admits that she never did ask for more.

The timing of the July 1977 break seems significant in relation to the fact that production was increasing at that time and yet the marketing contract at the hospital was static at 12 gallons. In early 1977, N.M. mentioned that it was difficult to fill the quota. Later in the year, however, she mentioned that since they had started to feed their cows turnips from their fodder plot, the milk supply had increased. I have estimated that in summer the amount produced by the th whose milk is now transported by N.M. is just more than 12 a gallons a day which fits the quota well. All the milk pr other members would be in excess of the quota. (Note tha 12 gallons a day whereas the other eight or so who normally produced 7 gallons altogether).

Milk production drops in winter. For the people who have t and/or a larger number, it drops by about half. For peop two cows, it may stop altogether or provide only enough for ho Thus, all of the eight peoples' combined milk production would only have added 1½ gallons in winter.

It seems that in the summer of '76/'77, the dairy members built up their production to 12 gallons and then beyond it, but in the winter it dropped and there is no way that people with so few and such poor cows as the majority of dairy members will be able to substantially increase their winter production .

From N.M.'s point of view, the very small benefit the co-op members provide towards reaching the quota in winter is cancelled out by the problems of having to sell the extra milk in summer. (At the moment, a friend of N.M.'s, also a director of the Umhlaba Trading Company, makes up the quota in winter).

Before the co-operative was established, no individual was producing enough to secure a stable market. It seems that the co-operative has been useful to N.M. in slowly building up production so that first a village market could be established, then a town market and now a definite marketing contract.





It has ceased to be useful to her however, because most members have too few resources to expand production further or even keep it stable all year round. The main advantage of participation in a co-op for someone like N.M. is the access to resources allocated by the government (or other external agency) on the grounds that "the project benefits the community". I have mentioned all the external resources given by the government and at the moment very few people apart from N.M.'s trio are using these resources and even when the co-op was working, the richer members obviously gained much more from the resources than the poorer.

development is taking place in Inkomo since I did my research.

# Zambia to sue British oil firms

7/8/78

361

LUSAKA — Zambia is to sue British oil companies for billions of dollars in compensation for damage caused by the companies' failure to honour United Nations sanctions against Rhodesia.

This was announced here yesterday by President Kaunda when he addressed a press conference at State House. He said the damage was "incalculable" and "accordingly, I have instructed the Attorney-General to follow up this matter."

Pres Kaunda also said: "Zambia is studying the Bingham Report carefully. So far it reveals the astonishing extent of the British Government's knowledge of, and even collusion in, the breach of the United Nations sanc-

d: "The Bingham Report, which implicates the administering power (Britain) in seriously undermining the United Nations effort to end the rebellion, must now be debated by the Security Council.

"Accordingly Zambia, with the support of frontline countries, intends to take the Bingham Report to the Security Council," he said. — DDC.

The internal organisation of Inkomo dairy works in such a way that people with more cows benefit relative to those with less. Costs are always per person, i.e. all members pay an equal amount towards the building, salaries, transport, fodder, plots etc. Thus, a person with ten cows pays the same overheads as someone with one cow, even though the ten cows take ten times as much labour, eat ten times the amount of green fodder and ten times the amount of milk has to be transported.

The story of the dairy fits into a pattern occurring in other areas of the underdeveloped world. Edward Brett (5) says that the communal strategy has worked best in some of the least developed areas of Tanzania. "In such areas we may assume that the differentials between rich and poor peasants may not be so great (though this too should be subjected to closer examination), and, more important, that the benefits of the richer elements to be obtained from being incorporated in the programme may outweigh the losses stemming from communalisation of production." He goes on, however, to cite the problems of establishing an efficient project in such under-developed regions and writes "... there is a danger that these elements in the less-

DD 9/10/78

(361)

# Kaunda stands firm on rail reopening

LUSAKA — Zambia's Pres. Kaunda will not reverse his decision to reopen trade routes through Rhodesia, according to senior Zambian officials.

Dr Kaunda held a brief meeting at the weekend with Presidents Machel of Mozambique and Nyerere of Tanzania amid reports that his African allies were opposed to the decision.

No statement was issued after the meeting to counter reports that the frontline states confronting white-ruled Southern African were divided over the reopening of Zambia's trade routes through Rhodesia.

The Zambian officials said Zambia had no alternative but to reopen its rail routes through Rhodesia, closed since early 1973, in order to export its copper and import badly-needed fertilisers.

Pres Machel and Pres Nyere received a cool reception when they came to Lusaka. Dr Kaunda did not interrupt his schedule to greet them and only a handful of officials were at the airport when they arrived.

Both Presidents returned to their countries after the brief meeting with Dr Kaunda, and Zambian officials would give no details about the talks.

Though his decision might have strained his relations with other frontline presidents, it seems to have earned Dr Kaunda considerable domestic political gains.

The prospect of an easier supply of goods and an economic uplift brought on by quicker export routes for copper — the source of over 90 per cent of Zambia's hard currency earnings — has rescued him from a political bind.

Elections in which he will be sole presidential candidate are due on December 12. But with shortages of essential goods prevalent, the Zambian leader ran the risk of abstentions or "No" votes that would turn the poll into an embarrassment.

Officials said reopening trade routes would mean a wider range of essential goods could be brought into the country, increasing Dr Kaunda's popularity.

Zambian officials are hoping that with the fertilisers and other goods coming in and copper moving quickly to markets, the country's flagging economy will pick up.

Dr Kaunda has played an important political card apparently aimed at stemming discontent over shortages. — SAPA.

**Editorial opinion, page 6.**

## Blow to us — Nkomo

LUSAKA — The leader of the Zimbabwe African People's Union, Mr Joshua Nkomo, has complained that the reopening of the southern route announced by Pres Kaunda would hamper his organisation from effective armed struggle.

Mr Nkomo, whose organisation operates from Zambia, pledged that his guerillas would not sabotage the railway bringing goods to Zambia, but they would fight alongside it.

"We shall also ensure that only Zambian goods are being transported along the railway and nothing else," he said. — SAPA.

# Zambia rail route brings jobs to EL

RDM 12/10/78

(361)

By CHRIS MARAIS

THE RE-OPENING of rail routes between Zambia and Rhodesia will bring the South African port of East London "back to life" and provide job opportunities for large numbers of blacks living in the area.

That is the opinion of Mr George Orsmond, past president of the East London Chamber of Commerce and present member of the Harbour Advisory Board.

"Our port has been grossly under-utilised since the advent of containerisation last year," Mr Orsmond said. "The harbour is geared to handle far more sea traffic than it does at present. When this new plan to use East London as an import-export centre for Zambia becomes a reality, the city can only benefit."

Mr Orsmond said the movement of both copper and fertiliser were labour-intensive and this could bring relief to many unemployed blacks living in the district.

The re-opening of the rail routes has not only meant relief from impending famine for Zambia, but also a possible softening of the International Monetary Fund's attitude towards Zambia's ailing copper industry. Conditions of an IMF loan of more than R330-million to Zambia required that two major copper producers at least break even by the end of 1978.

A spokesman for one of the copper producers said Zambia's copper industry had suffered from high transport costs and it had been difficult to export copper for a number of years.

"We will now be able to get our copper to the market at reasonable rates."

He hoped that if the IMF could see copper producers were doing their best, the deadline would be extended.

The copper transport problem became evident recently when it was reported that more than 60 000 tons of copper lay stranded between the Copperbelt and Dar es Salaam.

Zambia's need for fertiliser became so desperate that without more than 90 000 tons of fertiliser, the country faced a disastrous maize crop. Zambia had ordered the 90 000 tons of fertiliser, but this was subsequently stranded between Maputo Harbour and Francistown in Botswana.

Zambia's maize planting season begins at the end of October and without the fertiliser the country faces a near-famine next year.

# Urgent supplies roll into Zambia

SALISBURY. — The first railway wagons of desperately needed supplies for Zambia rolled across the Victoria Falls Bridge yesterday, five days after President Kenneth Kaunda announced the re-opening of rail links with Rhodesia.

A spokesman for Rhodesia Railways said last night that 10 wagons of seed maize, which arrived at Victoria Falls on Tuesday, were shunted across the bridge late yesterday afternoon.

The opening of the rail link has created a split between the leaders of the Patriotic Front, Mr Joshua Nkomo and Mr Robert Mugabe.

The Victoria Falls bridge, as far as is known, has carried only rail traffic for Zaire since President Kaunda closed Zambia's border with Rhodesia in 1973.

Since the border closure, Zambian and Rhodesian troops have exchanged fire across the Victoria Falls Bridge in a simmering frontier war.

Heavily-armed Zambian soldiers were seen on the Zambian side of the bridge yesterday as the wagons of maize seed rolled across.

President Kaunda re-opened the border with Rhodesia on Friday. — Sapa.

## Bonn warning on race war

BONN. — Failure to reach an internationally recognised independence settlement for SWA/Namibia would increase the danger of race war there, the West German Foreign Minister, Mr Hans-Dietrich Genscher, said in Bonn yesterday.

Mr Genscher leaves for South Africa tomorrow for talks between the South African Government and the Foreign Ministers of the Western Five. — Sapa-AP.

# Rail link splits the Front

LUSAKA. — The re-opening of the rail link through Rhodesia to Zambia has caused a split between the partners in the Patriotic Front.

Mr Joshua Nkomo, of the Zimbabwe African Peoples Union, has assured President Kuanda his guerrillas would not disrupt rail traffic between Zambia and South Africa. His guerrillas work from Zambia.

But Mr Robert Mugabe's Zimbabwe African National Union has publicly vowed to destroy the rail link in Rhodesia. His men work from Mocambique.

"We shall blow up the line whenever we get near it," a Zanu official said yesterday.

Frontline states have hit at Zambia's decision to re-open the southern route.

Tanzania and Mozambique have accused Zambia of bowing to pressures from South Africa, Rhodesia and the International Monetary Fund to re-open the southern rail route.

But the Zambian Government is faced with the desperate need for fertiliser and the need to export copper — its main source of foreign exchange.

President Kaunda has said he was re-opening the route because Tanzania And Mozambique had let him down. He did not elaborate.

Early this year Zambia got a loan of R322-million from The IMF. The condition was set that Zambia should use cheaper transport than the costly Tanzam rail link through Tanzania. — Sapa.

CHAIRMAN'S REP

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# Report highlights Zambia's problems

NM 10/10/78 (361)

**Financial Editor**

**THE economic problems of Zambia which have forced that country to re-open its southern rail link through Rhodesia, are highlighted by the annual report of Zambia Copper Investments Ltd.**

Dr. Z. J. de Beer, president, writes in his annual review that in the light of all the adverse circumstances the performance of the Zambian mining industry during the year ended June, 1978, was no worse than expected.

Nchanga Consolidated Copper Mines produced 377 156 tons of finished copper in the year to March, 1978, compared with 427 810 tons in the previous financial year.

Roan Consolidated Mines' production during the same period amounted to 262 649 tons, or 10 896 tons less than in the previous year.

Since the copper price remained depressed, both companies were obliged to increase their total borrowings, predominantly from Government sources.

Operating results continued to be adversely affected by an increasing shortage of experienced staff and a lack of essential imported equipment and spares.

**Rail problems**

"The congestion at Dar-es-Salaam, together with considerable rail transport difficulties, continue to be matters of considerable concern.

"In the face of the foregoing, both companies have implemented detailed programmes designed to decrease expenditure."

This involved the rationalisation of mining operations, detailed reviews of operating costs, reorganisation of labour, reduction in stores and a general cutback in capital expenditure.

Dr. de Beer says the financial position of Zambia Copper Investments, the holding company, remained serious. No dividends had been declared by either of its subsidiaries.

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oo for the hard work that they have done this
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heir interest has been keen, and we wish those
als of this university a successful and
very sad to bid adieu to one of our most
a, Robin Hallett, who, as a lecturer vitally
rica in general and of Cape Town in particular,
the world around us immeasurably. To this
founder of the African History course we are pleased to extend Honorary Membership this year. We hope that he will often return to these shores to avail himself of his privileges as a life member of our Society.

Sydney Petersen
Chairman

Star 10/1/5/78 (361)

# Railways deliver the goods to Zambia

South Africa has agreed to transport fertilizer to Zambia and bring back copper for export, probably through East London, it was announced today.

The general manager of South African Railways, Dr J Loubser, confirmed the agreement after completing talks with the general manager of Zambian Railways, Mr Anderson Magoka.

The agreement followed the arrival in East London yesterday of an American freighter, the Green Lake, with a full cargo of fertilizer bound for Zambia.

The agreement calls initially for one train a day in each direction, with the northbound train carrying fertilizer to Zambia, returning with a load of copper.

The Star's Africa News Service reported from Bulawayo today that fertiliser was not yet being railed across the border at Victoria Falls.

The general manager of Zambian Railways, Mr Anderson Mazoka.

The fertiliser referred to is believed to have been carried earlier by SAR from Maputo to Francistown, from where it was originally intended to forward it by road via the border post at Kazangula.

But a report from Lusaka today said that 10 trucks of seed maize being sent from Francistown were standing at Thompson's Junction, near Wankie, and were expected to cross the bridge at Victoria Falls later today — the first consignment officially to cross the border since President Kaunda closed it in 1973.

In a bid to clarify the border situation, a spokesman in Salisbury said that pending the acceptance of fertiliser from South African Railways for conveyance by rail to Zambia, Rhodesia Railways had agreed to the reconsignment by rail of seed maize and fish meal originally consigned to Francistown, Botswana for onward transit by road to Zambia.

"This operation has already started but will be curtailed once the through railing of fertiliser from South African Railways begins," the spokesman said.

ZAMBIA — LABOUR

23/3/79 — 31/12/81

# Strike cuts rail lifeline

RDM 23/3/79

361

By SHADRACK SOKO
'Mail Africa Bureau

LUSAKA. — The entire Tanzania-Zambia railway system (Tazara) ground to a halt yesterday, paralysing landlocked Zambia's exports of its foreign exchange-spinner copper and imports of essential commodities.

This is the result of a wildcat strike staged by more than 3 000 workers on the Chinese-built railway. The strike became 100% effective yesterday when railwaymen stayed away from work.

The eight-day old stoppage follows demands by Tazara workers on the Zambian stretch for higher pay which the railway authorities have turned down in negotiations with the Zambia Railway Workers' Union.

Earlier the Minister of Power, Transport and Communications, General Kingsley Chinkuli, threatened to sack all the striking Tazara workers if they did not not go back.

The Minister's warning came in the wake of a meeting with union representatives at Ministry headquarters on Tuesday.

The warning which has fallen on deaf ears said: "The nation expects all of us to be responsible and therefore Tazara workers should realise that the strike could lead to laying off workers."

When the strike started on Thursday last week, 10 000 tons of copper for Roan Consolidated Mines were stranded.

# Zambia facing labour unrest

STAR 27/6/80

361

By Brendan Nicholson
The Star's Africa News Service

LUSAKA — With the end of the Rhodesian war, Zambia's President Kaunda faces a national crisis of expectations almost as severe as that facing his neighbour, Mr Mugabe.

In the months since the Lancaster House-inspired ceasefire there has been an increasing number of strikes by workers demanding their end-of-war dividend.

In the face of this growing labour unrest President Kaunda has summoned dozens of union leaders and other officials to a sudden meeting at which he warned them that "confrontation will mean disaster for all of us."

He called on the unions to be patient, told them increases were being considered and warned them he would act decisively if there were any more "illegal" strikes.

### LENGTHY

The process of striking "legally" in Zambia is a lengthy one which involves workers taking their grievances to a labour official, waiting a possible maximum of 21 days for his solution and, if there isn't one, going to the Ministry of Labour which can set up an inquiry.

If he has not by then obtained satisfaction he may go on strike.

This process generally takes three or four months.

Last week junior doctors all over Zambia ended a month-long go-slow when they were guaranteed pay rises and an investigation of their conditions which are described by outsiders as "appalling."

The government says it did not give in but planned to give the increases anyway.

Whatever the facts, a precedent has been set which will not go unnoticed by others among Zambia's 280 000 trade unionists.

President Kaunda . . . unions warned.

The Lusaka government may, understandably, see in the increasingly-powerful unions a political threat.

They have their greatest strength on the copperbelt and much of it lies in the large Bemba tribe which has never taken kindly to leadership of any sort, not even by its own chiefs.

It has been quietly suggested that the head of the Zambia Congress of Trade Unions, Mr Frederick Chiluba, a Bemba, might be planning to take over from the recently deceased Bemba leader and strong Kaunda opponent, Mr Simon Kapwepwe, as unofficial opposition rallying point.

He has generally avoided direct politics, but earlier this year called on workers to identify those of their leaders who were "socialists by day and capitalists by night."

Apart from the unions the only other institution likely to comprise a threat to the government is the Defence Force.

Since the coups in Ghana and Liberia more than a few anxious glances have been cast its way in search of a Flight-Lieutenant Jerry Rawlings or a Master Sergeant Doe. The junior ranks are a largely unknown quantity though the senior officers are considered loyal

They are closely enough under the government eye to be quickly shifted if they were not.

If substantial pay increases do not materialise the workers are likely to find themselves in a tug-of-war for loyalty between the labour movement and the ruling United National Independence Party, Zambia's only permitted political grouping.

For years, most of Zambia's ills have been blamed in one way or another on the war next door. Now the war has ended but the problems have not.

In the long term, perhaps the most disasterous contribution for Zambia of that conflict was the smokescreen behind which the government's excessively loving grasp strangled most of the life out of the economy.

Private enterprise has been restricted to the extent it comprises about 25 percent of what is left. Companies that grow too big are likely to be nationalised and laws restricting the repatriation of profits make investment unattractive to outsiders with money.

There is a limited amount of wealth available for investment from internal sources.

### BLUNDERS

All this clears the way for the monolithic, and generally grossly inefficient parastatal companies to blunder on.

Businessmen, and some trade union leaders, are unite din the belief that if the restrictions were removed the private sector would rapidly overtake its giant public counterpart meaning more jobs and a greater money flow.

● The latest dismayed admission of the lack of commodities in the country came from the Planned Parenthood Association which announced it had run out of contraceptives. It then made an unhappy choice of words when it asked the women of Zambia to "please bear with us."

# Zambian teachers to wait longer

361

Star 30/7/80

The Star's Africa News Service

LUSAKA — Zambian teachers were tight-lipped yesterday after Education Minister Mr Joshua Lumina backed out of a government promise to table new wage structures and service conditions by tomorrow.

After months of patient waiting by the Teachers' Union since a wildcat strike was called in early April, Mr Lumina told the teachers they would have to wait longer.

The Zambia National Union of Teachers (ZNUT) general secretary, Mr Shiyenge Kapini, had no comment to make and said the deadline would have to pass before any response was made.

The original promise of action for the teachers came from the Zambian Prime Minister, Mr Daniel Lisulo.

members of the organization, even if one deals only with the management and workers.

In most industrial organizations nowadays, people from the fields of business administration, indus- trial and management engineering and operations research have replaced their colleagues from the field of organization. Ne have been developed to se that they could not only actions, but also *measure* t

The purpose of studyi framework of the study o ture is to establish the effec the organization and all o say the economic effective a whole. For this purpose, for measuring the effe members of the organizati zation as a whole. The acti actions of members of the o with these standards and comparisons one can estat the individual and of the wh

STUDYING THE RELATIO MEMBERS OF THE ORG

The second factor of or the relationships existing a organization. When one de between two members of th consider *a required relatio* facilitating the execution of the carrying out of the organ producing or supplying prod other hand, when one deals nected with each other, one *actual relationship* existing because of work requirements or because of any other reason (e.g. because of historical circumstances, because of conditions created as a result of pressures not necessarily conducive to the organizational purposes, and, mainly, because the two people were personally attracted to each other).

The semantics of the organizational structure distinguishes between these two types of relationship by way of different names. The relationships necessary for the execution of the organizational targets or for the maintenance of a functional decision-making process are called *formal relation- ships*. The relation

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hierarchy, and rs or subordin- ps in the informal structure are between subordinates and their superiors, or between peers (subordinates to the same superiors), but a great part of the informal relationships is, as we have already mentioned, between people with no formal relationship between themselves. Although there are no managers in the informal structure, one can identify in it persons who are centres of informal relationships, i.e. with whom several people have established relationships. These

## Zambian teachers must wait longer

31/7/80 Post (361)

POST AFRICA NEWS SERVICE

LUSAKA — Zambian teachers were tight-lipped on Tuesday after Labour Minister Joshua Lumina backed out of a government promise to table new wage structures and service conditions by today.

After months of patient waiting by the teachers' union since a wildcat strike was called in early April, Mr Lumina told the teachers they would have to wait longer.

The Zambia National Union of Teachers (ZNUT) General Secretary, Mr Shiyenge Kapini, had no comment to make and said the deadline would have to pass before any response was made.

The original promise of action for the teachers came from the Zambian Prime Minister, Mr Daniel Lisulo, and the promise was reiterated by President Kaunda at an extraordinary meeting between teachers and the government late last month.

President Kaunda announced that the two sides could negotiate freely for wage hikes from August 1 until such time as a proposed Prices and Incomes Commission was operative.

But Mr Lumina assured the unions that the effective date of any wage increases or other benefits gained in negotiations would be on August 1.

# Pay action call

31/7/80 Star

361

The Star's Africa News Service

LUSAKA — The Zambian National Teachers' Union has demanded "a concrete decision today" on wage demands made 14 months ago after the Government went back on a promise to increase wages by July 31.

But the union has, also urged its members to remain calm and not to strike in support of their claims.

The call for calm came from the union's secretary-general, Mr Shiyenge Kapini, after the Ministry of Labour announced it would not unveil a wages package by July 31 as promised.

Mr Ledison Simatendele, national chairman of the union which represents more than 2 000 teachers throughout Zambia, challenged the Government to meet its stated deadline and said the union expected concrete decisions by today.

The teachers' union originally submitted demands to the Government on May 14, 1979, and took strike action last April. It was then that the Government promised to implement new salary structures and service conditions by the end of July.

Mr Simatendele yesterday said the union would react sharply if the administrative commiss on looking into labour demands failed to meet "three-fourths" of the teacher demands.

The teachers had asked for a 20 percent wage increase as well as better conditions.

STAR 21/8/80

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# Union warns of Copperbelt strike

(36)

LUSAKA — Strikes could come to the Copperbelt if miners' grievances are not settled quickly, Mr David Mwila, chairman of the Mineworkers' Union of Zambia warned this week.

Mr Mwila said there was a danger that miners would resort to "instant justice" if the management of the two state-owned mining giants continued to ignore union requests for negotiations on cost-of-living increases.

The management of the Nchanga Consolidated Copper Mines (NCCM) and Roan Consolidated Mines (RCM) met in Lusaka and on the Copperbelt this week to discuss statements made by Mr Mwila at a meeting of miners on Tuesday in which he alluded to a possible official strike.

He said management had ignored a request for negotiations with the miners' union on May 31.

Union sources said the miners were basically happy with a wage agreement now in force but they wanted discussion on cost-of-living provisions.

Mr Mwila told the miners: "We can hit back harder than the mining companies anticipate if we are taken for a ride and we will hit where it hurts most."


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STAR

# Zambia averts a strike, faces more

361

3/9/80

The Star's Africa News Service

LUSAKA — The Zambian Government has narrowly averted a major miners strike. Now workers in other industries are set to demand higher wages and better working conditions.

Zambia's economy has already suffered from 120 illegal strikes in the past 18 months and President Kaunda has put the unemployment figure at "close to three million."

Now the Civil Servants Union of Zambia (CSUZ), has declared a lispute with the government because of the creation of a government commission of inquiry into the public workers' plight.

These unionists regard the commision as a threat to free negotiation between workers and management and claim that the commission seeks to pre-empt union responsibility for its members.

Negotiations between this union and the government for a new package deal were nearly complete earlier this year when the government pulled out of talks and appointed the commission.

And while these Zambian civil servants express their dissatisfaction Zambian Congress of Trade Unions (ZCTU) chairman, Mr Frederick Chiluba, an outspoken champion of Zambian labourers, has thrown his support behind the CSUZ calls.

# Miners strike for protection

STAR 23/9/80

(364)

The Star's Africa News Service

LUSAKA. — About 150 white miners at Nchanga Consolidated Copper Mines (NCCM) went on strike demanding increased police protection after two whites were shot dead and three wounded by bandits, Zambia Radio said last night.

The miners, at NCCM's Chingola division — one of the largest copper producers in the world — walked off the job in what was believed to be a one-day stoppage in protest against rising crime on the Copperbelt.

A spokesman for the group said stepped-up police patrols were needed urgently after a spate of shootings this month left two other whites dead and a third injured.

The two injured miners were shot early on Sunday morning, the radio said, by bandits who entered their homes in what was suspected to be an attempted robbery. They were treated at a mine hospital and later discharged.

Last weekend two whites, a businessman and an engineer for a Luanshya firm, were shot dead in separate incidents on the Copperbelt in broad daylight.

Mr Bernard Hammond (31), was killed by bandits as he emerged with his wife from the Roan Antelope Cinema Club at about midnight on September 12. The bandits, who escaped, shot Mr Hammond five times in the head and neck before stealing his car and fleeing.

A Luanshya trader, Mr Ralph Herzberg, was killed the next Saturday when a group of six men barged into a shop demanding money.

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If the demand [illegible] precisely, it is feasible (but not necessarily economical) to produce the product to meet the demand exactly. In the usual case, however, demand is not completely known and a *safety* or *buffer stock* must therefore be maintained to absorb variation. Increases in demand because of promotional campaigns or seasonal demands can be planned for. Such *seasonal inventory* allows a more gradual build-up of stock in anticipation of this higher demand and permits a more stable employment level with lower capital investment.

3 TO ALLOW FLEXIBILITY IN PRODUCTION SCHEDULING

The maintenance of higher levels of finished goods inventory relieves the pressure on the production system to get the goods out. This gives longer lead times, which allow not only production planning for smoother flow but permit lower-cost operation through more economical lot size production. High set-up costs, for example, favour the production of a larger number of units once the set-up has been made.

249186 - RDM 361

# White miners strike over Zambian crime

LUSAKA. — About 150 white miners at the Konkola division of Nchanga Consolidated Copper Mines on the Copperbelt yesterday downed tools in protest against rising crime.

Expatriate miners and their wives gathered at the central sports club in Kameza township and demanded urgent police protection. More than 500 Zambian housewives also demonstrated at the office of the district governor.

The expatriates' protest was sparked off by the shooting on Sunday of two of their colleagues by armed bandits. They were Mr K S Chathley and an unnamed relative.

Both were injured by gunshot when gunmen raided their home at dawn.

They were treated at the Konkola mine hospital and discharged.

According to the expatriates, crime in the district — which is about 500km northwest of Lusaka — has reached alarming proportions.

They said the police had failed to protect them and that in the past weeks several homes had been raided.

They added that if protection was not guaranteed by the police and the company, they would stop reporting for night shift. Only in this way could they protect their wives and children.

Some threatened to terminate their contracts with the mines and return to their homelands.

It is expected that government and mine officials will meet the police today so that they can assure black and white miners of protection.

● Sapa reports that teachers in Zambia have threatened to strike at the end of October if salaries and service conditions are not improved. A Zambia National Union of Teachers official, Mr Benedictor Muchangani, said in Kitwe yesterday: "We shall also boycott all examinations."

He said that from next year teachers would teach in primary schools only if the maximum number of pupils per class was set at 45 and 35 in secondary school classes. At present, classes of up to 50 or 60 pupils are common.

Confirming the strike threat, the union's vice-president, Mr Fillison Mokokeza, said teachers would go on strike if they were not paid better salaries by the end of October.

"We are now totally fed up with this government's delaying tactics," he said.

# Torture allegation denied

STAR 26/9/80

361

The Star's Africa News Service

LUSAKA — The Zambian Government has denied allegations that special branch police officers tortured a mine union official by applying electrical shocks to his genitals in an alleged attempt to obtain the names of men advocating a strike at the State-owned copper mines.

The charges came from Mine Workers' Union (MUZ) chairman Mr David Mwila last Sunday at a rally of miners in Kitwe where he explained the terms of the settlement recently made between the union and the Association of Copper Mining Employers.

Mr Mwila charged that kalalushi union branch chairman Mr Robert Luhanga was beaten and subjected to electrical shocks on his private parts during an interrogation by special branch officers.

## EVIDENCE

He said the union had medical evidence to support the claim and demanded the removal from service of the officers involved.

Zambian Home Affairs Minister Mr W Phiri said yesterday Zambian police did not use electric shocks to obtain information from people during interrogations.

Mr Phiri said he was not aware of any torture inflicted on Mr Luhanga, and said that union leaders were free to discuss the matter with him or the Ministry of Labour.

STAR 29/9/80 (361)

# Zambia faces huge strike

The Star's Africa News Service

LUSAKA — A union leader has warned that Zambia is on the brink of a nationwide general strike because of the Zambian Government's slowness in meeting worker demands for higher wages and better working conditions.

Mr Frederick Chiluba, leader of the Zambian Congress of Trade Unions (ZTCU), told union chiefs during the weekend: "Brace yourselves for industrial action."

Speaking at a labour seminar at Kabwe, north of the capital, Mr Chiluba said the congress was prepared to sanction a potentially crippling general strike.

He attacked the ruling United National Independence Party (UNIP) and the Government for not paying attention to workers' grievances. He said this had led to anger in the unions which had been simmering for the past three months.

In June President Kenneth Kaunda warned that illegal strikes would not be tolerated when he called together union leaders and heads of the state agencies and urged them to negotiate new terms of employment.

Since then the powerful Mineworkers' Union has won a work package which includes higher wages after threatening to go on strike.

But other unions, including the National Union of Teachers and the civil servants' union, have been unable to come to terms with the employers.

Mr Chiluba said he and his fellow leaders at the ZCTU were prepared to go to jail if need be to press the Government to meet its promises to the workers.

He accused the government of "standoffishness, which seems to indicate its inability to discharge its responsibilities."

# Zambia workers ignore Ministry

LUSAKA. — The entire labour movement in Zambia, headed by the Zambia Congress of Trade Unions, yesterday decided they would have no dealings with the Ministry of Labour and Social Services because its Minister, Mr Joshua Lumina, they allege, had failed to attend to the workers' problems.

The decision was reached at an extraordinary meeting of all unions in Kitwe.

Announcing the boycott, ZCTU general-secretary, Mr Newstead Zimba, said the Zambian labour movement would have no further dealings with the Minister because it seemed he did not know what he was doing.

Instead, Mr Zimba said, Mr Lumina was championing the cause of eroding trade unionism and workers' rights in the country.

Reacting to the labour movements' boycott decision, Mr Lumina said he wondered what basis the ZCTU used in ordering unions to boycott his Ministry.

"It is up to them if they do not want to discuss labour matters with me. I personally think we should solve labour matters together and amicably," he said.

The crisis between the labour movement and the government was sparked off by a statement issued at Kabwe on Monday by the ZCTU chairman, Mr Fredrick Chiluba, who called for a nationwide strike before the end of the year to back up their demand for better working conditions.

Meanwhile, the strike by Zambian secondary and primary school teachers in Kabwe, central Zambia, has entered its third day without any sign of the teachers going back to work.

The teachers went on strike on Monday in protest against the delay in implementing new conditions of service by the government. — Sapa.

# Zambian clamp on union men

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LUSAKA. — The Zambian Government is reported to have confiscated the passports of leading trade union leaders who were advocating a national strike in opposition to a proposal that State employees take over the jobs of mayors, according to informed sources.

At the same time, the Unip national council meeting in Lusaka has decided to put the labour movement under tight party control to make sure it does not get involved in plots to subvert the government.

Those reported to have had their passports withdrawn are: the Zambia Congress of Trade Unions chairman Mr Fredrick Chiluba, the ZCTU general secretary Mr Newstead Zimba, and the assistant general secretary Mr Chitalu Sampa.

The Home Affairs Minister, Mr Wilted Phiri, was not available for comment.

But Mr Zimba, when pressed to confirm why the documents had been confiscated, said: "If you look at the passport, you will see the State has the authority to withdraw it any time."

When asked to comment on the seizure of the passports, Mr Chiluba said: "It could be possible."

On the national council's decision to bring the labour movement under strict control, sources close to the meeting said all the 12 committees of the council had resolved to put the unionists under surveillance by the government. — Sapa.

CURRICULUM VITAE

Klaas van der Poel

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation.

He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch.

He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

# Union call for clear economic strategies

RDM 30/12/80

(361)

LUSAKA. — The Zambia Congress of Trade Unions (ZCTU) has called on the government to re-arrange economic priorities and strategies "so that there are more productive people and less mouths to feed."

