

RHODESIA - LABOUR

1974

17.10.74
Unrest
→ STRIKE
at coal
STRIKES - RHODESIA
mine

The Star's Africa
News Service

Wankie—Police moved into the site of Rhodesia's massive Wankie Colliery yesterday to disperse more than 700 African workers who refused to work.

The disturbances at Wankie's No 3 and No 4 collieries came after several days of unrest.

A police statement last night said about 700 of the 5 000-strong work force at the collieries had refused to work over pay dissatisfaction.

Police reservists are standing by today at the site "as a precaution."

Police said there was one isolated stoning incident when workers stoned a number of buildings but no one was injured.

Yesterday coal lashers at No 3 colliery refused to allow 200 Africans who had been working underground to come to the surface.

They pushed a 12-seater trolley down the shaft, said Mr J. Robinson, chairman of the Mineworkers' Union. He said the trolley ran off the tracks halfway down the shaft missing a 200 kg supply of explosives. No one was injured.

Rhodesia - Labour

Rhodesia in mine labour agreement

STAR 2/1/75

Own Correspondent

SALISBURY — The Rhodesian Government has signed an agreement to provide mine labour to South Africa, a spokesman for the Ministry of Labour and Social Welfare said today.

The agreement between the Government and a private company, the Mine Labour Organisation (Wenela) Ltd, involves "Rhodesian Africans on

contract to South African mines."

The contracts, which start early this year, are for one year, the spokesman said.

After three months of the contract 60 percent of the workers' wages will be sent to Rhodesia, he said.

The money will be put into Post Office savings bank accounts for the worker.

The agreement follows a Government decision in November to allow South

African mines to recruit local African labour.

A statement at that time said the Government was discussing with South African authorities the formulation of a recruiting programme which would produce satisfactory results and yet safeguard the labour supply to primary Rhodesian industry.

In Rhodesia, a novice gets a minimum of 26c a shift underground, while in South Africa he would get 120c to 160c a shift.

(1) Rhodesia - Labor

~~2/2/75~~

20 000 for

30.1.75 ⇒ STN

mines from

~~Recruiting~~
Rhodesia

The Star's Africa
News Service

SALISBURY — South African gold mines are to recruit at least 20 000 men from Rhodesia for contract labour each year.

The Rhodesian Government has agreed to the scheme which will inject a minimum of R6-million of foreign currency into the country from deferred pay.

It will considerably increase the African purchasing power.

A five-year contract to provide a minimum of 20 000 men each year was signed this week by Wenela and the Deputy Secretary for Labour and Social Welfare, Mr R J Ravenscroft.

CONFINED

Mr Ravenscroft made it clear South Africa would not be allowed to hire men who had worked on Rhodesian mines during the past year. Recruitment would be by word of mouth and would be aimed initially at the urban unemployment in Bulawayo, Salisbury and Fort Victoria.

Recruiting would be confined to those urban areas and the tribal areas to the north.

During 1975 Wenela was expected to recruit up to 5 000 men and this would

increase to 20 000 next year.

South Africa's gold mines, which have 360 000 men in service are down to 72 percent of their underground complement following Malawi's decision to stop recruitment.

The starting rate for novices of about R1,54 for an eight-hour shift compares with a minimum of 31c to 36c paid in Rhodesia.

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MINE LABOUR

Ripples in Rhodesia

In its drive to get more Black labour, Wenela (one of the Chamber of Mines' two recruiting organisations) has signed a five-year contract with the Rhodesian government for a minimum of 20 000 men a year. An ultimate target of 50 000 has been suggested.

The target for 1975 is 10 000, and by last week about 1 200 men had been signed on. An average of 34 men a day have been airlifted to SA since January 9.

Wenela has one recruiting office in Salisbury, at Msasa, with dormitory and screening facilities for 600 men. Two more are planned — at Fort Victoria (due to open on April 1) and Bulawayo.

Rhodesia's Deputy Secretary for Labour and Social Welfare, J H Ravenscroft, told the *FM* recruiting was confined to Salisbury, Bulawayo and Fort Victoria and "tribal areas to the north". The Ministry would ensure that labour supplies for Rhodesian mines and farms were not affected.

Wenela's Salisbury office told the *FM* that recruits are offered one year contracts, with the option of a six months extension. They have to return to Rhodesia before signing on again. The starting rate is R\$1,33 per shift, compared to the minimum rate of 26c per shift in Rhodesia.

After three months of the contract, 60% of a worker's wages will be sent to Rhodesia and be put into the Post Office Savings Bank at 3,25% interest, tax free. The scheme is expected to bring in a minimum of R\$5m in rands from deferred pay.

Wenela told the *FM* that recruiting will be done with "runners" and leaflets. One runner is operating in Salisbury around industrial sites, and Wenela plans to use five more. The recruits will initially work on Blyvooruitzicht and Western Holdings.

Talk of a target of 50 000 has renewed unease in farming circles, although a Rhodesian National Farmers' Union (RNFU) spokesman says it is not aware of any adverse repercussions to date.

Rhodesian farmers have grounds for anxiety. The average wage of farm workers is about R\$10-R\$15 a month plus rations, and in real terms there has been a decline over the past decade. The PDL for a farm family of six is R\$48.

The Rhodesia Tobacco Association is also worried. The industry is already short of about 18 000 men. "Quite a lot" of the tobacco crop is being lost, a spokesman confirms, because of the labour shortage.

Howard Bloomfield, president of the Associated Mineworkers of Rhodesia



Rhodesians arriving at Johannesburg's Lanseria Airport

says he has no objection to the scheme, but is surprised that government has agreed that Africans cannot be recruited by Wenela if they had worked on Rhodesian mines in the previous year.

"This protects the pitifully low rates paid by Rhodesian mining companies which should at least attempt to compete with the rates on SA mines."

F.M. 4/4/75

Rhodesia - Labour

RHODESIAN MANPOWER Worrying figures

Hard on the heels of the foreign exchange shortage and the demands of the guerrilla war comes what the Association of Rhodesian Industries admits is a severe shortage of skilled manpower.

"As a matter of urgency," concludes a government commission of inquiry, "employers must look to the African sector to supply increasing numbers of school leavers for training in the commercial, industrial and mining fields."

That's been said before — 10 years ago a University of Rhodesia report made exactly the same point. And, in April 1967, a Parliamentary select Committee warned the House of a critical shortage of skilled workers. Warnings have come at regular intervals since.

Well, what's been happening? Last month Labour Minister Rowan Cronje welcomed the 1973-74 "record" intake of 880 apprentices. But a few days later, retiring Associated Chambers of Commerce Secretary Mike Britten struck a pessimistic note.

Not only were Rhodesia's scarce skilled men vulnerable to the higher wages in SA, he said, but immigration, from which 80% of skilled manpower needs have come, had deteriorated. (The much vaunted "Settlers '74" campaign fell short of its 10 000 net migration target by 9 400).

A crash apprenticeship training programme should have been initiated several years ago. Said Britten: "Unfortunately we were not sufficiently enlightened."

Britten's points are confirmed by the 1973-74 apprentice intake. Apart from the fact that it fell 270 short of the 1 150 target, the racial breakdown suggests foot-dragging on the use of African potential: Whites 680; Coloureds and others 103; Africans 98.

That's nearly as many Africans who were apprenticed in the whole of the period 1962-69 — 114 out of a total of

3 568.

One indicator of the potential labour pool is that during 1969-74, some 56 000 Africans completed Form 2. Or, taking it a step higher, 18 000 completed Form 4. Says Phineas Sithole, president of the African Trades Union Council: "The figures show exactly the inadequacy of the apprenticeship structure."

There appear to be two main reasons why apprentices aren't coming onto the market at anywhere near sufficient volume:

- Employers prefer a more flexible system of job demarcation. And recent talk of introducing in Rhodesia "modular training" programmes on a South African pattern has put the unions' backs up. They see it as another term for job fragmentation;
- Employers can avoid the full costs of technical training by relying on a supply of skills from the government-financed immigration promotion programme.

To a great extent government is in a dilemma of its own making. Large-scale White immigration has always been part of Rhodesian Front policy and the migration level is watched as anxiously as other countries study their balance of payments.

Clearly, certain skills must continue to come from abroad. But as long as government maintains its non-selective immigration policy, employers will continue to drag their heels on apprenticeship opportunities. And, to many, settlement means a flood of immigrants from strife-torn Europe.

MINE LABOUR

Rhodesia - Lab

Southern comfort

Little wonder the Rhodesian Chamber of Mines is keeping a wary eye on the number of Africans (2 100 so far) taking up Wenela's offer of underground starting rates on SA mines of R1,60 a shift. It seems there's no chance that the local minimum rates — 26c a shift for underground labourers, 24c for surface and 12c for juveniles — will become competitive.

The Chamber and the Associated Mineworkers of Rhodesia (AMR) appear before an industrial tribunal on June 2 in dispute over — amongst other claims — minimum starting rates for the industry's 24 000 unskilled labourers.

The AMR is claiming 43c surface, 48c underground and 26c juvenile. The Chamber's offer: 32c surface, 35c underground and 15c juvenile. Of the 500 or so mines in Rhodesia, about 450 are classified as small workings whose 10 000 African labourers are excluded from the minimum rates.

The Smith government's agreement with Wenela stipulates that Africans cannot be recruited if they have worked on a Rhodesian mine in the previous year. But, as word of SA rates gets around, Black Rhodesian miners may be tempted to take a year off if they know in the next one they can handsomely recover their losses.

Minimum rates for an underground labourer have risen by only 4c to the present 26c since 1961. In that same period the African (Urban) Consumer Price Index has risen from 94,4 to 139,0, or by some 45%.

The rates exclude rations, which have an official value of about 30c a shift and can be taken in cash (more than half the workers now prefer to take cash in lieu).

Financial Mail May 9 1975

Yet the minimum scale on which this value is based has been unchanged since its establishment in 1911, except for an additional 250g of meat per week, introduced in 1935.

As long ago as 1944 an official investigation described the diet (700g mealie meal a day; 900g beans a week; 1,1kg meat a week; 900g vegetables a week; 450g peanuts a week; 100g (approx) salt a week) as "inadequate" — certainly one factor which contributed to 30 000 Black mineworkers dying from scurvy, pneumonia, dysentery and other diseases between 1900 and 1948, according to annual public health reports.

Both wage and ration rates are above the minima on many of the mines affected by the agreement. Wankie, for

Financial Mail May 9 1975

example, pays 85c and 75c per shift for underground and surface workers, while Shabani pays 68c and 64c. And the ration allowance is generally higher than the minimum — Rio Tinto, for example, pays 47c to a single worker, 70c to a married man.

If most of the mines affected by a revised industrial agreement are paying above the minima, why are basic rates in dispute?

Comments Ken Vanderplank, the Chamber's GM: "They've been caught up in the main area of dispute — categorisation (who does what and at which rate) — and, in fact, have never been discussed between the AMR and ourselves."

Nevertheless, the Chamber's offer

seems hardly adequate — especially since 1974 was a boom year. As retiring Chamber President, Jeffrey Robins, pointed out recently, the total value of Rhodesian mining production exceeded R\$165m — more than 20% up on 1973 — "growth on a fairly considerable scale".

What is the value of wage and ration minima if they are well below minimum needs? Vanderplank says the minima were agreed in negotiation with the union (which is multi-racial, but White-led) and presumably acceptable to African members.

He stresses that the rates are minima: "On the actual wages it is up to the employee to offer his services on the open market, the same as all the rest of us do."

Did the Wenela agreement not effectively prevent African mineworkers from going to SA and thus circumscribe this right to negotiate?

"Not really . . . well, I suppose it does to a limited extent," Vanderplank concedes.

Says African Trades Union Council President, Phineas Sithole: "As a matter of urgency the workers should form a union of labourers and the White-led AMR can play the role of advisers and not controllers."

Rhodesia - Labour

BLACK WORKERS Smile please!

F.M.
6/6/75

"It's laughter and song as the cleaners prepare the directors' dining room on the 10th floor (at Anglo American's Charter House, Salisbury) for a function..." — and a recent issue of *Anglo News* has a photo to prove it.

But *Anglo News* also took a probing look at life behind the smiles of these "busy bees" as it quaintly called them:

"Chisoni, one of 22 office cleaners, gets up at 3,30 am and by 4,00 am he is on his way to work. You see, Chisoni stays some 21 miles (34km) out of town at Seke (Tribal Trust Land). He has to cycle to work and has been doing it for most of the 12 years he has been working here. To crown it all, he has never been late for work."

Black workers in White towns (all Rhodesian towns are in the "European area", in terms of the Land Tenure Act.)

As Prime Minister Ian Smith once put it, there are "city slickers" as opposed to the "real African in the rural areas".

Those Blacks who see themselves as permanent urban residents are told: build your own towns in the African areas — like Seke.

Last month, after angry exchanges, Salisbury City Council passed its controversial plan to build African satellite cities in the Tribal Trust Lands around Salisbury — and the plan includes a long-term proposal to "reclaim" four existing townships for industrial and non-African residential purposes. Said one of the plan's strongest opponents, Alderman Richard Morris: "Less than this has led to riots in our townships."

So *Anglo's* account of a day in the life



Charter's cheery cleaners . . . It's a long ride home, though

Anglo could have taken the story further.

Should Chisoni want to move closer to Salisbury, he would have to wait years for accommodation — there is a housing backlog of 20 000-30 000 units. And government and Salisbury City Council policy is to develop Seke into a dormitory suburb.

As a former Mayor of Salisbury once commented: like airfields, everybody agrees that these dormitories are necessary, but no-one wants them near his own neighbourhood. However 34km is considered a safe distance.

It's the familiar story of the lowest paid workers living furthest from the city.

Although there are more Africans (410 000) living in Salisbury than there are Whites in Rhodesia (275 000), there is continuing reluctance on government's part to acknowledge the permanency of

of Chisoni is timely.

But what *Anglo News* didn't tell its readers was how much their "busy bees" earn. In fact, it ranges from R\$45 to R\$100 a month (Chisoni himself earns about R\$60) plus a bonus of 10% of annual salary; a non-contributory medical aid scheme; and three weeks paid holiday a year. Pension scheme? No, though *Anglo* says it's working on it.

How do these pay scales measure up to the urban PDL as calculated in a University of Rhodesia study?

Not too well. Average family size in Salisbury's townships is six and their PDL is R\$76,90. And this figure is calculated at August 1974 prices. Since then the African CoL index has risen from 132 to 139.

Maybe the laughter and song in the directors' dining room was for the photographer's benefit.

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LABOUR TUSCLE

Export-Import

F.M. 25/7/75

Rhodesia - Labour

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While Rhodesian farmers struggle to get labour, Wenzel continues to recruit 650-700 mineworkers a month (798 in May) for SA.

By the year-end, the 3 500 Rhodesian mineworkers already in SA will be joined by about 6 500 others.

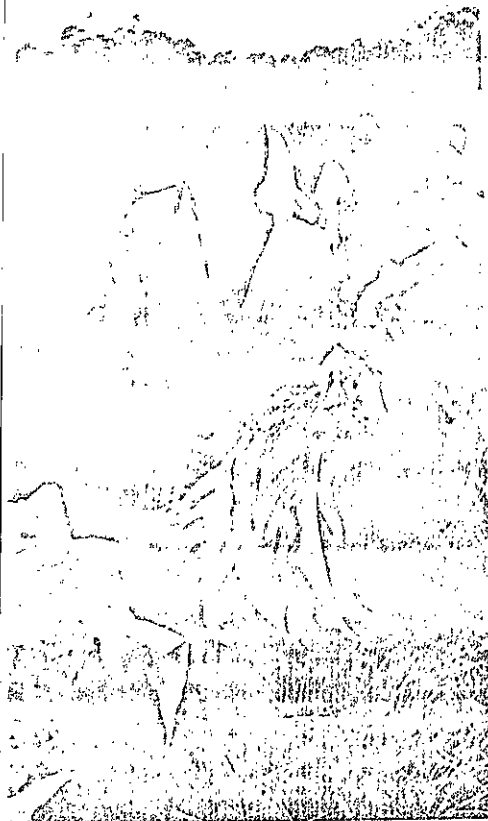
Rhodesia African Labour Supply Commission chairman H H Penman complains that locals "don't like working on farms" and that tobacco and cotton growers struggle to recruit foreigners, especially since the April cut-off of Malawian contract labour.

"Not a single (two-year) contract labourer has been received from Malawi since April 16 last year," says Penman in his annual report for year ending December 31 1974.

"For the moment we are maintaining the Commission's machinery with a skeleton staff, but I don't know how long we can continue this holding operation."

Malawi migration figures show a net loss of 990 for last year, while this year's January-April figures show a net loss of 810, compared to 160 in the same period 1974. Mozambique net migration figures are also down, from 760 net gain in January-April 1974, to 20 in January-April 1975.

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Tobacco crop . . . pickers need more pay

Says Penman: "I don't know the reason but Rhodesian Africans just don't like working on farms. It's not because of the wages or conditions either . . ."

Really? One would have thought that an average cash wage of R\$13 a month — half the average domestic servant's wage — had something to do with it.

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Split the difference *F.M. 5/9/75*

African Trades Union Congress (ATUC) president Phineas Sithole, acknowledged as one of Rhodesia's most able and articulate labour leaders, has his problems.

The country's trade union movement is split. Differences first emerged in 1962 over administration and the role of the International Confederation of Free Trade Unions (ICFTU). The split widened, after the Nationalist schism in 1963. Sithole's ATUC (seven affiliated unions representing 18 000 members) and the National African Trades Union Congress (NATUC) remains at loggerheads.

Sithole readily agrees that Black labour can ill afford such a division. Total paid-up union membership is only 50 000 out of a Black workforce of about 950 000 — of which 488 000 are farm workers and domestic servants excluded from official unionisation under the Masters and Servants Act.

Government recognises neither ATUC nor NATUC and contact is limited. This doesn't dismay Sithole: "Our immediate priority is to establish ourselves as representatives of the workers; three-quarters of our time is geared to meeting this need rather than conducting negotiations with government."

He frankly admits that quality and quantity of African leadership is lacking. He puts this down to union work being comparatively new (hardly 30 years) and financial problems: dues are only 20-25 cents a month.

Overseas money is not the answer and Sithole vigorously attacks the role of international aid: "Advice from international organisations has been entirely counter-productive. They bring in money and misdirect it by giving it to individuals — the policy being to create leaders who, in turn, create unions."

"This is wrong. If workers want a union they must make sacrifices. And then the union is theirs and they exercise control over the leaders. We see the ATUC as a mere catalyst. We give advice and encouragement. But the workers create the organisation, and they choose the leaders," said Sithole.

Two major reforms he would welcome are repeal of the Masters and Servants Act and the Industrial Conciliation Act, 1959. The original spirit of the Acts has gone, he claims, due to increased government involvement in labour matters.

Sithole sees the only prospect for such reform coming from political change, reluctantly because "we wouldn't like to oppose a government because of its politics. We would like to look at a government as a government, and pressurise it

to make the necessary changes."

He points to problems in the rest of Africa where, in the pre-independence period, unions espoused political issues.

"When independence came the unions were left in a vacuum due to lack of preparation on union issues. We can support any political activity as individuals but, as an organisation, economic thinking is predominant," said Sithole.

No one knows better than he that strikes are effectively banned in Rhodesia but, if the causes are there, he says, nothing can stop a strike developing. He also defends the principle of strike action.

"It's a legitimate necessity — not to wreck the economy but to build it, because there are tendencies in employers which militate against economic growth. When their policies are no longer progressive, you have to shift control from employer to employee, and the only effective weapon is strike activity. So a strike is part and parcel of the economy in a capitalist state."

On nationalisation under a new government, with mining at the top of the list, he said: "The dearth of skilled people as well as top management means that we must use what is available to the best advantage. Selective nationalisation would be the best way."

F.M. 24/10/75, Rhodesia - Laban.

That 6 000 Rhodesians are now working on SA mines? Wenela recruiting began on January 2, and the end of year total is expected to be around 7 500.

Apart from recruiting in the urban areas of Bulawayo, Salisbury and Fort Victoria, Wenela is now operating in north east Rhodesia, using runners with pamphlets, under White supervision.

A spokesman at Wenela's Salisbury office told the FM that about 300 Rhodesians had been repatriated 200 for "misbehaving" during mine fighting and the remainder because of reluctance to stay on after the bloodshed.

