I.L.O.

1975 - 1978

FM, 16/5/75

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Oh, Big Brother!

When the Second General Law Amendment Bill (now Act 94 of 1974) was published last year, Harry Schwarz MP warned that Section 2, which controls the flow of corporate information between SA and abroad, was so wide it would inhibit foreign investment

That may have been an extreme view, but the measure has nevertheless caused sufficient nervousness and uncertainty to result, according to Commerce Secretary Joep Steyn, in a "steady flow of applications' to government from the business community for permission to furnish information to overseas principals. According to a spokesman in Steyn's office, an official in Pretoria has been specially detailed to deal with them

This is no surprise. Section 2 is widely phrased and the penalties are severe (R2 000 or two years).

When the Bill was introduced in the Senate on October 28 last year, Minister of Economic Affairs Owen Horwood confirmed Senator Monty Crook's surmise that the measure was designed to protect officials of De Beers When in the US, they risk being arrested and brought before a court to answer questions under the US anti-trust laws

In an interview this week, however, Steyn and his deputy, Tjaart van der Walt, added a new dimension

"SA refuses to submit to the kind of inquisition implied by the House of Commons sub-committee White Paper published towards the end of last year, which calls on UK companies with SA operations to incorporate all sorts of information about their SA interests in their annual statements We will not stand for that sort of thing "

Referring to De Beers Steyn argues that, had the measure been designed specifically for its protection, the clause would have been worded differently Then why didn't his Minister say so when he took part in the Second Reading debate?

Senator Piet Swanepoel (UP) proposed an amendment to the wording of the section, making it clear it would be an offence to pass on business information *only* if this was done in compliance with any order, direction or letters of request "issued by or emanating from a court of law or governmental or statutory authority"

He and other UP Senators feared that, unless the source of such order or direction was clearly defined, the section would have an extremely wide meaning and create confusion It would, for example, include requests for information from non-government sources and so inhibit normal business practice

Joep Steyn . . . adding a new dimension

This week Joep Steyn told the *FM* the information clamp was only being applied in cases where it was being sought as a result of an order served by a foreign government or its agencies on a holding company with an SA interest or subsidiary. Yet a Commerce Department directive this month to the FCI on the interpretation of the measure warns:

"Care should be exercised when information is requested by a foreign principal from a person over whom the law in SA has jurisdiction if the information is not normally supplied or not normally required by the foreign principal to conduct its business." This goes far beyond, say, labour and wages

Recently, the Cabinet decided that where a foreign company holds less than 50% of a company registered in SA, the Minister will refuse permission for information to be sent abroad in response to an order issued by a foreign government. Foreign-controlled companies in SA should, in any event, refer requests for information to the Minister who "in applying his discretionary power, will treat each case on its merits".

Such applications should be accompanied by a copy of the questionnaire required to be completed by the SA company and by a copy of the company's proposed replies

On March 21 this year, the position of SA exporters was clarified by

THE ACT'S EFFECTS

Overseas reaction to the corporate information curbs ranges from deep concern (Ford) to disdain (Polaroid)

Ford says it did not publish its annual report on employee conditions in SA this year because its counsel in SA warned it might violate the law.

IBM, however, takes the view that the SA authorities would invoke the law only if requested information were to find its way back to SA, that there would be no objection if such information is used outside the country.

Polaroid says it has no corporate presence in SA and doesn't care about the law Its products are handled by an independent distributor, Frank and Hirsch The latter, says Polaroid, has been providing information on its "efforts to upgrade occupational standards for non-Whites" all along

The International Labour Organisation, however, has dropped SA from two studies of world employment standards because of the new law

The ILO is probing pay scales and working conditions in the oil and metal working industries Ford, GM Fiat, Siemens, Philips and General Electric are among the companies being canvassed.

ILO spokesmen told *FM*'s correspondent that at a meeting held last week, the companies protested at having to submit data on SA operations because of the new law and the ILO — since the studies are voluntary — decided to drop SA from its listing (SA dropped out of the ILO in 1964 — the first conflict it had with any UN affiliate)

ILO officials concede that they have no clear idea of what the new SA law actually requires — nor, they say, does anyone else But they recognise there could be danger for participating firms so, in the interest of the larger goals of the two surveys, they thought it would be best to avoid trouble

Government Notice R532 which permits them to furnish information to foreign governments in respect of export products

Though these directives narrow the field of uncertainty a little, a vast area of confusion remains For example, Jimmy Kruger, Minister of Police, says the law has been widely framed because there may be extra-judicial authorities in other countries "which are entitled to order all sorts of investigations".

What does this mean? Does this include newspapers, universities or research institutions seeking information of an economic or social nature? No one in authority will say It is, like so many areas of government-business relationships, disturbingly at the discretion of the Minister

Question
Write on both sides of the paper

Do not write in this margin

Top chiefs in labour meet

SA will just observe

STAR 29/5/75

Labour Reporter

Five South Africans are flying to Geneva next month for the world's biggest congregation of organised labour and employers — the annual session of the International Labour Conference.

Amid the apartheid-baiting for which these meetings have become known, they hope to strengthen the international links which have survived South Africa's exit from the International Labour Organisation in 1964.

Sectors of the South African labour movement will be represented by Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, and Mr B J S Reinecke, the representative of the Federal Consultative Council of Railway Staff Associations.

Representing the "supreme council" of South African employers are Mr W F Hamilton, leader of the delegation, Mr Frank Lock and Mr Glynn Taylor.

While South African employers still have full membership of the International Organisation of Employers, the South African labour movement no longer has any affiliation to international trade unionism at top level. The only labour ties are between individual trade unions in South Africa and the international trade secretariats.

Hence Mr Grobbelaar and Mr Reinecke are going to Geneva solely as observers.

Mr Lucy Mvubelo, general secretary of South Africa's largest Black trade union, is not going this year after unsuccessfully trying to speak up in Geneva for the Black labour movement the previous two years.

Mr Grobbelaar, due to leave on June 11, comments "TUCSA will continue to strive for the re-establishment of severed ties and for the earliest possible readmission of South Africa to the ILO."

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Editorial

TUCSA LABOUR MIRROR JUNE 1975

Time To Press A Little?

ONCE again the annual conference of the International Labour Organisation is coming round, and once again TUCSA is going to be there

THE question is often posed why, when South Africa's legitimate worker's representatives, both Black and White, are refused a hearing, but exiled communist groups like SACTU, who have no following in this country, are given the forums of the ILO, does TUCSA continue to bother?

THE answer very simply is that if you don't fight for right and justice, you forfeit it, and TUCSA has no intention of giving up its fight for the right of South Africa's workers to take their place in this important world forum

TO do so would be to surrender to those anti-democratic racialistic and ideological forces ranged against us, and we would be selling out the workers of South Africa

WE would also be selling out on the contribution we can make in the councils of the ILO towards creating a better world, because however much we need the international community, it also needs us

HEAVEN knows, the ILO needs support to direct it back to the aims and principles for which it was originally established in 1919, which was to improve the living standards and the working conditions of men and women throughout the world

TODAY the ILO desperately needs organisations like TUCSA which, unlike many so-called labour organisations in communist countries and large areas of the third world, is free of political pressures and Government manipulation, and can speak up honestly in the interests of people of all colours and creeds

TUCSA, we believe, has more right to a voice at the ILO than perhaps three-quarters of the delegates who sit there in the name of the workers of their countries, and its record proves this

cont page 3

Time to Press A Little (cont)

BUT this right, which was so carelessly thrown away by Dr Verwoerd in 1964 when in a moment of high dudgeon he withdrew South Africa's membership, will not be regained without effort.

OVER the years TUCSA has lobbied with considerable success, and the point has been reached where influential labour leaders in Black Africa and elsewhere privately express their support for TUCSA's recognition, but because of political considerations they have been too timid to give us this support openly

PERHAPS this year it will be time for TUCSA to press just that much harder

Delegates cautious on ILO call to SA

STAR 5/6/75 (154)

Raymond Whitaker

GENEVA — Delegates to the International Labour Organisation (ILO) conference here are reacting cautiously to the call by the ILO director general, Mr F Blanchard, for action by South Africa to prove her good faith.

In his 11th report on apartheid Mr Blanchard outlined the areas in which South Africa should remove discrimination These were

● *The repeal of the "repressive provisions" of the laws and regulations governing the entry, residence and employment of Africans in urban areas and the "progressive elimination" of the migratory labour system*

● *The granting of full trade union rights and collective bargaining to African workers, in particular by amending the definition of "employee" in the Industrial Conciliation Act to include African workers*

● *The removal of statutory and other restrictions on the occupational advancement of Africans —Job reservation and the industrial colour bar This applies to vocational training and apprenticeship as well*

● *The elimination of wage disparities based on race and sex*

MINIMUM

Mr Blanchard emphasised that these were the minimum requirements for South Africa to show her good faith

He quoted Mr Vorster's "six months" speech and Mr Botha's assurance to the United Nations that South Africa's policies were not based purely on race discrimination for its own sake

Mr Blanchard wrote "Almost half a year has elapsed since these statements but there have as yet been no perceptable signs of any change of policy inside South Africa

"If the world community and, in particular, the countries of Africa are to be convinced of the genuineness of the intention to move away from discrimination based on race or colour, the least they are entitled to expect is the formulation of concrete proposals, for change, accompanied by a specific timetable for their implementation worked out in agreement with authentic representatives of the majority of the South African people"

Far from being a time table for the return of South Africa to the ILO, or even a basis for negotiation, the report merely spelled out the demands which the ILO has made many times in the past and indicated that, until these have been met, South Africa could begin to attempt a comeback at the ILO

This leaves aside the question of how eager South Africa is to rejoin the ILO

Although trade unions and employers' organisations have expressed hopes of a return, the Government has shown no enthusiasm for it, taking the view that the reasons which applied when South Africa pulled out of the organisation — a refusal to allow herself to be pilloried in international forums without the right of reply — still applied

Most delegates were reluctant to discuss Mr Blanchard's report until it came up for discussion in the ILO Assembly. But opinion seemed divided on whether it was evidence of a hard-line attitude or the opposite

To some it appeared to be an attempt to spell out to South Africa the steps it could reasonably take to regain acceptability within the ILO

But the majority opinion appeared to be that Mr Blanchard was simply outlining the changes that would have to be made on the labour front to eradicate apartheid

BORNE OUT

This view seemed to be borne out by the director general's statement that the least other countries could have expected were concrete proposals for change, "worked out in agreement with authentic representatives of the majority of the South African people

Mr Blanchard in fact provided new ammunition against South Africa — which delegates have promised to employ — in a special section on the disabilities of African women

He drew attention to the plight of many African women in the homelands, who were left without their husbands for most of the year He said they were caught in "a vicious spiral of poverty, malnutrition and disease"

DISABILITIES

Among the disabilities suffered by urban African women, Blanchard mentioned the fact that hundreds of married women were forced to live in single-sex hostels, although their husbands could be working in the same area

He applauded the removal of the Masters and Servants Acts, but added that the pass laws still considerably restricted the African worker Mr Blanchard also detailed labour unrest on the mines, and said a point of no return had been reached in which the mining groups would have to pay far greater attention to the interests and rights of Black workers

ILO director general Mr Francis Blanchard — a four-point call to South Africa

Black unionists need voice—ILO

STAR 6/6/75 (154)

Raymond Whitaker, The Star's London Bureau

GENEVA — The International Labour Organisation should be hearing the voice of the trade union movements inside South Africa — particularly the Black unions—instead of exile movements alone holding the floor.