Speaking at the opening of the ZCTU general council meeting in Kitwe yesterday, the chairman, Mr Fredrick Chiluba, said: "No political system, no matter how powerful, coercive or oppressive can survive without a strong economy."

He accused the government of spending huge sums of borrowed money on prestige projects instead of using the money to help forestall future loans by investing productively.

Last Friday, the Minister of Finance, Mr Kebby Musokitwane, announced that his Ministry and the Bank of Zambia had worked out measures aimed at resuscitating the country's economy.

He said the plan had already been accepted by the central committee of the ruling party (UNIP) and the Cabinet, but declined to give details.

Mr Chiluba said yesterday the measures taken so far were insufficient.

He added: "The borrowing of huge sums must not blind anyone to the real long term measures required to provide cure. We shall need restraint and discipline in spending." — Sapa.

# Union men hope to avoid confrontation

RDM 13/1/81 (361)

LUSAKA. — A senior Zambian trade union leader said yesterday he hoped to avoid confrontation with the ruling United National Independence Party over the suspension of 17 union officials from party membership.

Mr Newstead Zimba, general secretary of the Zambia Congress of Trade Unions (ZCTU), who is one of the suspended officials, said the labour movement wanted to avoid industrial unrest at all costs.

Copper industry sources said today the Copperbelt province mines, which generate more than 95% of Zambia's foreign exchange earnings, have been working normally since the suspensions were announced on Friday.

The officials were suspended after they failed to obey directives to the Mineworkers' Union of Zambia (MUZ) to reinstate 16 shop stewards sacked from their union posts last year for taking part in elections for a controversial new local government system.

The system, which the MUZ and ZCTU have opposed since it was first intreduced as a Bill in parliament last August, became law last month.

Mr Zimba denied a suggestion by President Kenneth Kaunda at a Unip rally in Lusaka on Sunday that some union leaders had taken up the banner of the illegal United Progressive Party of the last former vice-president Mr Simon Kapepwe. He said the ZCTU had never supported the UPP.

Mr Zimba said the ZCTU and its member unions had no political motives though some of their stances had appeared political.

"I hope we will resolve the issue without confrontation. We want to avoid that," he said.

The suspended leaders have been given until Friday to clear themselves or face unspecified disciplinary action.

The unions have argued that the new local government system created a costly new bureaucracy when scarce funds would be better spent on job-creation projects and social services.

The system, which requires both voters and candidates to be Unip members, is a main plank in Unip's efforts to consolidate the nation's politics under its control and eliminate mayoral and council set-ups dating from colonial times. — Sapa-Reuter.

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**Zambia to pay off 8 000 workers**

LUSAKA. — Zambia's state-owned National Agricultural Marketing Board (Namboard) is to spend about R2-million to pay off an estimated 8 000 workers to be declared redundant by December 31.

The move follows President Kenneth Kaunda's announcement last May that the loss-making Namboard would be reorganised and its assets taken over by provincial co-operative marketing unions.

Namboard General manager Mr Daniel Luzongo has sent out letters to the workers warning them of the plan.

A spokesman said some workers started resigning of their own accord after securing employment elsewhere. The R2-million would be paid out in accrued leave days, lieu of notice payments and other benefits.

Pres Kaunda announced the re-organisation of Namboard when he launched the multi-million rand Operation Food Production in May. He said Namboard's activities would be reduced to the minimum to enable it to make profits.

Namboard, which had depots all over the country, was the country's sole dealer in importing seed for Zambian farmers, implements and all agricultural inputs other than fertilisers as well as buying grain from Zambian farmers for storage.

From January 1, Namboard will hand over its depots to provincial co-operative marketing unions and will only retain the main depot in Lusaka and a fertiliser complex near Ndola. — Sapa.

# Zambian labour will now toe Unip's line

RDM 16/1/81 (361)

LUSAKA. — The Zambian labour movement is ready to accept a controversial new local government system to avoid more direct confrontation with the ruling United National Independence Party (Unip), a senior trade union official said yesterday.

Mr Newstead Zimba, general secretary of the Zambia Congress of Trade Unions, is one of 17 union officials suspended last Friday from Unip for failing to obey directives to the Mineworkers' Union of Zambia to reinstate 16 shop stewards.

Mr Zimba said all 17 leaders had met a party deadline for today to write letters clearing themselves, or face unspecified disciplinary action.

The suspensions followed a MUZ decision to sack the 16 shop stewards for taking part in elections for the new local councils last year.

Mr Zimba said he did not know whether any of the suspended unionists, who included ZCTU chairman, Mr Frederick Chiluba, and Muz chairman, Mr David Mwila, would face party disciplinary action. That was up to Unip, he said.

The Unip secretary-general, Mr Mainza Chona, Number Two in the state hierarchy, declined to say what might happen to them.

The ZCTU council had hoped to convene a special general meeting in Kitwe on Wednesday, but Mr Zimba said police had refused permission for the gathering.

The unions have argued that the new local government system creates a costly new bureaucracy and that their members who are working for the old councils might lose their jobs.

The new system requires both voters and candidates to be Unip members. At present only about 5% of Zambia's 5 600 000 people hold party cards.

Police have banned all meetings of Zambia's Trades Union Federation and its 18 affiliated member unions on the Copperbelt.

The disallowed Kitwe meeting was expected to discuss the suspension of some leaders of the federation by the country's sole political party.

Relations between Unip and the trades union movement are strained over ZCTU's opposition to the proposed local government legislation..

A member of the party's central committee, on a tour of the Copperbelt, has said that there was evidence to show that ZCTU was working with forces from outside Zambia to bring disunity to the country..

At the weekend President Kenneth Kaunda accused the labour movement of having links with the banned United Progressive Party of the late Mr Simon Kapwepwe, once an ally of the President. — Sapa-Reuter-AFP.

Zambian PDM party 19/1/81

# 17 expels unionists

(361)

LUSAKA. — Zambia's only legal political party, the United National Independence Party (Unip), has expelled 17 senior trade union executives from party membership.

The decision will also cost them their union jobs, the official Zambian Press reported yesterday.

The decision to expel the men, who include the chairman and general secretary of the 370 000-strong Zambian Congress of Trade Unions (ZCTU) and the leaders of the economically vital Mineworkers' Union of Zambia (MUZ), was announced on Saturday night, a week after they were suspended for failing to obey party directives.

The expulsions followed months of deliberation within the party over what its leaders considered to be a major threat from the unionists.

The matter had to be treated with some delicacy as MUZ members generate more than 95% of the nation's scarce foreign exchange earnings in the form of exportable copper and cobalt.

Due to low prices for copper and slack demand for cobalt, the country's foreign exchange position is critical, and measures are currently being introduced to improve it.

The MUZ members took the news of their leaders' suspension from Unip calmly last weekend and the mines have functioned normally for the past week.

Unip's statement said the central committee warned against what it called "outside interference in the present situation".

It added it would regard any attempt to this effect as a hostile and unfriendly act.

There was no apparent indication where it thought such interference might originate.

The statement emphasised that the action had been taken against individuals and not against the labour movement as a whole. — Sapa-Reuter.

## Mrs. Thornton White Prize

For the best work in first year.

Miss M F J Sandilands

## S A Brick Association Prize

For the student who has made best use of bricks in his design work.

J G Kirkman

## R Stubbs Award

For the best project in structure and design.

M R I Ness

## National Development Fund for the Building Industry Book Prizes

For the best student in each year of study of the degree course.

### First Year

J A L Chapman

### Second Year

C S Jones

### Third Year

B de Jong

### Fourth Year

R W Kohne

## George Strachan Prize

For the best final year student of the degree course.

R W Kohne

## LTA Prize

For the best student obtaining a first class pass for a dissertation in Building Management.

S F Richardson

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## ARCHITECTURE

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Miss C Tredgold

**David Haddon Prize**
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

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**General J B M Hertzog Prize**
For the best final year student.

S A Read

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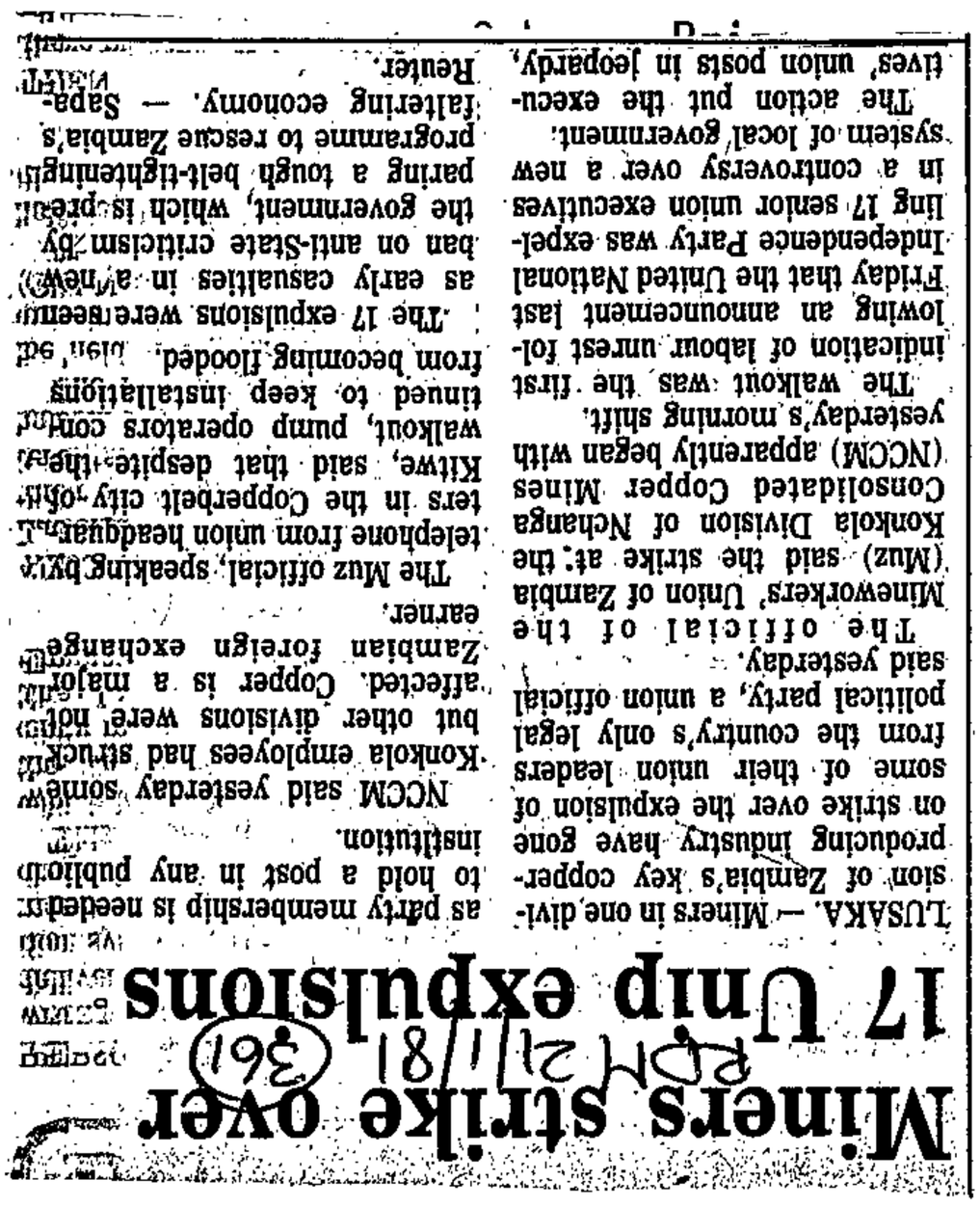

**Miners strike over 17 Unip expulsions**

RDM 21/1/81 (361)

LUSAKA. — Miners in one division of Zambia's key copper-producing industry have gone on strike over the expulsion of some of their union leaders from the country's only legal political party, a union official said yesterday.

The official of the Mineworkers' Union of Zambia (Muz) said the strike at the Konkola Division of Nchanga Consolidated Copper Mines (NCCM) apparently began with yesterday's morning shift.

The walkout was the first indication of labour unrest following an announcement last Friday that the United National Independence Party was expelling 17 senior union executives in a controversy over a new system of local government.

The action put the executives' union posts in jeopardy, as party membership is needed to hold a post in any public institution.

NCCM said yesterday some Konkola employees had struck but other divisions were not affected. Copper is a major Zambian foreign exchange earner.

The Muz official, speaking by telephone from union headquarters in the Copperbelt city of Kitwe, said that despite the walkout, pump operators continued to keep installations from becoming flooded.

The 17 expulsions were seen as early casualties in a new ban on anti-State criticism by the government, which is preparing a tough belt-tightening programme to rescue Zambia's faltering economy. — Sapa-Reuter.

# Strike at Nchanga

DM 21/1/83

LUSAKA. — Miners at Nchanga Consolidated Copper Mines (NCCM) Konkola division have gone on strike over expulsion of some of their union leaders from membership of Zambia's only legal political party, a union official said.

A brief statement from NCCM in Lusaka said some Konkola employees had gone on strike, but had not so far given any reason for their action. Other NCCM divisions were not affected, it added.

# Strikes hit three more Zambian mines

RDM 22/1/81

361

LUSAKA. — Unofficial strikes affected production at three more Zambian copper mines yesterday.

However, some workers who stayed away from work on Tuesday returned to their jobs yesterday, industry sources said.

A union official said the unrest was the result of a decision by the United National Independence Party (Unip), Zambia's only legal political movement, to expel from party membership 17 senior executives of the Zambia Congress of Trade Unions (ZCTU) and the Mineworkers' Union of Zambia (MUZ).

The expulsions also cost the officials their union jobs.

The new strikes yesterday all occurred at a division of Roan Consolidated Mines Ltd (RCM), the smaller of the two state-controlled companies whose workforces generate 95% of the country's foreign exchange earnings, the sources said.

A spokesman for the other company, Changa Consolidated Copper Mines Ltd (CCCM), said in Lusaka that workers at one of the two shafts at the company's Konkola division, where the unrest began on Tuesday, went back to work yesterday.

Unip's decision to expel the union leaders followed continued ZCTU and MUZ opposition to a new system of local government introduced last year.

The system requires both voters and candidates to be Unip members, and is a main plank in Unip's efforts to consolidate the nation's politics under its control and eliminate mayoral and council set-ups dating from colonial times.

The unions have argued that the new local government system created a costly new bureaucracy when scarce funds would be better spent on job-creating projects and social services.

Unip leaders ordered the expulsions after the 17 officals were initially suspended for failing to obey directives to reinstate 16 shop stewards sacked from their posts last year for taking part in elections for the controversial new system.

They felt union activities were starting to take on political overtones, and President Kennth Kaunda went as far as to say that some union leaders had taken up the banner of the banned United Progressive Party of the former Vice-President Mr Simon Kapepwe. These charges were denied by Mr Newstead Zimba, general-secretary of the ZCTU and one of the expelled officials.

The scattered strikes appeared to be an effort by the MUZ to remind the government of its industrial and economic might.

The government is in the process of instituting potentially unpopular belt-tightening measures to boost the flagging, copper-based economy and deal with a serious shortage of foreign exchange resulting from low copper export prices and high costs of imported goods.

There have been no reports so far of any government action to force workers to return to their jobs.

Industry sources said the three RCM divisions affected were Mufulira, Luanshya and Chambishi, which account for about 80% of the company's recoverable copper.

Mufulira houses the main RCM smelting and refinery operations.

The sources said the RCM strikes seemed to involve mainly surface workers. The main underground shifts did not begin work until later in the day, they added.

The Times of Zambia newspaper, run by Unip and based in the Copperbelt city of Ndola, described Tuesday's strike at Konkola as "smouldering tinder" which "should be put out immediately before it bursts into an unextinguishable fire, igniting other tinders and spreading throughout the Copperbelt". — Sapa-Reuter.

GENE

# Copperbelt strike

361

STAR 23/11/81

LUSAKA—A strike has spread to all divisions of Zambia's biggest State-controlled copper company, according to a spokesman for Nchanga Consolidated. He said the strike was 100 percent.

The other State-controlled company, Roan Consolidated, said last night all its mines and some smelters and refineries had also been affected.

The two companies produce a total of about 600 000 tons of copper annually and their sales abroad account for more than 95 percent of Zambia's foreign exchange earnings. — Sapa-Reuter.

STAR 23/1/81. (36)

# Strikes halt most mining in Zambia

LUSAKA — Zambia's copper mines have practically halted in a wave of wildcat strikes.

The strikes involve most of the 56 000 members of the Mineworkers' Union of Zambia.

They went on strike in protest against last week's expulsion of 17 top union executives from the United National Independence Party.

Yesterday, angry workers stoned a party official, mine offices and private vehicles.

Riot police reinforcements were sent to Kitwe, when strike pickets stoned "scabs".

# FINE ART & ARCHITECTURE

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For the best final year student.

S A Read

**Osbourn Prize**
For the best work in fourth year.

D H Pryce Lewis

**John Perry Prize**
For the best work in third year.

R A van Rosenveld.

STAR 24/1/81

**Mines strike to end after agreement**

(361)

LUSAKA — Union leaders who were expelled from Zambia's only legal political party agreed yesterday to take steps to end an illegal miners' strike which has paralysed the country's vital copper industry for the past two days, the Zambia News Agency reported.

The agreement followed talks between the 17 leaders and labour ministry officials in Ndola.

Zana said ministry officials had explained that the labour leaders' union posts were not affected by their expulsion last week from the ruling united national independence party.

Reports had indicated that the expelled leaders could no longer maintain their union posts because unions were classed as public institutions for which party membership was a prerequisite. — Sapa-Reuter.

RDM 24/1/81 (36)

# 'Expelled' unionists still hold their jobs

'Mail' Africa Bureau

LUSAKA. — Seventeen trade union leaders who were expelled from the ruling United National Independence Party (Unip) a week ago still hold their positions, it was officially confirmed yesterday.

The clarification, by a Permanent Secretary in the Ministry of Labour and Social Services, Mr Bwembya Lukutati, is seen as a compromise to end the four-day strike which has halted production on the Copperbelt.

Last week it was stated that the 17 were stripped of their positions in the Zambia Congress of Trade Unions (ZCTU) and the Mineworkers' Union of Zambia (MUZ) for opposing Unip on the decentralisation of local government.

After this clarification the outspoken ZCTU chairman-general, Mr Frederick Chiluba, called on the striking miners to report for work immediately, but it was not clear yesterday whether they had responded to the appeal.

● At Rokana, striking miners beat up a party official and stoned property yesterday.

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Zambian miners returning

PDM. 26/1/81

361

LUSAKA. — Some of Zambia's striking miners returned to work yesterday after paralysing the industry in protest at their leaders' expulsion from the country's only legal political party.

The official Zambia news agency reported that all miners at Nchanga, where the wildcat strikes began on Tuesday, had gone back to work.

It said miners at the Luanshya mine also turned up for shifts yesterday morning.

But a company spokesman said they did not see any possibility of a full shift returning to work until today.

Leaders of the Mineworkers' Union of Zambia had planned meetings yesterday and today to explain to their 56 000 members that, despite expulsion from the party, they were still leading the union.

Seventeen union officials were expelled for opposing a new system of local government. — Sapa-Reuter.

PCS 2 (Continued)

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inspection.

# Zambia strikers heed call to return

RDM 29/1/81

361

LUSAKA. — Wildcat strikes at Zambia's copper mines and financial institutions seemed almost over yesterday as workers heeded calls from union leaders for a complete return to work.

Spokesmen for the State-controlled mining industry reported good turnouts at yesterday morning's shift in the Copperbelt area where, official reports said, earlier clashes between locals and police had left two dead and more than 50 hurt.

The miners, who began their walkout on January 20, started returning to work at the weekend.

A spokesman for the Zambia Union of Financial Institutions (Zufi), said the Labour Ministry and Zufi officials had reached a compromise on a return to work at the nation's strike-shut commercial banks, Central Bank, and State-run insurance and pension fund companies.

This was said to include a resolution that labour relations concern only the Labour Ministry — which is seen as a concession to placate Zufi over the beating on Friday of its chairman, Mr Benedict Chikoti, by political militants.

Militants of the United National Independence Party (Unip), Zambia's only legal political party, beat Mr Chikoti after he had been summoned to the Unip youth league branch headquarters in Lusaka to explain why Zufi members at the State insurance firm had struck for more pay.

After that, the unrest spread to the commercial banks and State insurance and pension offices.

The stoppages have strained Zambia's already troubled copper-based economy.

The Unip-owened Sunday Times of Zambia said in an article in advance of the 1981 budget, to be made public on Friday, that it was no secret that the economy was in a mess, and that the Government had decided on austerity measures to put it right.

In connection with the Copperbelt violence, the Government-owned Zambia Daily Mail said that a child died on Tuesday after inhaling police teargas, and six people had received gunshot wounds. — Sapa-Reuter.

# Zambia unions make peace with State

RDM 3/2/81

(361)

LUSAKA. — Zambia's only legal political party, Unip, apparently shaken after serious labour unrest, has achieved a truce with the powerful Zambia Congress of Trade Unions (ZCTU).

The Zambian Labour Minister, Mr Basil Kabwe, toured the politically volatile northern Copperbelt province during the weekend, winding up with a conciliatory speech yesterday in Kitwe to the general council of the ZCTU — which groups 18 unions with 370 000 members.

Mr Kabwe, a former ZCTU general secretary who moved into government in the early 1970s, was undertaking his delicate mission after less than two weeks in office.

He was quoted in the government Press yesterday as saying a breakdown in communications between the ruling Unip (United National Independence Party) and the unions had led to the strife in which at least one person was reported killed and more than 50 were injured.

Wildcat strikes disrupted the vital copper and cobalt industry, which generates more than 95% of the country's scarce foreign exchange earnings — and spread to the banking sector.

Members of the 56 000-strong Mineworkers' Union of Zambia began striking on January 20 in protest against the expulsion from Unip of 17 union officials. Officials opposed a new party-controlled system of local government.

But on January 23, the mineworkers' organisation began ordering its members back to work. This followed government assurances that, despite some official utterances to the contrary, the 17 expelled men could continue to hold their union jobs without party membership.

Strikes in commercial banks and other financial institutions broke out on January 24 after Unip militants were alleged to have beaten up a union leader whose members in the State-run insurance company had struck for better pay.

Four men have been charged with assault.

The government Press said yesterday that Mr Kabwe, in his speech to the ZCTU, criticised some police methods used to quell disturbances, and condemned what he called the beating of miners by police. — Sapa-Reuter.

RDM 4/2/81 (361)

# Accord between Zambia and trade unions

LUSAKA. — The confrontation between Zambia's ruling United National Independence Party and the trade union movement, which led to a spate of wildcat strikes, has been solved.

The differences were patched up at a crucial meeting of the general council of the Zambia Congress of Trade Unions (ZCTU) attended by the Minister of Labour, Mr Basil Kabwe.

At the weekend meeting in Kitwe on the Copperbelt, the ZCTU finally accepted the controversial local government decentralisation system of administration, one of the causes of the mines and banks strikes.

The ZCTU called on the party and government to clear some labour leaders of charges ranging from involvement in the recent coup attempt to plots aimed at destabilising the nation.

The labour leaders pledged to support the party and the government under the leadership of President Kaunda and called on the party to reinstate 17 trade union leaders who were expelled for revolting against it. — Sapa.

7/2/81 - STAR

# Huge Zambian losses in wildcat strikes

(361)

LUSAKA — Zambia's two state-controlled mining giants lost at least 20,2-million kwacha (rand) in foreign exchange earnings during a series of wildcat protest strikes last month, Labour Minister, Mr Basil Kabwe said yesterday.

He told Parliament in a statement on the industrial unrest that Nchanga Consolidated Copper Mines, the bigger of the two firms, lost 12,2-million kwacha (rand), while Roan Consolidated Mines lost eight-million kwacha (rand).

Losses could turn out to be higher, as reports had not yet been received from subsidiary companies, he said.

Mine production was shut off completely for two days and some divisions suffered partial disruptions during an eight-day period from January 20. Trouble started after the expulsion of 17 labour union leaders from the ruling United National Independence Party for criticising its policies.

Official reports have said at least one person was killed and more than 50 injured in disturbances. — Sapa-Reuter.

# Mine peace

DM 30/1/81 (361)

LUSAKA. Zambia's two State-controlled mining companies say copper and cobalt production is returning to normal after eigh days of strikes.

RDM 7/2/81 (361)

# Zambian strike toll

LUSAKA. — State-controlled Nchanga Consolidated Copper Mines and Roan Consolidated Mines lost at least K20 200 000 in foreign exchange earnings because of strikes last month, says the Minister of Labour, Mr Basil Kabwe.

NCCM lost K12 200 000 and RCM the rest.

Mine production was shut down for two days and some RCM and NCCM divisions suffered partial disruptions. — Reuter.

# Strikes cost Zambia millions

RDM 7/2/81

(361)

LUSAKA. — Zambia's two State-controlled mining giants lost over R20-million in foreign exchange earnings during a series of wildcat protest strikes last month, theLabour Minister, Mr Basil Kabwe, said yesterday.

He told Parliament in a statement on the industrial unrest that Nchanga Consolidated Copper Mines Limited, the bigger of the two firms, lost R12 200 000, while Roan Consolidated Mines Limited lost R8-million, the official Zambia News Agency reported.

Losses could turn out to be higher, as reports had not yet been received from subsidiary companies, Mr Kabwe said.

Mine production was shut off completely for two days and some RCM and NCCM divisions suffered partial disruptions during an eight-day period from January 20.

Trouble started after the expulsion of 17 labour union leaders from the ruling United National Independence Party for criticising its policies.

Official Press reports have said at least one person was killed and more than 50 were injured in disturbances that were quelled by the police.

Zambia has tightened travel restrictions on foreign diplomats and brought in another rule which requires them to give a month's notice for permission to travel to the volatile northern copperbelt.

In a note to missions dated January 28, the Foreign Ministry said it had noticed that representatives of diplomatic, consular and trade missions, and of international organisations accredited to Zambia were not complying with a requirement of 48 hours' notice to travel anywhere outside a 50km radius of Lusaka.

The Ministry said it had decided that all notification of travel outside the radius would have to be submitted on Mondays and that the Ministry's reply would be available the following Friday. — Sapa-Reuter.

Distance and Cost

Nearly 37% of consultations in the sample (excluding facilities to which patients were later referred) required a journey of over 20 km, although the modal group was the one which travelled less than 5 km to the point of primary health care (34% of the sample).

Table 8: Distance travelled to consultations*

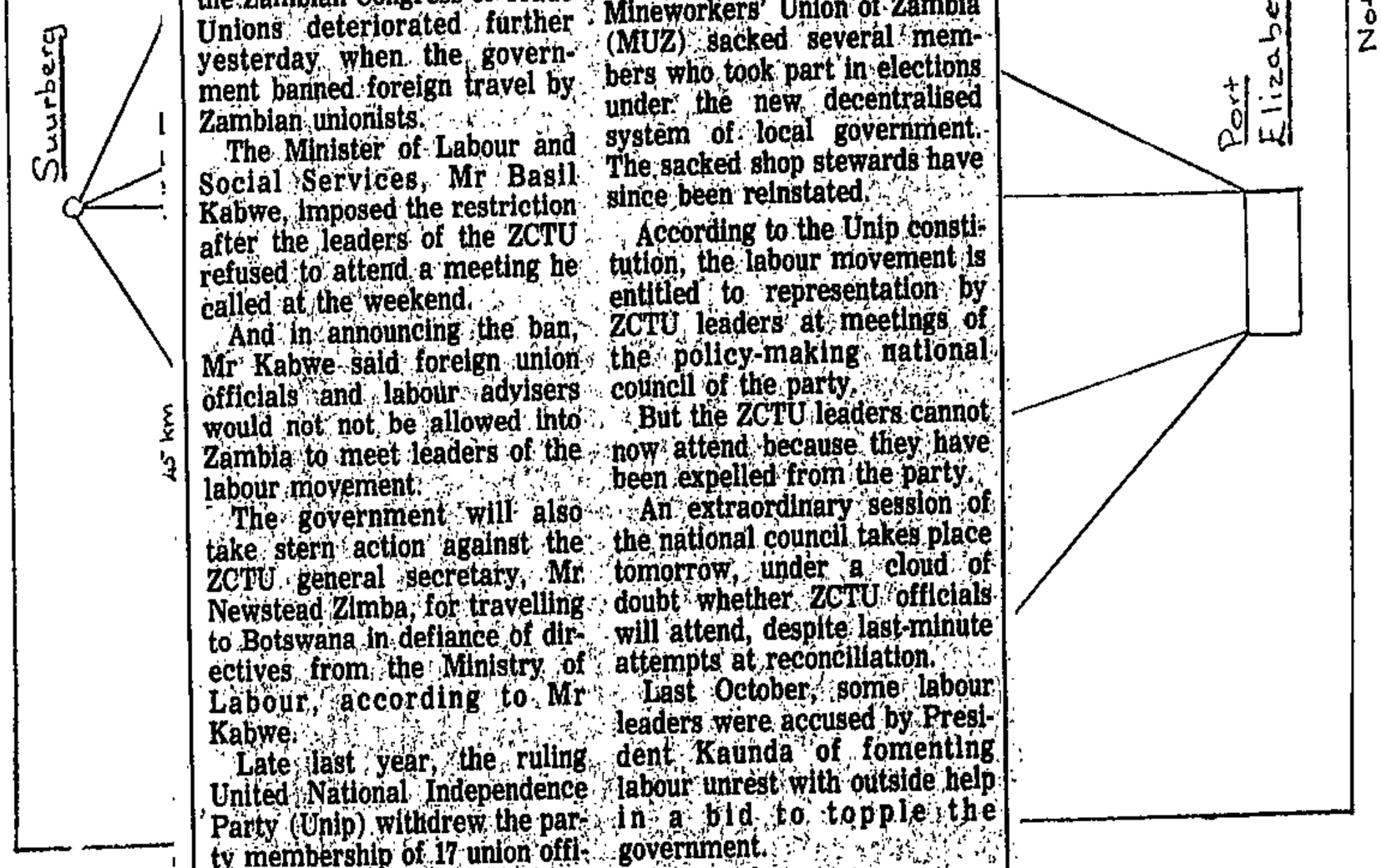
| Km | 0-4,9 | 5-9,9 | 10-14,9 | 15-19,9 | 20-29,9 | 30-39,9 | 40+ | Total |
|---|---|---|---|---|---|---|---|---|
| Addo | 15 | 24 | 3 | - | 6 | 5 | - | 53 |
| Kirkwood | 16 | 1 | 6 | - | 6 | 1 | - | 30 |
| Suurberg | 5 | - | - | - | - | 21 | 6 | 32 |
| Bersheba | 13 | - | 9 | - | 4 | 2 | 2 | 39 |
| Total | 49 | 25 | 18 | - | 16 | 29 | 8 | 145 |

* Consultations to indigenous practitioners were included but not home treatment.

The disadvantages of Suurberg and Bersheba are again evident, but these can only be understood in terms of the cost of travelling without aid from white employers. Map 2 shows the average amounts paid for journeys to health care facilities over the most common routes. The amount shown depends of course on what method of travel was used; Addo to Port Elizabeth is relatively cheap at R1.50 to R1.75 (about 4,5c per km) as most people were able to travel by train. Nothing was paid for trips from Addo or Sunland to Kirkwood as all these trips were the result of referral and were by ambulance or taxi hired at the expense of the authorities. However public transport is poor in the area; those at Bersheba, Suurberg and Zwelitsha, if they hired transport, had to pay private cars, though most from Zwelitsha walked. The cost of transport would of course be greater at night, and this was important for

. / ...

Map 2: Distance and Transport cost to health facilities




Distances given are by road. Cost is average amount paid excluding those who travelled free or on foot. Figures in brackets (2/3) show what proportion of journeys were paid for. The denominator shows the number of journeys for which information was available.

RDM 21/4/81 (36)

# Labour anger rises as Zambia curbs unionists

By SHADRACK SOKO
'Mail' Africa Bureau

LUSAKA. — Relations between the Zambian Government and the Zambian Congress of Trade Unions deteriorated further yesterday when the government banned foreign travel by Zambian unionists.

The Minister of Labour and Social Services, Mr Basil Kabwe, imposed the restriction after the leaders of the ZCTU refused to attend a meeting he called at the weekend.

And in announcing the ban, Mr Kabwe said foreign union officials and labour advisers would not not be allowed into Zambia to meet leaders of the labour movement.

The government will also take stern action against the ZCTU general secretary, Mr Newstead Zimba, for travelling to Botswana in defiance of directives from the Ministry of Labour, according to Mr Kabwe.