**ANC split
hits union**

BULAWAYO

Rhodesia's black labour movement was on the verge of collapse because of the split in the African National Council, the general secretary of the Railways African Workers' Union, Mr A. J. Mhungu, has warned.

Addressing the Union's annual conference here, Mr Mhungu said: "There is trouble. I don't know how we are going to stop the labour movement from splitting. This thing happened last time and when we had just got over it, politics did it again."

Mr Mhungu said he was against the trade union organisation taking political sides as this would damage the image of trade unions.

He added that black trade union organisations had always "fallen victim to political splits in the country." — SAPA.

Rhodesia - Labour

MIGRANT MINERS

Wenela looks good

With minimum daily rates on SA mines of R\$1.63 for underground and R\$1.20 for surface workers (compared to the recently established minima on Rhodesian mines of 40c and 35c respectively) Wenela offers a relatively attractive proposition to Rhodesian Blacks.

Just over 8 300 Rhodesians are now working on SA mines. The year-end total is expected to reach 8 500-9 000, with the last batch of recruits for 1975 flying down on December 23.

This exceeds earlier estimates by more than 1 000 with the recruiting rate doubling over the past two months. The reasons, a spokesman at Wenela's Salisbury office told the *FM*, were that pre-rain ploughing is over, and news of wages and conditions has been brought back by the 600-plus Rhodesians who have opted for an early return from the mines.

Recruitment next year is expected to reach 12 000.

The Rhodesian Chamber of Mines has been "very co-operative", says Wenela. There is no shortage of African labour on Rhodesian mines and the Chamber puts the few work-seekers who approach them in touch with Wenela.

All of which means a healthy boost for Rhodesia's tight foreign exchange reserves. Workers have to remit 60% of basic salary after three months to the Post Office savings bank. Wenela estimates that remittances are running between R\$65-R\$70 a month.

Given that workers sign for a year, with the option of a further six months before returning to Rhodesia, the 20 000-odd workers who will have been recruited between January 2 1975 and the end of 1976 will eventually send back at least R\$12m.

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(2) Rhodesia - Labour

RHODESIA F.M. 16/11/76 Jobs for the boys?

"There is no unemployment in Rhodesia," Labour Minister Rowan Cronje said this week. "The fact is we have a labour shortage." And the Minister cited 36 000 unfilled farm jobs and vacancies in the mining industry.

Unskilled labour vacancies, calculated on current wage rates, exist — but why?

There is a farm labour shortage because wages and conditions are bad. Average monthly earnings (cash and kind) in 1974 were R\$15.60. And 46.3% (119 670) of Rhodesia's 258 380 *permanent* farmworkers earn less than R\$180. This *excludes* 121 670 casual, seasonal and contract workers — nearly all of whom fall in the under R\$10/month group, thus raising the overall percentage in this category to 63.5%.

For many rural work seekers, incomes from peasant farming compare favoura-



Rhodesian tobacco workers . . . hardly well paid

bly with farm wages. University of Rhodesia economist Tony Hawkins has postulated that in 1969 the income of a five-member family unit in the subsistence economy was R\$125/year, compared to the, then average agricultural earning level of R\$122.

For 1974, average annual agricultural earnings were R\$187.20, and the five-member family unit income was R\$171.

Further, since the sector falls under the Masters and Servants Act (repealed in SA) there are no wage minima.

In the mining industry "there is no serious shortage of unskilled labour", said a Chamber of Mines spokesman.

Until last October's new determination for wages and conditions in the industry, African labourers on small-workings were excluded from the provisions of the National Industrial Agreement — thus no minimum wage. Since October, shift minima are 35c underground, 30c sur-

BLACK WAGES: PROGRESS IN RHODESIA

The practical value of Poverty Datum Line (PDL) studies is sometimes questioned, not least in Rhodesia, where the University of Rhodesia's 1974 report was treated sceptically by many businessmen.

Yet figures from a recent salary survey of more than 40 companies (reporting on 7 000 out of 41 700 total staff), covering the period 1972-73 to proposed levels in 1976-77, suggest that some either pre-empted the PDL findings or acted soon after they were published.

In 1972-73 average minimum monthly wages of unskilled African workers was R\$33. In 1973-74 it had risen to R\$38, and to R\$46 by 1974-75. Nothing startling there — except six of the firms increased minima by between 37%-78% in 1974-75, to bring their wages to or above the University PDL for a four-member Salisbury family — R\$48,72.

And the proposed average for the 43 firms in 1975-76 is R\$52.

It's a welcome development — though gauging the precise role the PDL report has played is impossible. But the development should be put in perspective against the PDL report itself.

According to the survey, as of July 1975, 35,6% of African employees earned between R\$30-R\$40, and 36,3% earned between R\$50-R\$59 — while the PDL in August 1974, for the average Salisbury family, was R\$76,90.

Other interesting findings: Africans in professional and technical roles represent a minuscule 0,3% of the total work force, while 8,9% of African staff were doing what was effectively journeyman's work, though without journeyman status and pay — thus avoiding apprenticeships and cutting labour costs.

Rhodesia - Labour

F.M. 6/2/76

Brawling miners moved

18/2/76
Mercury Correspondent

JOHANNESBURG — A number of Rhodesian Africans were moved from their compound at Durban Deep Mine, Roo-depoort, yesterday after a skirmish with Xhosa miners in which 23 people were injured.

A spokesman for the mine said the trouble started when a Xhosa worker was assaulted by three Rhodesians as he started his shift.

He described the incident as "not serious."

Police officers said they were called to the mine at 10 p.m. on Monday where they subdued several small brawling groups.

Six of the injured required hospital treatment. None was critically hurt, and police made no arrests.

(1) 2/3

(2) Rhodesia - Labour

MINE RECRUITING

Wooing them south

Wenela recruitment of Rhodesian Blacks for SA mines is going better than ever expected.

Nearly 3 200 enrolled in January, the highest monthly figure since Wenela's operation began just over a year ago.

The February figure is expected to top this — between 4 000-5 000 — according to a spokesman for Wenela's Salisbury office.

"Fantastic numbers are coming in now. The word is getting round from time-expired repatriates who've come back with money in their pockets and savings in the Post Office."

Year-end figure is likely to be around 20 000-25 000 (8 620).

Given an African labour shortage in agriculture of 35 000-40 000 (*FM* January 16) it's not surprising that the Rhodesia National Farmers' Union has become concerned at the numbers flocking to enrol.

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Recruiting for mines will go on

RDM 26/2/76
'Mail' Africa Bureau
SALISBURY. — The Rhodesian Government has no complaints about the working and living conditions of Rhodesian African workers recruited for South African mines.

The Minister of Labour, Mr Rowan Cronje, said in the House of Assembly in Salisbury yesterday that the Government would not stop recruitment for South Africa.

Mr Cronje was asked by an African MP, Mr Tom Zawaira, if he would stop the recruiting in view of the "plight" of Rhodesian miners at the Durban Deep Mine.

The Minister said African workers going to South Africa were all volunteers and the numbers were increasing.

He said reports received indicated that the Durban Deep disturbances on February 14 were started by three drunken Rhodesian mineworkers who attacked a Shangaan without provocation.

(1) Rhodesia - Labour

(2) 711

(3) 213

Rhodesia grabs workers' pay

By CLIVE EMDON

Labour Correspondent

AN AGREEMENT between the South African and Rhodesian governments means nearly all Rhodesian Africans working in the Republic are being forced to have 40 to 66 per cent of their pay deferred and sent to Rhodesia.

The move is seen as a new attempt by South Africa to help bolster Rhodesian foreign exchange.

Spokesmen for the West Rand Administration Board confirmed yesterday that the new deferred pay regulations came into effect on April 1.

They affect all domestic workers, farm labour and workers in the mining industry, and workers employed by hotels or licensed restaurants.

They affect all workers on 18-month contracts. Em-

ployers must conform to regulations by submitting deferred payments to the Bantu administration boards which pass them on to the Rhodesian Government.

The Rhodesian labour attache's duty is to ensure that each worker's deferred pay is sent to a post office nearest his home. It is understood workers' wives can draw on the deferred pay account if their husbands agree.

The new regulations will affect thousands of men working in South Africa. They appear to be part of a Government programme to ensure strict control over all foreign workers.

Earlier this year the Government granted an amnesty for all Rhodesian workers working illegally to declare themselves and become registered workers.

(1) Rhodesia - Laban.

(2) 2711

(3) ~~Rhodesia - Laban~~

(4) ~~2711~~

(5) ~~2711~~

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~~Rhodesia~~ *labour*

6 die in mine

SIX African miners have died in the Mazoe gold mine, north of Salisbury, Lonrho South Africa announced yesterday.

Four bodies have been recovered.

The men died when water flooded the bottom four levels of the mine on Sunday.

A loss in production of about 1 500 tonnes is expected during the next two weeks before full production is resumed.

Sapa.

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MINE RECRUITING Rhodesians worried.

F.M. 25/6/76

Wenela's rising Rhodesian recruitment (FM June 11) in the face of a growing labour shortage on many of the country's farms, is worrying the Agricultural Labour Bureau.

Rhodesia's farm labour shortfall is likely to reach 60 000 by 1980, accord-

ing to a projection in the Bureau's report for the period ending December 1975. Current shortfall is around 32 000.

The Bureau was set up early in 1975 to co-ordinate the labour activities of the six farming organisations. Comments Bureau chairman A H Openshaw: "This represents a very serious position for agriculture."

Unless determined action is taken in the near future, says Openshaw, "the expansion of agricultural production could

be inhibited by the available labour supply: in fact, this is already the position in certain parts of the country".

The report (which has not been publicly released), goes on to express "serious concern" at the effects of Wenela recruitment — 8 622 in 1975, but 12 600 for January-May 1976.

"Not only is the pace of recruitment accelerating, but early failures are already returning from SA with substantial sums of money which, it is felt, may

stimulate interest among potential and existing agricultural workers."

Openshaw discloses that the Bureau resisted efforts by the authorities to extend Wenela's areas of recruitment outside main urban centres.

Not entirely successful, it would seem. Apart from depots in Salisbury, Bulawayo and Fort Victoria, Wenela has begun recruitment in three new Tribal Trust Lands (Gutu, Plumtree and Matopos) in addition to TTLs in north-

Rhodesia - Labour

African *National Union* miners *25/6/76* refuse to work

SALISBURY — About 1800 Wankie Colliery African employees have refused to go underground because of an anonymous threatening letter.

A spokesman for the Ministry of Labour said in Salisbury yesterday that Wednesday's night shift of African miners reported for work at Number Three mine but "stood down" because of the threatening letter.

"This morning the day shifts of African miners at Numbers Three and Four mines refused to go underground, presumably for the same reason" said the spokesman.

"No grievances have been put to the colliery management which, with the assistance of representatives of the National Industrial Council for the Mining Industry, the Chamber of Mines and the Department of Labour is endeavouring to persuade the men to return to work," he said.

A Wankie Colliery company spokesman confirming the refusal to go underground said the reason for the refusal was "not clear." — (Sapa.)

~~Rhodesia~~ *Labon*
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Wankie miners go back

ROM 26/6/76

Mail Africa Bureau
SALISBURY. — Most of the African miners at Rhodesia's Wankie Colliery who refused to go underground because of an anonymous threatening notice have now returned to work, an Anglo American spokesman said yesterday.

The stoppage, which involved 2 400 of Wankie's 5 000 Black miners, began on Wednesday when the night shift at No 3 colliery reported for work but refused to go underground.

A notice displayed at one of the mine villages had warned that their lives were at risk in the mines, and threatened repetition of the 1972 disaster when 427 miners lost their lives in an underground coal dust explosion.

The notice has been banned by the police, who are investigating.

Management at Wankie met the miners yesterday morning, reassured them, and appealed for a return to work.

Illegal workers warned

29/6/76 STAR.

Only about a tenth of an estimated 80 000 Rhodesian Blacks in the country have come forward to be registered under the general amnesty granted by the Minister of Bantu Administration, Mr M C Botha, this year.

Yesterday Mr Botha granted employers of Black Rhodesians until July 31 to have them registered.

He also warned that steps will be taken against employers who have such Blacks illegally in their service after that date, as well as against their employees.

A Rhodesian official said today that there were about 10 000 Black Rhodesians registered in the Republic and that about seven to eight thousand have come forward to be registered since the announcement to legalise their stay was announced.

PROSECUTION

Mr Botha warned employers of Black Rhodesians that they will not only be prosecuted in court but will also, in terms of existing legislation, be compelled to pay the costs in connection with repatriation of such Blacks to their places of domicile in Rhodesia.

Similar steps will be taken against employers who employ Blacks from other neighbouring countries illegally as well as against their employees, the Minister said.

Mr Botha said: "In order to regulate their position a labour arrangement was made with Rhodesian authorities in terms of which all such Bantu persons who are illegally employed in the Republic before April 1 1976, could be registered provided they were in possession of valid Rhodesian workers' travel documents."

Mr F B du Randt, the Chief Bantu Affairs Commissioner for the Witwatersrand, appealed today to employers to come forward and register

① - 200

② Rhodesia - Labor

F.M. 13/8/76

RHODESIA'S JOBLESS**Growing labour reserves**

Official figures put Black unemployment in Rhodesia at around 5 000. Is this an underestimate?

Yes, says labour economist Dr Duncan Clarke, ex-University of Rhodesia lecturer, now at the University of Natal.

In a paper on unemployment completed last month, he calculates that in 1975 there were about 131 000 African men (between 16-60) constituting a "reserve of labour", subsisting mainly in the Tribal Trust Lands, and effectively unemployed. By 1985 there will be a labour reserve of at least half a million men, he calculates.

In government circles unemployment has almost been defined out of existence through two statistical devices:

- Firstly, the 1969 census recorded 24 900 African men unemployed, using the narrow definition of a workseeker as someone who "actively sought work in the week before census enumeration".
- Secondly, by the assertion that not all men "want" employment — therefore assuming an "inactivity rate" of 20-30%.

Clarke notes that the number of adult men and women in 1968 was 1 130 365 and 1 105 245 respectively; he calculates

RHODESIAN MINERS Heading south

F. M.
24/9/76

(1) 211
(2) 277

Wenela's Rhodesian recruitment looks like reaching the 30 000 mark by the end of the year, according to figures released by the Salisbury office.

By the end of August, 19 330 recruits had been flown south. Approximately 16 000 Rhodesians are now working on SA mines, and their monthly compulsory remittances to Post Office savings accounts (60% of basic pay after the first three months) boost Rhodesia's foreign exchange reserves. Wenela's Salisbury manager Harry Plumb estimates that June remittances came to R370 000.

About 4 200 Rhodesians have returned since recruiting started in January last year. Of these, 2 700 broke their 12-month contracts — which can be extended a further six months. Main reason, says Wenela, is reluctance to continue working once R\$200 or so has accumulated in their Post Office accounts.

(1) 244
(2) 277

FIN. MAIL

MIGRANT MINERS 26/11/76 Rhodesians flood in

Wenela's Rhodesian recruiting looks certain to top 30 000 by year-end — and improve Rhodesia's foreign exchange reserves by some half-a-million rands a month. The financial bonus is due to the compulsory remittance of 60% of the workers' basic earnings after the first three months of their contracts.

By the end of October, 26 000 workers had been recruited, and a further 2 500-3 000 will have flown south by the end of November, according to Wenela's Salisbury office. The target figure for 1977 — assuming SA demands do not slacken — will be around 40 000.

By then some 25 000 Rhodesians will be on the mines under one-year contracts with the option of a six-month extension. Remittances will then total about R650 000 a month.

Financial Mail November 26 1976

RHODESIAN WAGES ^{FIN. MAIL} Disturbing figures ^{3/12/76} 977

Former University of Rhodesia economics lecturer, Dr Duncan Clarke (now at the University of Natal) has revised the Poverty Datum Line estimates produced by his university's research team in 1974, and measured the findings against Black wages.

Detailed in an as yet unpublished paper entitled *Inflation and subsistence wages*, the results are disturbing.

Taking the non-agricultural sectors, 56,1% of African workers in 1975 received a monthly cash wage of less than R\$40. This was just 21c above the revised PDL level for a man and woman without children in June 1975.

Clarke notes that payments "in kind" are important in low wage groups, especially domestic workers, who in Rhodesia receive an estimated 50% of all earnings in kind. Nevertheless, if this group is excluded, 43,1% of 465 660 workers received a monthly cash wage below R\$40 in 1975.

The latest official figures for African cash wage distribution only go up to June 1975. So later comparisons are impossible. But Clarke estimates that a man and a woman in September 1976 required R\$45,73 to meet their PDL (August 1974 — R\$36,50).

Yet 54% of urban African families (in Salisbury) were constituted in households of seven or more persons. In this category, the September 1976 PDL is put at R\$102,63.

Clarke goes on to analyse the wage policy of the State — as expressed through minimum rates of pay established by industrial boards and councils.

"In 1975 there were approximately 173 000 urban-industrial African workers covered by industrial boards (on which unions have no representation) whilst another (estimated) 70 000 Africans were covered by industrial council agreements, the latter being established as a consequence of negotiations with unions . . . However, no board had established a minimum rate (at the lowest level) which was adequate for a 2-child family."

Clarke continues: "Indeed, in 1974-75, 46 of the 56 boards made adjustments at rates of increase below the then current recorded annual rate of inflation. The average (lowest) minimum rate in the boards system in 1975 was R\$38,88 monthly."

As Clarke concludes, it illustrates the extent to which wage structures remain "palpably inadequate". The tragedy is that for the most part Rhodesian business and industry are unsympathetic to the PDL concept — even if informally some of the larger corporations make use of it.

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25/12/76
**Drivers strike
over bonus**
SALISBURY — City bus
drivers went on strike
here yesterday, disrupting
the city's transport system
at a peak shopping period.
The Salisbury bus com-
pany said its drivers
struck because of a Christ-
mas bonus dispute —
SAPA.

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RAM 29/12/76
Salisbury bus

drivers fined

SALISBURY. — A group of 20 Salisbury bus drivers were yesterday each fined R53 or 40 days in the Salisbury Magistrate's Court for taking part in an illegal bus strike.

The strike has crippled the city's bus services since Christmas Eve.

They were the first of about 800 drivers of the Salisbury United Omnibus Company who are due to appear in court on charges under the Industrial Conciliation Act.

To save court time, the remaining strikers may be given the option of paying admission of guilt fines of R53.

The twenty bus drivers pleaded guilty to taking part in an illegal strike.

The men stopped work in support of a demand for an

increased Christmas bonus. They spent the Christmas holidays in Chiurubi prison near Salisbury, refusing to go back to work.

An agreed statement said the drivers sought a Christmas bonus of a month's wages last October and had been told by the general manager of the Salisbury United Omnibus Company, Mr Peter Hornblow, that the bonus had been decided on the same basis as last year.

Mr Hornblow said the bus company belonged to the United Transport Group, employing thousands of workers, and that the bonus decision affected large numbers of employees.

The work stoppage began after the morning rush hour on Christmas Eve. Sentence will be passed later. — Sapa.

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Probe into
Cape Times
guerrilla 8/2/77
'recruiting'

Own Correspondent

JOHANNESBURG. — South African security police are investigating disclosures that Rhodesian migrant workers are being recruited in the Republic to fight as guerrillas for the Zimbabwe Peoples Army (Zipa).

Brigadier C F Zietsman, acting chief of the security police, confirmed yesterday that reports of large scale recruiting in South Africa by agents were being investigated, but declined to comment further.

The Cape Times Africa Bureau disclosed in an interview from Francistown last week that hundreds of agents were said to be still operating in South Africa and that a single agent had recruited about 550 men and women during the past 10 years.

The agent, Mr Gilbert Ngwenya, 32, has now left South Africa to actively fight for Mr Joshua Nkomo's Zapu forces.

Red-tape bungling surrounds the registration of Rhodesian Africans and the deferment of a portion of their pay.

There have also been repeated complaints about the large proportion of Rhodesian blacks' pay which they have to send back to Rhodesia.

More than 60 000 Rhodesian blacks are legally in South Africa and their status in the country is regulated by an agreement drawn up between the South African and Rhodesian governments which came into effect last year.

Controversy

In terms of the agreement, a percentage of black Rhodesians' wages has to be deferred and remitted monthly to a Bantu Affairs Administration Board for transmission to the workers' home districts in Rhodesia. Their families there may draw on this money, or they can use it when they return to Rhodesia.

In the words of one official at the Rhodesian Diplomatic Mission in Pretoria, the deferred pay scheme has been "the subject of considerable controversy."