This is the view of Mr Cyril Plant, one of the members of the TUC delegation which visited South Africa in 1973, and a vice-president of this year's ILO conference.

Although insisting that the ILO should hear from all sections of South Africa's labour spectrum, Mr Plant said he was not advocating observer status for bodies like TUCSA

When it was pointed out that TUCSA was now open to all race groups — which he described as "a great step forward" — and that the exile South African Congress of Trade Unions (SACTU) had observer status, Mr Plant said. "TUCSA doesn't need official recognition."

He added, however, that TUCSA would enhance its reputation if its representatives at the ILO conference came from all race groups

The only way South African groups would get official recognition at the ILO was through the readmission of the Government

The road back, he said, lay along lines of action specified by the report of the Director-General, Mr F Blanchard which calls for South Africa to eradicate discrimination in the economic sphere.

"If these points were met, I believe the ILO could not, in all fairness, fail to readmit South Africa," said Mr Plant.

But he said he was pessimistic about the prospects of South Africa taking necessary action, particularly when it came to recognising African trade unionism.

Mr Andrew Kailembo, head of the Africa section of the International Confederation of Free Trade Unions, said action by South Africa would have to include "full human rights."

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New bid to get anti-SA moves activated

(154) Cape Times 7/6/75

By JOHN IMRIE
Cape Times Special Representative

GENEVA. — Pressure is to be put today on African government delegates to the International Labour Organization conference here to lever their governments into carrying out various boycott resolutions taken against South Africa.

The Organization of African Unity has convened a special meeting at which the government representatives will be given a pep talk, in particular on the need to prohibit the use of African airports by aircraft flying to the Republic.

This was one of the main boycott weapons recommended by the Organization of African Trade Union Unity at Dar es Salaam in April this year, and the failure so far of African governments to implement it has been embarrassingly conspicuous.

TRADE

"Nairobi, Dar es Salaam, Kinshasha, Algiers are all used by airlines flying to South Africa — and the governments have done nothing to stop it," one African told me.

The government delegates, who will be addressed by the OATUU, will also be asked to do what they can to ban trade, shipping and postal communications with South Africa, all of which were part of the Dar es Salaam resolution.

On another level efforts are being made to stimulate world trade unions to implement the trade and transport boycott resolution they adopted at the special conference on apartheid during the 1973 ILO conference.

NOTHING DONE

Though it is two years old, nothing has been done by the world's workers on that resolution either.

Now there is a move to arrange a meeting of the Communist World Federation of Trade Unions, the World Confederation of Labour (a mainly Christian-orientated group), the International Confederation of Free Trade Unions, whose participation seems likely but I gather is not absolutely assured yet, and of course the OATUU itself.

The aim, it seems, will be to review the situation and select and press for action where the possibilities of getting something done seem likely.

From JOHN IMRIE (154) C.T. 5/6/75
Cape Times Special Representative

GENEVA. — The International Labour Organization, which began its three-week annual conference here yesterday, is signposting the way for South Africa to regain international acceptability.

ILO man's call to SA meets caution

C.T. 6/6/75 (154)

From JOHN IMRIE
CT Special Representative

GENEVA. — There would be a case for re-admitting South Africa to the International Labour Organization if the Republic complied with the four points being demanded of it, Mr Cyril Plant, British workers' delegate to the ILO and this year's conference vice-president, said yesterday.

The few African delegates who could be reached were, however, cautious or non-committal on the call by the ILO director general, Mr Francis Blanchard, for South Africa to scrap the pass laws, remove job barriers, grant full trade union rights to Africans and progressively eliminate migrant labour.

Mr Plant, who is also on the ILO's governing body, said: "I believe that in all fairness the ILO could not fail to re-admit South Africa if it implemented the four things laid down by the director general."

In a document to be released later this week the director-general of the ILO, Frenchman Mr Francis Blanchard lists four steps for the South African Government to take These are

- The repeal of the pass laws
- The progressive elimination of migratory labour
- The removal of barriers to job advancement and training
- The elimination of wage disparities based on race or sex

These, evidently cornerstone requirements, are laid down in the director-general's 11th annual special report on apartheid

The 25 000-word 53-page report is a harsh indictment of apartheid In a brief concluding chapter entitled "A Time for Change", Mr Blanchard refers to Mr Vorster's "give-us-six-months" speech and ambassador R F (Pik) Botha's pledge to the United Nations to do away with race discrimination.

NO CHANGE

He says "At the time of writing of this report almost half a year has elapsed since these statements but there has as yet been no perceptible signs of any change of policy within South Africa".

"If the world community, and in particular the countries of Africa, are to be convinced of the genuiness of the declared intention to move away from discrimination based on race or colour, the least they are entitled to expect is the formulation of concrete proposals for change, accompanied by a specific timetable for their implementation, worked out in agreement with authentic representatives of the majority of South African people"

After saying it will not be a simple task to "undo the cumulative effect of years of discriminatory laws and practices," Mr Blanchard nevertheless said there "appear to be four main problems on which action should be taken as a matter of priority"

TRADE UNION

These are given fully as

- The repeal of the repressive provisions of the laws and regulations governing the entry, residence and employment of Africans in the urban areas (the "Pass Laws") and the progressive elimination of the migratory labour system
- The granting of full trade union and collective bargaining rights to African workers, in particular by amending the definition of "employee" contained in the Industrial Conciliation Act, 1956, so as to include African workers
- The removal of statutory and other restrictions on the occupational advancement of Africans (job reservation and the industrial colour bar), as regards both employment and access to vocational training and apprenticeship
- The elemination of wage disparities based on race and sex

Though there is nothing conciliatory in the report — if anything it may be more condemnatory than some previous special reports on apartheid — the fact is that the ILO secretariat has now come forward with a formula for South Africa to act on, or perhaps negotiate.

RDM 9/6/75

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Shope fired in surprise labour move

By JOHN IMRIE
'Mail' Man on the Spot

GENEVA. — In a surprise move the exiled South African Congress of Trade Unions has ousted its general secretary, Mr Mark Shope, who for more than a decade has been a leading anti-apartheid propagandist abroad.

His place has been taken by Sactu's London organiser, Mr John Gaetsewe, who arrived in Geneva last week for the annual International Labour Organisation conference.

None of the Sactu officials will say exactly why Mr Shope was replaced, Mr Gaetsewe merely offering the comment that it was normal for changes to be made in top positions from time to time.

Mr Shope, assisted by a member of Sactu's executive, Mrs Ray Simons, ran the organisation from Lusaka and was a regular figure at ILO conferences.

He strongly opposed any recognition being given to the multiracial Trade Union Council of South Africa or to South Africa's biggest African Union, the 25 000-strong National Union of Clothing Workers, headed by Mrs Lucy Mvubelo.

This year it looks almost certain that Sactu itself will succeed in being admitted to the conference if a move is approved to allow the seating of national liberation movements at ILO meetings.

Sactu is communist-influenced, but has the backing of the Organisation of African Trade Union Unity whose secretary general, Mr Dennis Akumu, said he would "certainly" support Sactu's admission to the conference.

But if Sactu is seated, there will be pressure to allow other South African groups in as well

The British and others accept the fact of Sactu, but they would very much like to see African workers in South Africa given a voice at the ILO.

Along with its hopes now rising of getting the ILO for a platform, Sactu's financial fortunes are also said to be looking up as a result of both the OAU and the World Council of Churches stepping up their monetary aid to the African National Congress with which Sactu has close links

Another development at the ILO conference has shown that unity between Arab nations and Black Africa is not all it could be. An intense struggle is going on between them over who should get an extra workers' seat which may become available on an enlarged ILO governing body

Outside the conference they are also said to be at odds over who should hold the post of executive secretary of the Organisation of African Unity's permanent delegation in Geneva

At present Mr M. A. Kamba, of Tanzania, is acting in the post and Southern African states are said to be particularly keen to see him confirmed in the job as they want more representation in the higher offices of the OAU. But some Arabs are insisting an Arab be appointed.

At the ILO, where Africa has three workers' representatives on the governing body, there is every possibility that they will be given an extra one which the Africans want to go to Tanzania.

The International Confederation of Arab Trade Unions, however, has put forward Morocco while a number of Arab states have unilaterally gone about lobbying for themselves, and the communist World Federation of Trade Unions has put forward Dahomey — whose workers' delegate, not surprisingly, is a communist.

ILO paves way for SACTU

(154)

Cape Times 10/6/75

From JOHN IMRIE

GENEVA. — After a key vote last night the way has been paved for "liberation movements", including the exiled South African Congress of Trade Unions, to be represented officially at the annual conference of the 126-member-nation International Labour Organization (ILO).

In the face of Western objections and delaying tactics it was voted overwhelmingly to allow "representatives of liberation movements recognized by the Organization of African Unity or the League of Arab States which have been invited by the conference or by the governing body (of the ILO) to be represented at the conference."

The decision was taken by the conference standing orders committee which, however, last night failed to settle the matter of whether such liberation movements will be allowed to speak. But there seems little doubt that this will be agreed to by the committee and by the conference itself

The Arabs are anxious to see the Palestine Liberation Movement seated in the conference as soon as possible and the whole thing could be bulldozed through and be a *fait accompli* by tonight.

The exiled South African group, SACTU, has the backing of the OAU and is expecting to be seated.

This will be a blow to African unions within South Africa, like the 25 000-strong National Union of Clothing Workers, and the multi-racial Trade Union Council of South Africa, which have been striving in vain for recognition here.

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West will fight seating of ILO

C.T. 12/6/75

Cape Times Correspondent

GENEVA — A major row is expected at the International Labour Organization annual conference here today when Western nations will pull out all stops to prevent the seating of the Arab guerilla movement, the Palestine Liberation Organization

The admission of "liberation movements" which could include the exiled South African body SACTU, has been approved by the conference standing orders committee but now the conference itself must make the final decision

At this moment it seems that only a swing against the Arabs by the African states can prevent the PLO succeeding, and while behind the scenes there is no love lost between the two groups officially they like to present a unified front and it seems unlikely that the Africans will openly undermine the Arabs.

On the other hand they could be instrumental in assisting the West to make the admission of liberation groups conditional on their support for certain principles which it is known are flouted by the PLO.

C.T. 13/6/75

PLO seated —USA out

(154)

From JOHN IMRIE

GENEVA — The United States and Israel labour movements, amid loud booing from Third World countries, last night announced their intention to withdraw their delegations from the annual conference of the International Labour Organization after the conference voted to admit the Palestine Liberation Organization

The US Government and employer delegations also withdrew as a gesture of support but indicated they would resume participation in the conference later.