Late last year, the ruling United National Independence Party (Unip) withdrew the party membership of 17 union officials, accusing them of instigating countrywide labour unrest which nearly halted the mining industry.

In retaliation, the Mineworkers' Union of Zambia (MUZ) sacked several members who took part in elections under the new decentralised system of local government. The sacked shop stewards have since been reinstated.

According to the Unip constitution, the labour movement is entitled to representation by ZCTU leaders at meetings of the policy-making national council of the party.

But the ZCTU leaders cannot now attend because they have been expelled from the party.

An extraordinary session of the national council takes place tomorrow, under a cloud of doubt whether ZCTU officials will attend, despite last-minute attempts at reconciliation.

Last October, some labour leaders were accused by President Kaunda of fomenting labour unrest with outside help in a bid to topple the government.

# Are unions too strong for Kaunda

Star 24/6/81

361

**President Kenneth Kaunda may be fighting for his political life against the rising power of Zambia's trade union leader. Did he expel two US diplomats this week to strengthen his hand with the people? David Thomas reports.**

The Star's Africa News Serivce

SALISBURY — The expulsion of two American diplomats from Zambia has sparked speculation in Lusaka's diplomatic corps that President Kenneth Kaunda may have set the scene for a purge of the outspoken trade union leadership and the army.

The diplomats, both first secretaries in the US Embassy in Lusaka, were given 48 hours to leave the country by the Zambian Government on Monday night.

The two men, Mr John Finney and Mr Mike O'Brien, were alleged to have engaged in "activities inimical to the security of Zambia" along with suggestions of CIA involvement.

Most of the allegations made against the two men and the CIA are considered by diplomatic sources to be normal areas of interest to any foreign mission.

### COALITION

The one charge which caught the attention of diplomats and political observers alike was the Zambian Government claim that the CIA had "examined the possibility of alternative leadership in the country."

The so-called alternative to President Kaunda which the CIA "discussed," said the Government statement, was a coalition of an unnamed Zambian army officer and the head of the staunchly pro-Western Zambia Congress of Trade Unions, Mr Frederick Chiluba.

Mr Chiluba, backed by his powerful trade unions which have often shown recently their ability to bring economic activity in Zambia to a dangerous standstill, has emerged as the most powerful political opponent of President Kaunda.

The union leader's position is made even stronger by the fact that he is operating within Zambia's one-party system.

Attempts to oust him in the past have met with immediate action by the unions, especially those of the mining sector which is responsible for nearly all Zambia's export trade.

Earlier this year President Kaunda expelled Mr Chiluba and 16 other ZCTU leaders from the country's only legal party, the United National Independence Party.

A crippling wave of strikes which followed ended only after a compromise between the unions and President Kaunda which led to the reinstatement of Mr Chiluba and his fellow union leaders.

### TRUCE

Until this week's alleged CIA-Chiluba-army officer plot an uneasy truce had reigned between the unions and President Kaunda.

President Kaunda . . . preparing for purge?

The move has mystified Western diplomats as the United States is the biggest aid donor to Zambia, a country in a dire economic plight which can hardly afford to lose such strong and consistent financial and other support.

Speculation is rife that President Kaunda's fear of the growing influence of Mr Chiluba and the trade unions has made him take the drastic action which will undoubtedly anger the administration of President Ronald Reagan.

In Washington, the State Department has deplored Zambia's expulsion of the diplomats.

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SECTION II

INCIDENCE (PRODUCTION) AND PREVALENCE OF SILICOSIS; COMPENSAT

I would like to preface this section with a number of qualifications and to suggest some of its shortcomings. There is a vas quantity of unpublished and published primary source material pertaining to the disease on the period during which I am working for my thesis, 1902 to 1925, and for this reason I have been reluctant, for this particular conference, to do later research, that is from 1930 to approximately 1978. However, although the terminal point of the detailed work in this sect is approximately 1930, I have attempted to bring this study u to the present day by trying to show what the current inciden of silicosis is on the goldfields, and also to outline the contents of the most recent legislation regarding compensatic of the disease. My most exhaustive research to date - and th is by no means complete - concerns the period 1902 to 1911. Therefore I have had to rely a great deal on the papers, concerning all aspects of the disease, presented at the Internat Labour Conference on Silicosis (ILOC) held in Johannesburg in 1930.(1) Generally speaking, the writers of these papers had adopted an almost uncritical and laudatory outlook towards th own particular contributions in the field and those of their colleagues. This attitude suggests 'look how well the mining industry try, government and the medical profession have done in bringing about the control of the disease on the Witwaters rand:' A great deal of further research in necessary to judg whether this attitude was, in fact, justified.

Because my research, as indicated above, has been focused on the earlier period of my thesis, I have been able to adopt, at least during this period a far more critical stance, which may not be reflected especially in the period after 1914. Most of the material which I have investigated concerns the conditions on the mines and their relevance to white mineworkers, while the attitudes of trade unionists, mine management, the government and the medical profession relates also to white and other mineworkers rather than to the non-white labour force, the vast majority of whom were Africans. This may be because the obvious sources so far consulted reflect this bias. Although only a limited amount of material on the relationship of black, coloured and Asian mineworkers to the disease may,

in order to assess whether silicos is declined it is necessary to examine whether there were improvements in dust suppression particularly in underground mining techniques and in the use of protective or

## Nchanga strike over corn meal

CT 9/7/81 (36)

LUSAKA. — Some 10 000 of the 34 000 workers employed by state-controlled Nchanga Consolidated Copper Mines Ltd (NCCM) are striking against a company decision to stop emergency supplies of staple corn meal on credit, an NCCM spokesman said.

The Konkola division, where 8 000 workers are striking, accounts for about 10% of NCCM's annual copper production of about 360 000 tons.

A further 2 000 workers at one shaft of the Rhokana division, have walked out in sympathy with the Konkola strikers.

An NCCM spokesman said the shortage of corn meal which developed in mid-May is over and supplies are back to normal in the shops. — Reuter

| | TUTOR | MME |
|---|---|---|
| July 23 | | GT1 |
| July 27 | GT2; GT3 | |
| July 30 | | GT4 |
| Aug 03 | GT6; GT7 | |
| Aug 06 | | GT5 |
| Aug 10 | GT8; GT9 | |
| Aug 13 | | NONE |
| Aug 17 | LT3;LT5 | |
| Aug 20 | | LT6;LT7 |
| Aug 24 | LT4;LT9 | |
| Aug 27 | | MT1 |
| Aug 31 | TERM TEST | |
| Sept 14 | MT2 | |
| Sept 17 | | MT3 |
| Sept 21 | MT4 | |
| Sept 24 | | MT5 |
| Sept 28 | MT6 | |

URSDAYS

QUANTITY SURVEYING

(Continued)

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LTA Prizes
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I : N D G Sessions

II : A R Low Keen

III: No award

S A Brick Association Prizes
For the best student in the subject of Building Construction.

C W von During

For the second best student in the subject of Building Construction.

K Strong

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Student Planners Award
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M P Morkel

RDM 9/7/81

**Mine strike in Zambia**

LUSAKA. — The Mineworkers' Union of Zambia agreed yesterday to urge some 10 000 striking miners to return to work at two divisions of Nchanga Consolidated Copper Mines Limited, a company spokesman said.

The workers went on strike in protest against a company decision to stop emergency supplies of staple corn meal on credit to employees. — Sapa.

RDM 9/7/81 (36)

# Copper miners in Zambia go on strike

LUSAKA. — About 10 000 workers at Zambia's state-controlled Nchanga Consolidated Copper Mines (NCCM) have gone on strike in protest against a halt to company supplies of emergency food on credit, an NCCM spokesman said yesterday.

The spokesman said the company considered there was no longer a shortage of corn meal at the northern border town of Chililabombwe, site of NCCM's Konkola division.

The Times of Zambia reported that three people were injured during disturbances yesterday. It said police used teargas to disperse a crowd of miners and their wives converging on three shops.

Miners accused the shopkeepers of diverting essential commodities across the border into Zaire.

The NCCM spokesman described the situation at Konkola vesterday as tense. Aboput 8 000 workers are on strke there.

He said 2 000 miners at the firm's Rokana division, 60km from Chililabombwe, had walked out in sympathy.

NCCM mines just over half Zambia's annual copper production of 600 000 tons. The Konkola division accounts for 10% of NCCM's production.

Informed sources said talks on getting the miners back to work were under way.

The Zambian Government has been sensitive about the economically vital Copperbelt region since wildcat strikes badly disrupted mine production for eight days in January.

They followed the expulsion from the ruling United national Independence Party of 17 trade union leaders for what the party termed unwarranted political interference.

The unionists were re-admitted to the party in April. — Sapa-Reuter.

URBAN & REGIONAL PLANNING

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e end

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URBAN & REGIONAL PLANNING

**Striking miners trickling back**

RDM 14/7/81

LUSAKA. — Miners began returning to work yesterday at a strike-bound copper mining area in Northern Zambia, said a spokesman for Zambia's state-controlled Nchanga Consolidated Copper Mines Limited.

But he added that it was too early to say whether the seven-day strike in NCCM's remote Konkola Division, near the Zairean border, was coming to an end.

About 8 000 workers in the division walked out last Tuesday after violent demonstrations over a company decision to stop emergency supplies of corn to miners on credit.

The division has just under 25% of the firm's total labour force, but accounts for only 10% of its annual copper production.

The official Zambia News Agency said on Saturday that para-military police had accidentally shot a youth in the arm while trying to break up a group of picketing youths and miners' wives.

NCCM started supplying the corn when supplies of the staple food ran short in mid-May ahead of the current harvest.

The miners have complained that prices for corn meal have been inflated locally because of large-scale smuggling into Zaire. — Sapa-Reuter.

QUANTITY SURVEYING

(Continued)

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K Strong

URBAN & REGIONAL PLANNING

Student Planners Award
For the student who has shown greatest promise at the end of the first year.

M P Morkel

Mine strikers return

LUSAKA. — Operations were back to normal today at a copper mine in northern Zambia after an eight-day strike over food supplies, said a spokesman for Nchanga Consolidated Copper Mines.

The walkout by 8 000 workers began after NCCM and the other state-controlled mining company, Roan Consolidated Mines, stopped emergency supplies of staple cornmeal.

The programme was begun in mid-May to offset shortages which developed in advance of the current harvest. The companies decided by late last month that the situation had returned to normal.

Apart from a two-day sympathy stoppage by 2 000 workers at another of NCCM's five divisions, only the Konkola Mine was affected. — Sapa-Reuter

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J H Rens

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Awarded to the student with the best classwork in Engineering Drawing.

## CHEMICAL

age

# Zambians go on strike

Star 18/7/81 (36)

LUSAKA — Skilled Zambian copper mine workers struck yesterday in support of demands for pay parity with foreign employees in the industry.

The State-controlled Nchanga Consolidated Copper Mines company (NCCM) said Zambian technicians and graduates disrupted operations at its Rokana division near Kitwe.

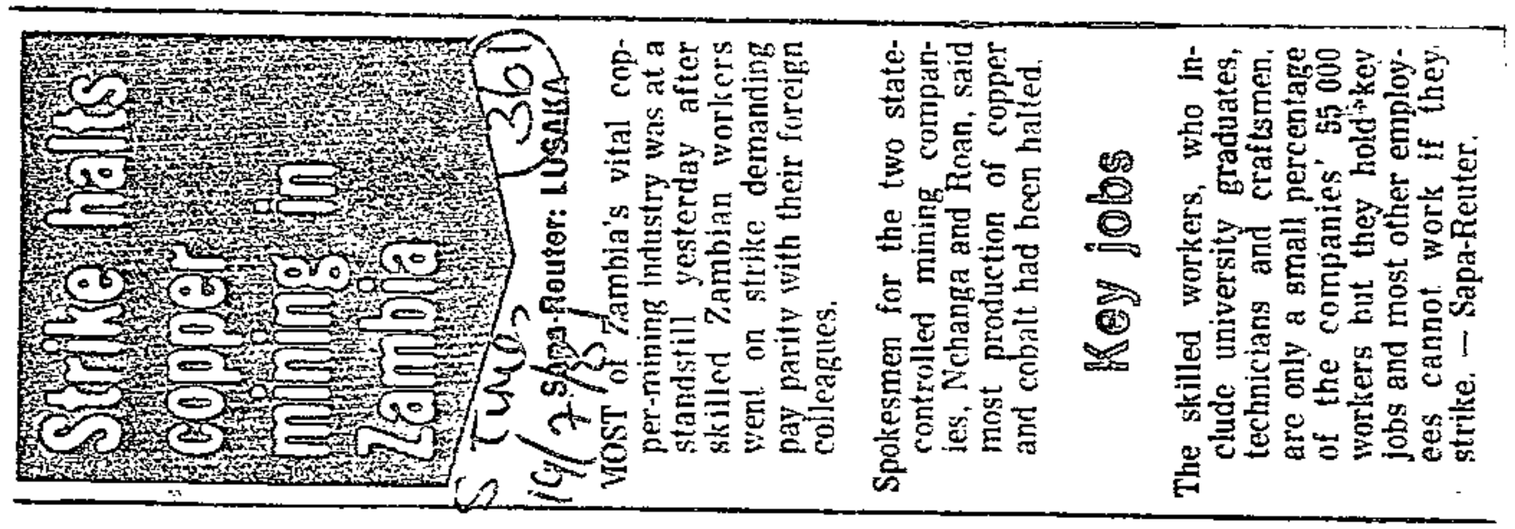
They walked out of a meeting with Labour Minister Mr Basil Kabwe who was discussing their grievances.

The official Zambian news agency Zana said 400 skilled workers also struck over the same issue at the Luanshya division of the other State-controlled copper company Roan Consolidated Mines (RC). They returned to work later.

Rokana provides NCCM with all its smelting and refining facilities.

A strike over food supplies by workers at another NCCM mine this month cost the company R2,43-million, it said yesterday. — Sapa-Reuter.

in infant mortality was observed with decreasing urbanization, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Figure 4 summarizes the age specific mortality rates of the South African population from all causes of death. The proportional contribution of the seventeen major diseases categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarized in Fig. 5. The Whites show a typical "developed" country spectrum of mortality



Strike halts copper mining in Zambia

361

Sapa-Reuter: LUSAKA

MOST of Zambia's vital copper-mining industry was at a standstill yesterday after skilled Zambian workers went on strike demanding pay parity with their foreign colleagues.

Spokesmen for the two state-controlled mining companies, Nchanga and Roan, said most production of copper and cobalt had been halted.

Key jobs

The skilled workers, who include university graduates, technicians and craftsmen, are only a small percentage of the companies' 55 000 workers but they hold key jobs and most other employees cannot work if they strike. — Sapa-Reuter.

and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The Coloureds experience an interesting combination of "developed" and "underdevleoped" mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively large number of symptoms and illdefined conditions,



particularly in the Black community (22,2%). This provides some indication of the provision and utilisation of medical services to Blacks in the urban areas. In general the Asians have a spectrum of mortality intermediate between the Whites on the one hand and the Coloureds and Blacks on the other.

Clearly the presentation of the cause specific mortality data as proportional mortalities conceals a certain amount of information. Table I provides a more detailed analysis of these data in the form of cause specific mortality rates for defined age groups by sex, the White, Asian and Coloured communities.

If the mortality rates (Table I) are compared with the proportional mortalities for the seventeen major disease categories (Fig. 5) it will be noted that despite the relatively minor proportional contribution made by circulatory diseases in the Coloured community, the actual rates for these diseases are higher than those of the Whites. The reason for this apparent inconsistency is that the mortality rates for Infectious and Parasitic Diseases are so high that they effectively swamp the proportional mortality of the Circulatory Diseases in the Coloured community. In the White community, the mortality rates for most causes of death are so low, the importance of the Circulatory diseases become disproportionately exaggerated.

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of

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For the best woman student in third year.

Miss C Tredgold

**David Haddon Prize**
For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.

D H Pryce Lewis

**General J B M Hertzog Prize**
For the best final year student.

S A Read

**Osborne Prize**

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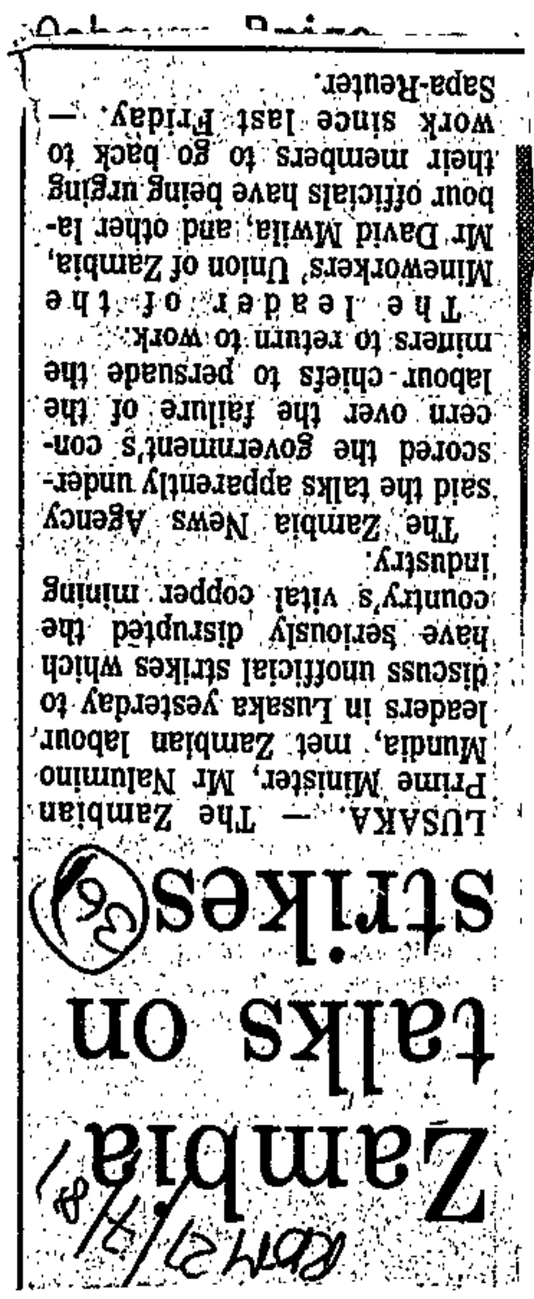

RDM 21/4/81

# Zambia talks on strikes

LUSAKA. — The Zambian Prime Minister, Mr Nalumino Mundia, met Zambian labour leaders in Lusaka yesterday to discuss unofficial strikes which have seriously disrupted the country's vital copper mining industry.

The Zambia News Agency said the talks apparently underscored the government's concern over the failure of the labour chiefs to persuade the miners to return to work.

The leader of the Mineworkers' Union of Zambia, Mr David Mwila, and other labour officials have being urging their members to go back to work since last Friday. — Sapa-Reuter.

# FINE ART & ARCHITECTURE

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ce Lewis

**J B M Hertzog Prize**
best final year student.

p

**Prize**
best work in fourth

# Bid to resolve Zambian strikes

(361)

LUSAKA. — The Zambian Prime Minister, Mr Nalumino Mundia, met leaders of the country's labour movement yesterday as wildcat strikes continued to disrupt most of Zambia's vital copper industry.

Among those present were Mr Frederick Chiluba, chairman of the Zambia Congress of Trade Unions, and Mr David Mwila, chairman of the Mineworkers' Union of Zambia.

Skilled Zambian personnel began the strike last Friday after asking to be told immediately whether their demand for pay parity with foreign staff doing the same work had been met.

The Labour Minister, Mr Basil Kabwe, returned to Lusaka over the weekend after cutting short a nine-day tour of the northern copperbelt province and said he would consult higher authorities about the strikes.

Asked whether the Government still believed the strikes were politically motivated, he said: "You will be told when consultations are over."

Zambian leaders have, on a number of occasions, accused Mr Chiluba of harbouring political ambitions. He has consistently denied anything but a desire to see Zambian workers benefit from union efforts.

A spokesman for Roan Consolidated Mines said that copper and cobalt production was still at a halt at all RCM divisions.

At Nchange Consolidated Copper Mines, the larger of the two State-controlled copper companies, a spokesman said the firm was still checking to determine yesterday's turnout.

The company's centralised smelting and refinery operations at its Rokana division, as well as a number of mining divisions, had been shut over the weekend.

The result of the strikers' pay parity demand was expected to be included in a job-evaluation survey, whose results they wanted to know last Friday. — Sapa-Reuter.

QUANTITY SURVEYING

(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

P R Swift

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

I : N D G Sessions

II : A R Low Keen

III: No award

S A Brick Association Prizes
For the best student in the subject of Building Construction.

C W von During

For the second best student in the subject of Building Construction.

URBAN & REGIONAL PLANNING

rs Award
t who has shown
se at the end
ear.

RDM 23/7/81

**Zambian strikes called off**

(361)

LUSAKA. — Zambia's strike-riddled Copperbelt started returning to normal yesterday as miners began returning to work.

The miners, who downed tools five days ago to press demands for equal pay for equal work with their expatriate counterparts, responded to appeals from leaders to return to work.

The situation at the Konkola division of Nchanga Consolidated Copper Mines, where a seven-day strike over measle meal halted copper production last week, was reported normal.

Operations at the Mufulira division of Roan Consolidated Mines have also returned to normal following a two-day strike. Miners have rejected a 10,6% salary increase. — Sapa.

Star 24/7/81

# Zambian children fight police

361

LUSAKA — Paramilitary police fought street battles with hundreds of children of striking mineworkers near the Zambian copperbelt city of Kitwe, police said today.

Some of the children were only nine years old, Kitwe's district police chief Mr Alfred Mulopa said.

Police were called yesterday to the township of Mindola, about 300 km north of Lusaka, after the children set up barricades and began stoning vehicles.

Police eventually gained control after using teargas and baton-charging the rioters.

Several hundred children were involved in the disturbances, which lasted for about three hours, Mr Mulopa said. No injuries were reported.

The copperbelt, the heart of Zambia's economy, has been the centre of a week-long strike by skilled Zambian mineworkers seeking equal pay with foreign staff doing similar work. The strike paralysed Zambia's copper and cobalt industry.

Police also used teargas yesterday to disperse more than 600 striking mineworkers at the Nchanga Consolidated Copper Mines, Rokana plant near Kitwe.

The men had gathered at the State-controlled plant demanding a meeting with national leaders.

NCCM have said the strike is almost over. — Sapa-Reuter.

● See page 17: Zambian Minister mobbed.

To Page 3, Col 1

Star 24/7/81

# Children fight police

361

from page 1

CIVIL

CHEMICAL
(Continued)

Malan Chemical Engineering Medals
For the best student in each of the following years:-

Second Year (Bronze Medal)
A H Dabrowski

Third Year (Silver Medal)
C L E Swartz

Fourth Year (Gold Medal)
L Flach

Malan Prize for the most improved First Year Chemical Engineering Student
K W Strickland

S A Institution of Chemical Engineer's Silver Medal
For the best performance in project, design and practical es over the 4-year culum.

BACKGROUND

8/01 24/7/81 (36)

# Zambian Minister mobbed as tension rises

**The rift between the Zambian Government and the unions has widened into an explosive situation in which President Kaunda seems afraid to act. Is an opposition leader the only missing factor? DAVID THOMAS reports.**

The Star's Africa News Service

KITWE — When Zambian Labour Minister Mr Basil Kabwe attempted to make the peace between his Government and striking copperbelt mineworkers last week his official car was torn apart by the angry strikers.

Later Mr Kabwe has shouted down and mobbed when he persisted in trying to address the miners.

This incident, together with the continuing strikes which are crippling Zambia's prime foreign currency earner, highlights the widening gulf between the unions and the Government of President Kenneth Kaunda.

Two days earlier the chairman of the Mineworkers Union of Zambia, Mr David Mwila, said it was no longer safe for Cabinet Ministers to speak to strikers.

"We used to be able to take politicians to address strikers but we can't anymore," he said.

Mr Mwila blames the deteriorating situation on the Government's failure to develop an economy beset with serious shortages of basic commodities and rampant inflation.

But a combination of the President's well-known benevolence and the already proven political dangers of acting against the powerful trade unions has allowed the situation to develop.

A previous attempt by the Government to act against the union leaders ended in the unprecedented walkout last January by the copperbelt's 60 000 miners bringing the industry to a standstill.

Millions of dollars of foreign earnings were lost as the strike continued.

President Kaunda was finally obliged to compromise by reinstating the 17 union leaders who had been expelled from the country's only party, the United National Independence Party.

While the possibility of a Master Sergeant Doe type coup cannot be ruled out political observers in Zambia are not yet ready to predict President Kaunda's downfall.

However, one person on the political horizon is fast gaining popularity through his position in the unions.

He is Frederick Chiluba, leader of the powerful Zambian Congress of Trade Unions.

Mr Chiluba (36), has time on his side to let the momentum of popular discontent carry him forward.

He was one of the officials fired and reinstated by the UNIP earlier this year. More recently the Government tried to discredit him by alleging he had been named by the American CIA as a possible replacement for President Kaunda.

Mr Chilbua denied he had assumed the mantle of opposition leadership from the late head of the banned United Progressive Party, Mr Simon Kapwepwe.

But Mr Chiluba, like Mr Kapwepe, is a member of the large Bemba-speaking tribes which have become the traditional opponents of President Kaunda.

This, together with his postion in the increasingly political trade unions, has made Mr Chiluba the most likely threat in any future power struggle

President Kaunda . . . obliged to compromise.

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G L C

CHEMICAL

## FACULTY OF ENGINEERING

### Corporation Medals

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McCleland

### Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

### Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

## CHEMICAL

### A E & C I Prize

For the first year student obtaining the highest average m

**Zambian strike ends**

Sep 25/7/81 (261)

LUSAKA — Zambia's two state-controlled mining companies yesterday reported the virtual end of a strike which almost paralysed the industry.

Skilled Zambian miners walked out last Friday to demand the same pay as foreign workers doing similar jobs.

Star 27/7/81

# Strikes: Kaunda detains four union leaders

The Star's Africa News Service (361)

LUSAKA — Zambian President Kenneth Kaunda today announced the detention of four top trade union leaders and a Ndola businessman for fomenting industrial unrest in the country which he charged was threatening the security of Zambia.

The move became known in a 30-minute dawn nationwide radio broadcast in which he named those ordered detained as controversial chairman-general of the Zambian Congress of Trade Unions (ZZCTU), Mr Frederick Chiluba, his general secretary Mr Newstead Zimba, Mine Workers' Union of Zambia (MUZ) vice chairman Mr Timothy Walamba, MUZ secretary Mr Chitalu Sampa, and a Ndola businessman, Mr Chama Chakomboka.

"I have taken this action because it was the only action which was left to the party and its government to maintain industrial peace and preserve security in the country," Dr Kaunda said.

Recounting the history of the labour movement since independence, he said there had in fact been only two legal strikes in Zambia since 1964 — all the rest were illegal.

In 1979 there were 44 illegal strikes involving 10 846 workers, in 1980, the number of such strikes doubled and the workers involved jumped to 21 921.

"This year there have been no less than 84 illegal strikes involving 46 399 workers. The impact of these illegal work stoppages on the economy has been disastrous," he said.

Mr Chiluba was apparently picked up in Livingstone where he was due to present a paper to the Zambia State Insurance Corporation seminar which opens today. On his arrival in Livingstone yesterday, Mr Chiluba declined to comment on the current labour unrest telling reporters: "I am not in Livingstone to comment on strikes."

During the last several months the country has been hit by a spate of strikes involving miners, railway workers and teachers. The miners' strikes have been the most serious, particularly at this time when Zambia's economy is in dire straits.

# Held Zambian unionists bent 'on a coup'

RDM 28/7/81

(361)

LUSAKA. — President Kenneth Kaunda said yesterday that four senior trade union leaders and a businessman had been detained for inciting illegal strikes with the eventual aim of toppling the government.

The ruling United National Independence Party and the government had decided to detain the five to maintain industrial peace and security in the country, he added.

Dr Kaunda named the five as Mr Frederick Chiluba, chairman of the Zambia Congress of Trade Unions; Mr Newstead Zimba, ZCTU secretary-general; Mr Chitala Sampa, ZCTU deputy general secretary; Mr Timothy Walamba, the vice-chairman of the Mineworkers Union of Zambia and Mr Chama Chakombota, a businessman in the northern Copperbelt city of Ndola.

The detentions follow the second major strike in Zambia's vital copper and cobalt industry in six months and a series of labour disputes in the state-run Zambia Railways Company.

Previously there had not been any large disruptions in the mines since Zambian independence in 1964.

Dr Kaunda said the labour leaders had met other people to instigate illegal strikes in the country in both the mining industry and on the railways.

Dr KENNETH KAUNDA 'only action'

"We know that their ultimate wish is to take over the leadership of the Zambian Government. That is why they have refused to persuade workers to go back to work," he added.

Dr Kaunda said that there had been 84 illegal strikes in Zambia this year involving more than 46 000 workers and resulting in more than 200 000 lost working days.

"The impact of these illegal works stoppages on the economy has been disasterous," he said.

"I have taken this action because it was the only action which was left to the party and its government to maintain industrial peace and preserve security in the country," he added. — Sapa-Reuter.

URBAN & REGIONAL PLANNING

LTA Prizes
For the best student in each of the courses of Planning Economics I, rth &

P R Swift

QUANTITY SURVEYING
(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

In all Industrial Council Medical Schemes, Management committees are formed. There is equal representation and participation of registered trade unions and employers' associations on these. African worker representatives cannot participate in the decision-making process of the committees. It would be possible to bring in these representatives at a sub-committee level. However, it is doubtful whether this is frequently done.[8]

The medical schemes established under industrial council jurisdiction as already mentioned are exempt from complying with the Medical Schemes Act. They fall under the Industrial Conciliation Act. The only obligation they have to the Medical Schemes fund is to furnish information annually in respect of their finances and expenditure.

The medical schemes are required to be an improvement on the basic heal provisions laid down in the Factories Act and Shops and Offices Act. There is often ambiguity as regards this, however. For example, in recent memorandum recommending the establishment of a sick benefit sch in the Iron and Steel industry, the workers complained that the new agreement gave a longer period of leave than the main agreement for t industry, but didn't include a comparison with the Unemployment Insur fund which also extends sick pay. It is thus not always clear th the health provisions have, in fact, improved. 69% of Whites, Coloured and Indian workers who fall under industrial council jurisdiction are covered by a medical scheme. Only 8% of Africans to whom these agreements are extended are covered.[9] (See Table 3)

. / ...



TABLE 3

MEMBERSHIP BY RACE OF MEDICAL AID AND MEDICAL BENEFIT SCHEMES ADMINISTERED BY INDUSTRIAL COUNCILS

| | Whites | Col. | Asians | Africans | Total |
|---|---|---|---|---|---|
| No. of workers covered by all I. C's (1971) | 218 686 | 192 915 | 61 486 | 537 475 | 10 10 562 |
| No. of workers with medical aid coverage in terms of I.C. agreements (16 I.C's aid had extended scheme all workers in those industries | 145 865 | 40 593 | 7 017 | 549 | 194 024 |
| No. of workers who could have been covered if those I.C's who have medical benefit had extended scheme to all workers in those industries. | 10 792 | 77 701 | 31 305 | 47 885 | 167 683 |
| No. of workers covered by I.C's who have no medical scheme. | 62 192 | 76 006 | 23 342 | 496 458 | 651 998 |
| % of workers covered by I.C's which operate medical aid | 81% | 43% | 46% | Negligible | |
| % of workers covered by I.C's which operate a medical benefit. | 99% | 98% | 99% | 84% | |

Emergency meeting of Zambian Unions

The Star's Africa News Service

LUSAKA — Executive members of all Zambian trade unions have been called to an emergency meeting to discuss this week's sudden detention of four top labour leaders.

The meeting will take place on Thursday and Friday on Zambia's vola-tile Copperbelt.

The four included the powerful chairman-general of the Zambia Congress of Trade Unions, Mr Frederick Chiluba.

Their detention was announced by President Kaunda in a nationwide radio broadcast on Tuesday.

The President accused the four of being behind the series of wildcat strikes that threatened to halt Zambia's copper production.

He said they had held secret meetings at which they conspired to overthrow the Zambian Government and take over themselves.

In the wake of the arrests the ZCTU today called on its members to remain calm and maintain

QUANTITY SURVEYING

(Continued)

Bell-John Prize
For the best all-round student in any year of study.

P C Key

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D G Sessions

R Low Keen

o award

Association Prizes
est student in the
f Building Construction.

During

second best student in the
of Building Construction.

URBAN & REGIONAL PLANNING

Planners Award
student who has shown
promise at the end
first year.