Some angry black Rhodesians complain that pay which was deferred six months ago has not yet got to their districts in Rhodesia. This has been confirmed by employers who have been able to produce documentation to substantiate this.

Some employers have complained in past months about apparent disorganisation at the West Rand Administration Board, although there are signs of improvements recently.

A housewife in Rose-

There is growing anger among Rhodesian blacks living in South Africa. TONY DUGAN and TOM DUFF report that they seem to have reason for rage.

Wages bungling angers workers from Rhodesia

bank showed The Star a "receipt" her gardener received when he paid his first three deferred pay instalments in cash to the board.

It was a strip of paper which looked as if it could have been torn from a notebook. The only indication that it was a receipt came from the cash register figures on it.

Grievances

A Houghton businessman last year paid his domestic servant's deferred R15 each month by cheque. He started paying the deferred amounts in May after his worker was registered, but when the worker returned to Rhodesia in August — after R60 of his salary had been paid in — he found himself caught in a bureaucratic tangle and could not get his money.

But one of the major grievances of the blacks is the large percentage of their wages which have to be sent back to Rhodesia.

This amount ranges from about a half to two-thirds of their wages.

For example: R15 is deferred from the pay of a man earning between R31 and R40 a month; R40 from a man earning between R71 and R80; R100 from a man earning between R141 and R150. For those earning R151 and more, two thirds of their pay is deferred.

"This is absolutely ridiculous," said one employer interviewed. As was the case with most other people interviewed, she asked that her name should not be made public, "because I don't want to get my workers into trouble."

She pointed out that many of the Rhodesian workers were finding it extremely difficult to live on the amount of money left to them after the deferment had taken place.

"It's just encouraging them to become terrorists," said another employer. "They are very, very unhappy with what is happening to them."

Some of the Rhodesians have also expressed concern about the possibility of them losing all their

deferred pay if a new regime comes into being in Rhodesia.

The penalties for them not being properly registered and not having their pay deferred are severe: They face deportation while their employers face a large fine.

"We get a lot of grumbles from the blacks, but after you explain it all to them they understand and go away happy," claims a Rhodesian diplomatic official.

Minefield

Some employers do not take such a complacent view and feel that the Rhodesians are becoming extremely frustrated.

Officials at the Rhodesian Diplomatic Mission do show a great willingness to help both employers and employees alike to navigate their way through the bureaucratic minefield.

They appeal to people with difficulties to get in touch with them by writing to the Rhodesian Diplomatic Mission, PO Box 153, Pretoria 0001.

277, 209
Rhodesian
Labour

Pensions worry Whites

SALISBURY. — More than 3 000 Rhodesian local government employees, most of them White, want their pension scheme changed so that they can get a lump sum payment if they lose their jobs under a Black government and emigrate. The workers are members of the Local Authori-

ties' Pension Fund which has assets of R43-million. They are afraid that the bulk of this capital could be taken over by a Black government.

"We want the pension fund changed into a provident fund so that members can get all their money out in a lump sum," said

Mrs Merryl Beaton, secretary of the Salisbury Municipal Employees' Association.

"Obviously if members lost their jobs under Black rule they would prefer not to stay here drawing a monthly pension cheque. They would want to take their money and go," she said.

The association plans to meet the Minister of Local Government, Mr. Bill Irvine, to discuss the matter. It also wants clauses inserted into the pension agreement to safeguard profits earned by the fund's investments.

In Bulawayo the chairman of the Municipal Employees' Association, Mr. Henry Sage, said his members' main fear was that their pension money could be seized by a Black government. — Sapa

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Labour bombshell for Rhodesia

An African salesman, Mr Max Uzande, earned R22 500 last year in salary and commissions, topping the income of all his colleagues, both black and white, in one of Rhodesia's largest insurance companies.

In the same year, official statistics show 122 000 of the total black labour force of 900 000 earned less than R12 a month.

The contrast, though startling, represents a fair indication of the state of labour relations in Rhodesia today. For the fortunate few with education and/or a good sponsor, there are no limits. And a small but affluent middle class has developed among those in employment to join those whose entrepreneurial skills have over the years overcome other disadvantages like lack of education, to bring them wealth and a certain amount of respect.

For the mass of workers, however, the paternalistic labour relations system persists.

A recent official statistical survey showed the following pay scales for blacks: in industry the majority earn between R7.5 and R15 a month; domestics the same; mining and quarrying: R15 to R23; construction, finance, real estate, health: R30-R38; manufacturing, electricity, water distribution, restaurants, hotels and public administration: R38 to R53; transport and communications: R53 to R68; educational services R68 to R83. Not many earn more, says the survey. Of 830 000 workers surveyed only 30 000 earned over R83 and only 10 000 earned R225 or more.

Commercial workers recently received a pay rise — from R6 a month to R7 for the lowest paid and from R227 to R250 for the highest categories. A five percent pay freeze is now in force on all incomes above R56 a month. Inflation for lower income groups is running at 19.8 percent on official

The biggest bombshell likely to hit Rhodesia will come not from military action, but from its own labour force. The economy depends for its survival on cheap black labour, but the country's black people are about to demand much higher pay. JOHN LEECH reports from Salisbury.

figures.

By contrast, some 130 000 white, coloured and Asian workers earn a total of R502-million or an average of over R3 750 a year, compared with an African average of just over R375 though even this figure is high by African standards.

This is not to say that there have been no improvements in the black workers' situation over the years. According to a government survey in March, 73 percent of the black workforce was earning less than R7.50 a month in 1973, while now the figure is only 37 percent.

But mounting political and military pressures are bringing about a new impetus for change.

Another factor assisting in the black worker's emancipation is the outflow of white skilled personnel either into the security forces or out of the country altogether. Considerable thought, effort and money is now being put into training programmes and accelerated advancement in the private sector. But there is little sign of comparable movement in the public sector, other than in the forces.

The likelihood is that these efforts will prove insufficient to prevent labour problems proving the biggest bombshell ever to hit this country's economy, either before or after independence, depending on how long that takes to come.

Because for all its achievements in the face of sanctions since UDI, this economy depends for its very survival on cheap labour and that is unlikely to continue to exist for much longer.

Rhodesian exports, upon

which the economy depends, are mainly in the primary sectors of mining and agriculture. Both of these, by the government's own admission, figure at the bottom of the wages pyramid and both are only marginally competitive.

Already, black trade union leaders have served notice of impending demands for a national minimum wage based on a poverty datum line of R55 a month for a family of six.

They have also served notice that they intend to face the government and employers shortly with claims for pay rises varying from 30 percent to 70 percent, together with demands for the introduction of national unemployment and pensions schemes.

Even within the present wage structure, Rhodesia will need an economic growth rate in real terms of 10 percent a year until 1985, just to keep up with the rising job needs of a black population — which is increasing at a rate of 3.6 percent a year.

For the past two years there has been a negative growth rate in real terms. The prospect for this year is more of the same, and the best the economy has ever achieved is a compound annual real growth rate of 5.8 percent.

The prospect, therefore, is for a post-settlement economy that will be faced not only with an annual demand for more jobs than has ever been achieved before, but also with the challenge of a massive wages explosion — a combination of mutually exclusive factors which will make the country's return to open trading difficult indeed. — Financial Times News Service.

For the first time in the history of the country, the black labour force is about to demand much higher pay.

The biggest bombshell likely to hit Rhodesia will come not from military action, but from its own labour force.

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for 13/6/77
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Mobilising business, again

While the Urban Foundation and others ponder codes of conduct, they should take a look at what's happening north of the Limpopo

There have been no major new initiatives by Rhodesian business in the field of corporate social responsibility in the past year. Nonetheless, there has been steady progress on a number of fronts.

● **Wages.** Organised commerce and industry has never come out publicly in favour of paying PDL wages, but figures for cash wages (excluding payment in kind) show a material improvement in recent years.

Latest figures are for mid-1976. They show that the number of blacks getting less than R\$50 monthly a year ago was 62% of the employed labour force (outside agriculture), compared to 82% in 1973.

The University of Rhodesia's PDL, published in 1974, was in part financed by the private sector. Updated for inflation, it currently stands at around R\$100 a month for a family of six. In June last year only 11% of blacks employed outside agriculture (where wages are far lower) received more than R\$90. It was 2% in 1973 — so there is some improvement.

● **Pensions.** Employer bodies encourage members to provide pension and medical aid schemes for black employees. Rhodesian med-aid schemes are not racially segregated, but only apply to employees

above stated wage minima. On pensions, the major development is a pension scheme for African farm labourers implemented by Rhodesia's National Farmers' Union.

● **Education.** Rural employers have long provided education facilities at mines or large farming estates (Triangle, Hippo Valley, Tanganda Tea, etc).

● **Jobs.** Partly reflecting the current manpower shortage, the outflow of whites and the call-up, far greater vertical job mobility for blacks in business has been apparent over the past 18 months. The public sector, which previously was reluctant to engage blacks in administrative jobs has softened its line. Black graduates are being absorbed into the public service in increasing numbers.

● **Specific funds.** Rhodesian Breweries, TA Holdings and Shell Rhodesia founded the Whitsun Trust, which carries out various educational, rural development, and other projects aimed at improving the position of the black majority. The Rio Tinto group has built a secondary school for skills training and is also building a farming and building centre.

Rhodesia Breweries and other leading companies were also involved in a R\$4,5m housing project for middle and

senior black executives. The scheme will provide freehold housing and a total of 352 houses. Mortgage facilities are being provided by a major building society. Other companies involved include the Barlow group, Springmaster (part of Afcol), Lever Bros (Unilever), and Rhodesian Oxygen.

Rhodesia has not had Soweto-style disturbances. Businessmen there believe this is because race legislation has always been much more moderate than in SA and because the Industrial Conciliation Act, while discriminatory, does provide for a bargaining process that takes much of the steam out of labour disputes. Rhodesia had a number of political strikes in 1972 at the time of Pearce.

The wage freeze imposed in February this year as an anti-inflation measure does not apply to workers earning less than R\$75 a month. The view is that the more that can be done to push up these wages the better, and organised commerce and industry is encouraging members to increase pay packets.

Last month 39 top business leaders wrote an open letter calling for the abolition of racial discrimination. Certainly, the reality of black rule comes closer, businessmen have become more flexible on race problems.

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RDM 2/8/77 (277)

T E X T U S.

C O M M E N T A R I U S.

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T. R. T. D.

Continuation.



Quarta species delicti, unde obli-
tio & actio inter privatos nati-
sti injuria seu contumelia. Quae
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tie tam arguant aut minuant, &
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T E X T U S.

Generaliter injuria dicitur omne, quod
jure sit: specialiter, alias contumelia, quae ad
contumendo dicitur est, quam Grati V. G. appellat

Shock^{RDM}_{24/8/77} ⁽²⁷⁷⁾ report on Rhodesian farmhands

'Mail' Africa Bureau

SALISBURY. — The real earnings of African workers in Rhodesia in 1974 were no higher than they were in 1948.

This shock claim is made in a book by Dr Duncan Clarke published in Rhodesia.

Dr Clarke, a former Rhodesian lecturer, is now working for the International Labour Organisation in Geneva, and the book was commissioned and financed by the Catholic Justice and Peace Commission.

Dr Clarke draws attention to "generally poor working and living conditions" on Rhodesian farms.

The commission says the book breaks through the "deafening silence" surrounding the farmworkers and their families who are a fifth of Rhodesia's 6 500 000 population.

Dr Clarke notes the preponderance of women in the labour force, the separation of infants from their mothers because of the long working hours, the high illiteracy rates among adults and children who live and work on farms, the high incidence of disease because of poor nutrition and insanitary living conditions.

He writes of squalid living conditions, including inadequate housing, overcrowding and lack of sanitary facilities.

The commission says the Masters and Servants Act (1899) still governs the relationship between farm owners and their employees although in 1975 a High Court judge placed it in the category of "drastic, oppressive or archaic legislation".

Paralysed mine: 'All quiet'

ARGUS 16/8/78

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SALISBURY. — Mangula copper mine is paralysed for the second day because of a strike of 1 700 black workers.

Senior company officials and advisers from the Associated Mineworkers of Rhodesia were in conference today hoping to end the strike.

Police reported a 'quiet' night after yesterday's police shootings in which four blacks were killed. Five people were injured, four seriously.

A spokesman said the 20 policemen opened fire on the crowd of about 3 000 after Superintendent Robert Bedingham and a colleague were pulled into

the crowd while trying to make arrests.

Superintendent Bedingham was injured on the arm when a miner hit him with an iron bar.

The police, who had earlier fired teargas, fired when the miners tried to breach a barricade in front of the offices.

Four miners died in the volley and five were wounded.

The mine recently awarded pay increases averaging 10 percent, but a miners' representative said there was general concern that wage levels were falling behind the rising cost of living.

The resident director of the mine, Mr H C Iverson, said: 'Most of my long-term and most trusted workers are so scared by all the threats from the agitators that they will not tell me who is responsible for this trouble.'

Whites were keeping the mine open today but production, about 170 000 ton a year, had stopped. — Sapa and The Argus Correspondent.

5A. The Romantic Monument was, in part at least, a reaction against the Rationalist doctrine that it was possible to alter institutions through the application of a few self-evident dictates of pure reason. Assuming the effect of the reaction on

J. B. R.
HISTORICAL MONUMENT.

Historical

Bones. A History of Historical writing.
C. P. Good. History and Historians in the Nineteenth Century.
Schunk. The Mind of the European Romanticism.
Stem. The varieties of History
Thornby (ed) The Romantic Movement

6/9/77 R.D.M. 293

Registration deadline is set for black Rhodesian workers in SA

DISCUSSIONS which centred mainly on black Rhodesian domestic workers in South Africa and their conditions of employment were held in Pretoria yesterday between South African and Rhodesian

officials.

In terms of an agreement between the two governments employers of these Rhodesians in South Africa have until the end of the month to register them, failing which they will be repatriated.

After the talks the fol-

lowing joint statement was issued by the Deputy Minister of Plural Relations and Development, Dr W L Vosloo, and the Rhodesian co-Minister of Internal Affairs, Senator Chief Kayse Ndweni:

"Various matters of mutual interest to the Rhodesian and South African authorities regarding the employment of black Rhodesian workers in the Republic of South Africa were discussed in Pretoria today.

"The discussions, which were conducted in a good

spirit, were also attended by the Rhodesian accredited diplomatic representative in South Africa, Air Vice-Marshal H Hawkins, the Rhodesian Secretary for Internal Affairs, Mr A D B Yardley, Mr P R Kullen of the SA Depart-

ment of Foreign Affairs, and various other officials of both governments.

"The discussions centred mainly around black Rhodesian domestic workers in the Republic of South Africa and their conditions of employment." — Sapa.

Skilled whites quitting Rhodesia

CHRIS FREIMOND
Salisbury

273

IN THE first six months of this year 6 493 Rhodesian whites emigrated. The present white population — between 230 000 and 240 000 — is 10 % down on last year.

"Commerce", magazine of the Associated Chambers of Commerce of Rhodesia, reports on the loss: ● **BUILDING**: Since 1975 the industry has lost 25 % of its skilled manpower and has reduced its apprentice intake from 40 last year to 29 this year. Mechanical engineering has lost at least 600 journeymen over the past year — 12.5 % of the industry's total. Apprentice intake dropped from 354 last year to 275 this year.

● **MINING**: According to the Secretary of the Chamber of Mines, Mr Ken van der Plank, the situation on most mines is so serious that only breakdown maintenance is being carried out.

The problem is that the men move to safer jobs in urban areas away from the high risk operational areas in which most mines are situated.

Even though blacks are being trained in skilled jobs it would be many years before they could take over the industry fully. Without whites the mines would grind to a halt, Mr Van der Plank said.

● **MOTOR**: This industry has probably fared best so far and even managed to increase its apprentice intake by 100 over last year to 752. Mechanics are short in the rural areas.

Training of black apprentices has increased dramatically but belatedly. Of the 4 019 industrial apprentices in training, 814 are black. If too many skilled white journeymen leave there will be no-one to train the blacks.

● **HEALTH**: "If the shortage of doctors leads to a breakdown in the health services and epidemics break out as a result of the war, industry could find itself closed down overnight," the magazine said.

What has stopped even more skilled whites leaving is the fact that pay packets are substantially fatter than in most other Western countries and compensate men for the considerable military commitments and the isolation of sanctions.

20/10/78

Exodus of labour hits Rhodesian economy

By Chris Freimond

SALISBURY — The future of commerce and industry in Rhodesia will depend largely over the next few months on the number of cars making the one-way trip down south.

The exodus of whites, especially skilled industrial workers, has become the major headache facing big business and although planning is being aligned to a bright future most observers believe things are going to get far worse before they improve — if they ever do.

In the first six months of this year 6 493 whites emigrated. The exit figures for the current six months are expected to be far higher with the possibility of a scramble to get out early next year if the situation turns more sour than it is.

The present white population has been estimated at between 230 000 and 240 000 — ten per cent down on last year and more than 15 per cent below the population record of 277 000 in 1976.

Although the chances of a handover to a majority rule government on December 31 appear at this stage to be extremely remote due to delays in what Premier Ian Smith has described as "the mechanics" of the changeover, the majority of whites are becoming more restless as the end of the year approaches and many are known to be planning holidays out of the country over the Christmas-New Year period to be able to see which way the ball bounces before deciding whether or not to return.

According to "Commerce", the official magazine of the Associated Chambers of Commerce of Rhodesia,

the loss so far of skilled whites has varied from one industrial sector to another.

There has been a serious loss in the building industry which is regarded as the barometer for all industry.

"Commerce" reports that since 1975 the industry has lost 25 per cent of its skilled manpower and has reduced its apprentice intake from 40 last year to 29 this year.

The mechanical engineering sector has lost at least 600 journeymen over the past year which is 12-and-a-half per cent of the industry's total. The apprentice intake dropped from 354 last year to 275 this year.

The mining industry is experiencing a serious shortage of skilled men. Of the 1 800 skilled workers an estimated 200 left in the seven months from last September and the loss over the past few months is believed to be even higher.

According to the Secretary of the Chamber of Mines, Mr Ken van der Plank, the situation on most mines is so serious that only breakdown maintenance is being carried out.

The problem in mining is not so much men emigrating as them moving to safer jobs in the urban areas away from the high-risk operational areas in which most mines are situated.

Even though blacks are being trained in skilled jobs it would be many years before they could take over the mining industry fully from whites without whom mines would grind to a halt, Mr Van der Plank said.

The motor industry has probably fared best so far and even managed to increase its apprentice in-

take by 100 over last year to 752.

There is a shortage of mechanics in the rural areas but the industry is keeping up with maintenance demands in the towns and cities.

Perhaps too late, the training of black apprentices has increased dramatically although they still form only a small percentage of the total intake.

Of the 4 019 industrial apprentices in training, 814 are black. The problem, however, is that if too many skilled white journeymen leave there will be no one to train the blacks.

White collar and professional workers too are leaving adding to the threat to the future.

"Commerce" says if the country's professional and managerial skills are lost the ability of the economy to run smoothly is seriously impaired.

"If the shortage of doctors leads to a breakdown in the health services and epidemics break out as a

result of the war, industry could find itself closed down overnight," the magazine said.

If after majority rule there was a mass exodus of skilled whites from industry resulting in a disrupted economy the loss to the nation would be inestimable, it added.

Pay packets are substantially fatter than in most other Western countries and although men are faced with considerable military commitments and there is the isolation of sanctions, they live comforted by the knowledge that they are earning several times more than they could be in, for example, the United Kingdom.

To prevent a serious decline in industrial and agricultural output, essential services and living standards, "Commerce" says the future government will have to give positive encouragement to the existing skilled white labour pool to remain in the country and train local people for as long as possible.

... and Zambia faces the same problem

LUSAKA — Unless the Zambian Government takes immediate action to stop the present exodus of white miners, the mining industry will run into serious production problems next year.

The exodus is so serious that Roan Copper Mines (RCM), Mufulira division alone will lose about 75 per cent of its essential sectional engineers by May next year and it is feared this could pose a production crisis.

This warning was made at Mufulira on the copperbelt by the administrative manager of

the division, Mr Paul Chibulu.

Mr Chibulu said experienced expatriate staff were leaving the industry in large numbers, adding that unless immediate steps were taken to halt the exodus, the whole copper mining industry would be plunged into serious production problems.