Arabs' move on SA shelved

STAR 18/6/75

2. 154

London Staff Reporter

GENEVA — Delegates to the International Labour Organisation's annual conference have shelved an Arab move — obviously aimed at South Africa — to condemn forced removal of populations.

The move came in several amendments to the draft of an ILO convention on migratory labour.

The amendments, proposed by the Egyptian workers' delegate, Mr A Karaiwa, in the ILO migratory labour committee, were sent to the ILO governing body for debate at some future annual conference.

Mr Karaiwa, seeking to prohibit "undesirable migratory movements of political motivation," included "compulsory repatriation of certain categories of the population, such as the indigenous or tribal groups, with a view to preventing them from being settled in urban and industrial areas, and to deprive them of being assimilated in modern and more advanced patterns of human society."

CONDEMNATION

The ILO committee on migratory labour also put off an attempt by Mr Karaiwa, to prohibit expansionary migrations of populations.

This was said to be a condemnation of the migration of Jews to Israel, but an Egyptian spokesman added that it also applied to the "White settlers" in South Africa and Rhodesia.

This proposed amendment was seen by some western countries as an attempt to give political rights in Israel to Palestinian refugees.

They also feared its implications included the granting of full citizenship rights to migratory workers in host countries.

Africa to act over 'failure of detente'

STAR 19/6/75

Ministers at the International Labour Organisation conference have decided on economic measures against South Africa because of "unfulfilled" detente promises.

This is claimed by Mr Dennis Akumu, secretary-general of the Organisation of African Trade Union Unity.

He told a Press conference: "We do not believe Mr Vorster is genuine.

"He has not taken any step to indicate there is even the slightest chance he will do anything he promised.

"If anything, he has indicated that he intends to perpetuate apartheid."

Mr Akumu said the African group had communicated with 23 African Heads of State which traded with South Africa, allowed aircraft travelling to or from South Africa to overfly their territory, or permitted ships bound to or from South Africa to dock at their ports.

BOYCOTT

"We are calling on all African states to implement this boycott immediately," he said.

Asked if this meant the end of detente, he said.

"I can't speak for Heads of State or Foreign Ministers, but I know that no Foreign Ministers can say any basis for detente still exists."

This comes at the same time as the news that the exiled South African Congress of Trade Unions has been granted observer status by the ILO, and is making its first speech in the organisation's assembly today.

Mr Akumu added that moves to set up a world anti-apartheid movement among trade unions and international labour bodies had been speeded up, and a meeting would be held next week to form the organisation.

He said the communist-backed World Federation of Trade Unions and the Church-based World Confederation of Labour had agreed to join.

(154)

Tonight crucial for Sactu

Cape Times 24/6/75

From JOHN IMRIE

GENEVA — The saga of Sactu's efforts to get admission to the International Labour Organization conference is expected to be concluded tonight when the ILO's selection committee rules on their case.

The committee, I learn, will want a "cast iron" assurance from the Organization of African Unity that the exiled South African Congress of Trade Unions is in fact a liberation movement representing the banned African National Congress.

If this is provided then the committee, which fixes the conference programme, will probably put Sactu down to speak tomorrow or on Monday, and at the same time arrange a speaking time for the Swapo labour secretary, Mr Solomon Mifuma

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SA urged to try to rejoin ILO

Cape Times 23/6/75

From JOHN IMRIE
Cape Times
Special Representative

GENEVA — Two leading South African trade unionists representing differing political viewpoints believe the Republic should make an effort to regain membership of the International Labour Organization.

They are Mr Ben Reinecke of the SAR and H Police Staff Association, who is attending the annual ILO conference for the Federal Consultative Council of Railway Staff Associations, and Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

Mr Reinecke, who has closely followed the proceedings of the three-week conference, told me "In my report to the railway unions I will recommend that we continue to send a delegation to Geneva every year, and that we try to persuade the Government to make a move to try and get South Africa back into the ILO."

He agrees that South Africa's chances of being readmitted are at the best slim, but feels the effort should be made.

Unlike Mr Grobbelaar, he does not believe South Africa needs to make any radical adjustments to its labour legislation such as giving Africans trade-union rights.

"The works - committee system we have introduced seems to be functioning fairly well and there are other countries in the ILO which have works committees," he said.

Mr Reinecke has been taking a particular interest in the ILO's committee on equality for women workers.

Mr Grobbelaar also believes South Africa should try to regain ILO membership, but he is emphatic that as an essential first step the law should be changed to give Africans the same trade union and other rights as Whites, Coloured people and Indians.

"Tucsa has long campaigned for this — not in order to get back into the ILO but because it is the only sane, safe and proper thing to do if we want to maintain industrial peace and avoid further racial polarization," he said.

Mr Grobbelaar said that if Africans were included under the definition of "employee" in the Industrial Conciliation Act, then South African labour legislation would be able to meet and pass virtually every major international test.

ILO hits apartheid 'trading partners'

(154)

STAR 25/6/75

Raymond Whitaker, London Staff Reporter

GENEVA — South Africa's economic partners were sharply criticised yesterday at the International Labour Organisation, with Britain singled out for a particularly heavy attack.

The occasion was the tabling of the ILO director-general's 11th annual report on apartheid, and the half-hour debate was filled with African invective against the three big powers who vetoed South Africa's exclusion from the United Nations — Britain, France and the United States.

Lip-service

They and other Western nations, were accused by an African trade unionist of being as bad as traffickers in heroin and morphine because of their economic links with apartheid.

Mr Alun Morgan, the British Government delegate, tried to reaffirm his government's commitment to oppose apartheid and "all it means" and expressed "abhorrence" of apartheid

But the following speaker, Mr Dennis Akumu, secretary-general of the Organisation of African Trade Union Unity, was loudly applauded when he told the conference

Future action

"Britain nourishes its investments in South Africa and, in common with other NATO countries, it has an agreement to supply South Africa with all the arms it needs — that is indeed paying lip-service to the principle of opposition to apartheid."

He remarked bitterly: "It seems racism is only bad when it works against Whites, not when Whites inflict it on Blacks."

The Dutch worker delegate, Mr C N M Commandeur, said: "The search for profits has no limits. The most sordid interests of capitalism are considered to be above human dignity and justice"

Mr Commandeur is the secretary of the Netherlands Catholic Federation of Trade Unions

The hardest-line speech came from Mr P Macha, a worker delegate from Tanzania, who urged support for the guerrilla movements and called on the director-general to name South Africa's economic allies with a view to future action

But African frustration with the failure to bring down apartheid was expressed most forcefully by Mr Gilbert Pongault, secretary of the African Committee for Trade Union Co-ordination of Action against Apartheid, who made the "drug traffickers" accusation.

Cooled

American tempers at the ILO seem to have cooled following a walkout on Monday night After boycotting the first vote yesterday — a record vote condemning Chile, held over from Monday night — the American Government and employers' representatives took their seats again in the ILO assembly.

It is understood that the United States delegation has accepted the apology of the ILO president for an incident on Monday night, when he failed to see the government delegate, Mr Edward Persons, who was trying to speak.

Some comfort for the Americans was afforded when a vote to exclude the Chilean worker delegation failed through the abstention of more than half the delegates

The US delegation had been against the move.

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ILO funds cut by US

STAR 28/6/75

Own Correspondent

GENEVA — The United States has cut almost R15-million from its contribution to the International Labour Organisation, plunging the body into a financial crisis.

The R14,9 million cut, a decision by the US House of Representatives, reflects American anger with the Geneva-based ILO

A gloomy ILO spokesman said. "We will not be able to meet our payroll before the end of the year, and that would include using emergency funds and the amount that the director general is permitted to borrow commercially from banks"

WARNED

The American labour giants, AFL-CIO had warned months ago that it would walk out of the ILO assembly earlier this month if the Palestine Liberation Organisation (PLO) was admitted as an observer.

It also said such action could lead to a cutting off of US contributions.

The walkout took place two weeks ago and now the money tap has been turned off as well, only days after the American Government set up a "task force" to re-examine its relationship with the ILO.

"Shortage of funds in the past led to a reduction in our programmes and a halt to the recruitment of new staff," one leading ILO official said.

2 000 PEOPLE

"Now, unless the United States Congress reverses its decision, there will have to be dismissals."

The ILO employs about 2 000 people in Geneva and a further 1 000 in the field.

Its 1974 and 1975 budget was R73,8-million and the approved budget for 1976 and 1977 is R96-million.

The ILO was in deep financial trouble even before the shock congressional decision.

(154)

US non-payment worries ILO

Cape Times 28/6/75

GENEVA. — Worried officials at the Geneva headquarters of the financially-troubled International Labour Organization (ILO) yesterday sought clarification of a report that the United States House of Representatives had voted against funds for the 126-nation agency.

"We are in the process of finding out what the situation is and we are in contact with US officials," an ILO spokesman said.

The House of Representatives voted on Wednesday to delete from the State Department Appropriations Bill 22,3 million dollars (R16,3m) for the ILO, following a decision by the labour body to seat the Palestine Liberation Organization (PLO) at its annual congress earlier this month.

The ILO spokesman said he did not understand the figure cited, as it did not correspond to any contribution due for payment by Washington.

The US, which is assessed 25 percent of the ILO budget, still owed the organization about R700 000 from its 1974 contribution and had not yet paid its share for this year, the spokesman said.

The ILO spokesman said the organization's coffers were fast emptying because of cost increases and inflation.

He said the ILO had authority to borrow funds from commercial banks, but had never yet done so.

Forty other member countries are in arrear with their payments, including the Soviet Union and China. — Sapa-Reuter-AP

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ILO plan to fight apartheid

Daily Dispatch 26/6/75

GENEVA — The annual conference of the 126-state International Labour Organisation (ILO) yesterday debated the apartheid situation in a former member, South Africa and heard several calls for the United Nations specialised agency, to take more active steps against it.

Tanzanian workers' representative, Mr E. J. Mashasi, called for the government, employer and worker delegates to consider action against countries which invested or supplied arms to South Africa.

He said Britain, France and the United States "while giving lip service to resolutions of the world community have been involved in rearming South Africa militarily and economically."

The British Government delegate, Mr A. Morgan, reaffirmed the commitment of Britain to oppose apartheid "with all its means and re-express its abhorrence of apartheid."

Mr D. Akumu, Kenyan Secretary General of the Organisation of African Trade Union Unity, said Britain "still allows investment and it is nourishing it — and that is indeed lip service".

Mr Mashasi appealed for the conference to order a report for next year "to expose the extent to which various members of the International Labour Organisation have been selling military equipment to South Africa and generally promoting activities in South Africa.

"It would be pointless to continue seeking to solve the problem of apartheid by focusing only on South Africa without concerning ourselves with the problem of external promoters of apartheid," he said.

The ILO's director general is required to report yearly to the conference about apartheid since South Africa formally left the organisation in 1966.

Mr Mashasi said a report listing trade and arms links with South Africa would spur the conference to find ways to put pressure on the supplying countries.