Kel

# Urgent Zambian union meeting

Mail Correspondent

LUSAKA. — An emergency session of the general council of the Zambia Congress of Trade Unions, (ZCTU), met for three hours in Ndola on the copperbelt yesterday to discuss the detention of four trade union leaders on Moday by President Kaunda.

The "crucial" session was attended by presidents and secretaries of 18 national unions affiliated to the ZCTU, representing 250 000 workers or 60% of Zambia's total labour force.

The meeting is scheduled to end today.

The Prime Minister, Mr Nalumino Mundia, has called for quick action to defuse the explosive situation on the copperbelt which is threatening peace and economic development.

## Could explode

A member of the central committee for the copperbelt province told the Prime Minister that the situation was like "a boiling volcano" that could explode anytime if not controlled.

He warned that nobody would understand the consequences of the situation if it got out of hand, and he appealed to copperbelt residents to be on alert "so that we are not caught unawares."

The two mining companies, Nchanga Consolidated Copper Mines and Roan Consolidated Mines yesterday issued a joint statement saying that they were considering a number of demands from the Mineworkers Union of Zambia. They include equal pay for equal work, a review of the job evaluation system, introduction of a pension scheme, productivity bonuses, and a three-year wage increase agreement effective from August last year.

On equal pay with expatriates, the statement said: "Because of economic and social considerations, the companies cannot match Zambian and expatriate salaries and conditions of service."

# Zambia is stalked by a 'ghost'

Argus 31/7/81 (361)

By Brendan Nicholson
of
Argus Africa News Service

THE restless ghost of Simon Kapepwe, for 10 years an unrelenting opponent of President Kenneth Kaunda, is stalking Zambia's volatile Copperbelt.

The former leader of the banned United Progressive Party (UPP), who died last year, left a name synonymous with dogged opposition to the present Zambian establishment.

That is the sort of opposition that observers here believe may be behind the epidemic of wildcat strikes that has hit the Copperbelt this year.

## Strikes

They believe the latest strikes, which were followed by the detention of four top labour leaders, were in effect the opening shots of Zambia's 1983 election campaign.

Lusaka sources say the powerful trade unions, politically to the right of the Government, appear bent on a change in Zambian leadership.

They predict niggling unrest until the elections with the main threat provided by the miners who have a firm grip on Zambia's main foreign exchange lifeline, copper production.

Several months ago President Kaunda publicly declared that labour leaders were setting up a new opposition to Zambia's only legal political force, the ruling United National Independence Party, under cover of the Mineworkers' Union of Zambia.

Announcing the latest arrests in a nationwide radio broadcast at dawn on July 27 the President accused them of plotting to overthrow his Government.

One of the detained unionists, Zambia Congress of Trade Unions chairman Mr Frederick Chiluba, has frequently been named in recent years as a likely Kapwepwe successor, both politically and as a rallying point for the group of 18 disparate Bemba-speaking tribes that statistics say make up 34,9 percent of the Zambian population.

It is unlikely that Mr Chiluba has sufficient following in the Lusaka area to effectively oppose the President on a national basis but the present one-sided confrontation with the Government may sort that problem out for him, simply by placing him in the public limelight.

The Lusaka sources suggest that Dr Kaunda may have accurately assessed the growing threat to him and may have staked everything on a bid to crush the seed before it germinates.

Another factor is the group of talented young technocrats which has evolved, politically homeless, in one-party Zambia.

## Insult

To add insult to injury the Minister of Labour and Social Services, Mr Basil Kabwe, was mobbed by miners he was trying to address on July 17. They topped it all off by wrecking his car.

What remains to be seen now is just how ready the miners are for confrontation.

They may well find themselves joined by workers in other sectors.

If that sort of activity spreads, say observers, the strike could quickly become nationwide with disastrous results for Zambia's shaky economy.

D - drop the file. If created by @SUSPND, it is deleted. If not, only the usename is dropped, leaving the file.

H - hold the file for further use. This may cause exit from a 'STACKED-FILE' condition (see below).

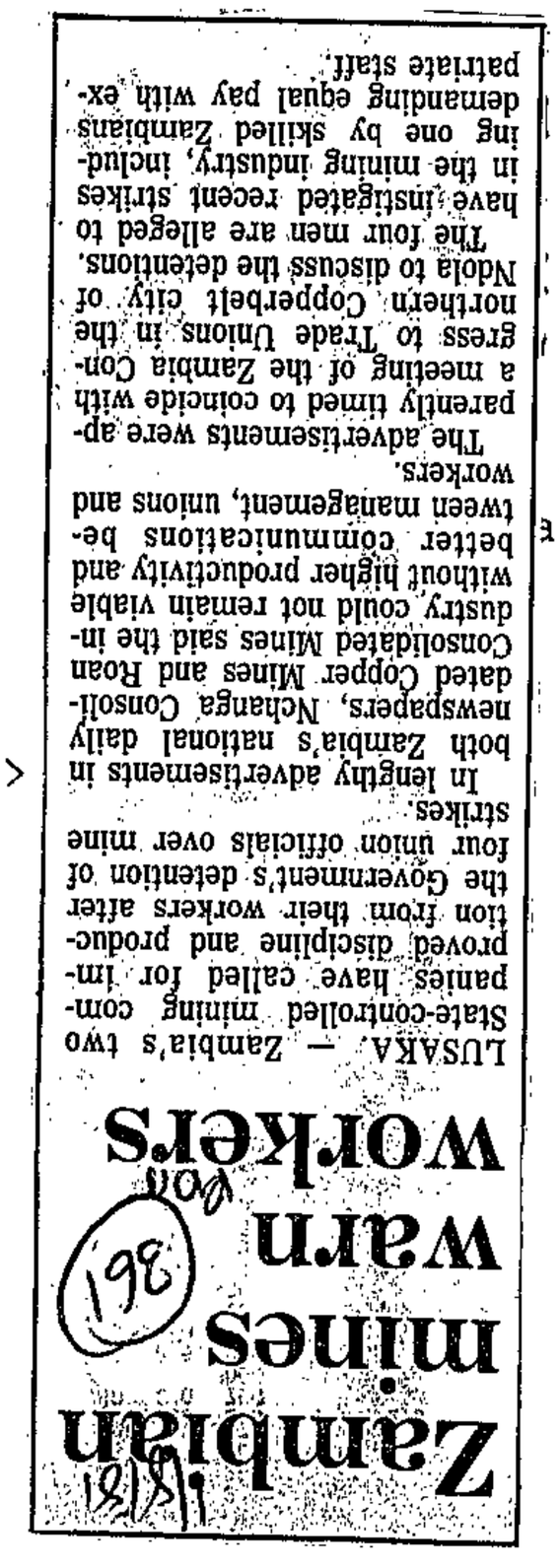
P - print the file on the printer <SITEID>. If siteid is not given, the default printer for the terminal is assumed. If <RUNID> is given, it will be used to overlay the runid in the file's label image, causing the output to be filed under that runid. If <NCOPIES> is given with n less than 10, that many copies will be produced. The H and P options together cause the file to be queued for printing and also left assigned (in a 'HOLD' state) for further examination.

The period after the file name is mandatory. If no options are used, the presence of <SITEID> causes P to be assumed. If <SITEID> is also absent, @RESUME will ask the question:

EXAMINE, PRINT, DROP, OR HOLD ?

At this point the user may reply :

| | |
|---|---|
| EXAMINE | |
| EXAMINE,<opts> | which calls in the text editor to examine the file. The above notes on options apply. |
| E | |
| E,<opts> | |
| DROP | (see above) |
| D | |
| HOLD | (see above) |
| H | |
| PRINT | |
| PRINT <ncps> | to be printed. @RESUME |
| | a site-id with 'WHERE ?'. |
| P | |
| P <ncopies> | |
| HPRINT | |
| HPRINT <ncps> | (see above). |
| HP | |
| HP <ncopies> | |



Zambian mines warn workers

1/5/81

LUSAKA — Zambia's two State-controlled mining companies have called for improved discipline and production from their workers after the Government's detention of four union officials over mine strikes.

In lengthy advertisements in both Zambia's national daily newspapers, Nchanga Consolidated Copper Mines and Roan Consolidated Mines said the industry could not remain viable without higher productivity and better communications between management, unions and workers.

The advertisements were apparently timed to coincide with a meeting of the Zambia Congress to Trade Unions in the northern Copperbelt city of Ndola to discuss the detentions.

The four men are alleged to have instigated recent strikes in the mining industry, including one by skilled Zambians demanding equal pay with expatriate staff.

## 4.17. @EOF

The end-of-file image used to terminate the action of a processor or to separate groups of data read into a program. If it is used in control mode the following message is printed.

```
EOF IGNORED - IN CONTROL MODE
```

The @EOF command cannot be used to terminate the action of @DATA or @ELT,D so @END must be used instead.

## 4.18. @ERS

Empty files without deleting them from the file directory.

```
@ERS F1.,F2.,...  <CR>
```

## 4.19. @FAC

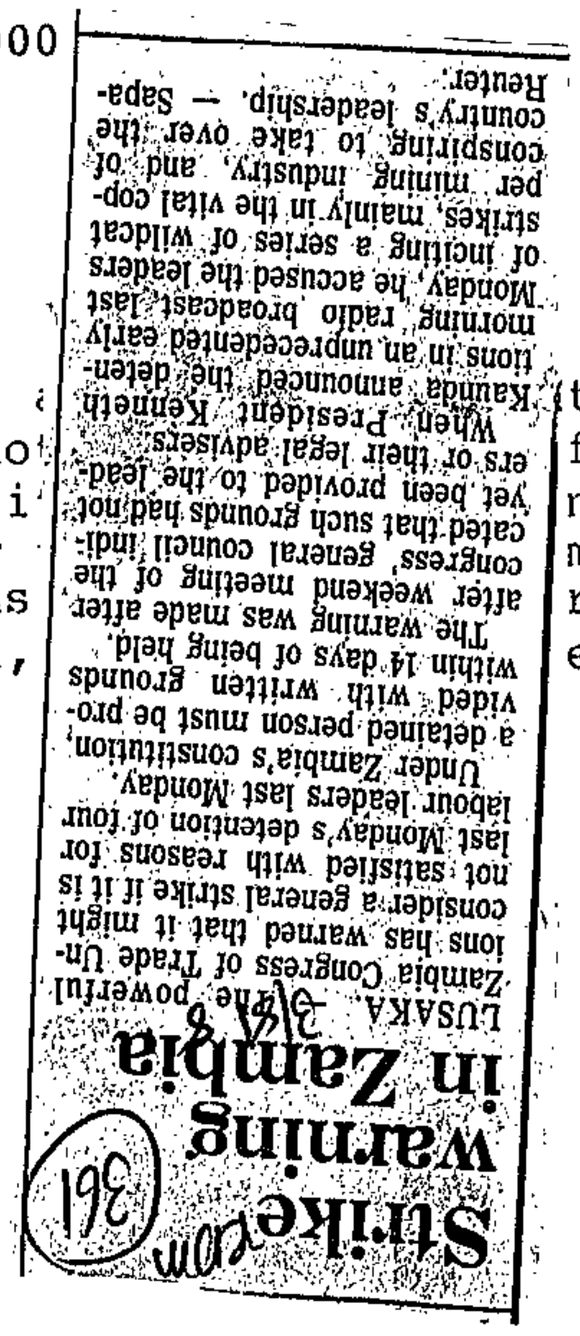
This command deciphers the octal code of a FAC rejected or FAC warning message. It is used as follows:

```
@FAC NNNNNNNNNNNN
```

where NNNNNNNNNNNN is the code to be deciphered. Trailing zeroes may be omitted. The following are equivalent:

```
@FAC 40001
@FAC 400010000
```

## 4.20. @FIN



Strike warning in Zambia

LUSAKA, Zambia — The powerful Zambia Congress of Trade Unions has warned that it might consider a general strike if it is not satisfied with reasons for last Monday's detention of four labour leaders last Monday.

Under Zambia's constitution, a detained person must be provided with written grounds within 14 days of being held.

The warning was made after a weekend meeting of the congress' general council indicated that such grounds had not yet been provided to the leaders or their legal advisers.

When President Kenneth Kaunda announced the detentions in an unprecedented early morning radio broadcast last Monday, he accused the leaders of inciting a series of wildcat strikes, mainly in the vital copper mining industry, and of conspiring to take over the country's leadership. — Sapa-Reuter.

Terminate a run. The a tion for the run is printed. This image canno file or element by @DATA or @ELT,D. If i ng a run, that run is immediately scheduled for minated at the end of the current task. Thus required as part of a canned runstream. It can, ed using techniques in @CTS or @ED.

with the corrected data.

Interactive processors, by contrast, process lines as they are entered. If errors are found in a line, a diagnostic is printed and the line may be correctly resubmitted at once. Examples of such processors are @CTS and @ED.

## 2.2. DEMAND JOBS, COREQUE AND SOLICIT MODES

Demand jobs are run from a terminal, receiving immediate attention from EXEC as the control statements are entered.

There are several types of input mode on a time sharing terminal and on entering the @RUN statement on a terminal the job is automatically processed in solicit mode. In solicit mode the input is not buffered, that is each line must be completely processed before the next line is entered. The machine will indicate that it is ready to receive the next line by printing a '>' in column 1. If a line is entered before the terminal has processed the current line the following message is printed:

* WAIT - LAST INPUT IGNORED *

the user must then wait for the '>' to be printed in column 1 before proceeding.

Another possible input mode is coreque (CQUE) mode in which the input is buffered. This means that if one or more lines are entered before the current line has been processed the new lines are queued and will be read on the subsequent read requests.

To enter cque mode th nt must be typed:

@@

to return from cque m the control statement is:

@@

## 2.3. THE TERMINAL

### 2.3.1. How The Keyboa

There are three mai at UCT, Teletypes, VDU's and Graphics Display. slow machines and all output is printed on Visual Display Units) and Graphics Display termi on a screen of some sort and no permanent recc kept, unless a hard copy unit is attached, in w py of the information on the screen can be made

**Unions warn of strike**

Star 3/8/81 (86)

LUSAKA — The powerful Zambia Congress of Trade Unions had said that it might consider a general strike if it is not satisfied with the formal grounds for the detention of four labour leaders last Monday.

Under Zambia's constitution a detained person must be provided with written grounds within 14 days of being held.

The warning, made after a two-day emergency meeting of the ZCTU's general council in the northern Copperbelt city of Ndola, indicated that such grounds had not yet been provided to the leaders or their legal advisers.

When President Kenneth Kaunda announced the detentions in an unprecedented early morning radio broadcast last Monday, he accused the leaders of inciting a series of wildcat strikes and of conspiring to take over the country's leadership. — Sapa-Reuter.

"These people are well-formed, well-looking men in their appearance; the ears and noses are well formed, they are stout, some of them above six feet high, and others are less than six feet; they are [illegible]ous, and their language is one of the best [illegible]ge in the world. The principal tribes ar[illegible]aika; their chief Missionary is C. Brownl[illegible]ownlee), who knows the Kafir language [illegible]ghly, and can speak it as Kafir man: I think h[illegible] Scotch Missionary.

The Engli[illegible] a part of it, which we call the English C[illegible] it is bounded on the north by the Orang[illegible]he east by the British Kaffraria, on the so[illegible] by the At[illegible] Town, whe[illegible] is anothe[illegible] In the su[illegible] the light[illegible] Sometimes [illegible] cattle, s[illegible] the princ[illegible] an ugly [illegible]

There was [illegible] who fough[illegible] nations, [illegible] Fingoes ([illegible] with the [illegible] they didn[illegible] obliged t[illegible] great gen[illegible] he though[illegible] English a[illegible] that was done in fighting; but they saw that he w[illegible] a brave and clever man. I consider him that he w[illegible] as brave as Napoleon or Duke Wellington. The gov[illegible] ment was left to him by his father, but he gave [illegible] his brother".

Maqoma was the Xhosa regent until Sandile came of age. Th[illegible] editor added a note to this essay explaining the Maqoma wa[illegible] "now a State prisoner on Robben Island, with other convict[illegible] chiefs". What her readers probably did not know was that two of his children were then at Zonnebloem, across the bay, whil[illegible] two grandsons were in England.

A second composition on the same subject is by a much younger [illegible] Miss Mackenzie's only comment is that "his pride in his count[illegible] is beautiful".[31]

# 're-educated' police

## Mac

less, Youth and Sports Minister, General Kingsley Chinkuli, said this week. Zambia has 5,8-million people.

General Chinkuli, the retired armed forces commander, described the situation as explosive when replying to a question in Parliament, the Government-owned Zambia Daily Mail reported.

More than 40 percent of the population lives in urban areas, twice the percentage at independence from Britain in 1964, and the annual population growth rate is relatively high, 3,1 percent. — Sapa-Reuter.

★ ★ ★

SALISBURY — Zimbabwe's main newspaper, the Herald, has called for more purges in the ruling Zanu-PF party and the Government in the wake of the dismissal of the party's secretary-general, Mr Edgar Tekere.

The newspaper said in an editorial this week: "There are too many Tekeres in both the party and Government who must be weeded out.

"Zimbabweans must reject leaders who spend most of their time drinking, womanising and burning up the road at the expense of the taxpayers."

For the second time in three days, the Herald launched a slashing attack against Mr Tekere, accusing him of "lack of efficiency." — The Star's Africa News Service.

★ ★ ★

MAPUTO — Mozambique, which supports the Polisario Front in its guerilla war to oust Morocco from Western Sahara, has called for the withdrawal of Moroccan troops from the former Spanish colony and the establishment of a neutral administration.

Mozambique said these moves should be preconditions for the referendum on the future of the country which has been accepted in principle by Moroco and the Polisario Front. — The Star's Africa News Service.

★ (36) LUSAKA — A million young Zambians were job-

## Police

# Kaunda Government at loggerheads with unions as strikes hit Zambia

Cr Post 18/8/8

(361)

By Ronald Howard in Lusaka

A SERIES of strikes in Zambia, some in its vital copper mines, highlights a growing conflict between the country's Right-leaning trade unions and its socialist Government.

The copper and cobalt industry is in the throes of its second major strike in six months. Both are on a scale unseen since independence in 1964.

The nation's school teachers have recently staged a series of walkouts over housing, mainly in the northern Copperbelt province. Some building workers went on strike for several days last week in Lusaka over delays in their new collective agreement.

State-run Zambia railways has been disrupted several times in the past year and in the cities and towns local council workers are becoming increasingly restive as the deadline for their new agreement nears.

In the past year Zambian leaders, including President Kenneth Kaunda, have asked in public whether the trade union leadership has political ambitions and whether it is being manipulated from outside the country.

Specifically singled out on a number of occasions has been Mr Frederick Chiluba, chairman of the 370 000-strong Zambia Congress of Trade Unions.

He has a popular following among Bembas, Zambia's largest single tribe and the source of much labour in the copper mines.

Some political analysts say Mr Chiluba wants to assume the mantle of the late opposition politician Mr Simon Kapwepwe, who split from the ruling United National Independence Party after serving as Dr Kaunda's vice-president in the late 1960s.

Opposition parties were banned in 1972 and Mr Kapwepwe, who died early last year, rejoined Unip to contest the presidential election in 1978.

He was disqualified before the poll on a constitutional technicality and Dr Kaunda stood as the sole candidate.

Mr Chiluba has denied any political aspirations, saying he and the ZCTU are working solely for the good of Zambian trade unionists.

Other political analysts note that Mr Chiluba does not have royal Bemba blood and might not be guaranteed full backing from tribal elders in a major political contest.

They add that, as one of 17 union leaders expelled from Unip last January, he would run the risk of disqualification should he wish to seek any political office, including the presidency, in the next general elections due in 1983.

The Unip constitution requires five years' continuous membership before anyone can seek the presidency. There can also only be one candidate presented to the public under the one-party system.

Mr Chiluba's name also cropped up when the Foreign Ministry ordered the expulsion of two United States diplomats in June for what it termed activities inimical to state security.

At the same time, the Ministry declared unwelcome four other Americans already out of the country, three of them diplomats.

It said they had engaged in US Central Intelligence Agency activities in Zambia over the past few years.

Though the labour movement was obliquely linked with a foiled Right-wing coup plot last October, no ZCTU leaders have been detained in connection with it.

Several people, including Mr Chiluba and ZCTU secretary general, Mr Newstead Zimba, had their passports confiscated for a few months. They have since had them returned.

Friction between Dr Kaunda's socialist Government and the Right-leaning ZCTU has increased since the pressures of the independence war in neighbouring Zimbabwe evaporated with the arrival of black majority rule in Salisbury in April 1980.

The latest shutdown of most copperbelt mines on July 17, caused by skilled Zambian workers seeking pay parity with foreign staff, poses the biggest potential threat to Zambia's fragile economy. The country earns more than 95% of its foreign exchange from metal sales.— Sapa-Reuter

# Kaunda's angry clash with Zambia's miners

361 DD 31/8/81

**MICHAEL NGOMA reports from Mufulira.**

Ever since President Kenneth Kaunda detained four leaders of the Zambia Congress of Trade Unions (ZCTU), including the chairman, Frederick Chitúba, alarm bells have been ringing.

The question being asked is: Has the President removed the lid from a pot harbouring political serpents?

The detained four are Chiluba, his general secretary, Newstead Zimba, assistant general secretary, Chitalu Sampa and Mine Workers' Union of Zambia deputy chairman, Timothy Walamba.

Kaunda, in announcing the detentions, said the four had been inciting to disrupt industrial peace and eventually overthrow the government. Also detained is Ndola businessman, Chama Chokomboka.

This is not the first time Kaunda has accused the ZCTU of trying to unseat his government. Last October, in disclosing a foiled plot to oust him from the presidency, he charged that labour leaders were in league with South Africa, fomenting rebellion and labour unrest.

Top unionists then had their passports confiscated. Chiluba and his 16 colleagues were expelled from the ruling United National Independence Party (UNIP). The action resulted in a wildcat strike.

The strike, characterised by violence, involved the two giant mining companies, Nchanga Consolidated Copper Mines (NCCM) and Roan Consolidated Mines (RCM). It lasted for five days. About R20 million in production was lost in this strike.

Zambia has experienced only two legal strikes, but over the past seven months has been rocked by a spate of wildcat strikes. In 1979 there were 44 illegal strikes involving 10 846 workers. In 1980 the number of strikes more than doubled, involving 21 921 workers. This year more than 84 illegal strikes have involved 46 399 workers. In all these strikes a total of 205 681 man days were lost.

The semi-official Times of Zambia wrote in an editorial: "This is lamentable to Zambia as a developing nation. For 70 man-years the nation has produced much less than under colonialism.

"It is a record that Zambia must be ashamed of. President Kaunda's determined mood to rectify the economic ills must be respected."

Because of the disastrous consequences strikes have had on the economy, Kaunda is disillusioned with the ZCTU and particularly Chiluba. He has repeatedly sought talks with the ZCTU leadership and at each meeting, he says, the union leaders promised to arrest the strike wave.

About two months ago, two senior American diplomats were expelled from Zambia for alleged Central Intelligency Agency (CIA) activities. The CIA was accused, among other things, of trying to instal Chiluba in power.

About three months ago, Minister of Labour and Social Services, Basil Kabwe, accused the ZCTU of being used by organisations based in Western countries. Kabwe did not name the organisations or the countries from which they were operating.

He said confidential reports in the hands of the UNIP were an "eye-opener". Other circulars accused the ZCTU of abuse of power and misuse of congress property accrued from union contributions.

The ZCTU reacted sharply, describing the accusations as "Nazi Gestapo character assassination". It added: "The authors of the circulars are malcontents with a very fertile imagination."

Three months after being expelled from the ruling party for "indiscipline and political interference," the 17 ZCTU leaders were re-admitted, against a background of several accusations.

The trade union leaders were expelled last January at the height of differences arising from the labour leaders' rejection of the decentralised local government system then being introduced.

In announcing readmission of the 17, UNIP secretary-general, Humphrey Nulemba, said the move would "usher in a new era of development without any distracting influences". But Chiluba warned soon afterwards that the ZCTU would not become a rubber stamp of the party on matters of national importance.

He reiterated that the party did not set conditions when it readmitted the unionists. Zambia workers were not happy with the prices of commodities, food shortages, unemployment and crime, he added.

**Zambia's President Kenneth Kaunda — did he open a Pandora's box by detaining the trade union leaders?**

Chiluba scoffed at people who urged him to let the politicians alone, adding: "Politics is too serious an affair to be left to politicians alone."

Kaunda says Chiluba master-minded the strike just ended, involving the two giant mining companies. According to an official report, 590 miners have been sacked. Last August, Chiluba accused the government of failing to respond to workers' demands, and inter alia, warned of a nationwide strike.

When Kaunda invited Chiluba to serve on UNIP's central committee, Chiluba did not take heed. Instead, says Kaunda, Chiluba started going round saying the President feared him, adding: "He wanted to silence me by putting me on the central committee."

Chiluba's rise has been meteoric. From the day he joined the labour movement, he has lived dangerously. Politicians detest him. He has said repeatedly that his denunciations of the party are not aimed at fanning discontent, but at exhorting the leadership to institute pragmatic policies that will strengthen economic and social development. These sentiments have been interpreted by politicians as misleading.

Chiluba has the support of the workers. His critics say he hankers after political office. Chiluba, who reads religious books avidly, maintains on the contrary that his burning ambition is to help people repent and believe in God.

At one time he established close contacts with veteran politicians, among them the late Simon Kawepwe, leader of the outlawed United Progressive Party (UPP). When Kapwepwe died, Chiluba was asked to address the mourners.

Kapwepwe was once Zambia's vice-president, but after differences with his colleagues over government policy he resigned in 1971 to form the UPP. In 1972 the UPP was proscribed and Kapwepwe and 122 of his lieutenants detained. In 1977 he rejoined UNIP and the following year challenged Kaunda for the presidency.

The detention of Chiluba and his colleagues has added to the number of political detainees. Last October several prominent Zambians were detained for alleged involvement in a foiled coup plot at the time.

They include former High Court commissioner, Edward Shamwana, former Bank of Zambia Governor, Valentine Musakanya, Zambia Army Brigadier-General, Godfrey Miyanda, former Zambia Air Force Commander, Major-General Christopher Kabwe. Others are: Col Patrick Mkandawire, Major McPherson Mbulao, Major Anderson Mporokoso and Police Officer Matinga Liswaniso.

Amnesty International has expressed its "grave concern" at the delay to take the alleged plotters to court. Minister of Legal Affairs and Attorney-General, Gibson Chigaga, scoffed at Amnesty International, saying it had no right to interfere in Zambia's internal affairs.

The delay in bringing the alleged plotters to court has created speculation that the state does not have a strong case against them. A number of organisations like the Law Association of Zambia (LAZ) have challenged the government's right to detain people for too long without taking them to a court of law.

The rise in the number of political detainees is in direct proportion to the rise in the number of dissenters in the country. Whereas it is true that the number of wildcat strikes has gone up, seasoned observers argue that it is not true all these strikes were instigated by Chiluba and his men.

But these sentiments, according to party militants, are propaganda gimmicks of the fragmented opposition which, consciously or unconsciously, knows that it cannot produce a credible alternative to Kaunda — whom it blames for Zambia's economic catastrophes. —GEMINI

## Track trouble

Star 13/10/81 (361)

LUSAKA — The troubled Tazara railway authority, which operates the line linking Zambia to the Tzanian port of Dar es Salaam, is having trouble retaining skilled technical and clerical staff because of poor salaries.

According to the Sunday Times of Zambia, only 16 of the 74 Zambians trained in China to help run the railway are still working for the authority.

The rest have taken higher paid jobs elsewhere.

The line, opened in 1976 to reduce Zambia's dependance on traditional routes to the south, has been plagued with technical and administrative problems since its opening. — The Star's Africa News Service.

## Line open

LUSAKA — Rail traffic between Zambia and Zaire has been resumed following the payment of nearly R2-million in arrears by Zaire to Zambia Railways.

Traffic was suspended 10 days ago because of an outstanding debt to Zambia railways. — The Star's

~~The men packed a suit~~

Star 20/10/87 (361)

# Miners challenge Kaunda

**Zambia's miners, who set off a campaign against British rule in colonial days, now challenge President Kaunda. John Borrell of the Guardian, London, reports from the Copperbelt.**

The copper plaque in the lobby of Katilunga House here in Kitwe dedicates the five-storey headquarters of the Mineworkers Union of Zambia to the 23 black miners killed by colonial policemen during an era when organised labour first begun flexing its muscles.

Those first stirrings of black revolt in 1936 spawned the political campaign against British colonial rule which led ultimately to Zambia's independence in 1964.

Seventeen years later the same mining fraternity is flexing its muscles again, this time against the administration of President Kaunda whom their early activities against foreign rule helped to bring to power.

The irony is not lost on union officials on the fourth and fifth floors and it is also appreciated a couple of blocks away where the Zambia Congress of Trade Unions, representing the country's 200 000 union members including the 56 000 miners, has its headquarters.

"The wheel has turned a full circle," said a Mineworkers Union official, who asked for anonymity in view of the current conflict with the Government. "We are back where we started as an organisation — opposing those in power."

duce more than 90 percent of Zambia's hard currency earnings, and an eventual backdown by the Government leading to the readmission of the officials in April.

But there were further strikes in the mines in June and July and, in an atmosphere of mounting tension, President Kaunda detained four senior officials from the Mineworkers Union and the trade unions congress on July 4.

The officials, including the ZCTU chairman, Mr Frederick Chiluba, have filed writs of habeus corpus on which the courts are expected to make a decision later.

Union officials not arrested in the recent clampdown like to draw comparisons between Poland and Zambia in characterising the conflict. They point to food shortages common to both countries, a rigid bureaucracy and a sick economy.

"About the only thing we haven't got in common is the Russians breathing down our necks," said one.

There is little doubt that Mr Chiluba sees himself as the Lech Walesa of Zambia and it seems hardly a coin-

kers' Union in explanation of Mr Chiluba's standing.

Given the unrepentant mood of most unionists still at large the stage seems set for further confrontation, posing the inevitable question of which side seems most likely to win.

There are several grey areas in the struggle, such as the President's ability to keep people happy by attracting sufficient foreign aid to bolster Zambia's sick economy.

President Kaunda, who has led the country since independence, is a consummate politician whose balancing of a myriad of tribal loyalties and personal ambitions has been an important factor in the relative peace and security enjoyed by Zambia since 1964.

Unlike many African leaders he is clever enough to allow the law to take its course once he has taken arbitrary action against an individual. The importance of this safety valve is perhaps too often underestimated by outsiders.

Overestimated equally frequently is the political conviction of rank and file union members. They might not like the present administration with good cause but most recognise that they themselves are an elite in a country of substantial and growing unemployment.

President Kaunda has shown he can be tough when a situation appears to be getting out of hand and for as long as he can keep food in the shops and beer in the bars it seems unlikely that union members will have the stomach to go over the top at the administration.

Zambia's miners turn their wrath on Kaunda.

Both the Mineworkers Union and the Umbrella Congress of Trade Unions adopt the line that the current conflict with the Government has developed through Government intransigence over purely industrial disputes.

But it is clearly more than that. Just as industrial action during the colonial era had a powerful underlying political motive, the unions are today involved in a political power struggle.

There's a chicken-or-the-egg quality to the source of the current labour versus the administration confrontation, but the real battle began in January this year when 17 Congress of Trade Union officials were expelled from the United National Independence Party, Zambia's only political party.

This led to an eight-day strike in the copper mines, which pro-

cidence that some miners carried crudely painted placards bearing the word "Solidarity," during disturbances in the Copperbelt earlier this year.

Mr Chiluba is helped by a long-standing tribal rift in Zambia between the majority of Bembas and southern tribes which control the important organs of state power.

Mr Chiluba is more than just a labour leader. Like Solidarity in Poland, he has capitalised on the Government's many shortcomings to broaden his political base, which is now seen to straddle tribal lines and embrace a substantial proportion of a population increasingly unhappy about the State's inability to meet social and economic aspirations.

"You can't be a labour leader in Zambia today and not become involved in politics," suggested an official from the Minewor-

AFRICA BRIEFS

# Zambian union boss to be freed

Star 30/10/87 (36)

LUSAKA — A High Court judge in Lusaka has ordered the immediate release of Zambian trade union leader Mr Frederick Chiluba after upholding a habeas corpus application challenging his detention without charge three months ago.

Mr Chiluba (35), chairman of the 17-union Zambia Congress of Trade Unions, has been detained since July 27 together with three other labour leaders for what the State alleged was a conspiracy to incite labour unrest with the ultimate objective of taking over the country. — Reuter.

# ZAMBIA — LABOUR

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were stolen in Soweto.