Presently, Mufulira has 26 key sectional engineers. Six of them will be leaving before December this year while another 12 will leave by May next year. — DDC

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RHODESIA - labaw

1-1-79 - 30-12-80

11/3/79

Group boosts Rhodesia's trade

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RHODESIA is now a major source of supply for the Durban discount group, Game, and a group delegation will be visiting the Rhodesia trade fair later this year looking for new products.

Mr John Dobbin, president of the Game group, said that at this stage it was not certain whether he would be part of the delegation.

"I was in Rhodesia last year and was very well received. In fact, as a result of an interview with Rhodesian

Tribune Reporter

television we were inundated with inquiries from Rhodesian manufacturers eager to supply us.

"We were so overwhelmed that the Chamber of Commerce set up special facilities to assist us and during three days we received 350 inquiries from Salisbury and about 80 from Bulawayo.

"As a result we are now importing from 12 Rhodesian manufacturers — mainly

textiles, clothing and hardware — and now we are going back to have a look at what else Rhodesia has to offer," Mr Dobbin said.

He added that a mail order scheme which the group had been considering had had to be shelved because they were heavily committed to a major expansion campaign.

"But once we have that in hand the mail order scheme is definitely something we will be reconsidering in the new year."

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cial problems? W
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3. What do you thi
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4. What accessories
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extras, whitewalls
5. How do you use y
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you feel about let
7. Where do you ge
care of it — check-u
8. What plans do you
9. What kinds of thi
when they buy a car
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of cars do your frie
11. I'd like you to thin
ing and driving a ca
12. When people talk ab
What about the new
cal advantages? Des
steering? Kind of e
carburetor, clutch, g
13. How do people find
where have you res
newspapers, radio, T
14. Think of some ad ve
automobiles; what c
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think of the claim?
15. What is your opinio
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with auto ads in mag
16. What do you think
this long? Do you th
What are its drawba
you like especially ab

2. How did you come to buy your present car? What were the circumstances; what things entered into your decision? Did anyone help you decide? Were there any objections; any special problems? Why did you choose that type (sedan, convertible, etc.)? What are the mines? Is it; how did

This system of deferred pay is also in existence in Mozambique, Lesotho and Botswana.

the post office and the civil service in general will not collapse under the new administration," said Mr. Tuckey. The money earns interest while in the post office account.

in South Africa need not fear they will lose the portion of their salary they are forced to send home each month, said the assistant attache for Rhodesia in Pretoria, Mr Ken Tucker.

workers:
no change

Mercury
Correspondent

SALISBURY —

Rhodesian agriculture was on the verge of collapse and unless the Government immediately bolstered the industry the country could face massive food shortages and famine the vice-president of the Rhodesian National Farmers' Union, Mr. David Spain, warned yesterday.

At a meeting in Salisbury attended by more than 400 farmers from all over Rhodesia the recently announced crop prices for next season were rejected and a resolution adopted calling for immediate renegotiation with the Government.

In a morning of startling revelations of how serious

Rhodesia faces farmers' 'strike'

23/5/79

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the situation in Rhodesian agriculture had become it was disclosed that:

Unless higher prices were agreed to "many hundreds" of farmers would have to pack up;

Too late

It was already too late for hundreds of others but a last effort was called for to save those remaining and create the confidence and opportunities needed

to break the stranglehold on the industry;

The war situation had decreased farmers' morale to such an extent that many considered the production profits to be not worth the risks;

The current estimated production of maize may not meet the country's needs and national stocks may have to be drawn on; By next year reserves could be dangerously low

and have no way of being replenished;

By June next year Rhodesia may have to import white maize — if any was available — at prices far above what the farmers were now asking of the Government;

Food shortage

The possibility of a national food shortage or famine could not be ruled out;

militant, and the resentment of their treatment by the co-Ministers of Agriculture, Mr. Mark Partridge and Mr. Joel Mandaza, who rejected invitations to attend the meeting, was clear.

Rhodesia's "maize grower of the year", Mr. John Eden of Lomagundi, told the meeting that "only an absolute idiot fool will plant maize next year" at the announced prices.

A virtual breakdown of law and order in many rural areas was leading to the theft of cattle worth R1 250 000 a month. Total losses were already R15 000 000.

Representatives from all sectors of agriculture including the Black farmers' union were united in their calls for a better deal.

It was believed to be the first time that the RNFU had totally rejected

Government pricing announcements.

A farmer who had been on the Rhodesian land for 42 years said he had never known of a protest like yesterday's.

The meeting could be interpreted as a feeling of no confidence in the Government's entire agricultural policy, Mr. Spain said.

Injection

"The industry desperately needs a financial injection to get it back to where it should be, and where it was a few years ago, and thereafter a formula must be adopted to maintain the situation," he said.

The crisis appeared to have its roots in the official policies on product prices applied to crops and livestock since 1975/76.

"From that time the value of gross output in agriculture has remained static or declined, whereas the prices of input items have continued to rise mainly due to imported inflation," Mr. Spain said.

The mood of farmers attending the meeting was

21/6/79

Zimbabwe Rhodesia tobacco industry (273) in parlous state

SALISBURY — Zimbabwe Rhodesia's tobacco industry had experienced the most difficult season in its history, it was stated here.

The president of the Rhodesia Tobacco Association, Mr D I Bulloch, told the association's annual congress that the war, sanctions, drought and non-recognition had all contributed to the drop in the quality of tobacco produced this season.

"The crop has been produced in the middle of a war situation, with a heavy security risk and call-up responsibility on all our growers' shoulders, and daily

danger to the lives of their families."

Mr Bulloch said many tobacco farmers were in a "critical financial position. This number has grown alarmingly."

The Ministry of Agriculture, however, was doing its utmost to maintain the present number of farmers.

The tobacco industry, this country's chief revenue earner for many years, has been declining steadily since the international community imposed trade sanctions in the 1960s.

"Once sanctions are removed, every effort must be made to regain our rightful place in world markets, and the sooner the better," Mr Bulloch said.

There was intense feeling about the lack of adequate returns to growers, but he warned that these problems would not be solved by making public statements.

He advised farmers to use the appropriate channels if they had grievances.

He admitted however, that during the next three weeks proposals and suggestions had been submitted to the Ministry, "but so far to little avail."

Mr Bulloch said the new Minister of Agriculture, Mr Bill Irvine, was reviewing all "aspects of agriculture's problems." — Sapa.

New rules for ZR ²⁷³

In the south-western areas of Zimbabwe Rhodesia it has become an accepted thing that the Matabele man should prove himself by travelling south to spend a part of his life working in "Egoli."

And for just as long as

GEOFF CLARK, of The Star's Pretoria Bureau, outlines a new system for STAR regulating the flow of Matabele immigrant workers to South Africa. 17/9/79

this influx has endured, Johannesburg housewives have smugly larded their tea and dinner party conversations with the merits of their domestic servants from the Plumtree area.

In recent times the official eye has focused increasingly on what was once a relatively unhindered flow of men going southwards to seek work and others travelling north to return home with the rewards and the tales of their experiences on the Witwatersrand.

The regulations have become stricter and, at the same time, the number of illegal Zimbabwe Rhodesian workers in South Africa has soared. Estimates vary between 20 000 and 40 000.

Now the South African and Zimbabwe Rhodesian governments agreed on a new system of regulating the flow of the Matabele migrant workers.

South Africa will admit 100 Zimbabwe Rhodesian workers a month: they will be allowed to work only in the areas administered by the West Rand or Eastern Transvaal Administration boards; they will be allowed into the country only after they have been requisitioned by prospective employers and all the

formalities have been completed in Zimbabwe Rhodesia; and they will work on a 12-month contract.

Mr James Coetzer, attache (home affairs) at the Zimbabwe Rhodesian Diplomatic Mission in Pretoria, said in an interview he believed fears that the new system would prejudice South African-born workers were unfounded.

Mr Coetzer explained the procedures for prospective employers and workers.

Those Zimbabwe Rhodesians in the area controlled by Wrab could work as servants in private homes, in hotels and restaurants in capacities other than chef or steward. Those in the Eastern Transvaal — "I doubt there would be more than ten a year," he said — could work in agriculture where there was a particular need for somebody with specialised knowledge in a field such as tobacco.

People wanting to employ a Zimbabwe Rhodesian should apply to the appropriate administration board. They could ask for a category of employee, such as a gardener or house servant, or they could requisition for a specific person.

The administration board would then contact the Zimbabwe Rhodesian authorities, who would complete the formalities so that when the worker entered South Africa at Beit Bridge — the only point of entry recognised under the agreement — he would be completely legal.

The employer was obliged to pay the administration board a non-refundable repatriation fee of R30 and enter into a 12-month contract with the worker, who would have to return to Zimbabwe Rhodesia at that time.

No Government crisis' over Rhodesian strikes

STAK 19/3/80

(273)

The Star's
Africa News Service

SALISBURY — The outbreak of strikes at factories in Salisbury and Bulawayo did not indicate that Mr Robert Mugabe's Government was facing a crisis in meeting the expectations of the country's black workers, a Zanu (PF) spokesman, Mr Justin Nyoka, said today.

Mr Nyoka was reacting to suggestions that the

wave of strikes involving more than 4 000 workers at six factories was the first sign of a crisis of rising expectations among black workers after Mr Mugabe's election triumph two weeks ago.

"This is no crisis of expectations because most of the workers who are Zanu (PF) supporters anyway know that the party has not yet taken over the reins of government," Mr

Nyoka said.

"One should not overlook the fact that workers are sensitive to abuse," he added.

The strikes started on Friday and have so far affected only textile and metal manufacturing companies. The grievances varied from factory to factory and while some have been resolved negotiations are still continuing at others.

At the first factory hit by the strike workers walked out because of a misunderstanding over their pension contributions.

A spokesman for the factory said that the workers had had a reasonable query, and after it had been explained to them they returned to work the same day.

But at another factory outside Salisbury 900 wor-

kers went on strike Monday morning because they claimed one of the had been abused by management.

The owner of the factory Mr Vic Cohen, said today he was hoping his work would return to work day. He felt the work were just using their stat grievance as an excuse strike. Mr Cohen could not give any other reason for the walkout.

Industrial strikes spread in Rhodesia

STAR
20/3/80

273

The Star's Africa News Service

Salisbury

Prime Minister-designate Robert Mugabe's Zanu (PF) appears to be losing its influence with thousands of striking workers as industrial unrest spreads in Rhodesia.

An official source said Lord Soames was aware of the problem and was "naturally concerned about it," but the British administration is understood to have taken no action.

The majority of the 6 000 workers from nine factories who went on strike yesterday had returned to work today, but the unrest continued with new strikes including one at the Gatooma spinning mills of the gigantic David Whitehead textile company where well over 1 000 workers are involved.

Most industrial concerns appear to be reporting directly to the Ministry of Labour which said it was too early to give an up-dated report to the Press.

Since Friday about 15 factories have been affected.

In the first days of the strike officials at factories affected conceded that Zanu (PF) officials had been instrumental in persuading workers to return to work.

Burden

But yesterday at the Bata Shoe Company in Gwelo, the biggest factory to become involved in the

failed in attempts to get the strikers back to work.

The burden of resolving the growing unrest appears to have been handed to Mr Mugabe despite the fact that he and his new government do not yet have the formal powers to do anything about it.

Companies affected by the strike included the Dalny gold mine, at Chakari, west of Salisbury.

At Roberts Construction, 420 workers have called a "go-slow" strike.

The president of the African Trades Union Congress, Mr Phineas Sithole, said the strikes were a reflection of the political climate and not the industrial situation.

The publicity secretary for the Zimbabwe Federation of Labour, Mr A J Shoko, said it was natural for the workers to behave as they did because of the "high expectations about immediate improvements."

He added that negotiation for improvement of workers' conditions could not be undertaken until the new government had been formally installed.

* Cannot graduate H Dip Lib as she has

Rhodesian strikes are embarrassing Mugabe Govt

The Star's Africa News Service

SALISBURY — There is growing anger in Premier Mr Robert Mugabe's Zanu (PF) party over the continuing industrial unrest in this country, according to sources close to the Prime Minister.

"These people (the strikers) are obviously being used as puppets. The Government should take tough measures against these people. They are doing this for no other reason but to embarrass the new Government."

"When the (Bishop Abel) Muzorewa puppet regime was in power they were quite happy with their salaries. Now they have genuine majority rule they down their tools and demand more money."

"They forget that majority rule brings with it responsibility. It does not only mean more money; it means hard work," said a highly-placed source.

As Zanu (PF) officials were planning a new course of action at party level to deal with the strikers, more than 3 500 workers yesterday downed their tools.

DEMANDS

All but one of the demands by the strikers were for higher wages, and only two of the companies managed to settle the disputes yesterday, according to a statement by a spokesman for the Ministry of Labour and Social Welfare.

In other moves, hundreds of prisoners convicted of "politically motivated offences" will be released from Rhodesian prisons from today and the country's controversial martial law has been lifted.

About 360 people are believed to have been executed on sentences passed by the military courts which were

STUD NO	BACHELOR OF ARTS	EXAMINATION RESULTS IN FACULTY OF ARTS	YEAR : 1
STUD NO	SURNAME	FIRST NAMES	
155148P	JERVIS	JOSEPHINE ALEXANDRA	
156426D	JONES	TIMOTHY ARNOT	
160764U	JONES	MARK FRANCIS	
162323N	JOOSTE	LINDA ADELE	
157009H	KATZ	MARGARET EVELYN	
157519R	KENYON	GERDA-MARIE	

the British Governor last night refused to disclose the exact number of people executed under martial law.

CABINET

The Governor, Lord Soames, last night formally appointed the Ministers and Deputy Ministers of Mr Mugabe's new Cabinet.

He also appointed two new senators on the recommendation of Mr Mugabe: Dr Bernard Chidzero, a senior United Nations official who was yesterday named Minister of Economic Planning Development, and Dr Simba Mubako, the Minister of Justice and Constitutional Affairs.

Lord Soames is to make a two-day visit to Mozambique on Monday and Tuesday at the invitation of President Samora Machel.

Announcing this at a Press briefing today, Lord Soames said he was looking forward to his talks with the Mozambique leaders and their relationship with the future Zimbabwe.

STUD NO	COURSE	MARKS	GRADE	STATUS
105103	GREEK & ROMAN LIT & PHIL	ABS		
106103	ECONOMICS IA	ABS		
004101	PSYCHOLOGY I	UP	(52)	
103202	SOCIAL ANTHROPOLOGY I (PRE-1UP)	(50)		
011101	CUM-EXCELS-IAA	ABS		
ARD GREGORIO	ITALIAN INTENSIVE	F	(45)	
106103	ECONOMICS-IA	ABS		
107101	ENGLISH I (PRE-1940)	3NX		
911101	MATHEMATICS I-MISC	F	(48)	

UCT

CARD NO. MAY

110101

HISTORY I

UP

(57)

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160448A

107101

ENGLISH I (PRE-1980)

3NX

1

157519R

PAGE 4

13010

1

155148P

1

156426D

1

160764U

7

162323N

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157009H

1

157519R

Mugabe's work-force 'disenchanted'

SUN TRIBUNE

23/3/80

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EXAMINATION RESULTS IN FACULTY ARTS

THE LABOUR unrest which swept Rhodesia last week is, to a large extent, a measure of the black work-force's disenchantment with their first taste of black majority rule.

Before Bishop Abel Muzorewa's UANC Government came to power in April last year, politicians promised many improvements for the population as a whole.

Two of the most striking failures were:

- The war never ended;
- There was no massive improvement in the conditions and

By IAN SMITH
Salisbury Finance Correspondent

salaries of workers while inflation was a record 13 percent.

Now, having turned to a socialist leader and with war virtually ended already, the workers are taking the first opportunity to emphasise their general dissatisfaction, mainly with wages.

The wildcat strikes escalated quickly last week. Isolated stoppages at five factories on Tuesday spread to nine more on Wednesday. By the weekend, work had re-started at many of the companies affected by the first wave of strikes, but there were still

3 500 workers off work. All but one of the strikes were for more wages.

Management is largely powerless to stop the strikes because many of the demands have been so vague.

The managing director of the giant Bata shoe factory at Gwelo expressed much of the frustration of management when he said: "They wanted more pay but they haven't even stipulated an amount and they are not prepared to negotiate."

"We had already told the workers before the

Robert Mugabe
... content

strike that Government policy on wages would be observed by the company."

So far the stoppages, scattered and spasmodic as they are, have not really damaged the economy although individual companies' production has been interrupted.

So far Mugabe has been content to allow the workers to "let off steam" in the belief the strength of their grievances will support his own moves to "redistribute wealth" by improving the general level of wages throughout all sectors of the economy.

UCT

REGISTRAR (ACADEMIC)

PTION

SYMBOL

AS AT 29 02 80

PAGE 1

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1000607

39 laws should be reviewed or repealed and 16 others amended in order to eliminate discrimination in labour and bring the country's legislation into line with international labour standards.

EXAMINATION RESULTS IN FACULTY ARTS										AS AT 29 02 80	PAGE 4
STUD-9										13010	
13010 BACHELOR OF ARTS										YEAR : 1	
STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL						
155146P	JENYIS	JOSEPHINE ALEXANDRA	115103	ITALIAN INTENSIVE	F	(47)	1	155148P			
156426D	JONES	TIMOTHY ARNOT	106103	ECONOMICS IA	F	(44)	1	156426D			
160764U	JONES	MARK FRANCIS	115101	FRENCH I	UP	(62)	1	160764U			
162323N	JOOSTE	LINDA ADELE	114101	RELIGIOUS STUDIES I	ABS		7	162323N			
157009M	KATZ	MARGELLE FAYE	114101	CULTURAL HISTORY OF W.E. I	ABS			157009M			
157519R	KENYON	GERDA-MARIE	004101	PSYCHOLOGY I	UP	(58)	1	157519R			
160448A	KOBY	CAROLYN MAY	110101	HISTORY I	UP	(57)	1	160448A			
157022E	KOTZE	MONIQUE RUTH	102103	AFRIKAANS EN NEDERLANDS I	F		1	157022E			
160168W	KRAMER	JANINE MARIEITA CAROLINE	107101	ENGLISH I (PRE-1980)	3NX	(48)	1	160168W			
137458L	LAFASIER	DEBORAH ANNE	105202	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP	(50)	1	137458L			
159476M	LE ROUX	KAREN JEANETTE	906101	GEOGRAPHY I	ABS		1	159476M			
156804P	LOUW	RIANA	102103	AFRIKAANS EN NEDERLANDS I	UP	(50)	1	156804P			
130847A	MAHOWED	RIYANI	004101	PSYCHOLOGY I	F	(43)	1	130847A			
137330X	MALHERBE	VIVienne NORAH	102101	AFRIKAANS GEOGRAPHY I	ABS		7	137330X			
159321A	MALHERBE	GOEDEW JOZUA	105103	GREEK & ROMAN LIT & PHIL	ABS		1	159321A			
150182R	MARSHALL	JENNIFER MARY	106103	ECONOMICS IA	ABS		1	150182R			
155800Y	MARTIN	JENNIFER ANN	004101	PSYCHOLOGY I	UP	(52)	1	155800Y			
157772R	MARY	ADRIAN	601101	COMMERCIAL LAW A	ABS		7	157772R			
156259W	MASSARI	RICCARDO EDWARD GREGORIO	115103	ITALIAN INTENSIVE	F	(45)	1	156259W			
156326V	MATHEE	SANDRA ROSEHEL	106103	ENGLISH IA	ABS		1	156326V			
157549Z	MC CRAE	CECILIA AGNES	107101	ENGLISH I (PRE-1980)	3NX		1	157549Z			
		MELISSA JANE	911101	MATHEMATICS I (PRE-1980)	F	(48)	1	157549Z			

UCT

FM
25/6/80
B73

ZIMBABWE Hard labour

One of the most urgent, not to say formidable, tasks facing Robert Mugabe's new administration is that of labour relations. The rash of industrial disputes that broke out shortly after the Zanu-PF victory last month, and which was in the news again when some 300 workers at British Leyland's vehicle assembly plant in Umtali went on strike demanding a 60% pay hike just prior to independence, reflects the crisis of expectations.

But demand for better pay is not only the very tip of the iceberg: it also masks two related problems in industrial relations. The first is the employment crisis. There has been no employment growth in Zimbabwe since the mid-Seventies. Indeed, the total number in employment at the end of last year, estimated at 1m (nearly 900 000 of them blacks) was 50 000 below the peak of 1 050 000 recorded in 1975.