Mr G. Pongeault, Secretary General of the African Committee for Trade Union Action to eradicate apartheid, complained that direc-

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ILO breaks up with doubts of future

STAR 27/6/75

Raymond Whitaker

GENEVA — As the 1 600 delegates to the International Labour Organisation conference disperse, they must be wondering where the organisation will stand by the time next year's session comes round

The 1975 conference was rife, as usual, with under-the-table negotiations, unofficial alliances and back-stabbing in the bar

But this year there was a note of bitterness and division which may not be uncommon at the United Nations, but which until now has been fairly muted at the ILO.

The immediate threat to the organisation is the setting up by the United States of a "task force" to re-examine its relationship with the ILO

On the surface, the reason for this is a number of disputes during the current session in which the Americans made it clear that they were dissatisfied with the direction in which the ILO was moving

INESCAPABLE

However, the inescapable fact is that the Western nations are slowly losing their influence on the ILO conference, as happened long ago in the UN General Assembly

Some people share America's concern Mr Bob Hawke, president of the Australian Council of Trade Unions, is no right winger — but even he agreed that the ILO was becoming "too politicised."

Some of the difficulties stem from opposing views of the ILO role Western states mostly see it as a practical body devoted to improving workers' standards, safety technical education and the like

The third world countries have different priorities. Many do not have economies sufficiently developed to need a sophisticated labour structure, for one thing They see

BACK-GROUND TO THE news

the ILO as primarily an important forum of world opinion in which they can air their broader grievances

The opposing approaches to the ILO were most clearly shown in two areas — the migrant workers' convention and the debate on apartheid

Western countries, in the face of demands for full citizenship for migrant workers in host countries immediate social security benefits, and protection from unemployment, complained the poorer nations refused to meet them half way

The refusal of the third world countries to compromise meant that nearly all the industrially developed nations abstained in the voting on the convention This made the convention a dead letter

Most of the richer nations were under attack when it came to their alleged support for apartheid This debate gave the African nations their chance to unleash their most unbridled attack on the richer countries

But unless the gap between the factions can somehow be narrowed, there is a danger that the ILO will go on the wane, and some sort of action on apartheid may well be the price of rapprochement

★ *Dr Philip Cook of Australia was unanimously elected chairman for one year of the 56-member executive council of the International Labour Organisation — Sapa-Reuter*

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SA's safety, health measures adopted by ILO members

11/11/78 Arg

The Argus Shipping Reporter

SEVENTY - EIGHT members of the International Labour Organisation have adopted marine safety and health regulations that have been enforced by South African port authorities since the country was excluded from the organisation in 1964.

The minimum standards of the Merchant Shipping Act were unanimously adopted last month during the annual conference of the maritime session of the ILO.

And, according to the president, Mr Modolv Hareide of Norway, they are regarded as a significant breakthrough in the control of substandard vessels . . . 'particularly those registered under flags of convenience.'

The new laws mean authorities in ports have the right to examine ships for safety and health and refuse to allow the vessels to sail until the infringement has been rectified.

FUMIGATED

According to Cape Town Port Captain Alf Marlow safety and health regulations have been enforced in local ports ever since South Africa withdrew from the ILO.

Captain Marlow explained that ships had to be fumigated if health authorities found rodents on them and safety precautions were checked by radio personnel and surveyors from the Department of Marine Transport.

'This could mean that even if a pilot considered a ship to be overloaded or loaded in a manner which was felt to be unsafe, the vessel would have to be checked and reloaded before it could leave port,' he said.

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The Star

SA labour near crisis—report

1-6-77

GENEVA — The International Labour Organisation (ILO) said yesterday that South Africa's apartheid labour policies were the major cause of a worsening internal situation which was fast approaching a crisis

An annual report on South Africa published by the ILO secretariat said continued application of apartheid labour policies had resulted in bitterness and resentment that posed the gravest threat to South Africa's stability

Over the past 12 months the country had experienced an unprecedented period of sustained unrest, with riots in Soweto reflecting "grave social disequilibrium," the report said.

MEETING

The document is being submitted to the ILO's annual conference which opened here today.

An ILO conference in 1964 called on the organisation's director general to follow the labour situation in South Africa and submit a special report yearly

The current situation in South Africa will be discussed at a two-day international trade union meeting being held on June 11 and 12 during the ILO conference, officials said.

The ILO document recalled warnings in previous annual reports that "the status reserved for African workers in an economy wedded to the principles of white domination" endangered social peace in South Africa.

Other elements in the worsening situation were growing unemployment, particularly among Africans, an increasing gap between average earnings of blacks and whites, increased labour discontent leading to strikes and work stoppages, and police intervention in these strikes, the report said

The Government continued to be hostile towards African trade unions, and had increased activity against people connected with these unions

INCREASE

Membership of African trade unions had increased significantly, and they were now said to represent between 80 000 and 100 000 workers, 20 000 to 40 000 more than last year

But most of these unions remained unrecognised by the Government, the report said.

The report noted that "a large number" of people died last year while in prison or detention It cited figures given in the South African Parliament showing that 335 prisoners and 92 detainees died during 1976, and a further 16 people died up to February this year while in detention

The report said full figures on African unemployment were not officially kept in South Africa, but a study by the University of Cape Town had shown that unemployment among Africans would top 2-million this year — Sapa-Reuter

22.

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Take up the White Man's burden—
No tawdry rule of kings,
But toil of serf and sweeper—
The tale of common things.

CAPE TIMES 15/6/77

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SA employers trying to end discrimination, ILO told

GENEVA. — A voice of moderation was raised at the annual International Labour Conference (ILO) yesterday to say that South African employers were trying hard to end racial discrimination.

Mr Gullmar Bergenstrom, Swedish chairman of the Executive Committee of the International Organization of Employers, gave 1 500 delegates from 130 countries his group's view on the anti-apartheid resolution passed last Saturday by the workers' group and endorsed yesterday by the conference.

Mr Bergenstrom said: "Employers all over the world, including those of South Africa, have pledged their full support of any action which seeks to guarantee freedom and dignity and equal opportunity for all people of South Africa.

"The employers have closely watched the progress made in giving effect to this declaration, which has been given wide publicity inside and outside South Africa.

"The organization has given the ILO documents to highlight the efforts of South African employers who support our efforts and continue to recognize the need for improving wages, working conditions and training at all levels and in all professions for black Africans," Mr Bergenstrom said.

"An increasing number of local companies and multinational companies in South Africa have spontaneously and unilaterally taken measures which are gradually altering the situation.

"Of significance is the decision by 12 major US companies with subsidiaries in South Africa to pursue policies over the next 18 months which would be designed to bring an end to discrimination by promoting equal and fair employment practices," he said.

Mr Bergenstrom added that it was time to appeal to South Africa to repeal its "discriminatory legislation".

Mr Arthur Grobbelaar, general secretary of Tucsa, said the statement was "sound and practical".

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The days that grow apace,
Comes now, to search your manhood
Through all the thankless years,
Cold-eyed with dear-bought wisdom,
The judgment of your peers!

324 Rudyard Kipling.

THERS 1872

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he has made them his own for

all the enjoyment while the

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I'm old enough for it to last

's house.]

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how are things going?

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may be a slave, but you have

be pleased to do you a good

Sir.

as you'll soon see.

house and GETA comes out of

going next door, Madam, to

bride. Why, here's Demea.

's your name?

Hard work for women

N. Mercury 6/8/77

(155)

GENEVA — Protecting women against tiring or dangerous work often ends up being a form of discrimination and as such should be abolished, the International Labour Organisation (ILO) has said.

It said most legislation protecting women workers has its roots in the era of the industrial revolution and has become out of date.

Following what it called "intensive research," the world labour body suggests changes in protective standards applied to women workers, the ILO said in the lead article of its August bulletin, "ILO Information."

The message that emerges is that women should now be free to take jobs once reserved for males because they required more strength.

The analysis included no comment from women. Nor did it say whether women took part in the research

Throughout the world, the ILO analysis said, there are many occupations closed to women on the grounds they are "unhealthy, dangerous, arduous or immoral."

"However, it has not been proved beyond all doubt that women are more sensitive than men to certain toxic substances. Sensitivity appears to vary more between individuals than between the sexes," the ILO article said.

"According to present medical knowledge, only a few products such as benzene are particularly harmful only to women who are likely to become pregnant," the article continues and adds: "Unwarranted generalisations should also be avoided in the case of work regarded as arduous."

The ILO cited a few countries that already have begun to eliminate protective rules that work out as discrimination of women.

Denmark abolished all restrictions on employment based on sex last year. In Canada careers which are not of strictly military nature — such as aerospace engineering, air traffic control, meteorology, and physical training are now open to women in the armed forces — (Sapa-AP.)

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US could 'cripple' ILO by quitting

Star 25/8/77

Own Correspondent

GENEVA — Disaster, both financial and political, faces the International Labour Organisation if the United States withdraws as a member on November 5, as it decided two years ago.

Fears within the organisation extend as far as complete Soviet domination of the UN agency unless President Carter reverses the withdrawal action taken by former Secretary of State, Dr Henry Kissinger.

South Africa left the ILO in 1966 when it became apparent that the automatic communist and Third World majority would otherwise force its expulsion.

Ironically, it is the charge that the ILO is manipulated by this majority that led the US to take its withdrawal decision. But if it quits, the situation will become far worse.

"If the US leaves there will automatically be a vacuum and it is only too easy to predict who will push to fill that vacuum," a leading ILO management official said.

"Moscow can be expected to drive to fill vacated key posts either with its own people or with those from 'friendly' countries," the official said.

The political fear is less apparent among the rank and file employees who are more concerned about losing their jobs.

On the basis of contingency plans now being worked out, between 300 and 500 of the 2 803 ILO employees will be dismissed.

Financially, US withdrawal will take the ILO to the brink. Washington has so far paid one quarter of the working budget, which has been set at R130-million for 1978 and 1979.

(155)

Once—the headquarters of hope

The imposing Geneva headquarters of the International Labour Organisation, the oldest United Nations agency which was founded in 1919 and once represented hope for millions of people around the world who looked to the ILO to help raise labour standards and so give working people a better deal

A crippling blow for the ILO

The withdrawal of the United States from the International Labour Organisation will be a crippling blow to the world body, in the opinion of TUCSA's general secretary, Arthur Grobbelaar.

While recognising its potential as one of the most valuable world organisations, TUCSA, which sends an observer every year to the annual ILO conference in Geneva, has long been disenchanted with the politicisation of the ILO.

The United States considers that the organisation is being used for political ends by communist and Third World countries.

It gave notice in 1975 that it would withdraw unless the ILO mended its ways, and has now carried out that threat.

American resentment against the organisation boiled over in 1974, when a coalition of Arab and communist votes pushed through a resolution condemning Israel for racism and for occupying Arab lands.

Because South Africa withdrew from the ILO in 1964 — after communist and Third World countries refused to allow the Republic's representatives to be heard — few South Africans know much about this world body.