The rest were stolen all over the country and channelled to Soweto where they were eventually tracked down by the police, he said.

Brigadier Viktor said the cars came in all sizes and shapes.

"There are practically all makes of motor cars at the Jabulani Police station where most of them are parked", he said.

At Jabulani The SOWETAN found hundreds of cars from mini's to Valiant sedans, bakkies and panel vans. Even two or three big trucks were to be found in a jumbled fleet.

There was an astonishing number of expensive comfort cedes Benz sedans.

Brigadier Viktor said cars which were not stripped or destroyed were taken by smart alecks who just wanted a free ride and thereafter abandoned the car.

He said this category of thieves were charged with taking the car without the owner's permission and get usually a lighter jail sentence.

He said the other group were those who strip people's cars or change ownership through forgery and try to sell it to someone else.

He said these were severely punished by the law. However, he said there was no particular jail sentence stipulated by law.

tives in the country.

J J Viktor.

# Kaunda fires opposition union leader

361

Sowetan 20/1/82

**LUSAKA — A prominent Zambian opposition union leader was sacked from his parliamentary seat yesterday, shortly after President Kenneth Kaunda reshuffled his cabinet by firing two ministers of state.**

In addition four district governors lost their jobs in moves by Mr Kaunda to strengthen his ruling United National Independence Party (Unip) and government administration.

General Secretary of the Zambia Congress of Trade Unions (ZCTU) Newstead Zimba lost his parliamentary seat because, according to the Unip constitution, only party members can be MP's. Mr Zimba was expelled from the party a year ago along with several other trade union leaders, including Frederick Chiluba, chairman general of the ZCTU.

The two ministers who lost their jobs are Nephas Tembo (Lands and Natural Resources) and John Chafwa (Labour and Social Services). They were dropped from their posts for anti-party activities and inefficiency, respectively.

The four sacked district governors are Ntana Chindefu (Serenje), Philemon Chipeso (Gwembe), Davis Shangala (National Guidance), and Morgan Simwinji (Kalalushi). When Mr Kaunda announced his reshuffle on Sunday he said that the four had been sent to Bulgaria for a special economic course but they returned to Zambia without the consent of Unip.

**DISCIPLINE**

President Kaunda also suspended Minister of State for Legal Affairs and Solicitor General Ludwig Sondashi for three months for "indiscipline." His return to his post will depend on his behaviour during this period, the President said. — AFP.f

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(361) RDM 12/6/82

# 400 workers get the sack

LUSAKA. — Zambia's state-owned electricity company yesterday sacked about 400 workers for refusing to end a pay strike, a company spokesman said.

The administrative manager of the Zambia Electricity Supply Corporation said the men were based at the company's Lusaka workshop, which would be reinforced by workers from other areas.

The dismissed men stopped work three days ago in protest against arrears in annual increment payments. — Sapa-Reuter.

RWDM/361
14/7/82

# Workers get their jobs back

**Mail Correspondent**

LUSAKA. — The Zambian government has ordered the reinstatement of 256 workers declared redundant by Contract Haulage — a government-owned transport company, last week.

The Minister of Labour and Social Services, Mr Basil Kabwe, also admitted that his ministry was to blame for the redundancies because it had wrongly advised the management of Contract Haulage to sack some of the workers.

It was originally estimated that the laying off would involve 600 workers throughout the company's depots in the country. The figure was later reduced to 256.

# Unions plan national wage claim

LUSAKA. — Zambia's labour unions plan to submit a national wage claim to the government to offset the effects of a large rise in the price of staple maize meal and of other cost-of-living increases, the Zambian Press reported yesterday.

The Government-owned Zambia Daily Mail quoted the general secretary of the Zambia Congress of Trade Unions (ZCTU), Mr Newstead Zimba, as saying the earnings of Zambian workers were being eroded.

Mr Zimba, one of four Zambian union leaders detained for more than three months without trial last year for alleged political agitation, was speaking yesterday after the price of maize meal was raised by about 25% to meet increased production costs. — Sapa-Reuter.

# Kaunda faces fights with his workers

361

THE worst conflict since independence between the Zambian Government and the country's labour movement, could seriously affect the presidential and general elections later this year.

This follows an ultimatum given to the government by the powerful Zambia Congress of Trade Unions (ZCTU), calling on the government to scrap a 5% wage ceiling or it would call for general industrial unrest.

The ceiling was imposed by the government as part of a condition stipulated by the International Monetary Fund, which has recently granted Zambia a loan of R1 000 million. The condition has clearly put the Zambian Government in a dilemma.

The 5% ceiling has been vehemently rejected by the ZCTU. Since its introduction earlier this year, member unions have persistently said it was irrelevant to the current economic position of Zambia, where inflation has spiralled.

Zambia's trade unionists have insisted they have a right and say in the running of state matters, and have added that this is enshrined in both the party and republican constitutions.

The assertion has led critics to accuse the powerful and influential chairman-general of the ZCTU, Frederick Chiluba, of not being a true trade unionist, but a politician, using the labour movement to further his political aspirations.

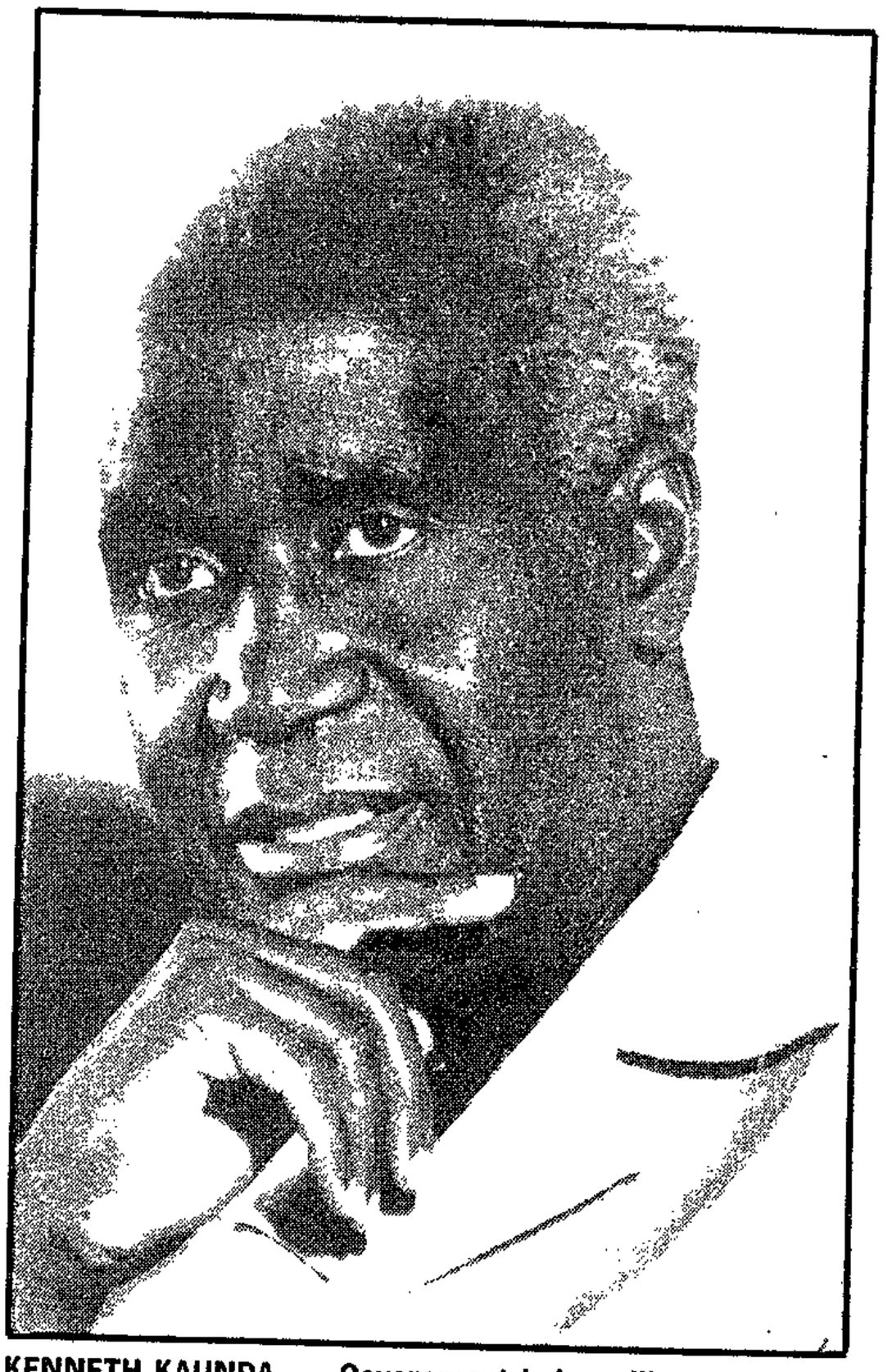
On March 27, during the ZCTU extraordinary general council held on the Copperbelt, the unions gave government a 30-day ultimatum to rescind the five percent wage ceiling, failing which they would call for general labour disorder.

The ZCTU's general secretary has explained that before acting after the expiry of the ultimatum the unions will demand to see President Kaunda.

A senior official of Zambia's ruling United National Indepence Party has indicated that the party would study the ultimatum but added added that 1983 was a "delicate year" — obviously referring to the presidential elections.

The party (Unip) would certainly not like a clash with the masses at this crucial time, and the party-owned Times of Zambia has blamed the Ministry of Labour for not meeting the labour movement earlier on the rejected wage ceiling, "instead of courting confrontation."

The paper warned: "Zambia still has fresh memories of the crippling miner's strike on the Copperbelt in 1981 in which the country lost R20-million."



KENNETH KAUNDA ... Government is in a dilemma.

## From LEE MUSONDA in Lusaka

The paper is right. It knows how powerful the ZCTU is, and the relations between Unip and the unions have never been rosy, specially since 1981 when President Kaunda detained four top leaders of the ZCTU. The four later won their freedom through the courts.

Mr Chiluba has said of the wage ceiling: "We do not know how the government arrived at this figure. In fact, it is a figure we have no respect for." And he has urged unions and managements to ignore the ceiling and instead negotiate for "reasonable wage increases".

When he opened the ZCTU extraordinary general conference on March 17, Mr Chiluba did not hide what was in store when he said: "Relations between the labour movement and the government are headed for troubled waters.

"The patience of the labour movement is running out. We have held out the olive branch for too long. The party and the government must take the consequences arising out of this."

The reason for the labour movement rejection of the ceiling has been the government's lifting of controls on prices of most essential commodities.

Their prices have rocketed, leaving the worker living on a hand-to-mouth basis because almost all the basic needs are beyond his reach.

Even Members of Parliament have backed the labour movement's stand on a wage ceiling. One of them is suspended former Minister of Labour, Mr Joshua Lumina, who told Parliament recently that a ceiling was "nonsense".

Instead, he said, "the government must decontrol the wage ceiling to allow room for trade unions to bargain".

But it has also been pointed out that increases in prices of commodities should bring an incentive to industry to produce more and in the end create job opportunities.

Charging of "economic prices", reputedly an IMF condition, has in the past boosted production of a diverse amount of agricultural produce. In the last few years, the emphasis has been on the staple crop of maize which has been imported at great cost (even politically) from Zimbabwe (then Rhodesia) and South Africa.

Zambians have queried the logic behind the government importing maize at R20 and more a bag while a local farmer is paid about R12.

Now the producer price is now round R20 a bag and both commercial and small-scale farmers are happy. It is now only the drought and the scarcity of spares and inputs preventing farmers from producing the optimum.

There is, however, a school of thought which says higher prices will not do much more than merely line the pockets of the already rich industrialists or middle-men.

Since President Kaunda declared, about 10 years ago, that he would nationalise all firms that showed signs of growth — that is with an annual turnover of R200 000 plus — many companies have tried to show negative growth, though they may have been making good profits.

Charging of economic prices by state-owned shops and the private sector is intended to resuscitate the firms, but it has hit hard the low-wage earners to whom it has meant increases of more than 20%. They are now demanding a proportional increase in wages, more than the 5% IMF condition.

International financiers and donor countries will meet in the middle of this month in Paris to try to reschedule some of Zambia's loans. This will help Zambia financially because it is expected it will lead to the country getting more foreign exchange.

The only fear is that short-tempered miners will not do anything rash to upset the apple cart.

# Kaunda faces show-down with copper miners

D. Dispatch 361

19 APR 1983

By LEE MUSONDA, Lusaka.

The worst conflict since independence between the Zambian Government and the country's labour movement, could seriously affect the presidential and general elections later this year.

This follows an ultimatum given to the government by the powerful Zambia Congress of Trade Unions (ZCTU). It calls on the government to scrap a five per cent wage ceiling or face general industrial unrest. The ceiling was imposed by the government as part of a condition stipulated by the International Monetary Fund (IMF), which recently granted Zambia a loan of R1 000 million. The condition has clearly put the Zambian Government in a dilemma.

The five per cent ceiling has been vehemently rejected by the ZCTU. Since its introduction earlier this year, member unions have persistently said it was irrelevant to the current economic position of Zambia, where inflation has spiralled.

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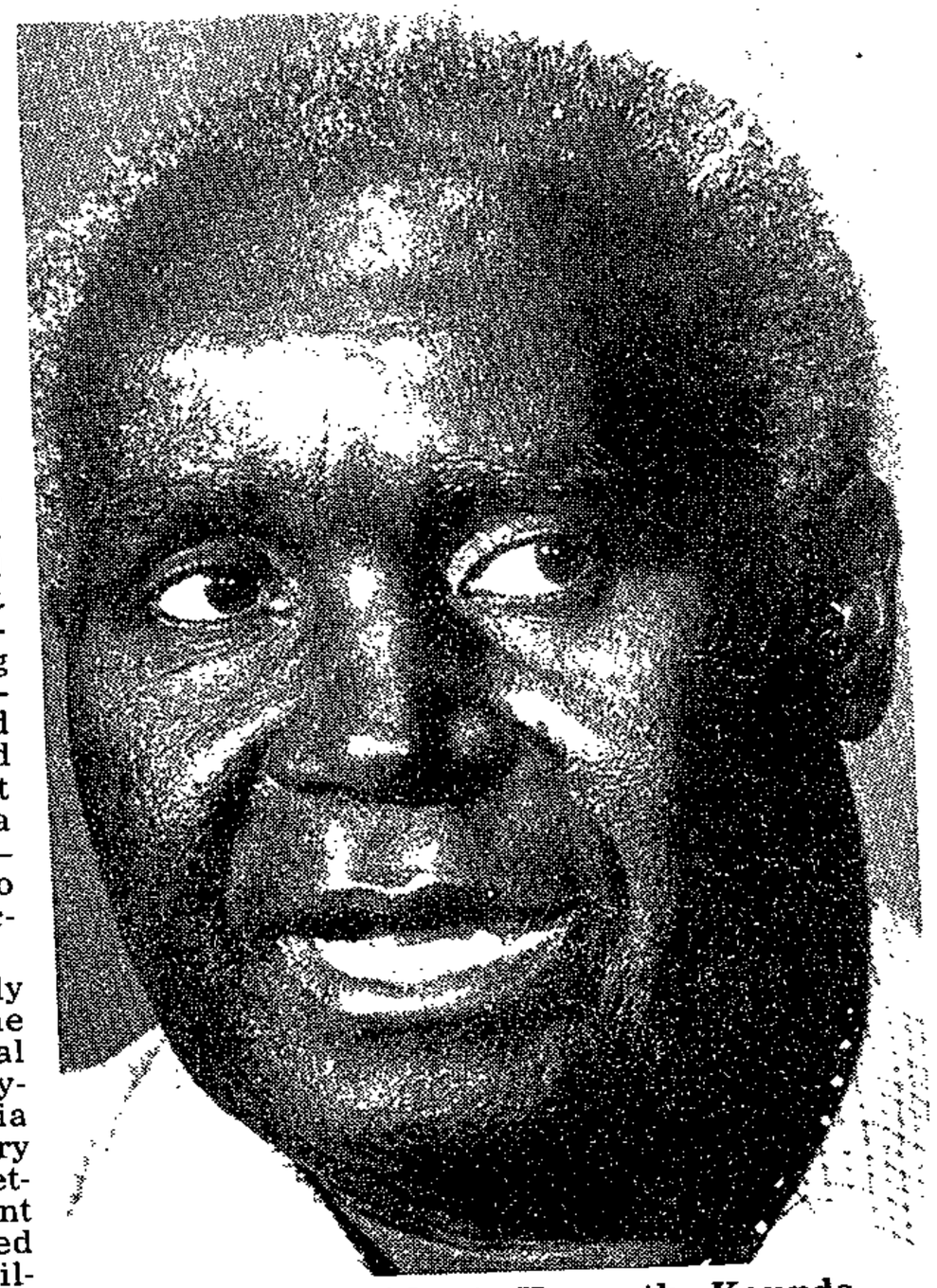

**Zambia's President Kenneth Kaunda — dilemma over wage increases and lifting of price control.**

Chiluba has said of the five percent wage ceiling: "We do not know how the government arrived at this figure. In fact, it is a figure we have no respect for." He has urged unions and managements to ignore the ceiling and instead negotiate for "reasonable wage increases."

When he opened the ZCTU extraordinary meeting on March 17, Chiluba did not hide his intentions. He said: "Relations between the labour movement and the government are headed for troubled waters.

"The patience of the labour movement is running out. We have held the olive branch out for too long. The party and the government must accept the consequences arising out of this."

The reason for the labour movement's rejection of the ceiling has been the government's lifting of controls on prices of most essential commodities. Prices have rocketed, leaving the worker living hand-to-mouth because almost all basic needs are beyond his reach.

Even members of Parliament have backed the labour movement's stand on a wage ceiling. One of them is the former Minister of Labour, Mr Joshua Lumina, who told Parliament that a ceiling was "nonsense". Instead, he said, "the government must decontrol the wage ceiling to allow room for trade unions to bargain."

It has been pointed out that increases in prices of commodities would be an incentive to industry to produce more and in the end create job opportunities. Charging of "economic prices", reputedly an IMF condition, is claimed to have boosted production of farm produce. In the last few years, the emphasis has been on the staple crop of maize which has been imported at great cost (even politically) from Zimbabwe (then Rhodesia) and South Africa.

Zambians have queried the logic behind the government's importing maize at R20 plus a bag while a local farmer is paid about R12 and have asked: "Why not pay the Zambian farmer more than R12 for a bag to entice him to produce more?"

Now the producer price is around R20 a bag and both commercial and small-scale farmers are happy. It is only the drought and the scarcity of spares and fertilisers that prevent farmers from producing more.

There is, however, a school of thought that believes higher prices will not do much more than line the pockets of the already rich industrialists and middlemen.

Since President Kaunda declared, about 10 years ago, that he would nationalise all firms that showed signs of growth — that is with an annual turnover of R200 000 plus — many companies have tried to show negative growth, although they may have been making good profits.

Charging of economic prices by state-owned shops and the private sector is intended to resuscitate the firms, but it has hit the low-wage earners hard, for it has meant increases of more than 20 per cent. They are demanding now a proportional increase in wages — considerably more than the five per cent IMF condition.

International financiers and donor countries will meet in the middle of this month in Paris to try to reschedule some of Zambia's loans. This will help Zambia financially because it is expected to lead to the country getting more foreign exchange.

The fear is that the short-tempered miners will do something rash before then.

(361)



# Labour crisis in Zambia

Mail Correspondent

LUSAKA. — President Kenneth Kaunda yesterday conceded that "most Zambian workers are earning starvation wages" but quickly promised to readjust them as soon as the economic situation improved.

Speaking after watching a combined display by the army, air force and paramilitary police to mark his 59th birthday today, President Kaunda added that the bad economic situation could only be overcome through hard work.

The President said this on the eve of an ultimatum given by the labour movement for the government to scrap the 5% wage ceiling or it would call for a general strike.

The President has doubled the ceiling to 10%, but the chairman of the Zambia Congress of Trade Unions (ZCTU), Mr Frederick Chiluba, has since said the ZCTU was "not happy even with the 10% general increase because it will only benefit those already getting fat salaries".

The ZCTU general council held an emergency meeting this week on the Copperbelt to discuss the President's answer but the result of the meeting will only be known today after the expiry of the ultimatum.

Meanwhile, commending the Zambian armed forces for their continued loyalty and impressive performances during the liberation struggles in Southern Africa, President Kaunda said: "Our defence and security forces have been the pride of Zambia and all independent African states."

# Labour unrest looms in Zambia

RDM (361) 3/6/83

**Mail Correspondent**

LUSAKA. — Labour problems are still simmering in Zambia, despite the government's attempt to smooth over the situation by doubling the 5% wage ceiling to 10%.

The Zambia Congress of Trade Unions (ZCTU) has rebuffed President Kaunda over his offer of 10%, thereby possibly fueling unrest, especially in the mining sector.

The powerful Mineworkers' Union of Zambia (Muz) has also rejected the 10% offer and has demanded immediate talks with Zambia Consolidated Copper Mines (ZCCM) over the issue.

No date for talks between the union and ZCCM has yet been fixed.

After the ZCTU initially rejected the 5% wage ceiling, the government persuaded the International Monetary Fund to increase it to 10%.

The 5% was a condition for giving Zambia the stand-by credit facility, "without which Zambia could have collapsed", according to President Kaunda.

ZCTU acting general secretary Mr Chitalu Sampa said yesterday: "The situation is tense and any discussion on the issue would be careless talk."

ZCTU's rejection of the 10% could lead to a major head-on collision between the government and workers.

On Tuesday, the governor of the Bank of Zambia, Mr Bitwell Kuwani, warned that trade unions should not negotiate above the 10% wage ceiling.

● President Kaunda set off yesterday morning for a one-day visit to Luanda, Angola, where he will hold talks with Angolan President Eduardo do Santos.

A State House spokesman said the two leaders were expected to discuss the South West African independence impasse and the linking of Cuban troops in Angola to the issue.

They may also discuss the forthcoming Organisation of African Unity conference which convenes in Addis Ababa, Ethiopia, on June 6.

# Trade unions put Kaunda on the spot

361

RDM 9/5/83

**LUSAKA. — President Kenneth Kuanda of Zambia is in a quandary, and the man most responsible is Mr Frederick Chiluba, leader of the trade-union movement.**

The Zambian Government has won approval of the International Monetary Fund for a SDR 211 500 000 standby facility. It is the key element in an economic recovery programme which includes rescheduling of external debt, and an appeal for increased aid from international donors.

A strict ceiling on wage increases is an integral, if not explicit, part of the agreement with the IMF, along with other restrictions, such as on Government borrowing and the size of Budget deficits. As part of the IMF-approved measures announced in January, President Kaunda set the wage-increase ceiling at 5% for all but the lowest paid.

Ever since then, Mr Chiluba and his trade unionists have led a campaign to have it scrapped, because of the drastic erosion of their members' standard of living. They have threatened to embark on unspecified industrial action.

Within days of his return from Washington where he met top officials of the IMF, President Kaunda announced a relaxation of the limit from 5% to 10%, effectively recognising the strength of the trade-union case.

The new ceiling is unlikely to be acceptable to the union leaders, who face considerable pressure from their members. But President Kaunda faces his own pressure: he cannot relax wage restraint without endangering the entire IMF programme.

In a country where the ruling United National Independence Party is the sole political party, and President Kaunda faces no opposition in the presidential poll due later this year, the trade-union movement has emerged as the closest thing to an opposition party.

Mr Chiluba, chairman of the Zambian Congress of Trade Unions (ZCTU), spent three months in detention in 1981 for his union activities. He emerged with his position stengthened and his reputation in the important copper-mining towns enhanced. His confiscated UNIP membership card was returned.

Mr Chiluba has warned of growing labour frustration over the combination of wage restraint and the rapid rate of inflation — "We are running out of time," he said.

There is no dispute that Zambia's 375 000 wage-earners have seen their standard of living steadily deteriorate in the wake of the mid-1970 fall in the price of copper, which provides 95% of export earnings.

Over the past few months alone, food subsidies have been reduced, prices of most commodities decontrolled (to help State-owned companies end losses and aim at profitability), and in January the kwacha was devalued 20%.

The impact on the cost of living has been dramatic — probably the steepest rise for several years — and many unions are pressing for wage claims well in excess of the 10% ceiling.

Railway workers are demanding a 100% increase. Teachers have threatened to strike if their housing problems are not resolved. The Union of Financial and Allied Workers — which in a wildcat strike last year showed that it could disrupt the economy almost overnight by closing the banks — is asking for 25%.

A key union, the mineworkers, representing the 55 000 men on the Copperbelt, has yet to show its hand. But there are indications of discontent in the mines.

ZCTU officials claim affiliated membership of 300 000 — which, if correct, is a remarkable 80% of wage-earners. Whether it indicates a capacity to control and direct events, however, is another matter.

Union officials, circumscribed in their official statements by the need to keep within the political parameters of a one-party state, say privately rank-and-file discontent is mounting: "We are following the workers, not leading them," said one.

The strategy now is aimed at satisfying what they call "minimum basic needs" — the living wage for a family man.

They privately put this at more than K300 (R283) a month, well above the current minimum wage. In the remote event of agreement on such a figure, or even a move towards it, semi-skilled and skilled workers would demand comparable increases. — Financial Times.

# 275 workers are laid off

(361) RDM 6/6/83

Mail Correspondent

LUSAKA. — A clothing manufacturing company on the Zambian Copperbelt — which says it is fighting for scarce foreign exchange to help it buy or import raw materials — has declared 275 workers redundant.

And an angry general secretary of the National Union of Commercial and Industrial Workers, Mr Albert Mukinge, said this was the largest number of workers to be laid off in the clothing industry in recent months.

Several firms have closed down and declared employees redundant because of a shortage of foreign exchange.

# Unions reject wage limit

(361) 13/6/83

Mail Correspondent

LUSAKA. — The Zambia Congress of Trade Unions (ZCTU), to which all Zambian trade unions are affiliated, has rejected the 10% wage increase ceiling.

It has demanded instead free collective bargaining dependent on the capacity of companies to pay.

ZCTU has also demanded an audience with President Kenneth Kaunda to discuss the affair "without delay".

And ZCTU also deplored the "negative and rigid attitude" of Premier Nalumino Mundia, who has allegedly refused to discuss the plight of the workers.

These are some of the resolutions passed after a two-day general council meeting which ended in Kabwe yesterday.

The congress also demanded an immediate withdrawal of the labour guidelines announced on Friday by the chairman of the Incomes and Prices Commission, Mr Sketchley Sacika.

Announcing the resolutions, the acting general secretary of ZCTU, Mr Chitalu Sampa, said: "The council met under very compelling economic constraints and great anxiety among workers arising from confused Press statements.

"The wage ceilings had not brought any desired results and were a contradiction in terms of government commitment to living wages and an increase in the number of workers."

Asked if ZCTU would resort to industrial unrest if efforts to meet Dr Kaunda failed and if Mr Sacika's guidelines were not withdrawn, ZCTU acting chairman Mr Hubert Bweupe said: "It is too early".

ZCTU's chairman-general Mr Frederick Chiluba and general secretary Mr Newstead Zimba were absent from the meeting. Both are in Geneva "attending to other labour matters".

# Lonrho boss sent on leave after threatened strike

(361) 17/6/82

Mail Correspondent

LUSAKA. — A South African Lonrho executive, Mr Douglas Viljoen, who on Monday was forced out of his office by about 120 angry workers for alleged racialism and negligence of their welfare, has been sent on indefinite forced leave.

Mr Viljoen, general manager of Motor Holdings, a Lonrho subsidiary in Lusaka, was not available for comment yesterday and was not in his office.

Lonrho general manager Mr Jeff Austen-Brown held a meeting with the principal labour officer, Mr Honoro Musopelo, on Monday and agreed to send Mr Viljoen "on leave until the matter is sorted out". Workers threatened to strike if he was not removed.

Yesterday morning workers were happy and busy. Said a ruling United National Independence Party official: "Workers are all happy as you can see. We are particularly pleased about the turn of events and we hope things will remain so."

(361) 2009

# Kaunda to meet unions

24/6/83

**Mail Correspondent**

LUSAKA. — President Kenneth Kaunda is expected to meet the Zambia Congress of Trade Unions, to which all trade unions are affilliated, this week to resolve the protracted 10% wage impasse between the government and unions.

The government imposed a 5% wage ceiling which was rejected by the ZCTU. President Kaunda doubled it to 10% but the ZCTU also rebuffed this and threatened industrial problems. The unions complained that the cost of living was too high for their members.

23/6/83 (361)

# Kaunda calls for restraint by labour

Mail Africa Bureau

LUSAKA. — President Kenneth Kaunda yesterday opened a crucial two-day meeting with his labour leaders who have spurned the IMF 10% wage ceiling condition, with a call on restraint and warned that "in days of grave economic problems, it is easy to forget our achievements".

President Kaunda centred his long speech on "economic problems facing Zambia".

While defending his government's achievements, he warned that "the frog will only realise the importance of water in a well when the water in that well dries up".

Dr Kaunda told the labour leaders, drawn from all the 18 affilliates of the Zambia Congress of Trade Unions, that "in spite of Zambia being born with a very rich copper spoon in our mouth at independence, Zambia is a very poor country ... and so long as we do not accept this fact, our behaviour will continue to be falsely-based".

On the rejected 10% wage ceiling, he said: "It is important that it is structured in such a way that the lowly paid will get more of any given company and the more highly paid will get less and less until we reach the apex where perhaps nothing should be given".

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DUSENBERRY $= f(Y_{relative})$

MODIGLIANI $= f(Y_{lifestyle})$

FRIEDMAN :

$C = f(Y_{permanent})$

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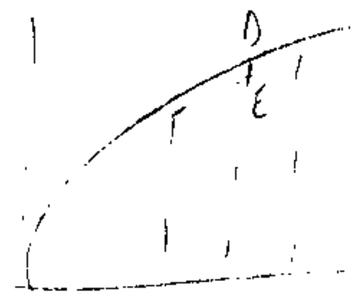

(361) RDM

# Kaunda warns of pay rise dangers

27/7/83

**Mail Correspondent**

LUSAKA. — President Kenneth Kaunda said yesterday that his Government would not pay wage increases in excess of 10% because "we should not negate measures we have taken to improve the economy".

The statement was a clear reference to the continued wrangle with labour leaders who have rejected the wage ceiling imposed on Zambia by the International Monetary Fund.

President Kaunda made the announcement when he opened an extraordinary national council meeting of Unip, Zambia's only legal political party.

"If salaries and wages increase by more than 10%, industries will either close down or the price of goods will go up still further," said the President.

He admitted that some of the IMF conditions Zambia accepted for a R555-million standby credit facility were not in country's best interests.

"But faced with such a huge debt and diminishing foreign exchange earnings, what could we do ... we had no choice.

"We were placed between Scylla and Charybdis, between a whirlpool and a monster. One has to move very carefully between these two dangerous things.

"If one does not move carefully, one stands the risk of falling either in the whirlpool or in the jaws of a monster."

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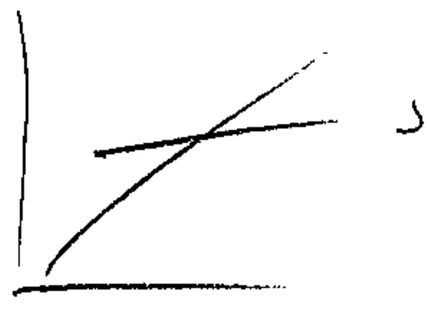

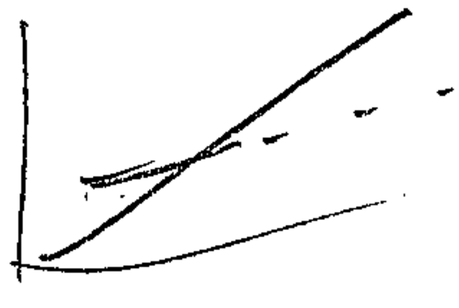

rising into debt

of income

rates

3/8/83 (361)

# Unrest looms as unions hold out

RDM

**Mail Correspondent**

LUSAKA. — The Zambia Congress of Trade Unions (ZCTU) has vowed it will not budge over the controversial 10% wage ceiling because "it was not party to the conditions agreed upon by the government and the IMF", says the general secretary of ZCTU, Mr Newstead Zimba.

The two parties have reached a deadlock over the International Monetary Fund ceiling and the ZCTU has threatened industrial unrest.

As a result, President Kenneth Kaunda held a crucial meeting with labour leaders, but the meeting ended in stalemate. He then appointed a tripartite committee, chaired by the Prime Minister Mr Nalumino Mundia to explore further ways of solving the impasse, but it has not met since June, and then much to the annoyance of the ZCTU.