Since 1975, while employment was either falling or stagnant, the population has risen by almost 1m or 13%. The known trade-off between higher wages and employment is staring the new government starkly in the face. How far can it go in meeting higher pay demands without slowing the rate of employment genera-

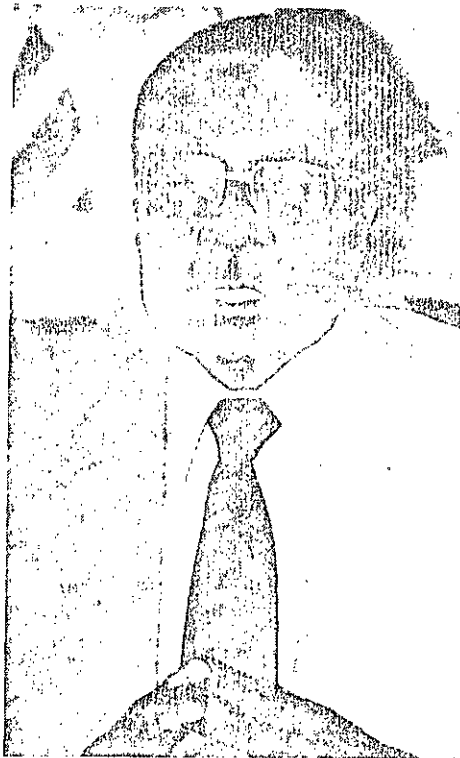
tion?

The second related problem is the supply of skills, and the scope for promotion in both the private and public sectors. There is a vital trade-off here too. Speedy black promotion to positions of influence is inevitable, but if this drives out the skilled whites, then the economic repercussions will be extremely adverse.

On both counts then, Mugabe is going to have to tread a tightrope with the radicals in his party — extremely influential within the powerful central committee — pushing hard for more progress on the wages and promotion fronts, while his more conservative advisers will be urging him to make haste slowly.

It is nonetheless clear that there will be rapid escalation of low-paid wages in 1980-81, and that black promotion in the public sector, in particular, and also in the multinational-controlled areas of the private sector, will be rapid. It follows from this that job creation, which will resume with the upswing in the economy in 1980, after five years of falling real gross domestic product, will be slower than might otherwise have been the case.

Less urgent, but still likely, is pressure for change in industrial legislation. Although Mugabe and his Minister of Labour both urged striking workers to use the "proper channels" of the Industrial Conciliation Act to try and resolve their dis-



Mugabe . . . labour relations is
one of his priorities

putes with management, there is strong pressure within the party for major changes.

One populist force is that for worker

councils and worker participation in business decision-making. A second is a suggestion floated by black businessmen for employee share-ownership programmes — in preference to nationalisation.

The existing industrial conciliation machinery provides for direct union-management negotiation for a limited number of workers, while others have their conditions regulated by Industrial Boards. The latter are not negotiating instruments as such, but are appointed by the Minister to recommend on wage awards and resolve disputes.

The critics of this legislation say this implied unions could only obtain legal rights to represent workers, or groups of workers, in a single industry and a single area of the country. This approach, it was argued, fragmented or decentralised the bargaining structure and decreased managerial power relative to that of organised labour.

Unions also had to register to be able to participate in the bargaining process under the Act. There are now 40 trade unions registered in Zimbabwe. Where there are no registered unions the Industrial Board process is applied.

It is not possible to calculate the degree of unionisation, which varies considerably from industry to industry, and because of the excessive "book" membership that is known to exist. In any event, effective

unionisation is unlikely to much exceed 15% of employed blacks.

Wage determination operates primarily in two ways. First, through the Industrial Board appointed by the Minister of Labour; and second through industrial councils. Industrial councils exist in key sectors such as mining and transport.

That the industrial legislation in Zimbabwe will be reformed is inevitable. The International Labour Organisation's 1978 study entitled "Labour Conditions and Discrimination in Southern Rhodesia (Zimbabwe)" bristles with criticisms, at least some of which the new government is likely to heed.

The old adage of poacher turned gamekeeper is also likely to apply. Legislation which seemed discriminatory and restrictive while one was in opposition may appear less so from the other side of the desk, and unions in Zimbabwe may be disappointed by the extent of the inevitable amendments, once they reach Parliament.

Some progressive amendments have already been made. Until last year, the Industrial Conciliation Act excluded agricultural labour (which was regulated by the Masters and Servants Act). But farm labour is now treated under the ICA.

The Muzorewa government committed itself to a minimum cash wage of Z\$30 a month in agriculture, and to a target of

Z\$75 a month in urban and industrial sectors.

The target so far as the unions are concerned, is the poverty datum line study carried out at the University of Zimbabwe last year. This estimated a pdl of Z\$100 a month for a family of five in the capital city of Salisbury, and was based on September 1978 figures. Since then the consumer price index for lower income urban families has risen 15%.

This means that the minimum wage target for blacks is probably approaching Z\$120.

It is impossible to estimate how far Zimbabwe is away from such a target, as the government no longer publishes wage information broken down by race. But in 1977 the monthly average was below Z\$70 a month, which means that substantial rises in average incomes are needed to reach the pdl level.

Zimbabwe launches new manpower survey

S-TAR
1/5/80
(273)

The Star's Africa
News Service

SALISBURY — The Zimbabwe Government launched a survey of the country's manpower needs and resources yesterday — on the day it became known that hundreds of white civil servants and police and army officials were thinking of quitting the country.

The expected exodus of white Government employees coincides with the expiry of special incentive contracts that were offered by the former Zimbabwe/Rhodesia Government when Bishop Abel Muzorewa came to power a year ago.

The remittance of pension funds overseas was linked to the number of years white civil servants served from May 1 last year. The minimum period for a percentage of

pensions to be transferred overseas was one year.

Although it could not be determined today how many civil servants had handed in their notice, Government sources said about 300 white officers in the police force had indicated they were going to quit soon.

Several hundred white civil servants were also thinking of leaving, with probably a similar number in the armed forces, said the sources.

The departure of the whites spotlights growing concern in the civil service that the new Government of Mr Robert Mugabe will carry out a policy of Africanisation in Government departments.

The Minister of Manpower Planning and Development, Mr Edgar Tekere, said yesterday the Government's manpower survey was not designed

to displace whites from their jobs.

But Mr Tekere criticised civil service for having a preponderance of whites in senior positions.

"There is not a single African in the secretariats of any of the ministries.

On the whole, Africans occupy mostly the positions of clerks and messengers," he said.

The manpower survey is to be financed by the United Nations Development Programme. As part of the plan an Institute of Public Administration is to be established to train civil servants.

Mr Tekere said the overall aim of the survey was to form an inventory of trained Zimbabweans both inside and outside the country so the new Government could formulate a comprehensive manpower and planning policy.

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3 000 colliery ^{STAR} 5/5/80 strikers paid off (273)

The Star's
Africa News Service
SALISBURY — About
3 250 striking workers at
the Wankie colliery were
being paid off after fail-
ing to meet a deadline to
return to work this morn-
ing.

Mr George Julyan, the
General Manager at Wan-
kie said: "We have done
everything possible to per-
suade them to return to
work. We told them that
if they did not return by
8 am today they would be
paid off.

"None of them came
this morning. We are now
calculating their payrolls
up to Friday."

The strike at Wankie

started on Friday when 15
lashers walked off their
jobs demanding a rise of
about R2.50. By nightfall
over 3 000 had joined
them.

Mr Julyan said today
the demands by the
strikers were "totally un-
acceptable."

"All our workers got an
increase in wages of about
10 percent on May 1."

Wankie colliery is the
only coal producer in this
country and has opened
up valuable export mar-
kets in Zaire and Mozam-
bique.

A shortage of coal
would seriously affect vi-
tal sectors of the Zimbab-
wean economy.

APRTS FA

Sugar strike over, miners' on

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SALISBURY. — More than 9 000 striking sugar estate workers have returned to work in south-eastern Zimbabwe but a "highly volatile" situation continues at the Wankie Coal Mine in the west where more than 4 000 workers remain on strike, it was reported yesterday.

The strike at Hippo Valley Estate, where cane is grown for refining into sugar for export, ended on Sunday after a visit by Labour Minister Kumbirai Kangai.

The sugar estate and the mine are largely owned by the South African-based Anglo-American Cor-

poration. Chairman Harry Oppenheimer visited Zimbabwe last week for talks with Prime Minister Robert Mugabe and his ministers.

Mr Kangai urged workers to return to work and to use correct negotiating channels to air their grievances. Estate manager Rowland Dahl said yesterday: "It's all over. Everybody is back at work. With the Minister's help we have resolved the problems."

But the situation at Wankie Colliery has worsened, mine manager George Julian said yesterday. The strike has spread to all sections of the mine with more than 4 000 workers now on strike over pay demands

Dr Julian described the situation as "highly volatile" and said that it could "boil over at any minute."

Mr Julian said the workers were refusing to form negotiating committees to talk with management. The only demand so far had been for a salary increase of about R180 an hour, he said. This had been "shouted out from among a mob."

Corporation officials have called the pay demand "completely unreasonable." Officials said the mine's pay rates already were among the highest in Zimbabwe mining. The strike, which was launched after the corporation had promised to raise workers' pay, has puzzled mine officials.

The Hippo Valley and Wankie strikes are the biggest by blacks since the February elections that brought Mr Mugabe to power.

Mr Kangai has played a key role in halting various industrial actions. He has told workers that the government was turn-



Mr Harry Oppenheimer

ing its attention to industrial pay levels and that it was seeking a minimum wage for workers in several sectors, including agriculture.

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Zim²⁴³ hit by wildcat strikes

SALISBURY. — Zimbabwe has again been hit by wildcat strikes in two major industries, with 11 000 men walking out of their jobs.

More than 3 000 miners at Anglo-American Corporation's Wankie colliery on the western border have come out on strike.

And 8 000 cane cutters at AAC's foreign currency-earning Hippo Valley Sugar Estates in the south-east of the country have refused to begin the sugar harvest.

Strikes at the sugar estates and Wankie Colliery coincided with a visit to Zimbabwe last week by the South African-based Mr Harry Oppenheimer, Anglo-American chairman, — the gold and diamond magnate — who held talks on Friday with Premier Robert Mugabe and other government ministers.

NEGOTIATE

Labour Minister Kumbirai Kangai has been asked to negotiate with the Hippo Valley men yesterday.

Estate managing director Brian Bullett said the men had not yet said what their grievances and demands were and that they had refused to form a committee to negotiate with management.

"It is difficult to establish what they are after," he said, claiming that some cane cutters who reported for work on Friday had been intimidated into joining the stoppage.

"The whole of the estate is now on strike," he said.

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'Strikes due to crisis of expectations'

Post ~~the~~
7/5/80



Prime Minister Robert Mugabe

legislation

ZIMBABWE'S Government had no plans to take stronger action against striking labourers in the latest spate of industrial unrest — unless the unrest continued, the Prime Minister, Mr Robert Mugabe, was quoted as saying yesterday.

In a report published in Bulawayo, Mr Mugabe said he wanted to believe that the strikes were due to the psychological state of mind of the workers, and their crisis of expectations.

"However it is disturbing that the strikes are continuing and my Government cannot allow this to carry on."

The Government was continuing with its policy of impressing on the workers that they should realise the need to avoid wildcat action and to comply with the law.

The strikers had legitimate grievances, but were expressing them in the wrong way. He urged workers to be patient, as the Government was attending to their complaints, although this would take time, moving through the correct channels.

For the time being, the Government would continue with its policy of speaking to strikers, but if the action continued, "naturally Government will have to take

some form of a corrective action."

He did not elaborate. Mr Mugabe who is also Minister of Defence, said in reply to a question that he and the military commanders were not happy with the rate at which the two guerilla movements, Zanla and Zipra, and the security forces were being amalgamated into a single national many.

BASIC

"We are happy with the basics of the exercise, but we are not satisfied with the rate. Both the commanders and myself are worried about the slow progress, and the pace will be increased."

Several hundred guerillas are undergoing training, under British and security forces instructors, in about four camps around the country. A small percentage are being held under close arrest for disobeying orders, and another group have gone AWOL. — Sapa.

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**No change to
Zim mining
at this stage
- Mugabe**

aged which would be to the advantage of the country, as many job opportunities would be created."

He described Press reports claiming that the party wanted to take over 35 percent shares of all mines and that the party wanted to have the mines run by workmen's committees, as "speculative bubbles bursting before the emergence of our country's new administration," and said no such policy was contemplated by the Government.

On Monday this week, as he opened the international trade fair in

Mr Mugabe said there would be "no compulsion" in this policy. Rather, investors would be invited to "join in the spirit of our Zimbabweanisation programme."

The Prime Minister made no mention of the strike by over 4 000 workers at the Wankie Collieries in north-west Zimbabwe, currently crippling the country's production of coal. — Sapa.

There might be changes in the future, but these would not be "for the sake of change," and would only be those which contribute to the policies of the Government and to the improvement of the welfare of the country's population.

Mr Mugabe continued: "As a prime foreign currency earner, and a large employer of manpower, the mining industry, therefore, has the full blessing of my Government to operate efficiently so that expansion projects and new mining ventures could be encour-

3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

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1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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Strikers sit tight

Post 2/5/80
(273)

SALISBURY. — Zimbabwe's Wankie Coal mine remained strikebound yesterday, with 4 000 black miners refusing to return to work or hold talks with management.

The miners are demanding a pay rise of R1,80 an hour which would increase their pay from R1,80 a day to R14,40 and which is described by mining officials as "completely unreasonable"

and "crazy".

Officials said the miners' mood continued to be "sullen", adding that

the workers were still refusing to form negotiating committees for talks with management. The

major stake in the mine is held by the South African-based Anglo American Corporation.

Question 9 (b)

Price discrimination is the act of selling goods or services at different prices in different places, at different times.

Zimbabwe's mining employment rising

SALISBURY — Employment in Zimbabwe's mining industry which by March 1979 had reached its lowest level for about 10 years at less than 58 000 had now risen to 61 000, the president of the Chamber of Mines, Mr Alan Marsh, reported to the annual meeting here yesterday.

With possible increases in production and the lifting of sanctions this trend would more than likely continue during 1980, said Mr Marsh.

He noted that in the mining industry demand for skilled personnel far exceeded the supply, as it was still heavily reliant on white skills and would continue to be so for some years.

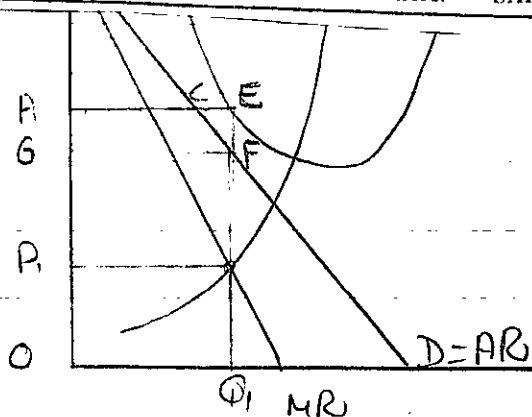
Mr Marsh said white skilled workers should be encouraged to stay and contribute to Zimbabwe. He praised ef-

forts made by the incoming government of Mr Robert Mugabe in this direction.

"It is appreciated that the Government has to fulfil its election promises on wages — however it is essential this promise is fulfilled with caution and that the realities of the economic situation are taken into account — profitability and the effect on costs and prices must be considered when determining wages."

Mr Marsh said the mining industry was sensitive to the need for good industrial relations — "It is therefore accepted that the existing means of communication may well benefit from an overhaul".

He believed the industry had taken note of what had been said over the past few weeks and would ensure adequate — "not merely cosmetic" — means of communication between management and workers. — SAPA.



His ATC (average total cost) curve does not touch his demand curve and is not even a tangent to it. So he is not even covering his ATC. Some may argue that it would not pay him to stay in industry and carry on producing, but this can be shown to be incorrect.

He will produce at the normal maximising point i.e. where marginal cost = marginal revenue ($MC = MR$). So his TR would be $OGFQ_1$ and his TC would be $OAEQ_1$. So if

PF's determination to maintain popular support and avoid the frequently-forecast "crisis of unfulfilled expectations," the likely impact will be to slow employment growth in the medium term, and to increase inflationary pressures in the second half of 1980. What the impact will be on business confidence and investment decisions remains to be seen.

ZIMBABWE

fm 9/5/80

273

New wage policy

The Zimbabwe government is expected to make a major statement on wage policy soon, following a meeting between Labour Minister Kangai and the so-called "five presidents" — the heads of the country's private sector business organisations. The five presidents — representing the Confederation of Zimbabwe Industries (formerly Arni), the Associated Chambers of Commerce of Zimbabwe, the Commercial Farmers Union, the Chamber of Mines, and the Zimbabwe Tobacco Association — were told that in the face of intense grass-roots pressure, the government was planning to announce a Z\$80 a month minimum wage (R102).

Because the Minister asked the five organisations to let him have their written comments on the proposal, it may be that there will be second thoughts about the proposal — especially in respect of agriculture and private domestic service — before the announcement is made, but it seems that the die is cast so far as mining, commerce and manufacturing are concerned.

Because of the paucity of published information on wages, it is difficult to assess how severe the impact of a Z\$80 minimum might be, but on 1977 figures — admittedly out of date — the implications for employers appear considerable.

The 1977 figures show that on the basis of cash wages only (that is ignoring any payment in kind), something like 75% of the industrial, commercial, mining and private domestic service labour force was earning less than Z\$70 a month. Since then, there have been substantial increases in wages in industry, mining and

commerce — though less in domestic service. Accordingly, it is likely that today the populace earning cash wages of less than Z\$80 is nearer 40%-50% of the total.

But it is in agriculture that wage levels are lowest, and it is here that the impact would be extremely severe. David Sapin of the Commercial Farmers Union, and Don Bulloch of the Zimbabwe Tobacco Association are bound to have emphasised this point in their discussions with the government. The 1977 figures in agriculture show that — on cash wages only — something like 80% of the farm labour force was earning less than Z\$20 a month. One farmer told the *FM* this week that a minimum of Z\$80 in agriculture would mean increasing average wages in agriculture by between 100%-200%.

Farmers argue that cash wages understate the real income of farm labour — that the position looks much better if an allowance is made for rations, land, housing and so on. The same argument is used, though to a lesser extent, in the private domestic sector.

Accordingly, if the minimum wage is set lower for agriculture and domestic service, or if provision is made for employers to "cost out" payments in kind, then the impact will be less severe. Nonetheless, there will still be an impact, and most observers in the business sector in Zimbabwe, while accepting government's reasons for such action, argue that it will slow down the growth rate of employment.

As a business economist puts it: "There is a straight choice between more people employed at lower wages and fewer people getting more money." The problem in Zimbabwe is exacerbated because employment has stagnated and declined since 1975, so that there is a huge backlog of unemployed, especially given the population growth rate and the age structure of that population.

In manufacturing, commerce and mining, while minima are often well below the magic Z\$80 level, the real concern is not so much with the minimum itself, but rather with the likely impact on differentials. Thus, in the petrol and oil distribution sector the minimum wage for a labourer is Z\$61, but a light vehicle driver gets Z\$86,50 and a heavy vehicle driver is entitled to a minimum of Z\$120,50. If the labourer's wage is pushed to Z\$80 then the light vehicle driver is going to want a commensurate improvement and so also with the heavy vehicle driver. The impact will, therefore be felt on differentials all the way up — probably also including skilled white labour. There will, in all probability, be a cross-industry differential problem, too, as workers seek to maintain historically-determined comparability criteria.

Understandable though the policies are, given the pressure from below, and Zanu-

Wankie strike S/Post continues

11/5/80

KEY industries in Zimbabwe remained in the grip of crippling strikes yesterday.

At Wankie coal mine, management told over 4000 workers their minimum pay rise demands would not be considered. The mine is said to be losing about R48 000 a day in foreign exchange earnings. Soldiers are on 24-hour guard at the coke plant and are keeping essential machinery running. — AFP.

COMPARATIVE

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SHONA COMPANION.

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A PRACTICAL GUIDE AND EASY REFERENCE BOOK FOR ONE ALK

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GWELD, MAMBU PRESS, 189P., MAP.

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COMPARATIVE

Zimbabwe miners end strike

The Star's Africa
News Service

SALISBURY — The critical 13-day strike by 4000 mineworkers at Wankie colliery ended yesterday — raising Government hopes that the end might be in sight to the wave of industrial unrest that has swept Zimbabwe since independence last month.