Founded in 1919, it attempts among other things, to set improved standards of employment for countries throughout the world. It does this by drawing up codes of practice (conventions) which governments are encouraged to sign and implement in their countries.

It also assists in the training of people in labour matters and monitors and reports on labour conditions around the world.

The ILO is unique in that it is the only world body that represents governments, employers and employees and thus can be said to be the most truly representative organisation on earth.

The new year Dr. Henry Kissinger threatened withdrawal within two years unless the ILO stopped being so political and returned to its original purpose.

The annual ILO congress last June showed little progress had been made in the line of the US demands for reforms.

In particular, American delegates were outraged at a successful attempt to bury a report that condemned labour practices in the Soviet Union and various Third World countries.

President Carter has, however, said that the US "remains ready to return whenever the ILO is again true to its proper principles and procedures."

The Americans contributed one quarter of the annual budget, which means that the ILO will be missing R17 million in 1978 and another R17 million in 1979 because the total budget for those two years was earlier this year set at R135 million.

Mr. Grobbelaar believes the loss of US financial support will mean the ILO's technical assistance programmes will probably have to be stopped.

He said: "It is a tragedy this international labour forum has deteriorated into a political platform for the communist and black countries."

Reports from Geneva say that besides reducing training programmes, there will be deep cuts in travel, publications and the number of ILO meetings and conferences each year.

One publication put out each year by the ILO is an annual Special Report on Apartheid.

Some ILO people fear that Russia and its allies will seek to take over key positions and thus effectively destroy what efforts are being made to monitor and criticise workers' rights violations in totalitarian countries.

Africa RDM 14/10/77

(155)

ILO team to work out skilled manpower needs

'Mail' Africa Bureau

LUSAKA. — A four-man International Labour Organisation (ILO) delegation is in Lusaka to identify the needs of trained manpower for Lusaka-based Southern African liberation movements recognised by the Organisation of African Unity (OAU)

Leader of the delegation, Ambassador Thomas Elio, said in a television interview on Wednesday night that when Southern African countries became independent "there will obviously be a shortage of skilled labour".

He said "The purpose of my mission is to identify the needs of the liberation movements in those fields in which they think the shortage will be most acute They will obviously be short of skilled labour"

The ILO mission is in Lusaka to provide assistance to these nationalist movements for the time when they will be able to participate actively in the political life of their countries, Mr Elio said

Once the ILO team has identified the needs for trained personnel and is able to know the number of suitable candidates for training "we shall then plan the best way in which these purposes can be achieved," he said.

The nationalist movements of Rhodesia, Namibia and South Africa are being requested to give accurate information as to the candidates that will be trained to prepare their people when majority rule has been established in their countries

The ILO team will also plan an employment-oriented development strategy for refugees who will be interviewed and classified for training to meet the personnel demands of their countries

Mr Elio said once the plan has been finalised, ILO will work out the cost of the training programme and will approach donor countries and international organisations to provide funds

He said Frontline states will be approached to provide training facilities instead of sending the refugee candidates for training overseas He congratulated the Zambian Government for its efforts aimed at making the scheme a success.

155 CT 1/11/77

US out of ILO: Carter team split

NEW YORK — The US Secretary of State, Mr Cyrus Vance, yesterday told the UN Secretary-General, Dr Kurt Waldheim that the United States would withdraw from the International Labour Organization (ILO)

A UN spokesman said Mr Vance had telephoned from Washington Dr Waldheim later received a further briefing from Mr James Leonard, the second-ranking ambassador in the US mission to the UN headed by Mr Andrew Young.

The decision, reached because of criticism that the ILO had become a forum for pro-communist and anti-Israel propaganda, split the Carter administration

Officials said Mr Vance and the White House Security Affairs Adviser, Mr Zbigniew Brzezinski, counselled against the move on the grounds that it might undermine the United Nations, of which the ILO is an agency

The pull-out will take effect on Saturday, two years after the administration of President Ford gave notice of withdrawal

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U.S. out — big blow to ILO training

Argus 3/11/77

The Argus Bureau

NEW YORK. — President Carter has rejected the advice of his European allies and foreign policy advisers and has withdrawn the United States from the International Labour Organisation.

The Administration felt that its credibility was at stake, since it had reaffirmed a threat made two years ago by former Secretary of State, Dr Henry Kissinger, to withdraw unless major reforms were made

American resentment against the organisation crystallised in 1974, when a coalition of Arab and communist votes pushed through a resolution condemning Israel for 'racism and occupying Arab lands

The next year Dr Kissinger threatened withdrawal within two years unless the ILO stopped being so political and returned to its original purpose.

LAST REMNANT

The ILO was founded in 1919, and is the last surviving remnant of the League of Nations

The Argus Geneva Correspondent reports that financially, American withdrawal comes as a drastic blow to the ILO training

The Americans picked up one quarter of the annual budget, which means the ILO will be missing 21,2-million dollars (about R18-million) in 1978 and another 21,2-million dollars (about R18-million) in 1979 because the total budget for those two years was earlier this year set at 169,5-million dollars (about R148-million).

Call in UK for freeze on new SA investments

The Argus Correspondent

GLASGOW. — Mr David Steel, the Liberal Party leader, has called for a freeze on new investment in South Africa But he emphasised that he was not advocating a withdrawal of existing investment

He said the Western Powers generally, and Britain particularly, had to reassess their attitude towards new investment in South Africa

They should listen more carefully and seriously to the African states on the question

The world had to understand that the current mood of the black African states was now one of pan-African solidarity

What they saw was the 'intolerable burden' on their brothers in Southern Africa

On sanctions, Mr Steel felt it was important for Britain to coordinate its policy with that of the eight other members of the European Community and the United States

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ILO faces cash dilemma as Washington quits

Own Correspondent

GENEVA — The International Labour Organisation (ILO) said yesterday that US withdrawal will jeopardise its worldwide training programmes, efforts to protect workers' rights and other activities

But only a fraction — about 150 — of the ILO's 2 800 employees around the world will sooner or later lose their jobs

South Africa voluntarily quit the ILO in 1966 when it became obvious it would be expelled by the automatic majority of communist and Third World member states

Thus, South African diplomats — and many other observers of the UN scene in Geneva — see that South African move now vindicated

It was Dr Henry Kissinger, former US Secretary of State, who in 1975 said the US would leave this Saturday — Guy Fawkes Day — in an ironical twist because the agency had become too political and was in fact being run by the communist and Third World majority

Israel, an annual victim of ILO politics, may well follow the US out of the agency Some other Western nations, although they had asked Washington to remain a member, may now find themselves politically obliged to quit too

BACKGROUND TO THE NEWS

Financially, American withdrawal comes as a drastic blow to the ILO, which founded in 1919, is the oldest of the UN specialised agencies

The Americans picked up one quarter of the annual budget, which means the ILO will be missing R17-million in 1978 and another R17-million in 1979 because the total budget for those two years was earlier this year set at R135 million

"We will now probably ask other governments to make extra voluntary contributions to try and make up some of the gap," one ILO official said

"Who is going to train the millions of handicapped around the world The millions of blind beggars," another official said it what was, to many observers, an exaggerated version of the effects of US withdrawal

To most people, UN agencies could easily release one-third of their personnel which in recent words of one ambassador "too little for too much"

Besides reducing training programmes, ILO officials said, there will be deep cuts in travel, publications and the number of ILO meetings and conferences each year

Further, some ranking ILO people fear that Russia and its allies will seek to take over key positions and thus effectively destroy what efforts are being made to monitor and criticise workers' rights violations in totalitarian countries.

To be fair, some UN officials and observers concede, the US may well be "getting out of the kitchen because it can't stand the heat."

Grobbelaar warns of ILO's total collapse

RDM 3/11/77 (155)

Pretoria Bureau

THE International Labour Organisation (ILO) is heading for total collapse, the general secretary of the Trade Union Council, Mr Arthur Grobbelaar, said in Pretoria yesterday

He was commenting on the withdrawal of the United States from the organisation and the likelihood that other countries, among them Israel, some Scandinavian countries and West Germany, would follow suit

Mr Grobbelaar said the loss of US financial support — US contributions represented 25% of the ILO's income — would mean its technical assistance programmes would probably have to be stopped.

He said: "It is a tragedy this international labour forum has deteriorated into a political platform for the communist and black countries"

South Africa withdrew from the ILO in 1965

155

ARgus 3/11/77

U.S. decision on ILO may affect Africa

By HENRY REUTER of The Argus Africa News Service

NAIROBI. — The U.S. decision this week to withdraw from the International Labour Organisation, thus depriving the ILO of 25 percent of its income, could have repercussions on the trade union movement in Africa.

In two African countries the ILO-backed Organisation of African Trade Union Unity is already struggling for the survival of the trade union movement and union leaders fear this weakening of the world body may have undesirable effects in others.

Current areas of conflict between the unions and African governments are Gabon, where President Bongo is fighting his unions between his commitments, as chairman of the OAU, and Zanzibar, where the unions issue has been threatening the new and fragile political merger between the island and the Tanzanian mainland

In the Central African Republic, 'Emperor' Bokassa has jailed for indefinite terms, people who have tried to form trades unions, and several of Africa's communist-oriented regimes are also refusing to allow unions to be formed.

They argue that once an African country is ruled by a popular political party, the party represents the people, who therefore need no other representation. While supporting trade union activities in 'capitalist' countries, many of Africa's repressive regimes have made it clear that they have no intention of allowing unions to interfere in their own task of getting the workers to work.

In Tanzania until three weeks ago President Julius Nyerere was insisting that the Zanzibar Government, which rules some 300 000 people in the islands of Zanzibar and Pemba, allow trades unions to be formed there to match their mainland counterparts, as a condition of the political merger of the isles with the mainland

Zanzibar has had no trades unions since the isles' bloody 1964 revolution, although Sheikh Abeid Karume, its post-revolutionary president until his assassination in 1972, rose to power through the trade union movement.

On Nyerere's insistence the Zanzibar Government agreed to having trades unions only if its ruling politicians could appoint all the union officials. A compromise agreement has now been reached, under which the ruling party will appoint all union executives, while district and national committee members will be elected

Zanzibar has thus been placed in a situation identical to that faced by President Nasser of Egypt in his own clash with the unions several years ago and to that experienced later by President Mobutu of Zaire.

In both countries the unions called for strikes in defiance of their own party-dominated executives The strikes were over relatively minor issues and the international trade union bodies were quick to point out to the respective presidents that because of their insistence that the party nominate union leaders, a situation had arisen in which the party was being challenged by the people.

Both Nasser and Mobutu capitulated and allowed the unions to elect their own officers

ILO and Oattu leaders have until now been confident that similar tactics will work in other African countries But will they, now that the international body has been weakened and denounced by some American trade union leaders as a communist front organisation?

Young against ILO back-out

(155)

DAILY NEWS 27/11/77

CHICAGO — Mr Andrew Young, US delegate to the United Nations, yesterday criticised the American withdrawal from the International Labour Organisation.

"Withdrawing from the world doesn't work," he said. "I'm going to start fighting to get us back in the ILO."