"Our answer to any requests for anything lower than 10% has been no. It is still no and will always be no," Mr Zimba said at the opening of a five-day seminar yesterday.

The ZCTU has persistently complained about what it calls "unproductive jobs", such as the central committee and other party posts, and wants them scrapped.

Mr Zimba also warned against abuse of power, "or else the old days of conflicts of the 1960s will repeat themselves against industrial peace, which we all need badly".

(361) RDM 17/9/83

# Zambia rail strike ends

**Mail Africa Bureau**

LUSAKA. — the 16 day strike by 250 railwaymen ended yesterday after the government promised the workers to pay them improved salaries, backdated to last year.

But the Minister of Power, Transport and Communications, General Kingsley Chinkuli, who promised the workers new salaries scales, condemned the strike — which the workers had termed as "a strike against starvation".

(361) RDM 30/12/

# Union cautions govt

**Mail Africa Bureau**

LUSAKA. — The chairman of the powerful Mine Workers Union of Zambia (Muz), Mr Timothy Walamba has urged the government to abandon its protective policies and place more emphasis on those that have maximum benefit for its citizens.

Yesterday's government owned Zambia Daily Mail reports that Mr Walamba made these remarks when he addressed the Muz quarterly supreme council meeting.

He said Zambia was facing a serious shortage of essential commodities because parastatal organisations and private manufacturing companies failed to satisfy demand.

He suggested that to solve these problems the government should review its policies on imports and buy from cheaper sources.

"We are a landlocked country and shall remain so forever. Much as we have to help our brothers and sisters still under racist regimes this should not be at our own expense," he said.

# Zambia unions accept pay offer

RDM 22/2/84

361

Mail Correspondent

LUSAKA. — The four national unions which issued a three-day ultimatum to the government on pay increments of 10% to public service workers yesterday accepted the increments announced by the Minister of Labour, Mr Frederick Hapunda.

The government agreed to pay civil servants increments from 1% to 11% and gave striking workers until today to report for work.

The increases are below the wage ceiling imposed by the International Monetary Fund (IMF) for its special drawing rights (SDR) obtained in 1980.

Addressing a Press conference after a meeting to discuss the matter, leaders of the Zambia National Union of Teachers, the National Union of Public Service Workers, the Zambia United Local Authority Workers' Union and the Civil Servants' Union of Zambia said they had "accepted the increments although with a degree of reluctance".

According to Mr Hapunda's statement the increments are to be paid "in March, depending on the government's ability to do so".

Speaking on behalf of the unions, Mr Hubert Bweupe said the decision to accept the offer was on two conditions:

- "That government will pay, without fail, the new salaries and arrears in March, 1984;
- "That the four national unions will be free to enter into fresh negotiations with the government for further salary increases immediately the IMF programme expires."

Mr Hapunda had issued tough measures to deal with the civil servants who had resorted to strike action in the past two weeks to back up demands for the increment.

The Minister said those on strike would be regarded as absent from work without authority and would not be remunerated for the period of such absence.

He said all striking workers who had not returned to work by today would be regarded as having terminated their employment without notice.

Mr Hapunda said the increments would be graduated from 1% to 11% and would not be awarded to politicians or workers earning more than R5 723 but would be in addition to normal annual increments.

"The nation must understand that no economy can redeem itself economically and socially if recurrent expenditure is growing exponentially at the expense of capital investments."

The four unions had rejected a government decision to make the increments effective from January 1, 1984.

They suggested the effective date should have been August 1, 1983.

# Strikers lose heart

RDM 23/2/84

361

LUSAKA. — Striking Zambian public service workers drifted back to work under threat of dismissal yesterday after reluctantly accepting a government pay offer.

The strikes had erupted sporadically among street sweepers, sewage workers, teachers and grave-diggers over the past month, following labour accusations that the government had reneged on an agreement to pay a 10% increase backdated from last August.

Union officials representing the workers on Tuesday grudgingly accepted a final offer of between one and 11%, payable from last November.

Under the public service settlement, increases will be graduated from 11% for those earning the minimum R87 a month down to no increase for those earning R480. — Sapa-Reuter.

24/2/87 The Star Friday

# Zambia defuses row over State wage increases

(361)

The Star's Foreign News Service

LUSAKA — Mounting discontent among public service workers in Zambia over the non-payment of wage increases announced last year has been defused after talks between the Government and union leaders.

The unions have agreed to accept rises of from one to 11 percent in a move which represents a considerable climbdown.

Unrest over this issue has been simmering for months and was beginning to spill over with a number of strikes involving refuse collectors, gravediggers and manual workers at various institutions around Lusaka.

The unions were demanding implementation of an agreement signed last December which awarded all workers a 10 percent increase backdated to August. What they have now is a far smaller overall percentage increase and only backdated to November.

The Government is not able to pay more. To have stuck to the original deal would have adversely affected the provision of essential services.

The unions have accepted this watered-down version of their pay settlement reluctantly, but there seems to be no way in which a protracted strike could have gained them more.

The country would be bankrupt if the International Monetary Fund had not come in with a rescue package a year ago.

Permanent representatives of the IMF are installed in Lusaka and the Government is to enter into a new agreement with the organisation in a few weeks' time.

One original condition of the IMF agreement was that wage increases be kept to five percent. After much agitation the Government raised this to 10 percent but many workers never received that amount.

This latest settlement, which covers teachers, civil servants and local-authority workers, is much more in line with the original IMF conditions.

... Sunday Times Miss South Africa competition.

... will be the finalists

Picture: PAUL BOSMAN

RDM 24/2/84 (361)

# pay rise

entiation principle has been applied in the public service but not to the teaching profession."

This had further widened the gap between pay levels in teaching and the public service.

Teachers received no increases last year and were granted 12% rises from the beginning of this year.

Mr Ballard said the 12% increases from January went only part of the way to eliminating the big pay backlog.

"As a result a large pay backlog has built up which is causing serious discontent in the profession and which could lead to an acceleration of resignations and adversely affect recruiting," he said.

# Harry O's new library is opened

THE Brenthurst Library containing Mr Harry Oppenhemier's collection of Africana books and manuscripts was officially opened today.

Writer Alan Paton was a guest speaker at the opening of the collection, described by Mr Oppenheimer as "Footnotes to History."

The library stands in the grounds of the Oppenheimer family's Brenthurst estate, Johannesburg.

Designed by the award-winning architecht Hans Hallen, the library will not be open to the general public, though researchers and serious students of history will be allowed access.

# Zambian pay strike over

Mail Africa Bureau

LUSAKA. — The four national unions whose members, numbering more than 151 000, went on strike to back up demands for a 10% pay increase, yesterday reported a 100% return to work.

The workers decided to return to work after an announcement two days ago by the Minister of Labour and Social Services, Mr Frederick Hapunda, of increments for public service workers ranging from 1% to 11% to be paid at the end of March.

Mr Albert Chibale, general secretary of the Zambia National Union of Teachers, said most of the 29 000 members of his union were happy with the increment.

"They are happy to have at least something, because in trade unionism there is always this spirit of give and take," he said.

Spokesmen for the other three unions, the Civil Servants' Union of Zambia, the Zambia United Local Authority Workers' Union, and the National Union of Public Service Workers, expressed similar sentiments.

Meanwhile the Zambian Government has appealed to the World Food Programme for more than 8 000 tons of food to save 300 000 people who have been seriously affected by the prolonged drought and are threatened with starvation.

The Times of Zambia reported yesterday that the Minister of Agriculture and Water Development, General Kingsley Chinkulu, told Parliament of the government's request on Wednesday.

He said the government had asked for 7 984 tons of maize and 910 tons of beans as relief food supplies to be distributed to villagers in the Gwembe Valley, Namwala, Petauke, Katete, Chadiza, Chipata, Sesheke, Senanga and Nabwalya areas.

In the eastern province, the Permanent Secretary, Mr Rhodes Sambondu, has confirmed that the government allocated three helicopters to help ferry relief food to villagers in the Chipata and Chama districts.

# Horwood dodges election challenge

Political Staff

CAPE TOWN. — Natal National Party leader, Mr Owen Horwood, has again refused to say if he is prepared to fight a seat for the first time in the next General Election.

But, Mr Horwood — who was challenged by the Natal leader of the Progressive Federal Party, Mr Ray Swart, to fight him in his Berea constituency — hit back yesterday and promised that the National Party would not be found wanting in an election battle.

Mr Swart this week stated that Mr Horwood's claim that he liked a "good fight" and was looking forward to the next election was surprising.

He challenged him again yesterday during the mini Budget debate to say if he was prepared to fight an election.

He asked if Mr Horwood's claim meant that the NP was now prepared to fight seats in Natal without an alliance with the New Republic Party.

At the end of the debate Mr Horwood loudly proclaimed that he had fought in every seat in Natal "and I shall continue in this way".

# Time to speak to SA's true leaders, says PFP

Political Staff

HOUSE OF ASSEMBLY. — The Leader of the Opposition, Dr Van Zyl Slabbert, told the Government yesterday its new style of negotiation politics would fail unless it negotiated with accepted leaders in South Africa.

Dr Slabbert also welcomed the peace initiatives in Mozambique and Angola, paying tribute to the Government and promising the PFP would do nothing to hamper the efforts.

"The more money and energy is freed to handle South Africa's internal problems, the better," he said during the third reading debate on the mini Budget.

Dr Slabbert said he found the Government's new approach to negotiation politics encouraging, but he criticised the National Party insistence on forcing people into the groups it defined.

The National Party's realisation that the dilemma in South Africa was to bring about self-determination without domination led to more meaningful debate, he said.

"At least we now agree on the problem and are not talking past each other."

But, while the Government showed a new willingness to negotiate with others, it would not drop its insistence on group differentiation and forced group membership.

Dr Slabbert said the PFP did not deny the existence of groups, but believed people had to be free to form their own political groupings.

"Unless you allow freedom of association on a political basis, there can be no negotiation politics," he stated.

"You can only negotiate if you know the people with whom you negotiate have credibility and the support of their communities. You must negotiate with acknowledged leaders or you negotiate in a vacuum."

Denying people the freedom to choose their own leaders to negotiate with the Government merely returned the situation to the domination the Government said it was trying to avoid.

There had to be individual freedom and mobility in the economic field, because it was the individual not the group who worked, who wanted job opportunities and the ability to deal in property.

On the social level, there had to be equality of access to essential services provided by the State. People measured their dominat... by the degree of access th... had to services like educa... tion, housing and welfare, D... Slabbert said.

DR SLABBERT
backing for peace moves

# PFP to press ahead with probe on Ciskei raid

Political Staff

CAPE TOWN. — The PFP will press ahead with plans to send a mission to Mgwali whose people are earmarked for resettlement to the Ciskei despite the return of residents arrested by the Ciskeian security police.

But the Ciskeian Department of Foreign Affairs has charged that the visit is intended to stir up "revolutionary change" in the area.

Responding to the announcement that the PFP will be launching an on-the-spot investigation into last week's Mgwali detentions, the Ciskei Department of Foreign Affairs has issued a statement expressing its "utmost surprise at this one-handed action which negates the friendly relations that exist between RSA and Ciskei".

"Mgwali is geographically located in the RSA but is administered by the Ciskei and ...

to Mgwali will not solve the Mgwali problem but will instead aggravate matters and might have very serious unpleasant repurcussions.

The PFP spokesman for black Affairs in the Border area, Mr Errol Moorcroft, rejected the Ciskeian claim of administrative responsibility over the detained residents.

"Mgwali does not belong to the Ciskei and is not part of the sovereign state of the Ciskei," he said.

Mr Moorcroft, who will lead the fact-finding mission, said the South African authorities would be responsible for spending South African taxpayers' money in moving Mgwali residents from their homes near Stutterheim to Frankfort in the Ciskei.

The South African Government has instructed its ambassador to the Ciskei, Mr M I Botha, to raise the Mgwali raid with the Ciskei Government.

The raid will be raised in Parliament today

# NRP calls for fringe benefit tax

THE ASSEMBLY. — T... lack of a fringe benefit ... was a major reason why ... Government was short ... money, Mr George Ba... (NRP, Amanzimtoti) ... yesterday.

The Minister of F... had challeged him to sugg... alternative revenue sour... and a tax on fringe bene... was one of them, he said ... the third reading debate ... the mini Budget.

"We believe in a ... spreading of the tax ... load, and the system is ... grossly abused," Mr Ba... said.

He said certain people ... 70% of their income in ... form of tax-free fringe ...

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w north wing of

KDM 26/4/89

# 'Kaunda only' rule angers unionists

361

Mail Africa Bureau

LUSAKA. — The bickering which has kept the labour movement, the ruling party and its government in a delicate relationship, seems certain to recur as the nation puts finishing touches to May Day preparations.

This time the bickering centres on a decision taken by the central committee of Unip, the sole and ruling party, to allow only President Kaunda to address workers on May Day.

Labour leaders, riled by this decision, have reacted angrily and some of them have threatened to boycott the May Day celebrations this year if the party does not rescind its decision.

Adding to the tension is a report published by the party-owned Times of Zambia which quotes a Zambian Congress of Trade Unions' leader Mr Newstead Zimbna as saying labour leaders will defy the rule.

"All senior labour leaders have already been deployed in various districts in Zambia to deliver a message of workers' rededication to national economic reconstruction," Mr Zimba told a Press conference in Kitwe on Tuesday afternoon.

Also confirming the latent bitterness that lies in the minds of labour leaders was a decision passed by the Zambian United Local Authority Workers Union (Zulawu) seminar last week. Participants resolved to boycott May Day rallies if labour leaders were banned from addressing them.

# Kaunda appeals to unions

18/7/84

(361)

D. Dispatch

LUSAKA — In his first reaction to the threat by the Zambia National Congress of Trade Unions (ZCTU) to boycott the third national economic convention opening on July 23 here, President Kaunda has appealed to the labour movement and other organisations to work together with the party to find solutions to the country's economic problems.

Addressing government, parastatal and trade union officials in Livingstone, President Kaunda said: "Since Zambia is a one party participatory democracy, all other organsations should come together and participate in the reconstruction of the country".

The ZCTU, through its chairman-general Mr Frederick Chiluba, warned at the weekend that the labour movement would not attend the national convention if the government did not withdraw the new mealie meal prices which took effect at the beginning of the month.

President Kaunda, speaking in a conciliatory tone, told labour leaders to avoid the tendency to seem more concerned about the problems than the party was.

He warned that if the organisations refused to work with the party on national reconstruction, they would be undermining the interests of not only the sections they represent, but the country as a whole. — DDC.

Humidity:
90% 44% 70%
Max temp: 12°C
Min temp: 0,5°C
Rain 24 hours to 20h00: 0,2mm
Sunset today: 17h37
Sunrise tomorrow: 6h51

don 8, Mossel Bay 8, Babenango 44, Cape St Lucia 13, Port Shepstone 28, Richards Bay 26, Makatini 19, Kokstad 11, Louis Botha Airport 9, Underberg 15, Hoedspruit 38, Lydenburg 20, Nelspruit 10,

## ST FOR TRAVELLERS

**Cape Town**
CLOUDY and cold with rain

**Durban**
FINE and warm

**Kimberley**
FINE and mild to warm

**Windhoek**
FINE and warm

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... in newspapers around the pon, he said.

"Lasers, in the first place, ... practicality of lasers themselves as weapons."

# Unions will not boycott

**Mail Correspondent**

LUSAKA. — The leadership of the Zambia Congress of Trade Unions (ZCTU) has decided to attend the opening of the third Zambian National Economic Convention in Lusaka today, after threatening to boycott it in protest against recent maize meal price increases.

The executive of the ZTCU reversed its boycott decision, which was made after maize meal prices were raised on July 1, after a five-hour meeting in Kabwe on Saturday. Over 3 000 people are expected at the convention.


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# Zambian wage demand

Mail Correspondent

LUSAKA. — The Zambia Congress of Trade Unions (ZCTU) has demanded a R50 general wage increase for workers in the lower income groups following the government's failure to reduce mealie meal prices.

Releasing resolutions passed at an extra-ordinary general council yesterday, ZCTU general secretary, Mr Newstead Zimba, directed unions to negotiate with employers for the wage increase, to come into effect from August 1.

He said the ZCTU had exhausted all available avenues on the question of mealie prices and had no alternative but to press for a general wage increase.

He warned that workers would resort to any option avilable to them if the government rejected the demand for a general wage increase, or otherwise reduced prices which were increased last month.

He ruled out the possibility of a general strike but mentioned country wide demonstrations and workers "working to rule" as weapons to achieve their demands.

361 Star 8/9/89

# Zambia railways roll again

LUSAKA — More than 2 000 Zambian railway workers in the country's southern region have returned to work following appeals by union leaders, a Zambia Railways official said yesterday. The workers, mainly members of the Railway Workers' Union of Zambia (RWUZ), went on strike four days ago in protest against the sacking of union officials in Kabwe and misunderstandings about overtime payments. The strike nearly paralysed railway operations in the southern region, the official said. — Reuter.

RDM 10/10/84 (36)

# Sackings spark bank strike

**Mail Correspondent**

LUSAKA. — Government officials and labour leaders have been plunged into frantic negotiations to stop the spread of a strike by workers in financial institutions sparked by a decision taken by the management of the Zambia National Provident Fund (ZNPF) to sack more than 1 400 striking employees.

The ZNPF took the decision yesterday to stop a strike by its workers who were demanding the removal of the organisation's company secretary, Mr Christopher Mundia.

The workers accused Mr Mundia of maladministration.

But when the widely-publicised decision took effect, other bank workers represented by the Zambia Union of Financial Institutions — which represents ZNPF workers — decided to strike in sympathy.

Several banks were forced to close yesterday morning and government officials, labour leaders and senior workers in the institutions started negotions amid fears that if not checked, the strike could spread to other provinces.

Mr Samuel Lungu, the acting secretary general of the Zambia Congress of Trade Unions said: "We are certain to be in Lusaka tomorrow and we hope the situation will be resolved."

RDM 11/10/84 (361)

# Strike shuts down banks in Zambia

LUSAKA. — Zambian banks closed yesterday as staff went on strike in support of workers at the country's social security organisation who walked out in protest against the reinstatement of an unpopular senior official.

Every bank in central Lusaka, including the nation's Central Bank, was closed.

The stoppage could bring Zambia's tottering economy to a halt, but union officials said talks were held late yesterday to end the strike.

Bank workers and employees of the Zambia National Provident Fund (ZNPF) are members of the Zambia Union of Financial Institutions and Allied Workers.

ZNPF staff have been on strike for several days following the reinstatement of Mr Christopher Mundia, who was recently cleared of allegations of maladministration made by staff. — Sapa-Reuter.

RDM 19/10/84 (361)

# Zambia cracks down

Mail Correspondent

LUSAKA. — In an effort to end a spate of strikes which threaten to embarrass Zambia during its tripartite anniversary celebrations, the Minister of Labour and Social Services, Mr Frederick Hapunda has announced tough measures to deal with strikers.

Mr Hapunda told journalists on Wednesday night that workers staging wild-cat strikes would lose their pay for the time they were on strike.

He said: "From now onwards, any worker who goes on a wild-cat strike will be disciplined, and to this effect employers should not pay wages to such workers for the days or hours they are on a wild-cat strike."

A teachers' strike, which started last week, continued to spread, threatening to halt the country's educational system.

D. Dispatch 19/12/84 (361)

# Union angered by price hikes

LUSAKA — The Zambia Congress of Trade Unions (ZCTU), the mother body of all trade unions in the country, has threatened to abrogate an agreement they made with President Kenneth Kaunda last year.

The union had agreed to sit on boards of directors of parastatal companies under the national conglomerate, Zambia Industrial and Mining Corporation (Zimco).

President Kaunda is the chairman of the Zimco board of directors and both the ZCTU chairman-general, Mr Frederick Chiluba, and ACTU secretary-general, Mr Newstead Zimba, are its directors.

Mr Chiluba announced the intention of the ZCTU on Monday afternoon when he reacted to a decision by a Zimco parastatal, 1975 Limited, to raise the prices of edible oil, soap and detergents by between 30 and 70 per cent, with effect from last weekend.

This increase is the third in the past three years, raising prices of certain items to almost three times their 1982 level.

For the past three years the ZCTU has voiced its opposition to the increases, charging that they were being imposed to cover losses incurred by weak managements in parastatal bodies which were a burden to the ordinary worker.

Voicing the ZCTU intention to withdraw from parastatal boards of directors, Mr Chiluba complained that workers representatives on the boards were outnumbered and were not effective.

He said the trade unions could only remain on the boards if the government agreed to increase the number of labour representatives.

"We have become a liability rather than assets to the workers." — DDC

# Children die in doctors' go-slow

LUSAKA—Eight children died in one ward of a northern Zambian hospital on a single day during action by junior doctors protesting against low pay and bad working conditions, it was reported yesterday.

The eight deaths at the weekend in Ndola's Arthur Davison Hospital compared with the normal one or two deaths a day, the Zambia Daily Mail quoted health officials as saying.

'It was terrible to have parents queueing for death certificates,' Dr Elisha Chipandwe, senior medical superintendent at the hospital, told the newspaper.

Dr Chipandwe said nine junior doctors at the hospital had joined colleagues across the country in the go-slow.

The hospital, with more than 300 beds, had only two senior doctors and depended heavily on the younger physicians.

In Lusaka, the capital, junior doctors at the University Teaching Hospital also took part, and the hospital had to cancel consultations by specialists to spare them for emergency cases.

The precise demands of the junior doctors and their current pay levels were not immediately known.

Zambia is locked in a bitter economic crisis caused by years of falling prices for copper, the nation's main source of foreign revenues.

The Government has imposed strict austerity measures to try to reverse the decline, including limits on salary hikes for public servants. — (Sapa-AP)

(361) D. Dispatch 27/5/85

# Zambian trade unions in clash with Kaunda

**from MICHAEL RANK in Lusaka**

Zambia's trade unions, once among the most powerful in Africa, have recently suffered a series of setbacks which have greatly reduced their influence and led to open disagreement with President Kenneth Kaunda.

The Zambia Congress of Trade Unions (ZCTU) chairman, Mr Frederick Chiluba, said membership of his organisation with 18 affiliated unions has fallen to between 350 000 and 380 000 from 500 000 five years ago, because of recession and widespread redundancies.

He also said friction is mounting between the unions and the government, which is facing severe financial difficulties resulting from a sharp fall in earnings from copper, almost Zambia's only export.

As economic resources continue to dwindle, the government is not as co-operative with and responsive to unions as before, Mr Chiluba said in an interview.

In the latest setback for the unions on May 14, the High Court in the Copperbelt town of Kitwe threw out a petition by the ZCTU challenging the legality of a government ban on automatic deductions from the pay-packets of union members of the two kwacha (R1.60) union dues.

The ban, introduced last February after a series of short stoppages for more pay by bank workers and others, has resulted in a sharp fall in income for some unions.

In a further move to curb union power, President Kenneth Kaunda in March banned strikes by all workers in what are officially deemed to be essential industries.

Invoking the Preservation of Public Security Act, President Kaunda outlawed strikes by workers in the health, mining, transport, food and other sectors "declared by the President to be a necessary service."

The ban appeared to be aimed at forestalling possible unrest as a result of further economic stringency measures, which are expected in the next few months as part of the International Monetary Fund's attempts to revive Zambia's feeble economy.

Economists expect these measures to include a further steep devaluation of the national currency, the kwacha, making imported goods even more expensive than they are already.

The articulate but soft-spoken Mr Chiluba said the ban on strikes may benefit the government in the short term, but it could do great harm in the long run if the authorities ignore the hardships ordinary Zambians are facing.

Prices have rocketed while wages have slumped in real terms over the last decade. In 1980, real earnings fell to 1968 levels. The purchasing power of the kwacha sank to 27 per cent of its 1975 value by mid-1984 for low-income Zambians and to 30 per cent for the better-off, according to official figures.

Signs of poverty are everywhere. Doctors and nutrition workers say malnutrition, once a mainly rural phenomenon, is now a growing problem in cities too.

Mr Chiluba, ZCTU chairman since 1974, said he has "no romantic views about strike action."

"But the right to strike is enshrined in our laws . . . and when one is robbed of that, one naturally gets worried."

He added: "The Zambian worker is essentially a very peaceful force. He does not want to engage in any unnecessary provocative acts except in self-defence."

The patience and forbearance of Zambian workers has been proved, for the country has suffered from relatively few prolonged strikes in the last four years despite the hard times.

The last major round of strikes occurred in 1981, when Mr Chiluba and three other union officials were held without trial for three months on allegations of inciting unrest with the ultimate aim of taking over the country.

President Kaunda defended the detentions on the grounds that wildcat strikes had a disastrous effect on the economy and endangered law and order.

Mr Chiluba believes he could be detained again.

"I don't want to think so, but once you are in an arena where you are misunderstood, you could easily be misunderstood again," he said.

Although Zambia is a one-party state, the government tends to view unions as opposition political parties, he added.

In a recent speech in Ndola, where Mr Chiluba works as a company credit manager, he accused the ruling United National Independence Party (UNIP) of attempting to bring trade unions directly under its control.

"We have noticed a new political trend in our country which is bent on removing all possible criticism in our political framework.

"Thick clouds have formed, threatening to rain very heavily to wipe out all checks and balances provided by the trade union movement as one of the necessary pressure groups," he said.

The Labour Commissioner, Mr Musa Chattingala, denied the charges.

"The party and government would like the union movement in its dealings with the government to follow the procedures laid down in the law and not to take short-cuts in sorting out problems. These are the freest unions in this part of the world," he said.

Mr Chiluba, 41, is sometimes mentioned as a potential future president of Zambia.

But when asked if he viewed himself in this role, he said with a laugh: "You don't ask such things in Africa . . . I don't think I qualify."

He said he wanted to study politics or economics and, when "old enough," to enter politics from a background of experience. — Sapa-RNS.

# Zambian miners get pay rises

361 Sowetan 18/6/85

**LUSAKA — Zambian miners have won pay rises of up to 65 Kwacha (about R54) a month following a brief but bitter strike earlier this month, a spokesman for the state mining company said yesterday.**

A Zambia Consolidated Copper Mines Ltd (ZCCM) spokesman said the increases would be phased in over two years and backdated from May 1.

The local Mineworkers' Union of Zambia (Muz) leader, Mr Moses Bwali, told a rally in the copperbelt town of Kitwe on Sunday that membership of a controversial pension scheme which sparked the strike was not obligatory, although the Muz recommended joining.

The week-long strike was staged by miners who said they could not afford to contribute to the pension fund in addition to tax, social security and union membership payments.

Mr Bwali urged more than 4 000 miners sacked for taking part in the strike to appeal for their jobs.

The strike resulted in 4 000 tons of lost copper production, out of an annual output of 550 000 tons.

Mr Bwali also called on the government not to invoke regulations empowering it to ban direct deduction of union membership dues from workers' pay packets.

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# Zambian miners win pay rise

LUSAKA — Zambian miners have won pay rises of up to R54 a month following a brief but bitter strike earlier this month, a spokesman for the State mining company said.

(261) NM 18/6/85

A Zambia Consolidated Copper Mines Ltd spokesman said the increases would be phased in over two years and backdated from May 1.

The local Mineworkers Union of Zambia leader Moses Bwali told a rally in the copperbelt town of Kitwe membership of a controversial pensions scheme which sparked the strike was not obligatory, although the MUZ recommended joining. — (Sapa-Reuter)

**Grade 10**

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| 0.00 | 0.00 | 14.95 | 16.71 | 18.03 | 19.35 | 22.88 | 22.88 | 26.40 | 29.04 |
| 0.00 | 0.00 | 14.47 | 11.44 | 11.42 | 10.92 | 10.16 | 9.32 | 10.32 | 10.15 |

Current Hours: 44 Hourly Change 1975 to date: Nominal +0.0% Current Real Weekly Wage: R 9.3[illegible]

**Grade 12**

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| 10.95 | 14.38 | 16.02 | 12.84 | 12.75 | 12.18 | 10.87 | 9.98 | 10.97 | 10.82 |

Current Hours: 44 Hourly Change 1975 to date: Nominal +388.1% Real +49.5% Current Real Weekly Wage: R 10.01

## Miners Killed

LUSAKA — An underground rockfall has killed five miners in the of the Zambia Consolidated Copper Mines, Nkana mine. A company spokesman said two miners were killed and seven were injured in a similar incident at nearby Mufulira last week. — (Sapa-AP)

361

NM 19/7/85

B. Day 3/9/85

# Zambian fertiliser firm must fire 450

(361)

LUSAKA — Zambia's ailing fertiliser company, Nitrogen Company of Zambia (NCZ), yesterday disclosed plans to fire 450 workers to meet the conditions of a World Bank loan.

Managing director Ronald Fogg told the *Zambia Daily Mail* that the State-owned firm had no choice but to go ahead with the sackings because the plant at Kafue, 40km south of Lusaka, was working at only 25% capacity.

The World Bank loan, worth about $65m, would be used to bring capacity up to 85% and was conditional on declaring 450 workers redundant by October, he added.

Fogg said he was willing to discuss the plan with trade union officials, but there was no possiblity the company would change its mind. "We are going ahead with redundancies because we have no choice," he added.

NCZ is typical of many Zambian companies which are operating at very low capacity. Mass lay-offs could cause serious social problems because unemployment is already high.

Zambian sources said NCZ had about 2 500 workers. NCZ and World Bank officials were not available for comment. — Sapa-Reuter.

# Week-long strike over

LUSAKA—The week-long strike on Zambia's Copperbelt has ended and officials of the Zambia Consolidated Copper Mines (ZCCM) are now hearing appeals from more than 4 000 workers sacked over the action, a company spokesman said yesterday.

He said essential staff were carrying out maintenance work at Chambeshi, where the strike started on June 1.

The mineworkers embarked on the strike to back demands that a controversial pension scheme be dropped. — (Sapa-Reuter) NM 11/6/85

361

# Zambia's hospitals are hit by strikes

20/3/87 NM

361

**LUSAKA—Government hospitals in three main Zambian towns were at a virtual standstill yesterday as hundreds of nurses went on strike demanding higher wages and danger money for looking after AIDS victims, health officials said.**

Critically ill patients in hospitals in the Copperbelt towns of Kitwe, Luanshya and Ndola were moved to private hospitals and clinics by relatives and outpatient clinics were closed throughout the day, they said.

Roman Catholic missionary nuns and student nurses helped with emergency cases in some hospitals.

In Kitwe, the country's second-biggest centre in the heart of the copper mining province in central Zambia, psychiatric patients roamed the main State hospital and its grounds unsupervised, Zambian journalists said.

The number of nurses who went on strike was not immediately known. But health officials and local reporters said State hospitals in the three centres were virtually paralysed.

The nurses and assistants struck in demand for higher wages at a time when the former British colony, independent since 1964, is gripped by unprecedented inflation fueled by record low prices for copper, 95% of the country's export income.

## Rocketing

The nurses joined most of the country's 35 000 Government teachers who went on strike three weeks ago demanding higher pay to compensate for the rocketing living costs, said by the Government to be running at 60% but by some analysts at 600%.

Most State schools in Zambia have been closed since the teachers walked out. The Government has promised to meet demands for higher pay and allowances.

Nurses at some hospitals told Zambian reporters they wanted more money not only to meet higher living costs but also to compensate for risks they said were involved in caring for victims of the killer disease AIDS.

The nurses ignored an appeal by Alex Chirwa, general-secretary of their Civil Servants' Union of Zambia, to return to work.

There was no official reaction from the Government to the strikes. Nor was any information immediately available on how the hospitals would tend to the dying, the critically ill or casualty patients.

In Lusaka, banks and other financial institutions expressed fears that low-paid workers were planning similar protests.

The strikes represented the worst urban unrest since December when tens of thousands of mainly-jobless men, women and children rioted in a dozen cities and towns in protest against a doubling of the Government-fixed price of staple corn meal.

At least 15 civilians were killed in clashes with troops and police, forcing President Kenneth Kaunda to cancel the hikes.

The increases were proposed by the International Monetary Fund as a condition for short-term credits to ease Zambia's economic woes. — (Sapa-AP)

# Strike spreads

LUSAKA—A strike by Zambian State nurses spread to most main Government hospitals and clinics in cities and towns outside the capital yesterday.

Some patients at two hospitals in Kitwe and Ndola had reportedly died from lack of attention.

The nurses are demanding more pay and danger money when tending to AIDS victims. — (Sapa-AP)

21/3/88 (361) N/M

DISPATCH, SATURDAY, M

21/3/87

# Nurses strike paralyse Zambian hospitals

LUSAKA — A teachers' strike has spread from Lusaka to the whole of Zambia and a walkout by nurses has virtually paralysed hospitals in the northern Copperbelt, the state-owned Zambia Daily Mail newspaper said yesterday.