The Wankie miners finally agreed to accept a pay rise granted to them last month after their representatives had held talks with Zimbabwe's Minister of Labour, Mr Kumbirai Kangai, earlier this week.

Mr Kangai told the miners the Government was on the point of introducing a national minimum wage, which would benefit the miners as well as other workers in the country.

There was a gradual return to work throughout the country yesterday but more than 4000 miners employed by the British-owned African Associated Mines stayed out.

At the peak of the unrest this week more than 12 500 workers — mainly miners — were on strike.

NEW EDITION,
PUBLICATIONS, IX, 199P.,
NATION. SUCCESSOR TI MRS. H.

RODEZIA, DEPT. OF AFRICAN LANG
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Zimbabwe STAR 17/5/80 273 blacks for top posts in police

Own Correspondent

SALISBURY — The rapid promotion of blacks to "very high positions of responsibility" in the police would be announced within the next few weeks, the Zimbabwe Deputy Minister of Home Affairs, Senator Tarasai Ziyambi, said yesterday.

"There will be very dramatic announcements, certainly by next month," he said in an interview in his office in Vincent Building, home of the new Home Affairs Ministry, which is responsible for the police.

Besides the imminent promotions, he said, there were also plans to put other people "in a position where they can be promoted in future — and this will be in the near future."

He said he could envisage a black commissioner of police "within another two years or so" providing the man qualified for the post.

Senator Ziyambi said there was no question of people being pushed out just because there had been political changes or being promoted just because they were black.

"But we do appreciate that we have people in the force at the moment of very high quality who can rise up to any standard."

Not only did the Government want to maintain the standards of the police but it wanted to improve them.

Senator Ziyambi said it was "very unfortunate" that hundreds of whites had been leaving the police, probably because

tracts.

"No pressures were brought to bear on them. We need all the policemen already in the service. It is true that a few hundred (whites) left last month and I think a few hundred will leave this month."

"But I wouldn't take too much notice of that. As they resign they are creating vacancies that may very well be filled by others on both sides of the colour line."

Meanwhile, pensioners in the Public Service are to be weeded out and replaced by younger, qualified Zimbabweans as part of a Government programme to "rationalise the Public Service."

This was disclosed yesterday by the Minister of Manpower and Development, Mr Edgar Tekere.

As a first step towards achieving a racial balance, the Government has halted all new appointments, promotions and transfers in the Public Service.

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BORLAND*LIST

Minimum wage for workers in Zimbabwe

From DAVID FORRET

SALISBURY. — The Zimbabwean Government yesterday prematurely announced minimum wage levels for workers in all sectors of the economy in an effort to stop labour unrest in the country.

At the same time, the Minister of Labour, Mr Kumbirai Kangai, warned that the government would be compelled to take action if workers did not heed his call to end the strikes.

His announcement came as at least 4 295 workers were still out on strike, mainly for higher wages in the Midlands town of Que Que. Zimbabwe has been hit by sporadic strikes for more than two months.

Mr Kangai said strike action was harming the country's economy and the government would have to take "whatever action is necessary — even if this is distasteful" — to ensure that Zimbabwe did not suffer.

Mr Kangai also slapped a price freeze on all basic food-stuffs, rents and public transport.

A unified pension scheme for all workers was being studied.

Mr Kangai said he hoped the premature announcement of the Minimum Wages Bill, which will be introduced in parliament during this session,

would ease labour unrest.

The new wage levels did not come as a shock to businessmen and industrialists, but Mr Kangai said that this move was only a "stop-gap measure" to allow the government time to study the whole question of workers' conditions.

"We had to take immediate steps to improve the lot of the lowest-paid workers to give us a breathing space to carry out an in-depth study of the whole incomes and prices structure."

The government had to face the fact that to push wages too high at this stage would jeopardize Zimbabwe's economic recovery. The wages, which were fixed after consultations with various employers' associations, will come into effect at the beginning of July.

The proposals are that: "All workers in urban areas and those covered by industrial agreements, except workers in the agricultural and mining sectors, will have a minimum wage of R85,40 a month, increasing to R103,70 at the beginning of next year.

"The same level will apply to workers in the mining industry but because they are given benefits their wages will be at least R52,46 rising to R70,76 in January.

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The Star

Thursday May 29 1980

CLASSIFIED ADVERTISEMENTS INSIDE

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Old order in for a shake-up

cont.



White and black miners at work underground. The problem is how to get them to live and work together as equals in the new Zimbabwe

Deon du Plessis he Star's Africa News Service

How do you teach at Pompies, miner hard man, to live work as an equal with Lazarus Ndlovu in his country? It is now after 90 years of white domination? It is a question troubling managers concerned with continued profits all over the new Zimbabwe.

It is not only the people who must change but the processes and customs. The old Rhodesian is simply not good enough in Robert Mugabe's Zimbabwe. The fear of enforced 'Africanisation' is uppermost: the dread vision of an African at the door of a greying white manager who says: "Goodbye white man, I'm running the show today."

Some companies in Zimbabwe have elected to achieve Africanisation by themselves rather than have it thrust upon them.

One of them is a mine employing 12 000 people (1 000 of them white) which has retained the South African affiliate of a London-based industrial relations consulting group to shake up the old order.

The project leader, Paul Dawson, has similar experience in many other parts of Africa. But this is a unique exercise because the whites in Zimbabwe are not expatriates (two years in the sun and then back home with a cosy nest egg) but Zimbabweans themselves.

Ignored

After completing the initial report on the project Mr Dawson has also concluded that this is more than a process of "Africanisation": it is a modernisation drive as well.

Modern industrial relations techniques were ignored in the old Rhodesia when the white man was indisputably boss and when black workers who didn't like it could simply lump it.

"We found the highest position a black had on the mine was learner miner. And that was a recent development," said Mr Dawson.

All this, over the next 12 months, will change.

Careful

Training and yet more training is the key. In the way of any businessman, mine management insists that productivity (and profits) be maintained.

Mr Dawson has pointed out that a controlled programme of "Africanisation" will increase production, but only if there are careful and comprehensive training courses as well. It is vital to demonstrate to the workers that they need not be stuck breaking rocks for ever. Career

profiles will be mapped out for promising rock breakers, they will see the avenues toward semi-skilled jobs and from there to the heights of artisanship and beyond.

Every step they take will be accompanied by training and examinations. And if they fail they will hopefully see it was their fault and not that of a white oppressor.

"At long last they will see some future for themselves," says Mr Dawson.

Vital

Blacks must be brought into senior management — with room to move upward from there — so this echelon must expand.

There will have to be a number of workers' committees (elected by the workers themselves) topped by a co-ordinating committee which meets regularly with top management.

Here too training is vital for negotiation is a meticulous and complex

process. Says Mr Dawson: "We'll have to start from grass-roots level, teaching the very functions of a committee."

Parallel to this are the social problems. Housing is mostly segregated and for senior Africans at least, this must change. But how to teach two races who have long lived side by side but never with each other to do so now?

The answer lies, again hopefully, with Inter-race training. Clubs must be founded where the two races can mingle. Some individuals will have to be pressured to join. This exercise is too vital to be shipwrecked by individual prejudice.

Benefits

Experience elsewhere has shown that many rural African wives, now brought into the more sophisticated milieu of Western housing in a mining town, simply cannot cope. Again training is the key. Some wives must

be taught from scratch what the functions are of an electric plug socket or a washing basin.

Martin Westcott, director of the consulting group's human resources division, pinpoints another problem. Many of the less sophisticated workers must be taught the "benefits of materialism."

Their wages are bound to rise. Mr Mugabe's Government is expected to set a national minimum wage level and the mine will probably seek to anticipate this.

Radical

But Mr Westcott says: "It's no use if a worker now simply says to himself, 'Good. I'm now earning in one month what I used to earn in two' and takes every second month off."

"People have to be taught that there is benefit in saving, in buying things."

Through all this the whites must be kept reas-

sured. Here the keys are a gradual approach (one of the benefits of a company instituting the changes itself), constant consultation and the emphasis that "your jobs are not in danger, this is inevitable, accept it with grace and work together."

Mr Westcott admits it will not be easy but believes that so long as the money and benefits remain good, people will accept the most radical reforms.

There is bound to be trouble with the existing unions who will watch their powers decline as the workers' committees flex their muscles.

There is bound to be trouble with some whites who simply will not accept blacks next door or in the pub or tennis club. But Messrs Westcott and Dawson, drawing on their past experience, are convinced that most will.

They do not have all the answers yet, but one thing is sure: it is going to take time.

PAY UP**FM 30/5/80 (273)**

After weeks of discussion, Zimbabwe Minister of Labour Kumbirai Kangai this week announced the country's first national minimum wage. Originally planned at Z\$80 across the board, it has now been set at \$70 per month (R85 in industry and commerce, from July 1, 1980, rising to R104 on January 1, 1981).

In mining the basic minimum is \$43 — the \$27 difference reflecting the payment in kind received by the miners. This will be raised to \$58 monthly on January 1.

In agriculture and private domestic service the minimum has been set at

\$30 in cash, which means that payment in kind is not to be taken into account. Kangai said it would be an offence to discharge a worker because of the wage provisions.

The measures announced are described as strictly interim in nature. The next step will be the appointment of an incomes, prices and workers conditions commission that will review the entire labour situation.

The immediate impact of the minimum wage is estimated at at least \$75m in increased costs for Zimbabwe — 5% of the wage bill.

The logo for UCI (University of Cambridge International) is located at the bottom right of the page. It consists of the letters 'UCI' in a large, stylized, outlined font.

ZTUC call^{Post} to end^{19/6/80} sackings²⁷³

THE Zimbabwe Trade Union Congress has urged the government to stop employers sacking workers who formed committees to negotiate over pay and conditions.

A ZTUC spokesman said on Sunday a number of firms had dismissed committee members in recent weeks thereby frustrating efforts at direct communication between workers and employers.

He welcomed the statement made in Geneva last week by the Labour Minister, Mr Kumbirai Kangai, that a commission of inquiry was being established to examine the wage gap between black and white workers. — Sapa.

Equal pay is now law

STAR
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The Star's Africa
News Service

SALISBURY.— From July 1 it will be illegal in Zimbabwe for employers to pay blacks less than whites for doing the same job, the Minister of Labour and Social Services, Mr Kumbirai Kangai, has announced.

Introducing the second reading of the Minimum Wages Bill in the House of Assembly Mr Kangai said it was his Government's intention that there should be no discrimination in salaries and wages.

"Equal pay for equal job regardless of race, sex and age," he declared.

Mr Kangai told the House that when the Bill becomes law it will be illegal to employ juveniles.

"From July 1 juveniles will become non-operative and female workers would have to be paid the same as men for doing the same job," he said.

Forty whites quit Zimbabwe broadcast centre

STAR 17/6/80 773

The Star's
Africa News Service
SALISBURY — At least 40 whites are believed to have resigned from the Zimbabwe Broadcasting Corporation in the wake of the new government's promises of "radical" staff and programming changes in radio and television.

According to sources at the Pocket's Hill studios of ZBC, most of the resignations are from the administrative and technical sections of the corporation. Only four members of the news staff are known to have given notice.

The staff resignations come at a time when many whites are becoming upset at what they see as an increasingly anti-white line taken in certain commentaries and programmes on ZBC.

The Rhodesian Front's Mr Ian Smith, yesterday expressed his deep concern at the large number

of whites leaving the country because of the "bunch of extremists" at ZBC hurling insults at the white community.

But, as a government source countered, intelligent whites can see through the propaganda and ignore it. Those whites who are offended by it "deserve to be offended and we don't need them."

This attitude was confirmed by a senior ZBC source who said that there was a growing feeling that the propaganda was a deliberate campaign by the government to drive out "by sheer mental pressure those whites who cannot adjust to the new order."

White broadcasters at ZBC do not seem to be upset about the anti-white statements as none of them

Employers warned on minimum wages

273

STAF
18/6/80

SALISBURY — The Minister of Labour warned employers yesterday to expect the severest penalties for paying below the proposed new wage minimum, and said the government was compiling lists of firms which were dismissing workers, rather than pay more.

Replying to the debate on the second reading of the controversial Minimum Wages Bill, Mr Kum-birai Kangai, told the House of Assembly:

"There will be a time when we have teeth to bite — and we will do that."

The first offender against the proposed legislation, which sets down a minimum wage of ZD70 for industrial workers and ZD30 for domestics — could expect to pay the maximum penalty of ZD1-000 fine plus three months' hard labour," Mr Kangai said.

Minimum wage rates would rise as the economy expanded. The minimums proposed now were "not of our own choosing and not to our own liking."

The Deputy-Minister of Labour and Social Services Mr Robson Manyika, told a business meeting yesterday that much of the labour unrest which hit the country recently could have been avoided had the "grassroot" workers been more realistically represented, by trade unions.

To meet this situation, Mr Kangai had advocated the formation of works liaison committees without exception, and workers had grasped eagerly at this chance to participate.

— Sapa.

Zimbabwe to name new ZBC board

STAR 18/6/80 273

The Star's Africa
News Service

SALISBURY — The Government would soon announce a new Board of Governors for the Zimbabwe Broadcasting Corporation, the Minister of Information, Dr Nathan Shamuyarira said in Salisbury.

Dr Shamuyarira accepted the resignation of the previous board on Monday.

The board had offered to resign at the inception of the Zanu (PF) government but had agreed to stay on pending a report from the British Broadcasting Corporation on reorganising and restructuring the ZBC.

"And so, since we have now received the BBC report I went to the board's meeting on Monday and accepted their resignations.

"I told them that the Government was now ready to appoint a new board," said Dr Shamuyarira.

He said he had not "stampeded" the nine

governors into resigning because "it had been their own decision which I have now accepted.

"As soon as we came into power, the chairman of the previous board, Mr Bill Basson, tendered his resignation and asked other members to follow suit, which they did.

"But we asked them to stay on pending the publication of the BBC report, which we now have," he said.

However, a Government source said yesterday that some members of the previous board felt their contracts had not expired and wanted to remain on the board.

"But they were told that they could not, because they had resigned with the others," he said.

The previous board, which was appointed jointly by Mr Ian Smith, Bishop Abel Muzorewa, the Rev Ndabaningi Sithole and Chief Jeremiah Chirau during the transitional period in 1978, was composed of five whites and four blacks.

Mugabe needs cash

LONDON — Lord Soames thinks Mr Robert Mugabe's Government will need about R800-million to restore war-pruised Zimbabwe and establish it as a non-aligned, multi-racial state.

Mr Kingman Brewster, US Ambassador in London, said his embassy had complained to Washington, as Mr Mugabe had, that US financial help to

Zimbabwe — so far about R36-million — was far less than Zimbabwe had been led to expect it might get.

In 1976, the then US Secretary of State, Dr Henry Kissinger, proposed a R800-million international development fund for Zimbabwe.

Lord Soames said the plan did not materialise. — Sapa-AP.

ZAF pilot course includes guerillas

STAR 26/6/80 273

Own Correspondent

SALISBURY — The Zimbabwe Air Force is to include black pilots.

The first nine black trainee pilots, including some former Zanla guerillas have joined another nine blacks taking the Department of Civil Aviation air traffic control course which run concurrently for the initial six months.

The first black to be accepted for the ATC cadetship scheme, Mr D Hlazo, is due to complete the initial training phase at Thornhill, Gwelo, along with four whites early next month...

A DCA spokesman commented: "Mr Hlazo is the first African to pass our aptitude tests: in fact he produced the top test results."

There are six white pilot trainees on No 37 Pilot Training Course. Five of the blacks are former Zanla fighters and the others were among the 800 applicants for the course. The air force expects the "attrition rate" during the course to

be around 50 percent.

The pilot and ATC cadets take the initial six-month basic training programme, including an introduction to basic flying theory and aircraft operation, as a group before the trainee pilots enter the second advanced phase, when they first fly, at Thornhill air base, Gwelo.

The others begin air traffic control instruction in Salisbury.

Squadron Leader Lunt explained that the ATC cadets joined the pilot trainees for the initial training phase to give them a better understanding of the pilot's problems.

Initial flying training would involve the Genet single-engined aircraft, moving up to more advanced types of aircraft later he said.

Air Force public relations officer, Squadron Leader Lunt, said the average number of air cadets at each intake ranged between 10 and 15 and there were two intakes a year.

Wages Bill leads to sackings

STAR
7/7/80 273

Own Correspondent

SALISBURY — Thousands of workers have been sacked since the Minimum Wages Bill became law last week.

Workers throughout the country have been swarming into Zanu (PF) and Patriotic Front offices to complain bitterly. More than 5 000 are alleged to have been fired in Salisbury alone.

Even small towns are reporting more than 100 redundancies.

Worst hit are farm hands and domestic servants. But the mass sackings have also swept through commerce and industry.

The wholesale redundancies have infuriated Zanu (PF) and the PF, who are to send full de-

tails of workers' allegations against their bosses to the Ministry of Labour for investigation.

The dismissal of workers over pay before Tuesday — the day the Minimum Wages Act came into force — was not illegal.

Few workers are claiming that they have been sacked since Tuesday.

Midlands Zanu (PF) MP Mr Joel Mativenga said: "I have compiled a list of those sacked in my area — and this includes the name of the employer, length of service, date of dismissal, salary and the reason given for discharge."

Salisbury ZANU (PF) labour official, Mr Webster Gwekwerere snapped: "Bosses are firing their workers at will."

NEW

Zimbabwe

hit by ^{SAR} recall of SA rail ²⁷³ staff ²⁷⁰

By Kevin Murray,
Transport Reporter

All South African Railways technicians seconded to Zimbabwe Railways have been called home in a move which threatens to stretch the newly independent country's rail services to breaking point.

The technicians maintain about 20 diesel and steam locomotives on lease to Zimbabwe Railways from SAR.

Now there is the possibility that SAR will also recall the locomotives. This would be a crippling blow to Zimbabwe, say transport sources.

Railway officials in Johannesburg refuse to comment on the move, but sources here and in Zimbabwe say the men will return in a few days.

Repairs on Zimbabwe locomotives will be delayed by months.

ZR officials will not compromise on safety, and all locomotives and rolling stock must pass stringent tests before being allowed to operate.

The South African technicians were also training Zimbabwe Railways workers, who will now have no-one else to train them.

High ZR officials say their service was hit hard by the exodus of skilled whites. Those who remain have "long and arduous" hours.

The sources say about 10 technicians have been recalled by SAR. They were in Zimbabwe in terms of the agreement on leasing the locomotives to Zimbabwe.

But that agreement lapsed last year. Since then the men have been working on a month-to-month basis.

UNHAPPY

It is understood that the technicians have been recalled because of a shortage of skilled labour in South Africa and because they were unhappy in Zimbabwe's uncertain political climate.

One source said: "The 64 000-dollar question is whether SAR will now recall its locomotives as well. The situation is very fluid and anything could happen."

A spokesman for SAR said today: "We just don't want to comment on this."

A ZR spokesman said: "We are suffering delays in repair work. Those people now left are having to work longer and harder."

Zimbabwe to 'review' foreign labour

Argus Correspondent

SALISBURY. — The Government is considering the position and status of all existing and future foreign workers in Zimbabwe, the Minister of Labour and Social Services, Mr Kum-birai Kangai, has said.

But the numbers have dwindled over the past four years.

From a peak of 32 453 in 1976, there were only 7 715 by the end of last year and this year, there are only 1 868.

Whites

On the question of whites leaving, he said: 'This will entail a serious depletion in our skilled manpower resources which the country can ill afford at this time.'

He reiterated assurances that senior positions in the public service and parastatal organisations would be held on merit.

'An announcement will be made once the Government's policy has been finalised,' the Minister said.

'He had been asked whether employment of Africans from neighbouring countries would continue to be restricted to the mining and agricultural sectors.'

Wenela

'I note that Zambian, Malawian or Mozambicans who have been working here for the past 20 years are still classified as aliens,' he said.

On wenela — the recruitment of cheap African labour for work on South African mines — the Minister said that while this would not be banned, he would encourage Zimbabweans to work and acquire mining skills locally.

He said that service in South Africa was voluntary and that wenela now only recruited those who had previously worked there.

Decline

South African mines had provided an avenue of employment for thousands of Zimbabweans and the deferred pay system, whereby 60 percent of workers' wages is remitted to this country, has been instrumental in bringing in many millions of dollars worth of foreign currency.

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23/7/82
'Child slaves'
on farms
— Minister

Hundreds of thousands of children in Zimbabwe were being used as "slave" labour on the country's farms, and the government was looking at the problem as a matter of urgency, the Minister of Education and Culture, Mr Dzingai Mutumbuka, said in Salisbury last night.