America withdrew from the ILO because of its involvement in politics. — Sapa-Reuter.

Washington's lesson for the ILO

NM 18/11/77 (155)

THE United States withdrawal from the International Labour Organisation should surprise nobody; it has been threatening to do so since the end of the 1960s. But the carrying out of the threat is a jolt for all who believe in international co-operation.

The motives which have led the Americans to leave the organisation concerned with the welfare of working people the world over could in future influence their attitude towards other international bodies, including even the ILO's parent, the United Nations. The event is a warning that the U.S. is getting tired of being kicked around.

Inside the ILO, the kicks aimed at the most powerful nation in the Western world, and its chief bulwark, have been coming from representatives of communist and Third World countries

They have used sessions called to discuss policies for improving the lot of workers as a forum in which to attack the political policies of the U.S.

But it would be wrong to attribute the American withdrawal from the ILO purely to chauvinistic pique. There have been other irritants, such as the fact that the criticism has been directed at the ILO's chief financier, contributing about 25 percent of the total budget democratic in American eyes, but violates the whole principle on which the ILO is supposed to function.

U.S. misgivings along these lines, and the injury to national pride, almost led to a breach in the summer of 1970, when Washington refused to pay its two-year contribution of some 40 million dollars (the 1977-78 levy is around 45 million dollars, towards a total budget of some 180 million dollars.)

Provocation

At that point, the Americans were confronted by what they considered a special provocation, when a Russian was chosen as one of the five assistant directors general, the first time so high an ILO post had been conferred on a representative of the Soviet bloc. The step was strongly condemned by George Meany, conservative boss of the AFL-CIO, who long has been the severest critic in America of the ILO.

The rift was patched up on condition that the ILO would tailor its way more

University degree 'a ticket to nowhere'

Star 21/3/78 (155)

Own Correspondent

GENEVA — A university degree is "fast becoming a ticket to nowhere," the International Labour Organisation says in the latest issue of its monthly publication Information.

An ILO report on employment conditions of professional workers includes an estimate that, in the United States alone, some 420 000 new doctor, ate graduates will be competing for 200 000 jobs between 1974 and 1985.

In France, 45 000 managerial personnel were without work in 1976, compared with 14 000 in 1971. At the end of 1976 about 25 000 new graduates, a third of the annual output, were registered as seeking jobs.

Women are being badly hit by this situation, says the ILO.

In the US the unemployment rate among women engineers and scientists with PhD degrees is four times higher than that of men

Goldman, R.W.G.	76 Soc I(2-);PsI(2-);Af(3),EI(2-)II(3*);Phil.I(2-*);PsIIC(3*);SAI(3*)
	;2-*)
	II(3*)
	;RelStII(2-*)
	3*),RelStII(3*)
	)
Graham, S. Miss	76 PsI(P);SAI(3);EI(3nx);RelStI(3),AfHI(3*),PolScI(2-*),SAII(F*)
Grave, J.A. Miss	77 EI(CX);CHofW.E.I(2-*);EII(2-*),HArtI(2-*);PubAdmin.(Senior)(3*)
Gravett, G.F.	76 SocI(3);PsI(2-);SAI(3),Phil.I(2-)IIS(3*),PsIIA(2-*);MtIa(3*);Stat.Ia(3*)
Green, P.M. Miss	76 EI(2-);PolScI(3),AfHI(2-*);CAG&LI(2-*);PolScII(2-*)
Greenblau, D.M. Miss	76 HbI(3);RelStI(3)II(F*),HbII(3*);PsIC(3nx*);SocI(3*)
Griessel, L. Miss	76 PsI(3);SAI(3);HI(3),S&D(3),AfHI(3*),EI(3*);HII(3*)
Griessel, R. Miss	76 PsI(3);A&NI(2-);ArchI(3);EI(3)II(3*);A&NII(2-*),GInt(2+*)
Griffith, A. Miss	76 SocI(3);EI(3);S&D(3);PolScI(3*);SocII(3*),EII(3*)
Hahn, B.G. Miss	76 GI(EX);PsI(2-);EI(2-);FI(3),ItInt(2-);EII(2-*);FII(3*);GII(2-*)

RDM 315778 (155)

Wiehahn hits at 'ignorant' West

Own Correspondent

SOUTH Africa's new roving ambassador on the labour front, Professor Nic Wiehahn, yesterday accused the West of "incredible ignorance" of industrial relations in the Republic

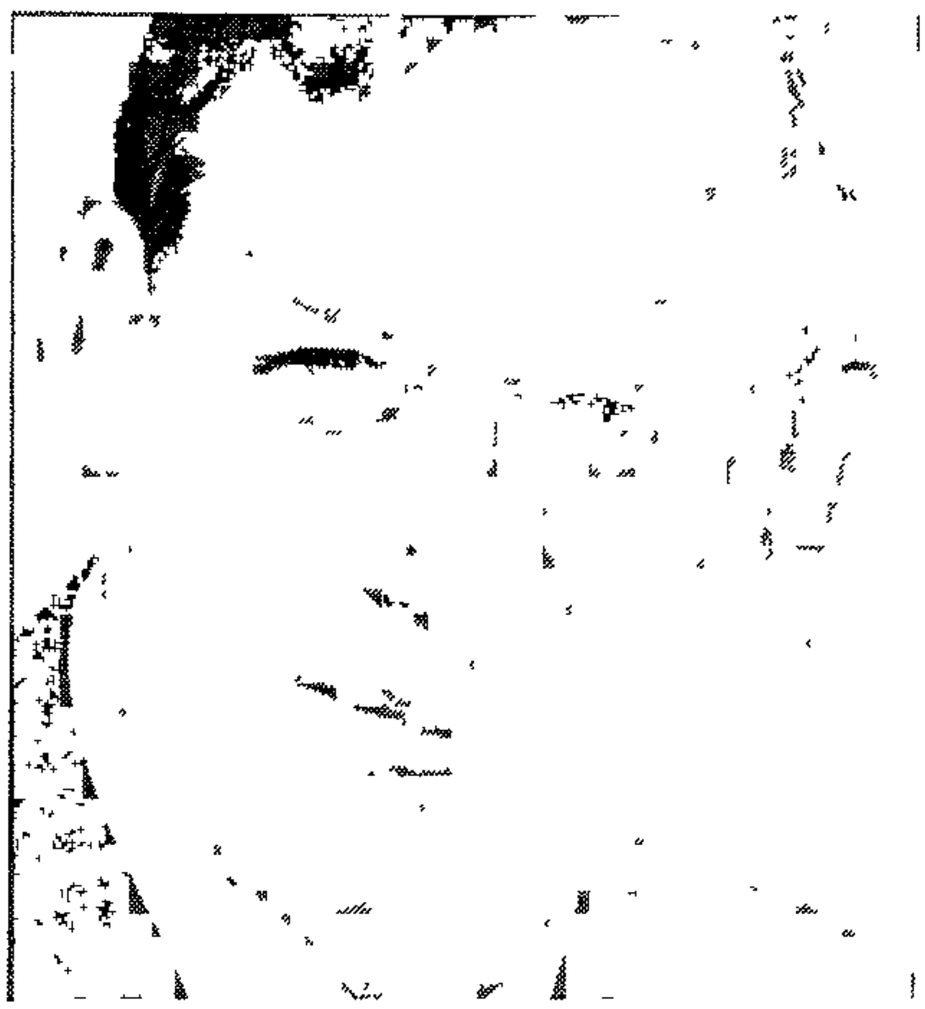
Speaking from Pretoria, he said in an interview that many foreign labour leaders were unaware that South Africa had its own labour codes, similar to those adopted overseas, to guide local subsidiaries of overseas companies.

This highlighted the need for South Africa to counteract damaging misconceptions.

He emphasised the need to dismantle racial discrimination in the workplace.

World labour was highly critical of South Africa, but receptive to discussions because it was anticipated that the commission of inquiry into labour matters — which he heads — would produce meaningful recommendations for change.

He was satisfied that progress was being made in this direction, and it was intended to have legislation ready for the next session of Parliament, even if the report of the commission had not been published



Prof Wiehahn to head new bureau.

Prof Wiehahn confirmed that he would be heading the recently established research bureau of the Department of Labour, and that it would concentrate on the international sphere.

"The whole idea," he said, "is not to be a propaganda organisation but to give the world a perspective of developments here and to orientate myself and the Government on developments on the world labour front"

This would entail stepped up communication with labour leaders, many of whom he knew on first name terms, and industrialists and politicians.

But in an indication of the problems he faces, he refused to disclose details of his successes overseas recently in tempering foreign economic pressure

The Minister of Labour, Mr Fanie Botha, referred to these in Parliament last week

"If I comment too much it might embarrass others, but I have succeeded in talking to important people and giving them an insight into what is happening here"

South African labour developments had been discussed with various Cabinet Ministers in Western Europe But he rejected speculation that this included the possibility of South Africa attempting to rejoin the International Labour Organisation (ILO) "I doubt they would have us"

Prof Wiehahn said the new bureau would work directly with international labour organisations through South Africa's Embassies

He would remain based in Pretoria and would retain his role of adviser to the Minister of Labour

International visits would be arranged as developments dictated.

PAYMENTS

1976	GENERAL FUND	
2499	Parish Assessments (Stipends of Clergy)	1598-63
1818	Diocesan Assessment (1977 - 2290-50: 1978- 603-00)	2893-50
720	Other Salaries & Wage - Caretaker	585-00
245	Interest on Loans from Diocese	500-00
70	Insurance Premium	72-40
815	Rates & Specific Charges : Electricity	759-36
	Water	44-95
	Rents	73-33
44	Repairs - Property & Equipment	877-64
1330	Travelling	499-70
550	General Expenses: Church & Sanctuary Requi---329-85 -sites	858-44
	Other Specific Expenses: Administrative-Expenses	
	Telephone	278-31
	Stationery	52-36
	Postages	19-00
		287-17
931		

Witteveen defends harsh IMF line

RDM 10/5/78 (155)

LONDON. — The outgoing head of the International Monetary Fund, Mr Johannes Witteveen, has defended the often harsh terms set by the 134-state body for bailing out countries in economic difficulties.

Now that more and more countries need the IMF's help to redress trade imbalances, there has been strong criticism of the impact the fund's leading terms can have on domestic policies.

Mr Witteveen told an international banking conference in London that IMF loan conditions were often extremely tough only because countries tended to wait until their economies were near collapse before applying for help.

Mr Witteveen defended the classic IMF formula for dealing with current account balance of payments deficits — devaluation, tightening the money supply, cutting down the public sector deficit and achieving realistic prices by ending government subsidies.

He attacked the tendencies among governments to keep down the price of basic food in times of inflation, saying: "A policy designed to protect the interests of the lower-income consumers often turns out, in fact, to affect them adversely."

Replying to charges that the fund sought to impose excessively rapid policy changes, he said it was inevitable these should be painful if countries left their applications to the fund until too late.