The teachers and nurses are both demanding hefty pay rises, including a 50 per cent increase in basic salary.

Their strike action is unofficial and the government has condemned the stoppages, warning that they could lead to violence.

"Everyone feels they should resort to a strike for every dispute and if this continues unabated, people might even begin to take people's lives over very trivial matters," secretary-general of the ruling United National Independence Party, Mr Grey Zulu, said.

The strikes have broken out only three months after food riots last December, which left 15 people dead. — Sapa-RNS

make the bank part of its controversial not resolved. — Sapa-Reuter.

(361) B/Day 23/3/87

# Zambian nursing strike takes toll

LUSAKA — At least 40 Zambian children have died through lack of medical care in State hospitals as a result of a strike by government-employed nurses and assistants, the *Zambia Daily Mail* reported on Saturday.

The government-owned newspaper, in a page 1 editorial on the fourth day of the strike, urged the nurses to "examine their consciences".

"How do they feel seeing people dying as a direct result of their failure to attend to them?" the *Mail* asked.

The newspaper gave no attribution for its report that at least 40 child patients had died.

Meanwhile, Roman Catholic missionary nuns, student nurses and other volunteers staffed Zambia's main hospitals and clinics at the weekend to replace the strikers. — Sapa-AP.

IN BRIEF

# Zambian nurses' strike for higher pay leaves 40 dead

LUSAKA — Striking nurses began a patchy return to work yesterday as state doctors confirmed 40 people, mainly children and expectant mothers, had died as a direct result of the strike.

In Chipata in the eastern province and Luanshya in the copperbelt province nurses went back to the wards but threatened another walkout unless the government meets a May 1 deadline for the payment of salary increases.

Hospitals in other copperbelt centres remained understaffed as nurses and some junior doctors continued their stayaway.

Thousands of teachers, also demanding payment of salary increases, stayed out on strike for the fourth week.

However, bank workers appeared to heed appeals from union officials not to press ahead with a threatened strike yesterday while negotiations continued.

A week ago the union declared a dispute with the Zambia Bank Employers' Association over a pay offer which the union considers inadequate. The employers offered an average salary increase of 30 percent in response to union demands for 50 per cent.

The Zambia Congress of Trade Unions has expressed its concern over the wave of worker militancy in the country, which is fuelled by inflation some economists say is running at 600 per cent a year. — Sapa-AP

"Rumours has it that she is in Argentina."

# Insult costs R2 000

12/4/87 C/Press

CP Reporter

A CARETAKER of a building who called a senior official of a recording company a "kaffir" and then assaulted him, was ordered this week in the Rand Supreme Court to pay the man R2 000.

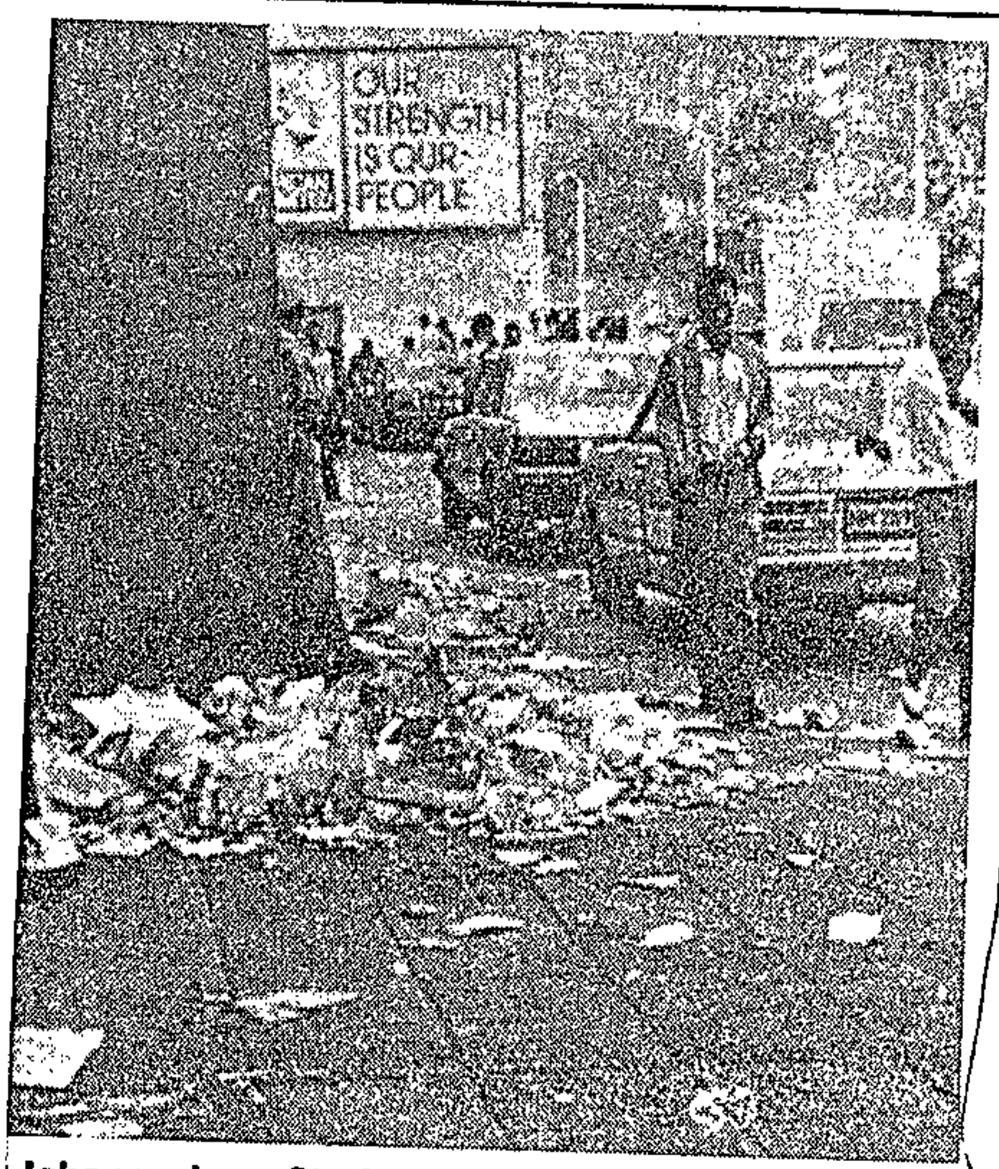
The court order followed after Moso Hamilton Nzimande, a music director of Gallo Recording Company, took his claim on appeal to the Rand Supreme Court. His claim against Gilbert Daniels and Daniels' employer, the Nukerk Company, failed earlier in the Johannesburg Magistrates' Court.

It was testified that the incident took place in the foyer of the Nukerk Building in Johannesburg where both men were employed.

On December 4, 1984, while Nzimande was talking to a cleaner, Daniels came out of an elevator and said that Nzimande was making a noise. He repeatedly referred to him as "kaffir" and also assaulted him by hitting him.

Judge Goldstone said the use of the word was unwarranted and unjustified.

It was aggravating to have said this to somebody who held a senior position in a large company and in the presence of a cleaner in a building where Nzimande was employed, he said.




Johannesburg Station as strikes continue.

# Zambian strike ends

361 12/4/87 C/Press

ZAMBIAN post and telecommunications workers ended a two-day strike this week after management offered to pay a daily transport allowance in place of the free transport the workers were demanding.

A statement from the State-owned Posts and Telecommunications Corporation said that after discussions the corporation had agreed to pay the allowance, back-dated to November 1.

The statement made no mention of the demand for salary increases.

Postal Workers on the northern copperbelt also went back to work after the new agreement was announced. – Sapa.

# Man has no ties with Uwusa

12/4/87 C/Press

THE deputy secretary-general of the Inkatha-backed United Workers' Union of South Africa, PS Ndlovu, sent a complaint regarding the council land sales story in last week's first edition of *City Press* which referred to Peter Davidson as the treasurer of Uwusa.

Ndlovu brought it to the attention of *City Press* that Davidson resigned as Uwusa treasurer on Agust 16, 1986.

Ndlovu said in a telex note: "He was replaced as treasurer by NS Thabethe. We would appreciate it if you would print the correction in the same prominent position as the original article.

Ndlovu's note concluded: "Uwusa has nothing to do with land sales."

*City Press* ran a story exposing certain KwaZulu MPs, councillors and senior Inkatha officials for having allocated themselves land in Umlazi.

The report mentioned Davidson as Uwusa's national treasurer and KwaZulu delegate to the Umlazi Township Council.

# Zambian strike ends

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The statement made no mention of the demand for salary increases.

Postal Workers on the northern copperbelt also went back to work after the new agreement was announced. – Sapa.

ARGUS 27/7/87

# Zambia angers foreign miners

361

**Argus Africa News Service**

LUSAKA. — Foreign workers in Zambia's mines are angry over a decision to end some of their contracts as part of a plan to replace foreigners with Zambians.

Some of the 108 foreigners whose contracts were ended by the Zambian Consolidated Copper Mines (ZCCM) have sued the company for breach of contract.

It is understood that one of them, a Briton who was general manager of a mine, has sued for nearly R250 000.

ZCCM's chief executive, Mr Francis Kaunda, said the company had the right to hire and fire and this could not be questioned.

Last week ZCCM announced the cancellation of 108 contracts with expatriates while the government's Zambianisation committee rejected 30 applications for renewal of work permits.

The chairman of the Zambianisation committee and junior Labour Minister, Mr Richard Banda, said the government intended to take "a critical look" at private companies which were not doing enough to train Zambians to take over from expatriates.

He said mines will start producing an annual report on their Zambianisation programme, which had been agreed by the Mine Workers' Union.

# Masa backs Baragwanath doctors' stand

Cape Times 11/1/88

Own Correspondent

JOHANNESBURG. — The Medical Association of SA (Masa) has come out in support of the Baragwanath doctors under fire from the Transvaal Department of Hospital Services for their criticisms of conditions at the hospital.

Southern Transvaal Masa president Dr Sholem Kay said the organization deplored in the strongest terms the victimisation of the doctors, who are being forced to sign a retraction of their allegations if they wish to remain employed at a provincial hospital.

He said a Masa delegation had recently visited Baragwanath, and was able to confirm the doctors' claims about conditions in the medical wards.

Dr Kay said the letter should be seen as reflecting a feeling of despair on the part of medical staff. "The need to care for patients being nursed on the floor and under beds would inevitably put doctors under great stress," he said.

He also noted the letter had been published in the SA Medical Journal, not the public press. Its intention was to gain the medical profession's support.

Doctors had been upbraided for saying the authorities had done nothing to alleviate the situation, said Dr Kay. While some action had been taken, conditions at Baragwanath had not improved but continued to worsen.

Masa deplored this too, said Dr Kay. He added there was no magical solution. Ultimately, the problem of hospital facilities in Soweto could be solved only through building more hospitals.

Sowetan 8/5/89

# Miners jailed

361

LUSAKA - Several state-employed miners were in police cells yesterday after burning down a miners' union office.

MATTRESSES!

# Zambian overtime clash is looming

B/Day 28/11/89

LUSAKA — A confrontation is looming between the 50 000-strong Mineworkers' Union of Zambia (MUZ) and government over a recent decision to tax workers' overtime pay, which was exempted from tax last year. (361)

Finance and Planning Minister Gibson Chigaga announced in his budget speech on November 17 that miners would no longer enjoy this privilege.

MUZ chairman Timothy Walamba rejected Chigaga's claim that the overtime pay tax exemption had been abused by miners, who had slackened in their work.

Walamba told a news conference the union was challenging the minister to prove his claim.

Chigaga claimed it had been observed that miners had slackened in completing their tasks during the normal working shift, preferring instead to work overtime.

Walamba said if the miners had slumped in their output either their employer, Zambia Consolidated Copper Mines, or government should have informed union representatives beforehand. — ANO.

# Non-racial team invited to Zambia

(36)

Star 19/12/87

WINDHOEK — A team from the non-racial Namibia National Rugby Union (Nanru) has been invited to play in an inter-Africa tournament in Zambia in April next year.

Nanru, a mainly coloured union which has always been opposed to "normal sport in an abnormal society" — is the rival body to the white-controlled SWA Rugby Union. — The Star's Africa News Service.

ZAMBIA - LABOUR

1991-1992

# Plight of the unemployed

361

JOHN Mubanga, 21, is selling watches on the street in Lusaka. He has a secondary school certificate, but can't get a job because employers want skilled workers.

His plight is similar to that of thousands of unemployed or underemployed youth who now make up the largest section of Zambians without formal work.

Mubanga is luckier than most. "I am sure I go home with good cash — better than those who are in the office." Sowetan 7/2-13/2/91.

Sociologist Frank Mukula says the statistics on youth unemployment are considerably higher than for any other labour force category, and this applies to young people within the age group of 15 and 24.

Data from the 1980 census shows most of the unemployed population, 72 percent, were aged between 12 and 24 — in comparison with 12,2 percent in the 25-39 age group.

One compounding factor is that school leavers lack the necessary skills and experience required in formal employment. This is further worsened by lack of capital and maturity called for to meet the challenges of self-employment in the informal sector.

"Around 100 000 young people pass through the school system every year, but most of them lack the skills and collateral to gain employment," concedes Youth and Sports Minister, Rev Ben Zulu.

To redress this situation, the Department of Youth Development in the Ministry of General Education, Youth and Sport has been setting up youth training centres, business enterprises, research and staff development programmes. — *AIA*

NON-FICTION

# Servants: Luckier after liberation?

361

w/Mail Suppl

w/M Suppl 3/8 - 21/9/90

The core characteristic of the institution of domestic service is inequality, whether in South Africa today or in post-independence Zambia. Here **JACKLYN COCK,** author of *Maids and Madams,* reviews Karen Hansen's book Distant Companions, which looks at the institution of domestic service in post-colonial Zambia.

THE institution of domestic service has been said to be the barometer of white privilege — a microcosm of the racial inequality on which the entire apartheid system is based. Will the institution disappear in post-apartheid South Africa, or will it remain and be recast to reflect relations of class-based rather than race-based inequality?

A new study of domestic service in Zambia underlines the importance of the question. In *Distant Companions,* Karen Hansen shows how since political independence in 1964 domestic servants are not only more numerous (numbering some 100 000 persons) but even more miserable, underpaid and exploited than in the past.

"In terms of the purchasing power of their wages, servants are worse off today than during the colonial era," she writes. "Other segments of the working class have also been affected by runaway inflation, but the wage gap between servants and these other groups has widened increasingly.

"While servants during the colonial period got rations as part of their employment package, few do so today ... Although some employers hand out food and used clothing occasionally, such handouts rarely form a regular contribution which the servant can count on in his or her own budget."

Hansen calculates that a minimum monthly budget, featuring meat or fish twice a week as a complement to *nshima,* the maize porridge, plus very basic esse-

To PAGE 2

P.T.O.

# Banks close

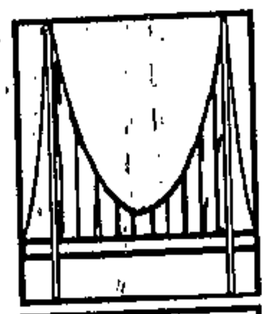
(361)

Sowetan 2/8/90

LUSAKA - All commercial banks in Zambia, including the Central Bank of Zambia, have closed their doors indefinately following a strike by bank union workers in sympathy with colleagues sacked from the state-owned insurance corporation ZSIC.

NEWS

# SA, Zim combine in a joint business venture



Starbridge

By Winnie Graham

New links have been forged between a white-run South African company and a go-ahead Zimbabwean business.

This was the outcome of a chance remark concerning a short-term preservative with major benefits for the leather processing business.

The firms, Anikem, a chemical company based in Kempton Park, and Medicos Zimbabwe, signed a marketing agreement on June 19, in terms of which the South African firm will market the revolutionary new product.

According to Kamal Waghmarae of Anikem, the industry for years researched methods to improve the chemical short-term preservative for raw hides.

During the '80s, salt, a major preservative in Zimbabwe's leather industry, was in short supply. Accordingly, research was conducted to develop a suitable chemical preservative.

Douglas Ruhukwa, chairman of Silky Touch International (STI), and his team of researchers found the solution.

## Advantages

STI, trading as Medicos Zimbabwe, commercialised the preservative which has a number of advantages over salt.

Mr Waghmarae added: "The product is environmentally friendly. The effluent can be safely disposed of through approved channels."

He points out that the overloading of effluent systems with salt incurs penalties but the new preservative eliminates this problem.

In addition, even the most advanced chemical preservatives can preserve a hide for only 14 days. Tests have proved the new short-term preservative is effective for at least 30 days.

The concept was greeted with enthusiasm in South Africa, though some technical managers had difficulty accepting that a locally developed technology could be so effective.

During a meeting with Medicos in South Africa, someone mentioned the new preservative. Anikem's interest was immediately aroused by the chance remark.

## Satisfied

A secret agreement was signed and Anikem went ahead with tests to evaluate the formulation of the product and its market prospects.

Once it was satisfied with the product's technological standards and sales prospect, it approached Medicos with a view to obtaining the marketing rights south of Zimbabwe.

"At first Medicos was sceptical about the co-operation," he said.

"The danger of a take-over or white/black patronisation was a worry, but Medicos realised that Anikem meant business."

The availability of a superior new product will mean increased revenue for both companies.

Environmentally, there will be a reduction in sodium loading of effluent and, on the production side, increased storage time of raw hides will promote more efficient production runs for tanneries.

"Not least of the benefits is a meaningful co-operation between white and black business which can only bode well for the future of South Africa," Mr Waghmarae said.

S Tel 20/3/90 (361)

# Namibia: Mugabe opts out

The Star's Africa News Service

**As VIPs from around the world began pouring into Windhoek for Namibia's independence celebrations tonight, President Robert Mugabe of Zimbabwe announced that he would not attend — a move apparently aimed at avoiding contact with President de Klerk.**

The sudden cancellation of his trip came in a statement issued in Harare today. It said that instead, Mr Mugabe would attend political rallies at home in preparation for the general election. No other reasons were given.

Political observers believe that, while many of the African delegates might object to attending a South African-hosted banquet, they would snub the Swapo leader Mr Sam Nujoma if they did not turn up.

Zimbabwe's five-man delegation to Namibia's independence celebrations will now be led by Foreign Minister Dr Nathan Shamuyarira.

Excitement is mounting in the Namibian capital. Motorcade sirens shattered the early morning stillness of the city as the first foreign guests were whisked in just after dawn, marking the start of a hectic day at Windhoek's international airport, which should see the arrival of about 50 aircraft.

In central Windhoek, around the Kalahari Sands Hotel where many of the guests will stay, security was tight this morning and knots of interested bystanders watched VIP comings and goings. A group of people gathered round a television shop window in the hotel watching the continuous live broadcasts being mounted by the NBC.

By late last night, only about one third of the expected 2 000 or so VIPs had arrived. Among them were United Nations Secretary-General Dr Javier Perez de Cuellar who will make one of the official speeches at tonight's independence ceremony at the Windhoek athletics stadium, and who will tomorrow swear in Swapo leader Mr Sam Nujoma as the country's first president.

US civil rights leader Rev Jesse Jackson was one of the early arrivals yesterday and, despite apparently being left waiting at the airport because of confusion about his arrival time, he recovered well to charm Namibians and international media people with an impromptu press conference in a T-shirt shop in the city's main shopping centre.

It is still not known whether the Palestine Liberation Organisation leader Mr Yasser Arafat will put in an appearance.

A television report by the Namibia Broadcasting Corporation said a PLO delegation arrived last night and was met by Prime Minister-designate Mr Hage Geingob and Foreign Minister-designate Mr Theo-Ben Gurirab. But viewers did not see the delegates — only being shown the airliner on which they arrived.

Shopping in the CBD of Windhoek has been frantic for the last two days and store owners expect a rush today by people eager to buy T-shirts emblazoned with the national flag. Grocers are also doing a roaring trade as people stock up with basics like bread and milk. Also sold out were special-edition wines, beers and champagne.

Last-minute preparations were nearing completion at the athletics stadium, where labourers and technicians have been working overtime erecting extra flood lighting, power points, toilet facilities, the dais and the flagpole. By late yesterday afternoon, a red carpet had already been rolled into place on a specially erected VIP dais.

● See Pages 14 and 15.

## Celebrations live on TV

**The Namibian independence celebrations will be broadcast live on TV1 from 11 tonight.**

**Highlights will be broadcast on "Good Morning South Africa" tomorrow morning. The programme will be extended for more live crossings to reflect developments.**

**Highlights will also be televised in the scheduled news programme tomorrow evening.**

**Radio Orion will cross to Windhoek at 11.40 pm today. — Sapa.**

# Experts will restructure Zambian bank

B/Day 9/4/91 (361)

LUSAKA — Nine international finance experts are to be seconded to the Bank of Zambia in order to streamline it.

The central bank, riddled with financial mismanagement and frauds, is expected to restructure its entire bank process.

A bank spokesman said yesterday that the restructuring exercise was expected to be completed by June.

The IMF, Swedish International Development Agency (Sida), Canadian International Development Agency, British Overseas Development Administration and the UN Development Programme are to second or fund the experts.

Banking systems and training would begin once staff changes had taken place, the spokesman said.

Bank of Zambia governor Jacques Bussieres said earlier that many unqualified Zambians would be retired early or be deployed in other parastatal sectors.

When President Kenneth Kaunda appointed Bussieres governor in January 1990 he said: "I made mistakes when I thought any one with an economics degree or a qualified accountant could do the job, because they have all failed."

Government commissioned Sida and the Copper Industry Services Bureau in 1989 to evaluate bank operations.

Bussieres has since announced that about 900 workers will be retrenched by the end of June. — ANO.

# Zambia Consolidated to lay off 7 000 miners

B/Day 1/8/91

LUSAKA — Zambia Consolidated Copper Mines is to lay off about 7 000 miners because it cannot sustain its 60 000 workforce, says Mineworkers' Union of Zambia deputy chairman Charles Mbao.

This week the Zambia Daily Mail quoted Mbao as telling a union meeting at Kitwe that the union was surprised that ZCCM continued large-scale recruitment of local and expatriate staff in almost all areas of mining.

(361)

ZCCM has approached the union to declare some of its miners redundant.

Mbao said that in recent years ZCCM had intermittently employed more casual labourers to perform operations previously done by union members.

He also accused the company of replacing union miners with employers of private sub-contractors. — Sapa.

## Citizen editor appeals

THE Appeal Court yesterday reserved judgment in the appeal by The Citizen editor-in-chief M A "Johnny" Johnson against the rejection of his defamation action against Frontline magazine editor Denis Becket and publisher Saga Press. 18/9/91

Johnson claimed damages of R50 000 because of a reference to the "increasingly depraved Johnny Johnson" in a Frontline article in May 1988. The claim was dismissed by the Witwatersrand Supreme Court.

## Zambian wages double

ZAMBIAN public servants have clinched a 100% wage rise. (361)

The deal was agreed on after protracted negotiations, which led to a four-week strike by civil servants, doctors and municipal workers.

Bus plant for Namibia

# 'Ghost worker' scam revealed

(361) CT 7/1/92

LUSAKA. — The Zambian government has uncovered a racket in which 10 000 "ghost" civil servants were being paid millions of kwacha in salaries and wages, including housing allowances, by the state.

The government has launched an intensive investigation to ascertain who the actual beneficiaries are.

This huge wage bill is said to be one of several major factors contributing to Zambia's current economic malaise.

Deputy Minister of Finance Mr Derrick Chitala confirmed yesterday that the government was trying to find out the category of the "ghost" workers on the payroll.

Mr Chitala was appalled by what he called gross inefficiency and bureaucracy which greatly contributed to the government loss of millions.

"There are at the moment more than 144 000 civil servants. This is too high a figure to activate any meaningful development," Mr Chitala said.

He said the government was determined to cut down on the wage bill.

"A retrenchment exercise in the civil service is currently underway," he said.

The International Monetary Fund (IMF) and the World Bank, in collaboration with the government, were scrutinising the budget for the current fiscal year to reduce the high inflation rate in Zambia, now pegged at about 200%.

The budget was expected to be presented by the end of this month, Mr Chitala added. — Sapa

# Workers laid off

THE Zambian government will lay off 1 484 civil servants to reduce public expenditure. (361)

In another development, Matero MP Mr Samuel Miyanda called for reduced taxes because of recent price increases triggered by the mealie meal price rise.

Miyanda said people hardly manage to survive. - *South African Press Association.* Sowetan 8/1/92

# Strike blocks maize deliveries

STAR 3/4/92

LUSAKA — A strike by railway workers is holding up emergency supplies of maize that are being imported to feed Zambians facing famine because of the drought.

(36D)

Goods and passengers were stranded at various points in Zambia as the strike entered its second day yesterday.

Zambian Railways has warned that if the strike continues, the maize deliveries will be halted.

Already 30 trucks of maize are reported to be stranded at Thomson Junction in Zimbabwe, where they were when the strike began.

The railway workers are demanding wage increases of more than 200 percent. — Star Africa Service.

# Fatal hospital move

361

LUSAKA - Nine hospital patients, including seven children, died in Zambia's Copperbelt at the weekend following the dismissal of 17 junior doctors.

The doctors were dismissed from the Kitwe Central Hospital after they had protested against the removal of the senior medical superintendent and two other senior officials.

Sowetan 7/4/92

The Zambian government was adamant though that the 17 would not be reinstated because they had violated medical council regulations.

"We have tolerated this for too long - a trend where patients' lives have been put at risk because of individual problems," Deputy Health Ministe, Dr Katele Kalumba said in Lusaka.

Meanwhile, junior doctors at the University Teaching Hospital in Lusaka said they would strike on Monday in solidarity with their colleagues in Kitwe.

Medical students at the University of Zambia Ridgeway campus said they would boycott classes. - *Sapa*

# Marchers demand return of doctors

Sowetan 7/4/92

361

**LUSAKA - More than 200 medical students at the University of Zambia in Lusaka staged a protest march yesterday demanding the reinstatement of 17 junior doctors dismissed from a Copperbelt hospital.**

The doctors were dismissed from the Kitwe Central Hospital after they had protested against the removal of the senior medical superintendent and two other senior officials.

The Zambian government was adamant though that the 17 would not be reinstated because they had violated medical council regulations.

The government-owned *Times of Zambia* newspaper reported on Monday that nine patients, including seven children, had died in the Copperbelt hospital on Saturday and Sunday, following the doctors' dismissal.

Student leader Mr Kachinga Sichizya on Monday accused the government of wasting valuable resources by seeking medical treatment in South Africa instead of improving conditions in Zambian medical institutions.

However, the country's vice-president, Mr Levy Mwanawasa, rebuked the students:

"You should be disciplined and learn to solve problems and issues using the right channels," he said.

He gave an assurance though that their grievances would be looked into.

The acting director of the University Teaching Hospital, Dr Isiah Yikona, said the running of the Lusaka hospital had not been affected by the students' protest.

The students marched about 2km from the UTH to the cabinet office, where they demanded to be addressed by Mwanawasa.

He emerged after 30 minutes only to criticise the students for their "bad behaviour". - *Sapa*.

# Chiluba's choice: workers or bosses

Cpress 26/4/92 (361)

ZAMBIA'S President, former trade union leader Frederick Chiluba, has been challenged by the country's workers to take a clear stand on industrial relations.

There have been 35 strikes in which 6 000 working hours have been lost since the Movement for Multiparty Democracy (MMD) came to power last November.

At the end of March workers from Zambia Railways, Zambia Airways and junior doctors at Lusaka's main hospitals all went on strike, almost simultanously.

The three-day rail strike held up drought-relief supplies, maize imports from SA were marooned in Zimbabwe and without the Mulungushi commuter train – which runs through Lusaka – schoolchildren and workers were stranded for four days.

Seventy people died in the Kitwe Central Hospital in the Copperbelt when the junior doctors stopped work for four days. Spouses also took to the streets to support the striking workers.

Through it all, Chiluba tried to stick to his unionist ideals saying: "I sympathise with workers."

But the Zambia Congress of Trade Unions (ZCTU), which Chiluba once headed, has accused him of paying mere lip-service to workers' problems and has threatened to shift its support to opposition parties if Chiluba does not spell out his industrial relations policy.

Zambians are reeling under the effects of the removal of subsidies, the increase of fuel prices and the devaluation in November 1991 of the local currency, the kwacha, without a corresponding rise in salaries.

Workers are asking for 300 percent wage increases. University lecturers want their salaries pegged to the US dollar.

But government and industries say they cannot afford to pay the kind of money that would pacify workers. Industries, like the government, are hoping to trim their workforce to operate viably.

The government is in a position to offer attractive retirement packages to encourage early exits, while industries have used the strikes to fire 400 workers.

Now workers will have no more of his fence-sitting and accuse him of not caring for their well-being after securing their votes with promises.

The business community is also eager to get its pound of flesh. In return for its financial support of the MMD, Chiluba had promised the business community a liberalised economy, an atmosphere in which it was conducive to work and a disciplined work force.

Despite Chiluba's pleas for patience, he will have to decide what will be easier for him to live with: the ire of the trade unions or the withdrawal of private investment. – AIA

**BALANCING ACT ... Zambian President Chiluba has to make hard decisions.**

# Zambian economy 'now rubble'

STAR 2/5/92

LUSAKA — As strikes continue to rock Zambia, President Frederick Chiluba has made an impassioned plea to workers to return to work and give his six-month-old government time to refurbish the economy, which had been reduced "to mere rubble". In a May Day address, Chiluba said workers were demanding wages that neither the government nor any firms had the means to award. The increases asked for bore "no relationship whatsoever to increased productivity." — Sapa.

361

SOWETAN Friday May 22 1992

# Nurses refuse to return to work

Sowetan 22/5/92 (361)

**LUSAKA - MORE than 1 000 Zambian nurses and paramedical staff at Lusaka's University Teaching Hospital defied a government order to resume work yesterday.**

Dozens of nurses gathered in front of the hospital administration block in defiance of a government ultimatum to resume work by midnight on Wednesday or face dismissal.

They have been protesting against a government decision to exclude nurses and clinical officers from being categorised as professionals as happens with other civil servants who obtain professional diplomas.

The ultimatum was issued on Tuesday. Health Minister Dr Boniface Kawimbe urged nurses to resume work because he said the Cabinet had agreed to rectify the anomaly.

A hospital spokesman said the protesters had defied the government order to resume work.

"Only a skeleton staff is manning the wards. We don't really know what these people are striking for because they have been assured by their union leaders that their problem was receiving serious attention."

Operations at the hospital had come to a virtual stop, the spokesman said.

"We can't cope with the large volume of work," a doctor at the hospital agreed. "We are overstretched."

Junior doctors have threatened to join the strike if the issue is not resolved soon. - *Sapa.*

## EDUCATION BRIEFS

(361)

### Zambian teachers strike

■ THOUSANDS of Zambian teachers in several parts of the country went on strike this week, demanding explanations from government on glaring salary disparities between teachers and management officials.

But Zambia National Union of Teachers general secretary Loti Chella on Tuesday appealed to teachers to return to work as the matter had been raised with government. And government personnel secretary Gafften Kairq acknowledged that the gap between lowest and highest paid in the public service was too great and made a commitment to "rectifying anomalies". — Sapa

11/6/92 STAR

## NEWS IN BRIEF

### Work permits revoked

ZAMBIA's government has revoked the "self-employment" work permits of 17 SA companies for failing to prove their physical existence.

Immigration Department spokesman Paul Mulu confirmed in Lusaka on Saturday "only one out of 18 companies gazetted by the government, Soweto Oil Company, proved its existence".

B/DAY 26/4/93

(361)

# Zambia's changed children

C/Press 23/5/93

(361)

## Child sex workers find their 'new life'

IN the heart of Msisi compound, an impoverished squatter settlement in downtown Lusaka where the majority of adults are unemployed and most of the children are uneducated, there is a glowing ray of hope for the future.

In an abandoned lot surrounded by a half-finished wall, a group of about 100 Zambian "street girls" between the ages of eight and 16 are starting a new life.

### Traumatic past

They do not live with their parents, have never been to school and spent most their days baby-sitting, selling vegetables and even their young bodies to make ends meet.

But now they are involved in a unique, brave, new project called "Tasintha" – which means "we have changed".

In the open air, with only one Red Cross-donated tent for shelter,the girls sit on bricks and learn to read, write and do basic arithmetic. Nurses give health education classes on Aids, general health and hygiene. The girls also play netball, participate in drama and discussion sessions about their traumatic pasts.