In a radio and television interview, the Minister said a form of "quack" education was taking place in the farming community and it was necessary to "protect children from irresponsible farmers."

These farmers, he said, were employing hundreds of thousands of children as "slave" labour and the Government was looking at this problem as a matter of urgency, together with the problems of parents "exploiting" their children.

There were many children, too, in mine compounds who were not receiving a proper education, Mr Mutumbuka said.

He announced that 1800 schools had been reopened in the past three months. — Sapa.

Mugabe to help workers

'Mail' Africa Bureau

SALISBURY. — Zimbabwe's Prime Minister, Mr Robert Mugabe, will recommend to President Canaan Banana the establishment of a commission of inquiry on incomes, prices and conditions of service.

A spokesman for the Cabinet Office said the commission will have the following terms of reference:

- To inquire into and make

recommendations on conditions of employment and service and the remuneration and other benefits for workers;

- The wide gap in wealth and income distribution;

- The role of trade unions in the bargaining and industrial conciliation processes;

- The price structure of basic foodstuffs, rents, and public transport charges, and ways in which the poor can be

protected;

- The suitability of the industrial conciliation machinery.

The spokesman said the commission had been set up because of the government's commitment to an equitable system of employment and conditions of employment consistent with an egalitarian society.

The commission will consist of eight persons, headed by a Mr R Riddell.

24/7/82
273
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Salisbury Airport unaffected by strike

18/80
gaw
037

The Star's Africa
News Service

SALISBURY — A sudden work stoppage yesterday by about 400 mostly white Air Zimbabwe ground staff at Salisbury Airport was today continuing as a "go slow."

The engineers and other staff stopped work yesterday afternoon over a dispute about the exclusion of some members of the Air transport Union from a new pay increase.

The union president, Mr Jimmy Deas, said the dispute had been simmering all week and he had been persuading workers to put off a strike since Monday.

Essential services at the airport were not affected yesterday and flights continued on schedule.

The "go slow" will continue through the week-end until the union has talks with the Minister of Transport on Monday.

Mr Deas said he hoped Monday's meeting would resolve the grievances.

He said that in the meantime ground staff and engineer shifts would report for work but they would do no overtime or anything more than just "keeping things running at a minimum level until we're satisfied."

Mr Deas said his executive had decided on the work stoppage yesterday, while he was in a meeting with Government officials, because they were dissatisfied with the progress of the negotiations.

Indian businessmen angry over riot insurance 'discrimination'

Wm 18/8/80

(273) (JG)

Mercury Reporter

BUSINESSMEN in Durban's Grey Street complex last night described differing 'special risks' insurance rates for premises in the city's Indian and white business zones as 'blatant discrimination'.

The South African Special Risks Insurance Association provides insurance for buildings damaged during political riots.

As this was Government-sponsored, there should be no discrimination in premium rates, Mr Haribhai Naran, a businessman and member of the South African Indian Council, said.

'We feel very strongly about this,' he said, adding that the insurance association and the Government owed the

Indian and other black communities an explanation.

Mr Naran said the discrimination in rates gave the impression that the authorities felt premises in Indian areas were more vulnerable to danger in times of political unrest than premises in white areas.

Mr K T Manjee, chairman of the Grey Street Area Local Affairs Committee, said he was also angry about the scale. He had written to the Town Clerk of Durban, Mr Gordon Haygarth, asking the City Council to approach the authorities with a view to having the discriminatory premium changed.

He said the premium for riot insurance on properties in the Grey Street-area was R3 for every R1000 of cover, while in the rest of Durban's central business district the premium was R1 per R1000 cover.

Mugabe to introduce new deal for workers

24/8/80 5:00 PM (273)
MR ROBERT MUGABE's four-month-old government plans to introduce a "workers' charter" in legislation to come before parliament next week.

A draft of the new Employment Bill which includes the charter, was released to the public this week, and provides for the repeal of a number of laws that were political flashpoints under the Smith Government.

The planned new law will give the Zanu (PF) Minister of Labour, Mr Kumbirai Kangai, the power to make regulations establishing the rights of employees, hours of work, leave and sick leave and stipulations about employees' transport, accommodation and clothing.

It also deals with the levying of insurance contributions from employers, special conditions for women and juvenile workers.

Worker charter soon to be law

SALISBURY. — Leaders in Zimbabwe's commerce and industry are waiting for details of a "workers' charter" which the government intends to make law soon.

The charter, which is a follow-up to the recently introduced minimum wages law, makes provision for penalties of up to R600 (500 Zimbabwean dollars) or six months' jail for defaulting employers.

The draft of the Employment Bill, which will probably be tabled in Parliament this week, has taken business and industrial leaders by surprise.

But though they have not been consulted on the new measures to protect workers, spokesmen for employer organizations were confident that the proposed legislation would not be unreasonable.

Zimbabwe's Minister of Labour and Social Welfare, Mr Kumbirai Kangai, has established a good rapport with leaders in the white-controlled economy since taking office.

The proposed legislation provides for the total repeal of the Masters and Servants Act, which dates from British South Africa Company ordinances issued at the turn of the century, as well as other discriminatory legislation.

The "charter" will give the Minister of Labour powers to make regulations on the rights of employees.

These include hours of work, annual and sick leave, stipulations about workers' transport and other benefits, the levying of insurance contributions from employers, the settling of disputes by officials or tribunals, special conditions for women and juvenile workers, and a requirement for employers to engage disabled people.

Definitions for the legitimate sacking of workers include misconduct, wilful disobedience to a lawful order, lack of skill, neglect of duty or absence from work without a reasonable excuse.

In terms of the bill, government inspectors will be granted special powers to enter and seize documents at labour recruitment offices.

12/9/80
Census
(213) shows
increase

PRETORIA. — South Africa's population is now 23 772 000.

The figure, based on the census carried out this year, does not include the populations of independent Transkei, Bophuthatswana and Venda.

The first results of this year's census show that since the last census in 1970 the country's population has grown by 26 percent.

A breakdown shows there are now 4 500 000 whites, 2 500 000 coloured people, 795 000 Asians and 15 970 000 Blacks in South Africa.

White growth rate over the past 10 years was 18 percent, coloured 25 percent, Asian 26 percent and black 31 percent.

The census showed a definite movement of blacks away from white areas to the black national states. The number of blacks in white areas increased by only 13 percent in the past decade while the populations of national states grew by 59 percent.

Soweto's population increased by 262 000 in 1970 to 864 000, the census showed.

The exodus of whites from rural areas continued. In 1970 86,8 percent of the country's whites were living in urban areas. This year the figure is 88,9 percent. — Sapa.

public?

Little threat to white workers

21/9/80 SUN TRIB

273

Tribune Africa News Service

SALISBURY: While the Zimbabwe Government is demanding a general improvement in the wages and conditions of black workers, the pace of Africanisation is not likely to bulldoze whites out of their jobs.

The drain of trained personnel as thousands of whites continue to "take the gap" has already aggravated the serious shortage of trained manpower in most sectors of the economy.

More whites, particularly public servants, will probably leave in December or

terms of the Lancaster House agreement, they will be entitled to take with them a greater share of their money.

Africanisation, particularly where the process requires lengthy training, will have trouble keeping up with these vacancies and those created by hoped-for post-war industrial expansion.

Prime Minister Robert Mugabe has made it clear that, while blacks must in April when, under the

have a greater share in the economy, whites will not be forced aside to make way for them.

Mr Mugabe, who has surprised and relieved many whites with his general moderation since taking over, summed it up by saying his government had recognised the role of private enterprise "but that recognition is subject to reciprocal recognition by private enterprise of the state objectives my

government has in mind."

There is, however, a strong body of black opinion, shared by some cabinet ministers, which believes that the pace of Africanisation and the redistribution of the fruits of victory are not fast enough.

Apart from medical and educational services, two of the areas of possible Africanisation of most concern to whites are the armed forces and the police.

Hundreds of white police and servicemen reportedly intend leaving.

Corsyn beats labour troubles

RDM 23/10/80

273

By ADAM PAYNE

IN SPITE of skilled labour shortages and strikes by unskilled labour in Zimbabwe, Corsyn Consolidated, a wholly owned subsidiary of Coronation Syndicate, increased its taxed income by 55% in the year to September 30. Earnings were Z\$9 238 000 (Z\$5 970 000).

Although the company's gold mines produced less gold, partly because of lower pay limits, the mines' working profit rose to Z\$13 384 000 (Z\$6 593 000) because of the higher gold price.

The higher price masked a steep rise in costs.

The picture was not so bright for Inyati copper mine which sustained a loss of Z\$89 000 in the September quarter and over the year showed a profit of only Z\$500 000, or about half the figure in the previous year.

The rise in costs at Inyati could not be covered by a higher copper price.

Strikes occurred at Inyati mine and at Muriel gold mine, but no further strike problems have occurred since police action was taken at one of Lonrho's gold mines, with the backing of the Minister of Labour.

Lonrho has five other gold mines apart from three in the Corsyn group and together they produce about 34% of Zimbabwe's 12 tons of gold a year.

Observers believe the labour situation will improve, but find it difficult to assess.

Corsyn's net income before tax was Z\$13 782 000 for the year from which a big tax bite of Z\$4 544 000 was deducted to leave net income of Z\$9 238 000 compared with pre-tax profit of Z\$7 326 000 in the previous year and tax of Z\$1 356 000 and net taxed income of Z\$5 970 000 in 1979.

Tax was increased in the last Zimbabwean Budget with depletion allowance for gold mines being reduced from 15% to 5%.

Even so, Zimbabwean gold mines fare far better than

South African mines, having a flat tax rate of 48% compared with the high sliding scales in South Africa. They also benefit from a depletion allowance.

Coronation Syndicate, the owner of Corsyn, is quoted on the JSE and received dividends from Corsyn totalling R5 882 000 (R2 962 000) in the year to September. These represented 98c a share to Coronation Syndicate.

Coronation Syndicate, standing at a yield of 15.8% on the JSE, earned taxed income of R6 136 000 in the year to September (R3 325 000), representing earnings a share of 102c.

The final dividend of 60c declared last month brought the year's total to 90c.

COMMENT: Corsyn's preliminary figures for the year include the ore reserves of its three gold mines. These reserves have not reduced in quantity although grade is lower on two of them.

Arcturus mine with greater reserves at 8.6 g/t has a good long-term future.

If one believes in the gold price remaining high and in the future stability of Zimbabwe, these mines should continue to pay good dividends to Corsyn and Coronation Syndicate.

Coronation Syndicate went on a high yield on the JSE not only because of fears about the situation in Zimbabwe, but before the Budget there was uncertainty about the future of dividend remittances out of Zimbabwe.

These were limited in the Budget to 50% of after-tax income, but since then it has been announced that companies can apply to the Reserve Bank for permission to remit more than 50%.

Coronation Syndicate's shares are worth consideration in view of their high yield, but they depend largely on the gold price and on the situation in Zimbabwe.

No more laboring

The government has announced that it will no longer support the laboring class. This is a great relief to the people who have been suffering from the government's policy of supporting the laboring class. The government has decided to stop supporting the laboring class and to support the middle class instead. This is a great relief to the people who have been suffering from the government's policy of supporting the laboring class.

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'Patience' call to strikers

574K 25/10/80 (273)

Own Correspondent

SALISBURY — The tendency for workers to take illegal strike action was delaying the process of change, the Minister of Labour and Social Services, Mr Kumbirai Kangai, said in Salisbury last night.

A commission of inquiry is touring Zimbabwe, hearing evidence from workers on changes which should be brought about to redress injustices in employment. This commission must be given time to hear this evidence, to study it and to make recommendations to the government on what changes should be brought about," Mr Kangai said.

He said that most of the efforts of the ministry to bring about effective change were being hampered as staff spent most of their time persuading people to go back to

work.

The number of man-hours lost was reaching alarming proportions. If this did not stop, the ability of commerce and industry to provide the additional jobs necessary to Zimbabwe would be seriously affected.

Mr Kangai called on workers to stop sabotaging Zimbabwe's hard-won freedom and to ignore those

causing disruption by calling for strike action.

He urged people to use workers' committees to discuss with management issues which affect them at their places of work. Such methods had proved highly successful in many cases and improvements in workers' conditions had been brought through such discussions.

Air Zimbabwe workers

who went on strike on Thursday stopped work again for two hours yesterday after a scheduled meeting with Mr Kangai was cancelled.

The strikers returned to work after the president of the Air Transport Union, Mr Jimmy Deas, assured them that the Minister had not arrive as he was attending a caucus meeting on the matter.

Mugabe slams racialism

Own Correspondent

SALISBURY — The Prime Minister, Mr Robert Mugabe, last night condemned racialism in all its forms and called for a restructuring of international economic systems.

In a wide-ranging address to the nation marking the 35th anniversary of the foundation of the

United Nations, Mr Mugabe said Zimbabwe intended to play its part to the full in the organisation of which it was now a member.

Expressing support for a number of liberation struggles, among them those in Namibia, the western Sahara and Palestine, he said Zimbabwe "unequivocally deplores racial-

ism in all its forms and manifestations."

"We cannot but deplore the apartheid system as practised by South Africa. My government calls upon the South African regime to desist from the practice of this most humiliating and exploitative system of man by man and to expedite the process of democratic change."

The 337 brickworkers at Macdonald Bros, Bulawayo, who went on strike on Wednesday, returned to work yesterday.

A company spokesman said that differences had been resolved at a half-hour meeting among management, workers' representatives and industrial relations officers.

A spokesman for National Foods Ltd, where 550 people stopped work for 5½ hours on Thursday said: "We are continuing our talks with the workers' committee, but are still waiting for a list of the men's grievances."

At Textile Mills Ltd, Bulawayo, where 57 workers were sacked on July 31 after going on strike, 22 got their jobs back yesterday. The others did not turn up.

Violence breaks out at Wankie colliery strike

STAR 19/11/80 273

BULAWAYO — Violence has added a new dimension to the four-day-old strike — which still shows no sign of ending — by almost 4 000 workers at Zimbabwe's giant Wankie Colliery.

Last night about 50 houses in Number Two Colliery village had windows smashed by stones and bricks and several people were injured in assaults believed to have been carried out by other colliery workers.

At least two people were admitted to Wankie Hospital with serious injuries. No arrests have been made.

Most of the houses damaged in the outbreak of violence, which began at 11 pm on Monday, belonged either to higher paid workers or to the new workers at Number Two Colliery who had gone back to work at the request of management.

Mr Matthew Moyo, chairman of the workers committee at Number Two Colliery, said the violence was a direct result of the news that the Minister of Labour, Mr Kumbirai Kangai, had cancelled a planned visit.

"They were angry and they were drinking beer all evening. I was afraid there would be trouble," he said.

Mr Kenneth Ncube, chairman of the workers committee at the Number Three Colliery, where the strike started on Friday, said: "The only thing that can save us now is if Mr Kangai comes here."

"The workers have said they will not go back to work unless the Minister comes and brings them their money."

The strike is over pension fund deductions. The workers say Mr Kangai told them these deductions would stop and they could have past payments refunded.

Management sources have confirmed that Anglo-American is not empowered to scrap the pen-

sion scheme without intervention by the Ministry of Labour.

Coal production at Wankie has been at a complete standstill since Friday evening.

Although a skeleton staff has kept part of the coal-processing operation going at Number Two Colliery, underground and open cast mining at collieries three and four have stopped. — Sapa.

Strike sparked off by union visit - claim

S TAN. 20/11/80 273

Own Correspondent

SALISBURY — The strike at the Trojan Nickel Mine near Bindura continued yesterday.

The strike, involving about 2 000 workers, was alleged to have been started two hours after the arrival at the mine of an appointee of the Minister of Labour and Social Services. The allegations were made by Mr Howard Bloomfield, president of the Associated Mine Workers.

The national organising secretary of the Zimbabwe Congress of Trade Unions, Mr Webster Gwekwerere, said he had been the first official from any organisation involved in the dispute to visit the mine.

"I was invited to the mine by the chairman of the workers' committee to explain the differences between the Associated Mine Workers and the Zimbabwe Mine Workers' Union which was formed in May this year," he said.

He said he could not be accused of starting the strike as he had left the mine without speaking to any of the workers.

At the Wankie Colliery last night about 4 000 strikers ignored an order by the Labour Minister, Mr Kumbirai Kangai, to return to work or face "tough measures."

Strikes at coal, nickel mines go on

By DAVID FORRET
'Mail' Africa Bureau

SALISBURY. — Labour unrest continued in Zimbabwe yesterday amidst signs of political interference in the trade union movement.

Almost 7 000 workers at three mines remained on strike yesterday over demands ranging from repayment of pension fund contributions to the dismissal and deportation of five white employees.

Workers taking part in the two major strikes at Wankie Colliery and the Trojan Nickel Mine in Bindura are demanding that the Minister of Labour, Mr Kumbirai Kangai, should settle the disputes.

But a spokesman for his office said yesterday that Mr Kangai had no comment to make and did not plan to visit the trouble-spots at this stage.

And a veteran trade unionist, Mr Howard Bloomfield, yesterday lashed out at political interference in the trade union movement.

About 4 000 workers who downed tools five days ago have halted production at Wankie — Zimbabwe's only coal-producing mine — which suffered a similar crippling strike in May this year.

The current strike is over pension fund deductions which, the workers claim, should be repaid to them as promised by the Minister during the previous unrest.

It is understood that the Anglo American Corporation — the owners of Wankie — is not empowered to scrap the pension scheme without special permission from the Minister of Labour.

It was confirmed yesterday that some of the strikers went on a rampage in the colliery on Monday after they had received news that Mr Kangai had cancelled a scheduled visit to the area.

About 50 houses were damaged in the outbreak of violence, which appeared to be directed at higher-paid workers or those who had returned to work at the request of the management.

At the other major trouble-spot in Bindura, men armed with pick-handles were still picketing the Trojan Mine yesterday, according to Mr Bloomfield, president of the Associated Mineworkers' Union.

He said the men in the picket-line were not mine employees — about 2 000 of whom are out on strike.

Though he refused to be drawn on who was responsible for the picket, he lashed out at political interference in the trade union movement.

Mr Bloomfield accused certain members of a government-appointed co-ordinating committee — set up for the unification of all trade union centres — of encouraging the formation of new trade unions to rival the existing registered unions.

He said one of these government appointees visited the Trojan Mine on Saturday following the dismissal of a member of the local workers' committee after he allegedly held meetings during working hours.

"Within two hours of this man's arrival the strike had started," he said.

In addition to an initial demand for the reinstatement of the sacked worker, the strikers have also given notice that they will not return to work until Mr Kangai visits the mine to discuss the dismissal and deportation of about five white management officials.

A spokesman for Anglo-American also confirmed that the 1 000-odd strikers at the Shangani Nickel Mine were still refusing to return to work yesterday.

273
20/11/80

Wankie strike: cracks begin to show

By DAVID FORRETT
'Mail' Africa Bureau

SALISBURY. — The Wankie Colliery strike has entered its second week with the first strong signs of dissent in the ranks of the 4 000 striking pitmen.

Cracks began to show when about 70 workers arrived for their early morning shifts at the second colliery, where the vital coke works have been kept running over the past nine days by predominantly white staff.

There are signs that many other workers will also quit the ranks of the strikers and return to work today.

The breakthrough in the deadlock, which has halted production at Zimbabwe's only producing coal mine, follows threats by the Minister of Labour, Mr Kumbirai Kangai.

After his ultimatum for a return to work had been ignored by the strikers, Mr Kangai took a tough stand.

He warned that he would have to take legal action against those promoting the illegal strike.

He said it was obvious that the vast majority of the workers were being intimidated into staying at home.

However, a police spokesman said at the weekend nobody had yet been arrested in terms of the Industrial Conciliation Act.

The 4 000 strikers downed tools nine days ago.

They are demanding that their pension fund contributions be repaid to them and that the scheme be stopped.

Mr Matthew Moyo, chairman of one of the workers' committees, said he thought the strike was coming to an end.

Most people, he said, were willing to return to work.

There was no production at the colliery yesterday.

Today's shifts should signal either an end to the crippling stoppage or a continuation, with increasingly acute problems for the country's economy.

It is estimated that, while the strike continues, Zimbabwe is losing about R36 000 a day in foreign currency.