"In the fund's experience, a gradual approach to taking corrective measures has not always proved to be preferable to bold, decisive action." — Sapa-Reuter.

British unions protest at Soviet repression of workers

NM 10/5/78

155

AS reports leak out of the Soviet Union of attempts by workers to stand up for their rights, British trade unions are being forced to take note. Observer Labour Correspondent Robert Taylor reports.

THE cause of oppressed Soviet workers is now finding champions among the leaders of Britain's trade union movement.

Over recent years the British Trades Union Congress has remained silent on the suppression of human rights in the Soviet Union and Eastern Europe, while at the same time displaying public concern at the tyrannical regimes in countries such as Chile, Bolivia, Argentina and South Africa.

But now, under considerable moral pressure from Amnesty International, individual union bosses like Moss Evans of the 2 000 0000-strong Transport and General Workers' Union, Joe Gormley of the National Union of Mineworkers, and Geoffrey Drain, leader of the biggest white-collar trade union in the world — the National and Local Government Officers' Association (NALGO) — are expressing their disquiet at what is happening to manual workers in the Soviet Union.

The executive council of Britain's second largest union, the Engineering Workers, has actually written a strong letter of protest to President Leonid Brezhnev, the Soviet Leader.

The dossier compiled by Amnesty International has shocked British union leaders and there is now a strong possibility that they will drop their old double standards and take a more sceptical view of the Soviet bloc.

The main reason for the British union concern stems from the undeniable fact that the latest "dissidents" are not middle class intellectuals but manual workers.

Moreover, they claim that they are not seeking to overthrow the Soviet system, but merely acting as "loyal Soviet citizens" who wish their Government to recognise the basic rights of freedom of association enshrined in Soviet law and accepted by the Soviet Union in international human rights agreements.

There is a sense of undeniable genuine shock in the British union responses to the catalogue of individual worker cases sent clandestinely to Amnesty International from the organisation that calls itself the "Association of Free Trade Unions of Workers in the Soviet Union."

Take the case of Vladimir Klebanov He used to work in the Bazhanov mine in the industrial complex of Makeyevugol as a shift leader and mining foreman. In September 1968 he was consigned to a psychiatric hospital in Dnepropetrovsk for speaking up for workers abused by the Administration.

Although released in 1973, he has been deprived of the right to work and has the words· "Dismissed in connection with arrest" written into his labour record card. On February 10, 1977, Klebanov was again picked up by KGB agents in Moscow who tried to incriminate him in an explosion on the Moscow Metro. At the moment he is being held in a psychiatric hospital in Donetsk.

Then there is Varvara Ivanovna Kucherenko, a worker in a curing and pickling plant in Makhachkala in Dagestan. She was dismissed in December 1972 by the "Administration and Trade Union Committee" at the plant for exposing them for stealing goods. She protested about her treatment to the Procurator's office, but there she was taken by force by the police, who forced her to promise in writing that she would leave Moscow

Released

She was released from a psychiatric hospital at the end of March.

Fyodor Dvoretsky from Dzhetisu, Alma Ata, is still being held in a psychiatric hospital His "crime" as a compressor operator, and later a worker in a shoe factory, was to make statements about thefts and fraudulent wage payments. In spite of his wife's pleas, he was ruled "mentally non-accountable and socially dangerous" and put in isolation.

At the end of January the Association of Free Trade Unions wrote to the International Labour Organisation raising these and other cases of oppression. It wants the ILO to recognise it as a union and investigate its complaints, but the ILO says its rules forbid it to take up such direct pleas from workers.

Business Mail

IMF may put less gold on auction

RDM 13/5/78 (155)

PARIS. — The International Monetary Fund is studying proposals which will effectively result in smaller amounts of gold being made available to private buyers at its monthly auctions, say informed sources.

This is to allow distribution of gold to developing countries which prefer it in proportion to their IMF quotas than cash payments from the IMF trust fund.

The sources say the proposals have no connection with the announcement on April 19 by the United States Treasury that it will hold at least six monthly gold auctions offering 300 000 oz at each.

The proposals are under consideration because of rule changes which allow the IMF to meet the wishes of a few developing countries to receive gold instead of cash

The IMF can legally sell or deliver its gold directly to member countries' central banks.

The IMF is studying two possibilities

One is to continue formally offering 525 000 oz at each monthly auction, but accepting non-competitive bids from developing countries, whose orders will be served in priority ahead of private buyers.

Alternatively, the fund may estimate the likely demand from the developing countries and withdraw this amount from the total for which bids are invited

The sources expect the IMF to reach a decision soon — possibly before invitations to bid at its June auction are issued

The first United States auction is scheduled for May 23, and the United States authorities have said they will not knowingly accept bids from governments or central banks

The Indian Government is auctioning some of its gold holdings to Indian residents in an effort to cut gold smuggling and consequent losses of convertible currency

Market sources estimate the three auctions may together bring to the market the equivalent of current monthly South African gold output.

This year some developing countries which decide to take gold instead of cash will be able to draw three years' entitlements

This is because in the two annual trust fund distributions made so far it was not possible to deliver gold, so countries which deferred accepting trust payments can now ask for settlement in gold of earlier distributions

A few countries deferred accepting trust fund payments

But it is still difficult to estimate how much demand for gold there will be from them in respect of past and future distributions — Reuter

IMF gold options

RDM 29/5/78 (153)

WASHINGTON. — The International Monetary Fund says 39 developing countries have said they reserve the right to submit non-competitive bids at IMF gold auctions.

These countries, which total 14,6% of fund quotas, will be entitled to receive aboout 3 700 000 oz of the 25-million oz the IMF is auctioning.

These countries are entitled, but not obliged, to exercise their options at any one of the fund's monthly gold auctions before May 1, 1979

The non-competitive bids will be in addition to the 470 000 oz the fund now offers at the auctions, and the fund will adjust the amount offered to sell the 25-million oz over the agreed four years. The next auction is on June 7. — Reuter.

New ILO head asks US to return

STAR 8/6/78 (155)

Alan Robinson

GENEVA — The annual conference of the International Labour Organisation opened here yesterday and there was an immediate plea to America to rejoin the organisation

America walked out last year because of the alleged political bias of the world movement and its "discrimination" against democratic countries

The plea came from the newly-elected president of the conference, Mexican Minister of Labour Mr Pedro Ojeda Paullada. He called on the United States to reconsider its decision and to rejoin for the advancement of ILO ideals.

An American delegation had been expected to attend the opening session as observers, but there was no early sign of them in the section of the public gallery set aside for countries with observer status, which has been retained by the United States.

However, it was later reported that two officials from the American embassy in Geneva had been detailed to keep a watching brief on the conference.

Also in the public gallery were South African trade union and employer delegates to Geneva and other lobby member countries

Another South African present was Mr Johan Marx, first secretary to the ambassador to the United Nations in Geneva, Mr David Tothill

Unions lay down SA code

Alan Robinson

GENEVA—The powerful International Confederation of Free Trade Unions (ICFTU) has published its own code of conduct for overseas companies investing in South Africa.

The code is contained in a comprehensive ICFTU booklet on South Africa and is being distributed to member nations throughout the West which has always taken a strong line against apartheid The code stops short of recommending mandatory economic sanctions against South Africa

Instead, it calls for·

- Companies investing in South Africa to recognise African trades unions and to negotiate with them.
- Equal pay for equal work and the introduction of a minimum effective wage level
- The abolition of job reservation
- The provision by the companies of training facilities for African workers and pressure by them for their advancement into more qualified and better-paid jobs

Apartheid in SA is getting worse — ILO

(155) RDM 21/10/78

GENEVA. — Despite mounting world criticism, conditions of apartheid in South Africa had worsened over the past year, the International Labour Organisation (ILO) said in a report published in Geneva yesterday

Particularly vulnerable were South Africa's black migrant gold mine workers who the report described as living in "prison-like conditions"

"The gold miners are subject to almost unbearable conditions of confinement, heat, noise and dust," it said

The report said that between September 1973 and March 1975, 132 workers had lost their lives and at least 500 more were seriously injured in the gold mines "In addition to risks of death or permanent injury, hundreds of thousands of black labourers contract lung diseases," it added — Sapa Ap

RAND DAILY MAIL, Thursday, Oct. 26, 1978.

RDM 26/10/78

Mexico to be biggest

(185)

GENEVA — Mexico City will be the world's biggest metropolis by the end of this century with a population of some 32-million, the International Labour Organisation (ILO) said yesterday.

And, like other cities in the Third World, it faced the threat of urban strangulation, the ILO said.

Sau Paulo will have 26-million people by the year 2 000, the agency said. Bogota, Manila, Karachi and Jakarta will triple in size and Kinshasa and Lagos will quadruple.

There is hope, the ILO said in a study, that "the economic and political interests involved in continued expansion and development of Third World metropolises ensure that at least partial solutions will be found to the most urgent problems, including employment".

"However, unless programmes to build the necessary infrastructure are designed and implemented on a massive scale, Third World metropolises will be increasingly threatened with urban strangulation due to inadequate road networks, inextricable traffic jams, bad city services and flooding.

I. L. O.

10/1/79 — 31/12/81

They're still happy down on the farm

RDM 10/1/79

155

NORRIS WILLATT: Geneva

How're you gonna keep 'em down on the farm,
After they've seen Paree?

THE words of the popular ditty hold as true today as when they were written decades ago And what goes for Paree, also applies to London, New York, Tokyo, Sydney, Moscow or Johannesburg

In recent years, young people have been deserting the land for urban life in droves, and the trend is expected to continue to the end of the present century

Confirmation of the defection of farm workers, no new trend, comes in a report issued by the Bureau of Statistics and Special Studies of the International Labour Organisation (ILO) in Geneva. This indicates that between 1950 and 1970, the agricultural workforce of the industrialised countries declined by some 60-million

This exodus occurred in about equal proportions between the countries of the world with a predominantly market economy and those of Eastern Europe where the economies are State planned in the former, a little over three million workers a year left jobs on farms; in the latter, a little under three million

ILO statisticians expect the trend to continue. Their forecast is that between 1970 and 2000, another 60-million will be lost to the agricultural labour forces of the industrialised world, both West and East

The problem is that agricultural work has little appeal to young people They find life on the farm too confining The busiest season is the summer, so while other people are on vacation, they often have to work long hours of overtime

As farm workers retire or die, no young people come forward to fill their shoes. Hence, the average age of the workforce is steadily advancing

Startling as this exodus from the land may appear statistically, it seems to present no threat to the food supply of the world The loss of manpower is being more than compensated for by the increase in agricultural productivity, the result of improvements in seed, in crop yields, in irrigation methods and, above all, in mechanisation

Farmers in both market economy countries and those with planned economies have shown themselves capable of producing larger and larger crops of food for humans and feed for animals with the dwindling workforce

Great ingenuity has been displayed in eliminating some of the more disagreeable jobs such as seed sowing and crop harvesting by the development of increasingly sophisticated equipment

Furthermore, pressure from trade unions representing farm workers has led to a big improvement in wages and working conditions in the past 25 years Agricultural wages in the more economically developed countries are closing the gap with factory wages And farm workers earn a lot of overtime, especially at such busy times as sowing, harvesting, lambing and calving.