Ten-year-old Thandi, and her 12-year-old sister Thuli (not their real names) have joined the class. Neither of the girls have ever been to school. Their mother brews beer to earn a living while their stepfather is unemployed.

Thuli has been sexually abused and raped repeatedly by her step father. He also abused her younger sister. The two girls ran away and began selling vegetables for a living near the local bar. To supplement their income they slept with various men.

"I love learning here," said Patricia. "When I am finished I want to become a nurse so I can help people. I want to work all my life and never get married or have children."

Tasintha grew from a pilot study in Msisi compound conducted by the Canadian non-governmental organisation, Street Kids International (SKI), which runs a programme for "street boys" in Garden compound on the other side of the city.

Concerned women and some men from local councils, government departments and indigenous non-governmental organisations decided action was needed immediately. They got funding from Finnida, individuals and church groups to start Tasintha in April 1992.

The project also has an "outreach" wing where social workers meet with the girls' parents and relatives to demonstrate concern about the girls' "selling" activities.

Tasintha is also starting a project for adult prostitutes, holding discussion groups with them and trying to find alternative sources of generating income.

Louis Mwewa, who is employed by SKI but works one day a week at Tasintha, said: "Our society is very rigid. The problems of sexual abuse of children by parents and relatives or young girls selling sex for money, have always been there. But it is taboo to talk about it."

Even though, under Zambian law, having sexual relations with a child under 16 is an offence, no penalty is specified.

Merian Kalala, another field worker at Tasintha, points out that "there are no institutional facilities to take a child into state care if they are being abused. We have a long way to go to change both attitudes and the law".

SKI head in Lusaka, Rochine Burk, says by the end of the year they hope to have established an educational group which will conduct research into the plight of street girls and women.

Then, with the support of hard facts, the group will hold seminars and workshops to educate government departments and the public at large on these issues.

"There are a multitude of reasons for girls going on to the street," said Burk. "Zambia's economic stagnation compounded with the debt crisis, high unemployment and poverty, has given many young girls and women little choice but to sell their bodies in the compounds to make a living.

"If parents can't afford to send girls to school, then what can these girls hope for in the future? Tasintha is a pilot project. We hope that the programme in Msisi will be the first of many in this country."

### Bulldozed

Tasintha's immediate concern is to find a building (with a roof) which can become a permanent drop-in centre. But it is difficult, considering that the whole of Msisi compound is an illegal squatter settlement and could be bulldozed down at any moment as other illegal compounds have been. – AIA

Star 2/6/93

# Zambian wages strike spreads

361

LUSAKA — A public service workers' strike which broke out in Zambia's copperbelt town of Kitve last week spread to the capital Lusaka and several other towns yesterday, union organisers said.

Thousands of state teachers had joined the stoppage and most schools in Lusaka and the Copperbelt closed.

A spokesman for the Civil Servants Union of Zambia said striking workers had ignored appeals from union leaders to resume work. He blamed the stoppages on the government for demonstrating bad faith in salary negotiations.

The strikers have rejected a 5 percent salary increase offered by the government and are demanding a minimum wage of 150 000 kwacha (about R870) a month.

In another development, hundreds of street vendors ran riot in Ndola, stoning police officers who were trying to remove them from their selling points.

The Zambia Daily Mail reported that vendors had barricaded roads in the city centre with boulders and dustbins to stop a police advance. At least one shop was looted and 13 students were arrested. — Sapa-Reuter.

# 23 000 lose jobs in Zambia

361

T 23/7/93

LUSAKA. — More than 23 000 Zambians have lost their jobs since the reformist government of President Frederick Chiluba came to power in November 1991.

Deputy minister Mr John Kalenga said yesterday this included more than 15 000 public servants retrenched as part of the government's attempt to trim the bloated public sector inherited from Mr Kenneth Kaunda. — Sapa

ZAMBIA - LABOUR

1994 - 1999

ZAMBIA

# SA competition costs thousands their jobs

JOE CHILAIYZIA of The Argus Africa News Service reports from Lusaka. 361

ARG 2/3/94

AS more than 2 000 workers at Nitrogen Chemicals of Zambia (NCZ) were laid off last month, President Frederick Chiluba sent an urgent SOS to foreign donors to help save Zambian manufacturing industries from collapsing.

The 2 000 from the NCZ, the country's sole manufacturer of fertilisers, swelled an army of unemployed which is expected to grow by a further 50 000 by the end of this year alone.

NCZ is on the brink of closure after failing to weather foreign competition, mostly from South Africa. The state-owned company is stuck with more than 40 000 tonnes of fertiliser it cannot sell because the market is flooded with cheaper South African fertiliser. It owes its suppliers well over R10-million which it cannot possibly pay now.

The Transporters Association of Zambia has announced the laying-off of 3 400 workers employed by its members because they are unable to compete with Zimbabwean truckers. The Zimbabweans are being given transporting contracts by Zambian companies because they offer lower rates, mainly because of lower fuel prices in their country.

The government has so far refused to raise protective barriers as that would be contrary to its policy of promoting free enterprise and trade. It has done little to cushion Zambians against stiff regional competition.

Zambia is being invaded by South African businessmen who appear to be succeeding where Zambians have failed. Many South African investors are going into game ranching, hitherto untapped in Zambia.

Three South African businessmen are at the centre of an uproar in Zambia's Southern province, where residents are protesting against a chief's decision to allocate them more than 10 000 hectares of land.

The retail business is heavily under siege by South African entreprenuers. Zambia National Wholesale and Marketing Company, the country biggest retailer with more than 50 outlets, has virtually closed down and has laid off 10 000 employees. Only a few branches in urban areas remain open.

# Struggling ZCCM to retrench 8 000 workers

B/Day

MUNGO SOGGOT

ZAMBIA Consolidated Copper Mines (ZCCM) — the struggling state-owned company in which Anglo-American has an indirect stake — is to retrench 8 000 employees from its 50 000-strong workforce as part of its fight for survival. 24/5/94

ZCCM CE Edward Shamutete said in London at the weekend that the losses, which formed part of the survival plan started late last year, had been agreed on with the unions and would be phased in over two years. (361)

But Shamutete said the struggling company should break even in the current financial year, on a combined copper/cobalt price of 95c/lb — well below the combined 122c/lb present level. He added, however, that weak copper prices and falling production would keep the group in a loss for the 12 months to March.

Anglo American, which has an indirect stake in ZCCM and board representation, refused to comment on the job losses. But a spokesman said Anglo was encouraged that ZCCM was prepared to cut costs in response to falling copper prices.

Anglo wants to increase its stake in the soon to be privatised ZCCM as part of its attempts to expand its African operations. Market analysts said it would not make sense for Anglo to lift its stake in ZCCM until it was clear it was a viable operation.

The cuts follow ZCCM's announcement of a two-year survival plan aimed at reducing its crippling $602m debt.

ZCCM said it was considering selling the Chambishi and Kanshanshi copper mines. But prospective buyers had queried the mines' manning levels and assumed debt levels.

ZCCM recently said it also aimed to sell the Kabwe mine and the Luanshya smelter. This would significantly reduce capex and improve the company's balance sheet.

Anglo has a 50% stake in JSE-listed Zambian Copper Investments (ZCI), which in turn has a 27,3% stake in ZCCM. The group has five directors on the board.

ZCCM accounts for 90% of Zambia's forex earnings.

# Zambia: Union in dispute with govt

(361)

CT 12/1/95

LUSAKA. — The Zambian government and civil servants were on a collision course yesterday after the civil service union rejected a 29% pay rise offer.

Labour Minister Mr Newstead Zimba told reporters a dispute had been declared between the two sides after the union turned down the government pay proposal.

Civil Servants Union of Zambia general-secretary Mr Japhet Moonde said the union had given the government an ultimatum to reach an agreement before January 27, when the budget is due to be presented, or face industrial action.

The minister said any strikes would be illegal.

Negotiations broke down when the government slashed the 200% pay rise demanded by the union, saying it could not offer more than 29%.

The government has come under pressure from Western donors to reduce the civil service, which accounts for an estimated 130 000 of about 500 000 people in formal employment in a population of 8,7 million. — Reuter

# Zambian miners face high risks and $1,50 payoffs for lung disease

Zambia is ignoring the needs of its breadwinners, reports the Africa Information Afrique and Independent Foreign Service

36) CT (BR) 20/10/95

Lusaka — Unlike South Africa, where mining accidents tend to be big and dramatic, Zambia's mining fatalities seldom attract as much attention.

But despite the threat of death underground, a more immediate cause of concern among the country's 50 000 miners is the prospect of getting work-related illnesses. Every year, scores of men labouring in dry mines are forced to resign after contracting lung diseases, particularly tuberculosis and silicosis, a severe illness caused by exposure to silicone dust.

Some unionists believe that neither the Zambia Consolidated Copper Mines (ZCCM) nor the government are particularly concerned and the level of compensation to victims seems to bear this out.

Miners who contract lung diseases are entitled to a once-off payment of 1 500 kwacha (about $1,50) from the workmen's compensation board. In addition, ZCCM puts them on a life-long pension of 135 kwacha a month, which is not even enough to buy a bottle of Coca-Cola.

Zambia, one of the world's biggest copper producers, employs thousands of miners, mainly on the Copperbelt near the border with Zaire.

Francis Musonda, a spokesman for ZCCM, says some 700 accidents occurred from the end of 1993 to April 1995, killing 82 miners. "Usually our accidents are a result of rockfalls and the poor handling of equipment," he says.

**Responsibility**

Most of the big mines do not express much concern at the high accident rate. Neither does the Mine Workers' Union of Zambia. "Our safety standards are not perfect, but they are among the best in the world," claims a union official.

He says ZCCM safety standards are way above those stipulated by the Southern African Development Community (SADC) mining unit. That was why SADC gave Zambia responsibility for its mining affairs, says the official, referring to the apportionment by the SADC secretariat of various responsibilities to member nations.

But Zambia's purported high safety standards were not apparent at the fifth international mine safety competition in June, organised by the ZCCM.

The theme was "Rescue Operations in a Water Situation" and the venue was a ZCCM mine, Konkola Deep, said to be the world's wettest copper mine.

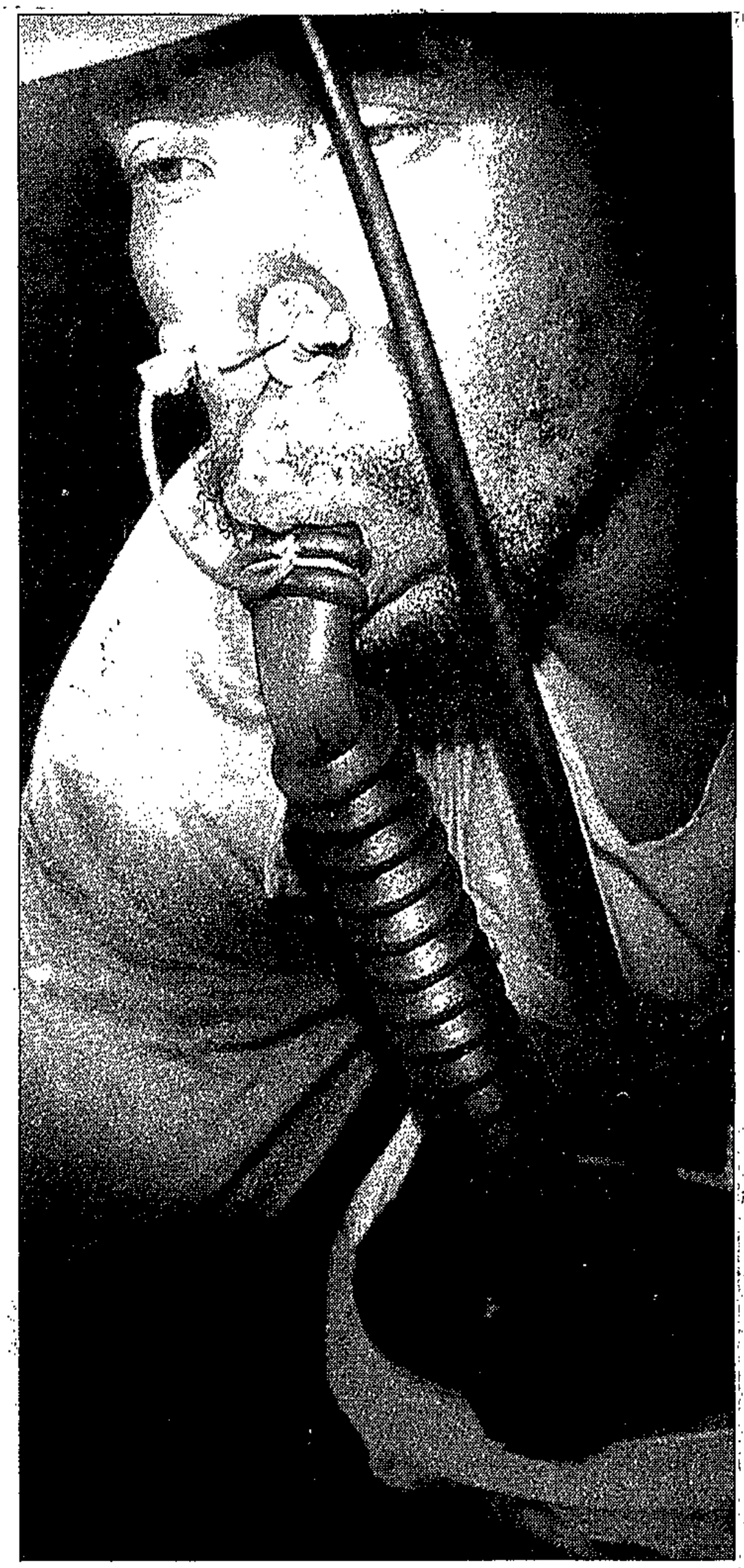
Wet mines are particularly hazardous should there be a power failure. Once the pumps stop working, a mine can be flooded in a matter of seconds. Given that scenario, the ZCCM management was nevertheless confident that Konkola's rescue team was up to the task.

To their consternation, Konkola came last in the competition. Unionists blamed the ZCCM management for its poor performance. "Management is in the habit of adopting new technology without understanding its implications for safety standards," a union official said somewhat vaguely.

Unionists have been agitating for a review of the compensatory and pension awards to miners when their careers are terminated by job illnesses. Their efforts have been futile. "We have been talking to the minister of mines for four years now over the issue. He keeps on promising, but has yet to do anything," says an official.

The level of compensation can only be increased by parliament and there is no indication this is on the cards for the foreseeable future. Meanwhile, scores of miners become destitute every year after being forced into early retirement because of illness contracted at work.

A ZCCM administrative officer admits: "That is a terrible way for the country to treat its bread-winners." Copper sales earn 90 percent of Zambia's foreign exchange.



**DOWN DEEP** *Each year, scores of Zambian copper miners contract diseases from working in unhealthy conditions*

## Zambian strike cripples railways

361

CT (BR) 11/4/96

Lusaka — A strike by more than 2 000 railway workers at the Tanzania-Zambia Railway Authority had crippled operations on the railway linking the two countries, railway officials said yesterday.

Railway officials said more than 2 000 Zambian workers downed tools on Tuesday to push for a 150 percent pay rise after rejecting the 5 percent increase offered by the company. "(A) 5 percent increase is all we can afford to give them," one official said.

Zambia's key industries are dependent on the railway. Gilbert Mululu, the deputy transport minister, has threatened railway workers with stiff penalties if they persist with the strike. "If the strike continues, the workers will only have themselves to blame," Mululu said. — Reuter

ıg his rocket-propelled grenade in
Training Centre, a former military
Picture: AP

# Railway reinstates 2 000 fired strikers

(361) (BD)

LUSAKA — The Tanzania-Zambia Railways Authority (Tazara) has reinstated about 2 000 workers fired at the weekend after a strike that has paralysed the railway network, Press reports said yesterday.

MD Austine Mweemba confirmed by telephone from the Tazara regional headquarters at Mpika, in northern Zambia, that the workers had been reinstated on condition they returned to work immediately.

However, it was not clear whether the strike was over. BD 18/4/96

"Some people have reported for work today but others have not come," said a Tazara employee who declined to be named.

The workers have been on strike since last week over pay. They rejected a management offer of a 5% salary hike, asking instead for an increase of 150%.

Goods worth millions of dollars and scores of passengers have been marooned along the line since the strike started.

The giant Zambia Consolidated Copper Mines (ZCCM) said this week it had redirected its copper and cobalt exports from Tazara to Beira and Port Elizabeth.

Tazara, which runs for nearly 2 000km from the small town of Kapiri-Mposhi in central Zambia to the Tanzanian port of Dar es Salaam, is owned jointly by the two countries and is an important artery of the Zambian economy.

It was built by the Chinese in the mid-1970s as an alternative route to the sea for landlocked Zambia during the turbulent years in the southern African region. — Sapa-AFP.

# Zimbabwe bank hits out at IMF

(BD) BD 18/4/96

HARARE — One of Zimbabwe's state-owned banks hit out at the International Monetary Fund (IMF) yesterday, saying the fund was heavy-handed in its dealings with the southern African state.

The Commercial Bank of Zimbabwe (CBZ) said recent IMF threats to stop further funding of economic reforms showed frustration at government's failure to curb high spending, but some of its conditions were unrealistic.

"Some of the stringent conditions laid down by IMF for the government to reduce its expenditure seem unrealistic given the economy's fragility and sensitivity to such natural disasters as drought," said the bank in its latest quarterly review.

"While it is important to ensure consistency and focus so that the necessary conditions for the successful implementation of the economic structural adjustment programme are sensibly laid down, the IMF's approach to government expenditure has been heavy-handed and lacking in proper wisdom ... sometimes," it said.

The IMF and World Bank marshalled Western aid for Zimbabwe's first phase of economic reforms, and last year suspended further disbursements of funds after government failure to meet some cost-saving targets.

Government is now under an IMF-supervised shadow programme. The two Washington-based organisations want sharp cuts in government spending, and annual inflation reduced to 17% by June from the current 26,4%.

Government spending gobbles up about 40% of GDP and last year produced a 15% budget deficit.

The CBZ urged government to move speedily at its next budget review in July to slash its bloated public service, which accounts for at least 13% of GDP in salaries and wages. — Reuter.

(361)

ET(Bc) 23/10/96

# ZCCM mine returns to normal after strike

Zambia Consolidated Copper Mines (ZCCM) said yesterday that operations had returned to normal at its Nchanga mine after a brief strike by underground miners. Pius Mambo, the manager of corporate affairs, said the effect of the strike on production had not yet been assessed, but most copper was produced in the open pit anyway. He said the strike had only affected Monday's underground production, amounting to about 7 000 tons of ore. He also said some equipment had been vandalised during the unrest. He denied newspaper reports that police were called in to get the miners back to work, saying they had merely protected equipment and there had been no clashes. Nchanga is responsible for about 50 percent of ZCCM's production. The group produced 25 141 tons of copper and 441 tons of cobalt in August. — Reuter, Lusaka

IN BRIEF

# Zambian copper mine sacks 68 striking workers

(361)

ZAMBIA Consolidated Copper Mines (ZCCM) has sacked 68 miners at its Nchanga Division for staging a one-day strike and vandalising company property on Monday, the state-run Times of Zambia said yesterday. BD 24/10/96

It said four miners had been arrested for sabotage. The miners, on strike to push for bonus pay, vandalised part of a 3km stretch of underground lighting, prompting management to call police to restore order at the plant.

The mine has lost 26 000 tons of ore output during a three-day strike. A statement said the ore represented 780 tons of contained copper.

ZCCM copper production totalled 25 141 tons in August when cobalt output was 441 tons.

**EMPLOYMENT** *Zambian civil servants run sideline businesses to supplement meagre salaries*

# Cash-strapped workers go moonlighting

CT(BR) 14/7/97 (361)

ANTHONY MUKWITA

Lusaka — When Jane Chibwabwa, a civil servant with a monthly pay packet of $148, decided to sell packed lunches to her workmates as a way of supplementing her meagre income, no one took her seriously.

Her friends and family predicted she would succumb to the pressures of a full-time job and not even last a month. But she persevered and today, as well as being a civil servant, she also runs her own small restaurant in the city centre.

Chibwabwa is one of thousands in Lusaka running a sideline business to make ends meet. Many workers in the civil and private sector are selling goods or services of some kind. The head of a department in a government ministry says at least 30 percent of his subordinates indulge in "moonlighting".

Japhet Moonde, the chairman of the Civil Servants' Union, acknowledges the practice but says not much can be done to stop it because "people are underpaid and have to find means of supplementing their inadequate monthly earnings".

He says the real problem is the practice tends to rob employers of man hours, and the only way the practice can be discouraged is by improving salaries and conditions. Moonde says junior-level civil servants are the lowest paid salaried workers in the country.

"The lowest-paid gets $62 a month before statutory deductions, while the highest gets a meagre $116. What we keep asking the government to do is come up with a living wage equivalent to $270," he says.

Two years ago, the industrial relations court awarded civil servants a 45 percent pay increase, but the lowest paid was still well below the recommended living wage. A legal battle ensued when Ronald Penza, the finance minister, refused to pay out the increases, saying the government did not have the money.

The industrial relations court charged him with contempt and imposed a $1 450 fine, which he paid. He later relented and agreed to pay the civil servants according to the demands.

Low wages and moonlighting are not restricted to the civil service. Fred Mumba, who works in the private sector, says: "I only take home $155 after deductions, which I split between rent, electricity bills and food, and I get some more money by selling vegetables I grow in my backyard."

Despite such hardships, Penza presented a budget this year which paints a glowing picture of the economy, predicting a 5,5 percent GDP growth rate this year. Last year's GDP was 6,4 percent because of a good harvest after a heavy rainy season.

Government statistics have been questioned by Price Waterhouse, the accounting firm, which asks the minister to account for the statistics. It said "it would certainly be somewhat unusual for this level of growth to be posted in a year in which exports declined by nearly a fifth and imports a quarter, both barometers of economic health".

It is this argument on which the civil servants base their demand for increased pay. "If the economy is on the boom, the government must be able to pay us good money too."

"Most people would rather moonlight and get more money than working full time and getting peanuts. In this case production will keep dwindling," says Moonde. — Independent Foreign Service/AIA

# Zambia's public servants threaten govt with strike

(361)

Chilombo Mwondela

BD 18/7/97

LUSAKA — Public service unions in Zambia have warned that public servants plan to launch a countrywide strike soon to protest against the government's inability to fulfil last year's collective agreements on salaries and conditions of service.

The two public service workers' unions, the Civil Servants' Union of Zambia and the National Public Service Workers' Unions, were warned this week by Zambian Labour Minister Peter Machungwa that a strike would damage the country. He argued that the agreed 30% pay increase had already been implemented and that only certain terms had yet to be worked on "which should not worry the workers".

Civil Servants' Union of Zambia president Japhet Moonde said government had failed to implement the improved conditions of service that had been promised, while the pay hike had become effective later than agreed.

National Public Service Workers' Union chairman Paul Chama said the government had even postponed next year's negotiations for conditions of service. "By law, we are supposed to negotiate every two years, but how can we go back to the negotiating table like this? We need the resolutions to be implemented in the 1998 budget, but I think that is what the government is trying to avoid," said Chama.

Leaders of both unions said they were aware that Finance Minister Ronald Penza's pledge to donors at the Paris Club meeting in Paris recently was a priority for the cash-strapped government. Penza promised donors that the bloated government wage bill, which had overshot the wage budget, would be cut.

The labour minister castigated the Zambia Congress of Trade Unions on Wednesday for supporting a strike by public servants.

In an address to public servants on Tuesday, the congress's acting president, Austin Liato, said the government was encouraging industrial unrest with its "unfeeling attitude" towards the worker's plight.

# Railway strike might affect mine

LUSAKA — Zambia Consolidated Copper Mines (ZCCM) said yesterday that sporadic strikes by Zambia Railway workers could hamper its operations.

"So far the strike has not affected us seriously as we keep reasonable stocks. However, it could pose serious problems for us if it persisted for two or three weeks," ZCCM corporate affairs manager Pius Mambo said.

All of ZCCM's exports and imports, including copper concentrate, coal and acid were transported by Zambia Railway, he said.

"We had some acid tied up in Zimbabwe for a day, but we have moved it now. We are not facing any serious problems at present," he said.

About 1 000 Zambia Railway workers set down tools again on Tuesday after calling off a strike last week. The workers are demanding improved conditions of service and the removal of MD Clement Mambwe, whom they accuse of mismanagement.

Yesterday Zambia Railway's board said it would penalise workers who stayed away from work.

The board was appalled by the behaviour of union leaders who went around urging workers to go on strike, "knowing fully well that the procedure for such action had not been followed", board chairman Patrick Chamunda said. "The board considers the strike ... illegal and all those workers who stayed away on account of this strike will be disciplined," he warned. —Reuter.

(361) BD 31/7/97

## Zambian unions cut strike short

(361)

LUSAKA — Zambia's two public service unions cut short a planned three-day strike to push for better salaries yesterday after the industrial relations court ordered them to call off the action.

The Civil Servants' Union and the National Union of Public Service Workers urged their 70 000 members to resume work.

The strike had paralysed operations in most state departments since Monday.

BD 2/10/97

REPORTS: Reuter, Sapa-AFP.

# Kenyan officials meet to discuss next move in teachers' strike

(361) CT (BR) 10/10/97

DAVID FOX

Nairobi — Officials representing Kenya's teachers' union were due to meet yesterday to discuss their next move in a nationwide strike that has closed schools across the country.

The strike has left Education Minister Joseph Kamotho's position in the government looking increasingly vulnerable.

Kamotho came under fire from ruling party and opposition politicians during a special debate on the strike in parliament on Wednesday. Legislators from both sides were calling for his resignation.

The Kenya Times, which is owned by the ruling Kenya African National Union (Kanu), quoted Joshua Angatia, the commerce and industry minister, as saying the government had been wrong to issue ultimatums to teachers in a bid to force them to return to work.

More than 150 000 members of the Kenya National Union of Teachers went on strike on October 1 to press for wage increases of up to 200 percent. A salary review board had recommended the increases.

The government said it simply could not afford the increases, and ordered teachers to return to work after talks with union representatives broke down on Monday.

The education ministry has referred the issue to a labour court, which under Kenyan law makes the strike illegal.

But union officials have vowed to continue the strike until the government agrees to a phased introduction of the increases the teachers demanded.

In parliament on Wednesday, Mukhisa Kituyi, an opposition legislator, said because the pay review had been carried out with the blessing of the education ministry, the government had no option but to approve it.

Jillo Falana, another member of the ruling Kanu party, said threats would not solve anything, and the government should "be bold" and find ways to appease the teachers.

The strike has closed virtually all state schools across the country in a crucial month for national examinations.

The Kenya Times said about 140 000 students were waiting to sit secondary school-leaving exams, while 400 000 youngsters had primary school tests scheduled for later this year. Kenya has nearly 7 million pupils in the state education system.

Public spending has been especially tight since the International Monetary Fund (IMF) suspended a $205 million loan in July because of concerns over official corruption.

State finances have also come under pressure following ethnic and political killings in the coastal area around Mombasa. The violence and political unrest have crippled tourism, the country's biggest earner.

The government was also aware of the fact that about 250 000 civil servants and other poorly paid public sector workers were closely watching its handling of the teachers' strike. An alliance of public sector workers was planning a news conference to express support for the teachers.

A new primary teacher on the bottom rung can earn as little as 1 800 Kenyan shillings (about R136) a month. — Reuter

BD 12/1/98

## Miners stage sit-in over bonuses

MORE than 370 miners of the Zambia Consolidated Copper Mines staged a brief sit-in protest over unpaid production bonuses yesterday, a ZCCM official said.

"A total of 373 day shift workers at Nkana division's central shaft resumed work this morning after a brief sit-in protest over production bonus claims," the official said. (213)

The miners said they were entitled to bonuses for exceeding production targets in November. But the company said they were not entitled to the bonuses because they had exceeded the year-to-date unit cost target. (361)

REPORTS: Sapa, Ziana, Reuter.

BD 14/1/98

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REPORTS: Sapa, Ziana, Reuter.

# Zambian wage freeze enforced

(361)

LUSAKA — In spite of protests from trade unions and a strike by magistrates, the Zambian government has succeeded in enforcing its wage freeze in the public sector. BD 25/8/98

The policy, announced in January, has met with intense opposition from the public service unions and the Zambia Congress of Trade Unions, but efforts to force the government to abandon the policy have proved fruitless.

The most serious challenge to the government came recently from the Magistrates' and Judges' Association of Zambia (Majaz).

Members went on a three-week strike, demanding better salaries and improved working conditions.

However, Majaz called off the strike on July 22, saying members had decided to go back to work because they recognised the efforts made by the president, vice president, chief justice and the minister of legal affairs to solve the problem. Earlier Majaz argued that the strike did not affect it as the judiciary was autonomous and improved salaries were promised before the salary freeze announcement. — AIA.

# Zambia's railways to sack half its workers in restructuring

BD 8/9/98

LIVINGSTONE — Zambia's railways will, as part of a $300 000 restructuring exercise, retrench nearly half of the parastatal's workforce.

However, railway officials said there were fears that retrenched workers could be forced into crime as most did not have skills apart from their railway experience.

Zambia railways' southern region public relations officer, Daniel Simonda, said under the Swedish-funded restructuring exercise in preparation for privatisation, the company would lay off 2 600 out of its 5 217 employees.

"Apart from the monetary packages they will get, most workers will be given the company houses they have been staying in, but that is all they will have.

"In a difficult economic situation such as we have in Zambia, the financial packages will soon be taken up by social needs.

"That will leave the former workers desperate for other forms of income, but they are not being prepared for this," said Simonda.

He said in Livingstone, where a substantial number of the railway employees would be retrenched, there were no other industries that could absorb the former workers. He said they needed to be trained in self-employment.

Head of railways operations in Livingstone, Maurice Banda, said the railways itself could be a target of its former employees who could join groups of criminals who stole wagon parts made of brass.

The restructuring exercise began in March and was expected to last two years when government was expected to privatise the parastatal. — Sapa

(360) (361)

# Zambia's state workers threaten to strike over wages

CT (BR) 21/7/99 ~~360~~ (361)

ANTHONY MUKWITA

Lusaka – Labour unrest is looming in several Zambian government departments as workers demand better pay and working conditions following the devaluation of the local currency, the kwacha, and adjustments in fuel prices and electricity tariffs.

Leading the unrest threat is the more than 50 000-strong Zambia Local Authorities Workers' Union (Zulawu), which this week declared a dispute with the government over a conditional 50 percent wage increase.

The government has sanctioned councils countrywide to award their workers a 50 percent wage increase if the various councils are able to raise the money to pay their workers.

"If you make the pay rise optional," said union leader Mwape Mutakila, "most councils, if not all, would say they have no money to pay.

The councils should be compelled by the government to pay this wage increase."

Local authority workers in Zambia are probably some of the worst-paid in the region, getting just under $40.

Zulawu said if the increase is not made obligatory, all its members would down tools.

The local government ministry has requested the union not to do this because their grievances were still being looked into.

In another development, about 5 000 workers at the largest hospital in Lusaka, the University Teaching Hospital (UTH), downed tools on Monday, demanding the government implement a 30 percent salary increase it promised early this year.

This is the second time in three months that workers at UTH have been on strike over the same demands.

They joined the many Zambians caught unawares by the fuel and electricity hikes and constant devaluation of the kwacha.

Economists say the kwacha may tumble further, given the drop in the value of copper, Zambia's economic mainstay. – Independent Foreign Service

# Concern over future of mine

PDD 19/10/99

Charles Mubambe (361)

LUSAKA — The Mine Workers' Union of Zambia (MUZ) is pressing management at embattled Roan Antelope Mining Corporation of Zambia (Ramcoz) in Luanshya to pay workers' benefits as fears mount that the heavily indebted mine may collapse.

The union's branch chairman for Roan, Cameron Pwele, said that workers were pressing for their benefits because the mine had no future.

Ramcoz owes its 5 800 workforce at least $6m in statutory contributions to various institutions.

On October 15, a delegation of Zambian members of parliament met Ramcoz management in a bid to find a solution to salvage the embattled mine.

Since the Binani group of India took over the running of the mine two years ago, the company has faced a financial crisis with bailiffs seizing vehicles and other properties to recover money owed to suppliers.

Ramcoz has even failed to develop the Muliashi North Mining Project which was envisaged to boost earnings. The project was supposed to have started on July 1 at a cost of $103,5m.

MUZ is also concerned that despite Ramcoz earning $92m from sales of finished copper it still owes creditors $48m, casting worries that money was not being reinvested in the mine.