Zimbabwe miners' strike continues

5700 21/11/80

273

The Star's Africa
News Service

SALISBURY — Week-old strikes by nearly 7 000 miners have halted Zimbabwe's coal production and drastically cut nickel supplies.

Armed police today patrolled Wankie Colliery where strikers went on a rampage this week injuring several employees who refused to join them.

Police yesterday arrested

three pickets at the Trojan nickel mine, Bindura, apparently for stopping other employees from driving to work.

Production at Trojan mine has been stopped by the 2 000 strikers and at Shangani nickel mine by another 800.

Employees at Wankie, Zimbabwe's only operational coal mine, yesterday ignored an ultimatum from Minister of Labour

Mr Kumbirai Kangai to return to work or face tough action.

The strike began a week ago and a para-military police support unit was called in to protect a small number of employees who complied with a management request to keep essential sections of the plant, such as the coke ovens, working.

Trojan mine produces

some of the world's purest nickel at the rate of 1 000 tons a month.

Most of this is exported for a revenue of about R4-million a month.

The strikers at Wankie, owned by South Africa's Anglo American Corporation, want the company to stop deducting pension fund contributions from their wages and are demanding the return of deductions already made.

1. Calculation of Percentage Holding

Number of shares held by Rights Issue:

- own (2/5 x)
- purchased 1/2 (2/5)
- minority 1/4 (2/5)

Percentage Holding

2. Analysis of Equity

Share Capital
Distributable Reserves
Depreciable asset

Paid
Premium

Reserves to 1.7.78
Dep. adjustment to 1.7.78 (see 3.1)

Profits 1.1.79
1/2 (40 000-20 000)
+ 1 500
(see 3.2)
Dividend

Share capital

Share Premium

Profit 1.1.79 - 30.6.
1/2 (40 000 - 20 000)
1 500
(see 3.3)

Striking miners begin to go back to work

SALISBURY. — There was a full turnout of workers at the Shangani nickel mine yesterday and a partial return to work at Wankie Colliery as the strike situation which hit three of Zimbabwe's major mines last week appeared to be easing.

However, there was no change at Bindura, where 2 000 men have been on strike at the Trojan nickel mine for a week, demanding the reinstatement of a dismissed member of the workers' committee.

The mine produces more than 1 000 tons of top-grade nickel a month, but the strike has brought it and the nearby smelter and refinery to a standstill.

At Shangani, where about 1 000 men have been on strike for a week demanding a R50-a-month across-the-board rise, management reported "a complete return to work" yesterday.

At Wankie, an Anglo American Corporation spokesman said there had been "a partial return to work", but would give no further details.

Sources at the colliery said about one-third of the striking miners returned to work at 6am yesterday.

Production at the mine is reported to have resumed on a limited basis, with output initially likely to be restricted to supplies for local industries, many of which are facing the threat of a shut-down through lack of fuel.

The colliery exports coal and coke worth about R1 375 000 monthly, mainly to Zambia and Zaire.

On Friday night the Minister of Labour, Mr Kumblarai Kangai, warned he would have no alternative but to take legal action against the strike leaders if the men did not go back to work.

He claimed the majority wanted to do so but were being stopped by intimidation. — Sapa.

	1	Parents	Minority
	00	75 000	25 000
	00	30 000	-
	00	5 000	-
	00	-	2 500
	00	110 000	27 500
	00	80	20
		25%	
		25 000	
		10 000	
		2 000	
		37 000	
	26 250	8 750	
	3 937,5	1 312,5	
	30 187,5	47 062,5	
	8 625	2 875	
	(2 250)	(750)	
	36 562,5	49 187,5	
		2 500	
		20%	
		2 625	
		54 312,5	
		(4 837 5)	
		49 475 = 20%	
	11 500	9 200	2 300
	258 875	45 762,5	51 775

The Star's Africa
News Service

SALISBURY — Production has resumed at Zimbabwe's only major coal mine at Wankie and the nickel mines at Shangani and Bindura after they had been paralysed for over a week by strikes.

Coal production at Wankie colliery was expected to run at about two-thirds of the normal daily level. The colliery produces 8 000 tons a day.

A spokesman for the colliery said yesterday a

STAR 26/11/80 (273)

Zimbabwe mine strikes ending

considerable number of workers had since returned to work. He hoped the partial return would become "infectious" to others who were still on strike.

By yesterday most of the workers at Collieries

Numbers Two and Three had returned. But workers at the underground Number Three colliery, were largely still out on strike. Of the estimated 1 900 workers at Colliery Number Three only about 60 had reported for work on

yesterday's early shift, and about 42 had reported for duty for the afternoon shift.

The spokesman also announced that coke production had resumed at the Wankie colliery. The mine produces 700 tons of coke a day.

It was reported that the situation at Collieries One and Two had returned to normal. However, it is expected that it will take the Wankie mine about 24 hours before it can cope with a new input of coal.

Zimbabwe servant probe

SALISBURY. — A board of inquiry examining conditions of work of Zimbabwe's domestic servants starts work next month with interviews planned with up to 1 500 workers all over the country.

The head of the board, Mrs D Masaya, said the commission hoped to make its recommendations to the Minister of Labour, Mr Kumbirai Kangai, on May 1 next year.

The inquiry team will visit all major cities and rural areas, and Mrs Masaya appealed to employers to give their servants time off to give

evidence.

She said the members of the board would sit in full session in the cities, and receive evidence from domestic workers before hearing views from employers.

Among the factors to be investigated were wages, hours of work, overtime, deductions, accommodation and other benefits in kind, part-time conditions, vacation leave, sickness benefits, contract and notice, and gratuities.

Mrs Masaya said the board had been given the task of mon-

itoring service conditions laid down by the Masters and Servants Act of 1952, the only employment legislation covering domestic workers.

"It is a colonial and racist act which in the main is in the interest of the employer," she said.

"This will be scrapped by the new government."

Mrs Masaya claimed many domestic workers were still subjected to outdated service conditions, and deserved legal protection to enjoy "the dignity of labour". — Sapa.

Union leader ignores sacking

23
K0M
12/80

BULAWAYO. — Veteran union leader Mr Phineas Sithole, who was sacked on Saturday as general secretary of Zimbabwe's United Textile Workers' Union, says he will ignore the action, which he described as "ridiculous" and "illegal".

Mr Sithole, a strong critic of the Zimbabwean Government-sponsored umbrella trade union body, the Zimbabwe Congress of Trade Unions, said the meeting on Saturday was called by the ZCTU organising secretary.

None of the 22 people who attended the meeting was from the UTWU, said Mr Sithole.

"According to the constitution of my union, I can only be sacked by a congress of the UTWU. Even a meeting of my own national executive could only recommend I be fired.

"My union is not affiliated to the ZCTU and that body has no legal right to interfere in our affairs. I have the full support of my union, which recognises me as general secretary."

The ZCTU was formed in July after a meeting of trade union leaders called by Zimbabwean Labour Minister, Mr Kumbirai Kangai, who set it the task of investigating and streamlining Zimbabwe's unions so there would be a unified trade union movement.

Mr Sithole has accused ZCTU officials of being "political puppets" who, he says, are disrupting instead of unifying the trade union movement. Mr Sithole is a top official in the Zimbabwe African National Union led by the Rev Ndabaningi Sithole — a bitter rival of the Prime Minister, Mr Robert Mugabe.

Another Bulawayo-based union leader, the general secretary of the Zimbabwe Motor Industry Workers' Union, Mr M M Derah, this week also accused the ZCTU of disrupting workers' organisations and replacing stable unions with splinter bodies. — Sapa.

2000 11/12/50
No more domestics 923

SALISBURY. — The head of a board of inquiry into the conditions of Zimbabwe's domestic workers says servants will have to be phased out.

"Domestic labour will definitely have to go," Mrs Dianne Masaya said yesterday.

"It may take 10 years to phase out, but it has to go. Our type of society is interested in productive labour."

Mrs Masaya said domestic service could not be abolished overnight because of the dramatic effect it would have on unemployment, but if the government could find land, former servants could form farming co-operatives.

Mrs Masaya said she was against the idea of workers' quarters on their employers' residential property, because it deprived the workers of any degree of freedom.

Mrs Masaya's board will report back to the Ministry of labour and Social Services. — Sapa.

Code	Details	No. of Tuts
CA	Cash budgets	4
CB	Capital budgeting	8
CC	Contract costing	2
CL	Linear programming	5
CM	Marginal costing	7
CP	Probability	4
CS	Standard costing	8
CX	Miscellaneous	9

Kangai ^{C1mb} warns ²⁷³ unionists

SALISBURY. — Zimbabwe's Labour Minister, Mr Kumbirai Kangai, has warned trade unionists that they will be "crushed" if they oppose government policy.

"Any trade unions who act against the government policy of having one national centre will be crushed — and workers who support such trade unions pursuing a line contrary to that of the government are wasting their time", he said.

Mr Kangai's warning was the strongest yet to trade union leaders who have spoken out against the Zimbabwe Congress of Trade Unions, formed in August to bring all unions into one body under government control.

Veteran trade unionist Mr Phineas Sithole, who accused the ruling Zanu (PF) party of intimidating union members into supporting ZCTU was dismissed as general secretary of the United Textile Workers' Union late last month. — Sapa

11 mine workers resign in wake of abductions

BULAWAYO. — A number of people have resigned from Zimbabwe's Kamativi mine north-west of Bulawayo after the abduction of three members of the ruling Zanu (PF) party by dissidents on Sunday afternoon.

Chief Superintendent J Parker, officer commanding police in the Wankie district, yesterday confirmed reports of the incident and said investigations were continuing.

"The men, members of Zanu (PF), were abducted on Sunday and released the following afternoon," he said.

"Since then there have been 11 resignations from the mine.

"These have resulted from serious concern within the Shona speaking community after the incident."

Ndebeles, who generally support Mr Joshua Nkomo's Patriotic Front party, the chief rival of Prime Minister Mr Robert Mugabe's Zanu (PF), dominate the Kamativi area.

Superintendent Parker said extra police patrols were mounted in the area after the abduction.

Police have so far made no arrests in connection with the abduction.

● Meanwhile in Entumbane township, where several thousand former guerrillas are being temporarily housed, police have arrested 30 people after the murder of a man.

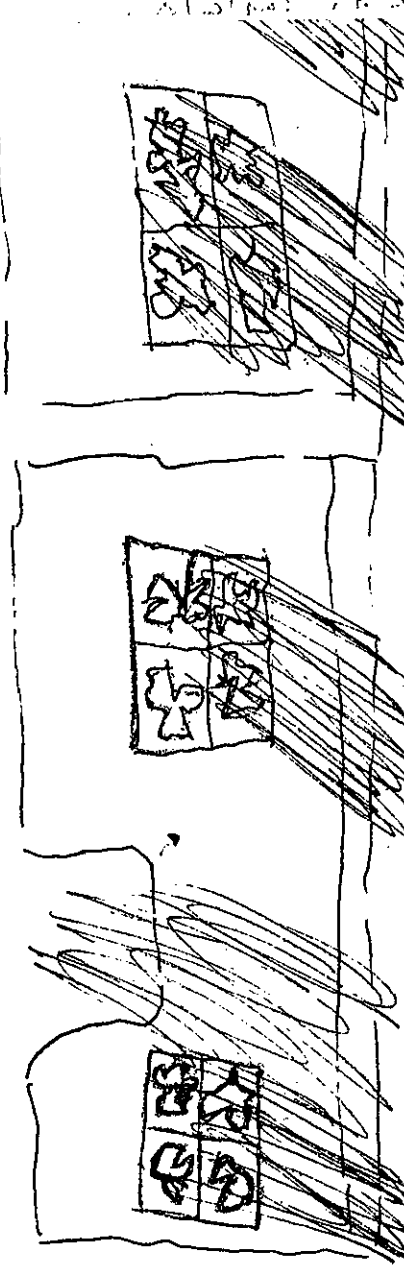
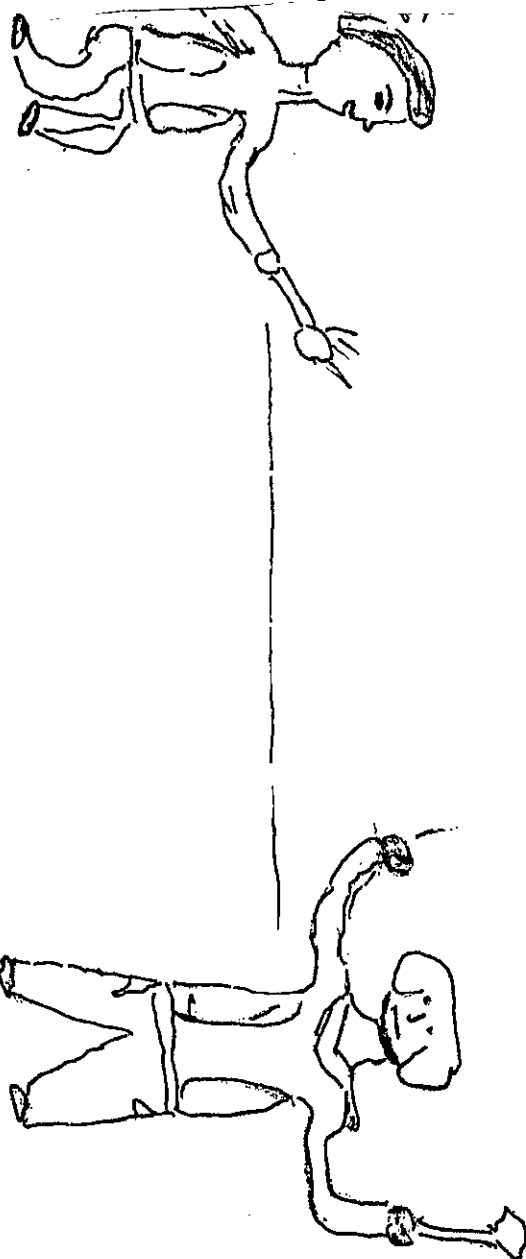
Fighting broke out on Thursday afternoon and the murder victim, not yet identified, was found in a ditch about 4.15pm,

police reported.

In two days of fighting in the township last month, 58 people died when cadres of the rival Zipra and Zanla forces clashed and rumours had been rife this week that another outbreak of violence was imminent.

As soon as the fighting began on Thursday, most Entumbane residents retreated to their homes and by 5pm, when the situation was back to normal, many were still afraid to venture out of doors.

In an interview in Bulawayo on Thursday, Patriotic Front leader Mr Joshua Nkomo said people could "rest assured" that neither his Zipra forces nor members of his party were contemplating violence. — Sapa.



Spirits get in the way

SALISBURY. — Spirit mediums in the north-eastern Muzi district are urging resettled villagers not to use fertilisers.

"If this sort of thing is unchecked it is likely to have disastrous effects on the Government's policy of boosting agricultural production," said Senator Agrippa Makunde.

"Spirit mediums are a significant authority in the rural areas." The senator, who is one of the most prominent Zanu (PF) parliamentarians in promoting rural development, said the spirit mediums did not explain to the people why they had advised them against the use of fertilisers. — Sapa.

Zimbabwe orders a central trade union

SALISBURY. — Zimbabwe's Minister of Labour and Social Services, Mr Kumbirai Kangai, has warned that the government will step in to re-organise the labour movements in the country if they fail to form one central body by February.

Dissident unionists in Salisbury claim the move is part of a drive to bring all unions under the ideological control of the ruling Zanu (PF) Party.

In an interview at his home, Mr Kangai gave the trade unions until February to call a congress and establish a central organisation to which they would be affiliated.

"I am giving them an ultimatum and if they fail to meet the

deadline, we shall move in because it is a commitment on our part to have one central body."

The Minister, who has just returned from a 10-day trip to Cuba where he attended the second Cuban Communist Party Congress, said workers throughout the country wanted one central union.

He said he would like to see trade unions established in Zimbabwe along the lines of those in Cuba.

"Cuba is a living example of a humanist society where the entire society is committed to the population," he said. — Sapa.

8 die in petrol fire

BULAWAYO. — Seven people, including three children, were burned to death when a can of petrol exploded and gutted the thatched house in the Avoca district of the Godlaayo Tribal Trust Land, where 16 relatives had gathered to celebrate Christmas.

An eighth person died in hospital the following day, and staff at the Mpolo Hospital in Bulawayo said four others were still "very ill". One of them is a five-month-old baby.

The blaze started when four-year-old Jennifer Dube tried to bath a wound on her foot in petrol while sitting near a lighted candle. — Sapa.

Immigrants
1963 2 Ques (31. 46

145. Mr. D. J. DALLING asked the
Minister of Statistics:

3/2/3
(1) How many persons immigrated into
the Republic from Zimbabwe in (a)
December 1977 and (b) each month
of 1978?

(2) What percentage of the total number
of persons who immigrated into the
Republic in 1978 came from Zim-
babwe?

THE MINISTER OF STATISTICS:

(1) (a) 569.

(b) January 700
February 777
March 753
April 668
May 1 117
June 1 293
July 1 059
August 1 276
September 1 216
October 1 060
November 1 171
December 1 235

(2) 42 per cent.

Basically then, Joki Stuurman was the driving force behind the building of the clinic, and not the Zenzele women who claim to be responsible for it. Nor can one say that the village itself is particularly integrated or progressive. A shearing shed was started in 1974 with 30 members. It is not finished yet, and again it is mainly Stuurman who builds when he can arrange that another member help him.

se.

CONSUMER DEMAND

Zimbabwe baulks

FM 27/3/81

The expansion of domestic demand in Zimbabwe "will have to be controlled," if pressures on foreign exchange, skilled labour and transport capacity are not to result in a "very sharp increase" in the inflation rate this year, according to the Reserve Bank of Zimbabwe.

In its latest quarterly economic bulletin, released last week, the Bank warns that late last year there were "increasing signs" that demand pressures in the economy were beginning to intensify. The shift towards tighter monetary control and increased interest rates, which were announced a month ago, was apparently a warning shot from the authorities. But there is no evidence to suggest that these measures on their own are likely to have a material impact on the level of consumer spending.

Consumer demand — if it is to be tackled at all — requires something far tougher and more direct, which would

seem to imply fiscal restraint. At present, the Zimbabwe authorities are trying to rein in the money supply while the fiscal deficit balloons.

Adding to their difficulties is the severity of capacity and production constraints in the economy. The emigration rate, which appeared to be slackening late last year, is now moving strongly higher once again and the figures for the first few months of 1981 are likely to be at least 30% higher than a year ago. This is resulting in an increasing shortage of skilled manpower, especially in the realm of technical skills such as artisans, journeymen, engineers and the like.

At the same time there is an acute and growing shortage of transport capacity at a time when Zimbabwe is about to reap a record maize crop of some 2.8 Mt, of which nearly 2 Mt will be delivered to the Grain Marketing Board for sale domestically or abroad. Even if the transport capacity were available to sell some 750 000 t or 800 000 t of maize abroad, it would only be achieved at a substantial net loss relative to the producer price of \$120/t that is being paid to the growers. Accordingly, Zimbabwe will carry forward a record stockpile into 1982 at a very substantial financing cost.

The transport congestion, allied with weak prices for metals and a fall in the volume of Zimbabwean mining output in the second half of 1980, all points to a very tough foreign exchange position this year, notwithstanding promised aid inflows. Last year, after adjusting for the upvaluation in Zimbabwe's gold reserves, there was a net deficit in the balance of payments of some \$57m, according to the Reserve Bank, and by mid-March the reserves, at around \$2160m, had reached what is likely to be regarded by the authorities as a minimum satisfactory level.

The Reserve Bank notes that last year retail sales were growing materially faster in volume than was manufacturing production. "Given the existing foreign exchange constraints, it will certainly not be possible to meet this shortfall through increased imports."

What this means is that supply shortages and rising prices can be anticipated as burgeoning demand runs up against slow growing, or even stagnant, supply in some industries. In this situation, there is, of course, a very strong case for tougher fiscal measures. But with government committed to meeting the aspirations of the masses, with peasant farmers getting paid for above-average crops and with further significant increases in wage minima likely later in the year, that kind of demand restraint is highly improbable.

Instead, it looks increasingly as though inflation will escalate through the year and will have reached 20% by the end of 1981 compared with less than 9% at the end of last year.

you can get anything done is over. people only come to work parties so they can get drunk.

It turned out that 2 of the school pupils had been staying with him during the building. He said that otherwise they would not have been able to get food while they were working for nothing.

for it w that whil exte coll that At cli Joki pec co- spe so hac one Id Af Um di un a to th he Tt a A D U