Also, farm workers enjoy many fringe benefits denied to factory workers, such as free accommodation and farm produce They don't have to commute, and can eat their midday meal at home In fact, life down on the farm in many ways can be preferable to life in Paree

Especially now that farm wages are high enough to allow farm workers and their families to take holidays in Paris, London, Tokyo, Sydney, Moscow, or wherever the nearest big city happens to be.

grazing rights, would bring some P1 million to
s taxation, to the poorer families. If we
d at P1 million to P3 million, we are still
government can productively place P6 million
s of the poorer families.

amme does provide a mechanism - the registration
poor identify themselves and receive wages in
ost of such a programme is not entirely an extra
ch of the physical construction government would
it does do is to force government to explore a
nisational questions that otherwise are convenient
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and its simple economy has allowed it to follow
ominated approach to construction. The innovation
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ut to channel at least P6 million into the
ve to design and supervise productive works able
per day as an average wage, 7,5 million man days
population could not provide that much labour.
over a 350 day work period would be 214 000 per
r household or 4 per household under the poverty
would require an average attendance of almost
old for 350 days a year or 2 from the poorer
magnitude is likely.

en Botswana's population will have doubled from
rly 1,5 million such magnitudes will look both
or more desirable. At present it would seem
scheme would not be able to spend more than
a year at an average wage rate close to P1,00
a gap in the minimum income distribution sought
, the question whether or not Botswana should not
examine a higher wage as socially desirable, perhaps P2,00 per day. Almost

PRICES

Unhappy new year

Inflation has got off to a bad start this year, despite hopes that the rate of price increases would ease Government-controlled prices which have been raised since the end of 1978 include

- Fuel — already up by 10% and according to Minister of Economic Affairs Chris Heunis, prices could rise again if SA continues to pay a premium for crude oil
- Fertilizer — up 14,7%
- Electricity tariffs — up 5,3%. However this is likely to be the only increase this year
- Coal and anthracite — 8,4% and 7,4% higher respectively
- Bricks — plus 10%

The ripple effect of these increases is already evident The Dairy Board has announced that, due to higher fuel, fertilizer and other production costs, milk, cheese and butter prices will go up. The building industry expects the price of an average home to climb 15%

Non-administered price increases include a 4% rise in the price of SA Breweries' beers. Bottle stores have raised prices by more than 4%, while the Hotel, Liquor & Catering Association has recommended that its members charge 3c more for a bottle of beer.

Barlow Rand, Defy and General Electric have raised the price of white goods (fridges, stoves and the like) by between 5% and 12%.

Wholesale prices of nearly 1 000 supermarket lines have gone up by as much as 15% since the beginning of the year Most will be passed on to consumers by the end of February

The magnitude of some price increases still in the pipeline is a matter for concern. Manufacturers say that as a result of a doubling in hide prices in the past six months, the price of shoes will rise by as much as 30% this year and other leather goods by 20% to 25%.

The Dental Association has recommended a 25% increase in dentists' fees

Printed matter and packaging material costs are also going up The Federation of Master Printers claims this increase is inevitable as a result of wage hikes

Finally, in spite of the steep hike in (controlled) sugar prices in the last two years, a further rise this year cannot be ruled out. Says Peter Sale, GM of the Sugar Association "If the world price does not rise and the industry gets to the stage of making substantial losses, then the local price would have to be increased"

Financial Mail February 9 1979

Star 14/6/79

(155)

ILO will reject Wiehahn

London Staff Reporter

GENEVA — The Wiehahn report is expected to be overwhelmingly rejected by International Labour Organisation delegates at a special Apartheid Day to be held at the Palais des Nations in Geneva tomorrow

The report and the South African Government White Paper on trade-union membership rights are high on the list of issues to be discussed although the ILO director-general, Mr Francis Blanchard, has officially deferred judgment on the moves to give black workers union rights until the secretariat has "studied South African developments," the report is unlikely to hasten the end of South Africa's 15 years of isolation from the organisation

The London-based South African Congress of Trade Unions has denounced the report "for making apartheid more efficient" by excluding migrant black workers from membership in registered trade unions.

22/6/79

(55)

ILO CONFERENCE

No joy for Wiehahn

South Africa's new labour legislation came in for sharp criticism at the International Labour Organisation annual conference in Geneva last week. As a result, more pressures on SA are now being planned.

Predictably perhaps African representatives were angry. But many of the Western delegates were also highly critical. They had hoped that the Wiehahn Commission would result in tangible improvements in the rights of black workers in SA which would have enabled them to counter demands for tougher action from communist and third world countries.

Nevertheless France's delegate, who spoke for all the EEC governments, said that the Wiehahn recommendations were "a step forward" – depending on the degree of implementation. We will not relax our vigilance, he said, adding that the EEC governments had acted "with concern" the creation of certain white unions.

On the eve of the debate on apartheid, Werner Thonnessen, assistant general secretary of the International Metalworkers' Federation (IMF), told the *Star* in an interview that when the Wiehahn Report was first published the IMF had given it a cautious welcome. But the Industrial Conciliation Amendment Bill "convinced the impression that the government was in favour of the Wiehahn recommendations. Meanwhile Prof Wiehahn continues his attempts to sell the proposals to employers at Leipoldt."

Thonnessen felt the [illegible] that when he [illegible] of the proposals fell short of the recommendations. But [illegible] the nature of the legislation [illegible]

[illegible]

bantustanisation," he said.

There was some comfort for the SA government from the Swedish employers' delegate, who is also chairman of the executive committee of the international organisation of employers. He said that the SA government had by and large accepted the Wiehahn Commission's recommendations, which were "evidence of the sustained pressure from influential circles, mainly the employers of SA, who are determined to eliminate injustices in labour and industrial relations."

Some 60 speakers took part in the debate, and there was a great deal of lobbying outside the conference hall. The fact that the ILO is a tripartite body, consisting of representatives from government, employers and workers, is significant in relation to one of the proposals likely to be adopted as a result of the conference. It involves holding a meeting between the ILO, the OAU, and the UN special committee on apartheid, to review actions by the ILO on apartheid and to explore other possible forms of action.

Wiehahn delay: ILO slates SA

Rdm 16/7/79

155

Pretoria Bureau

WORLD labour leaders at the International Labour Organisation conference in Geneva unanimously condemned the South African Government's reaction to the Wiehahn Commission report, the vice-president of the Trade Union Council of South Africa, Mr Andre Malherbe, said yesterday.

Mr Malherbe, who was a member of the TUCSA observer mission to the conference last month, said the ILO reaction had confirmed his view that the Government's refusal to implement immediately the key recommendations in the report was, internationally, "an absolute disaster".

He said the Government had accepted the report in principle, but had given no indication when those recommendations — aimed at eliminating all labour discrimination — would be implemented.

"It was plain that the international communities' reaction was that the Wiehahn report was a facade — a futile attempt to impress the world — and that the Government had no serious intention of scrapping labour discrimination," he said

Mr Malherbe said the TUCSA mission argued with delegates that they must withhold judgment, that they must give South Africa time and that changes could not take place overnight.

"Those who were well disposed towards South Africa, although they were a minority, accepted this view, but the majority believed it to be a shallow effort to try to hoodwink the West"

Mr Malherbe said if the Government had wholeheartedly accepted the recommendations of the report, South Africa could have made a giant step towards reacceptance in the international labour field

But the Government's qualified reaction had destroyed this hope.

The most strongly condemned aspect of the Government's attitude was its refusal to accept immediately the recommendation that trade unions should be allowed to choose their members — that there should be freedom to form mixed unions

"This confirmed the belief that the Government had no serious intention of making the drastic changes recommended — changes which would remove discriminatory hob barriers and give all workers the basic right the ILO demands they should have," Mr Malherbe said

He added that South Africa's friends in Europe stressed that the South African Government had lost a golden opportunity to show the world it was prepared to move in the right direction — away from apartheid in the work place and its miserable consequences.

ACTICE

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and 42% in 19.7,
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s ended 31.12.19.6

account in respect

closed in the
31 December 19.7,

a) deferral method

b) liability method

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

   Draw up the income statement for the 19.8 financial year under a) liability method

   b) deferral method

   Assume the tax rate remains 42%

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

1 fresh green medium size cabbage
onions
carrots
tomatoes
fresh pineapple
radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

---oOo---

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

boiled potatoes
cooked bacon
mayonnaise
chopped onion
salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

---oOo---

EGG SALAD

May Bennett, Ridgeworth

hard boiled eggs
salanaise
salt and pepper
paprika and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

---oOo---

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce
1 cup cucumber, peeled and diced
1 cup cooked green peas

Marinade chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refridgerate until ready for use.

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.

---oOo---

SPRING GREEN SALAD

May Bennett, Ridgeworth

1 medium size lettuce
2 onions
parsley
1 cucumber
mint (fresh)
scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few pieces for garnishing. Wash cucumber peel and cube. Wash scallions, and cut tops off leaving a short piece of the green left on. Toss the lettuce, parsley, cucumber, onion and scallions together, salt and pepper. Pour over a little French dressing and serve in a glass bowl. Garnish with a few sprigs of mint and parsley.

---oOo---

CURRIED GREEN BEAN SALAD

Mrs Futter, East London

2 lbs sliced
2 chopped on

Boil the bea
pour off the

Sauce:
1 1/2 cups s
1 d curry po

Mix the curr
so that no l
boil up and
and onions,

SA Star
15/4/85
SA won't get back to the ILO'

CAPE TOWN — There was absolutely no chance of South Africa being readmitted to the International Labour Organisation, Mr Arthur Grobbelaar, the general secretary of Tucsa, said yesterday.

Mr Grobbelaar said this would remain so while South African labour legislation remained inferior to international standards.

It was also true, however, that the ILO would probably set standards for South Africa which were higher than the international norm if South Africa should reapply for membership.

APPLE TUNA TOSS SALAD

1 medium head lettuce, torn in bite-size pieces (4 cups)
2 cups diced apple
1 11 oz can (1 1/3 cups) mandarin orange sections, drained
1 6 1/2 or 7 oz can tuna, drained and broken in large chunks
1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad dressing
2 t soya sauce
1 t lemon juice

In a large salad bowl, combine lettuce, apple, orange sections, tuna and nuts; toss together. Combine mayonnaise, soya sauce and lemon juice; mix well. To serve, add dressing to salad; toss gently. Makes 4 - 6 servings.

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DOLLAR RESCUE LIKELY AS U.S. MEN LEAVE IMF

Argus 4/10/79 (155)

BELGRADE. — The US Treasury Secretary, Mr William Miller, flies back to Washington today, leaving the International Monetary Fund conference here buzzing with rumours that a package may be announced soon to bolster the weak dollar.

The chairman of the Federal Reserve Board, Mr Paul Volcker, has already returned

Experts believe pressure has built up behind the scenes here for action to support the dollar.

The Saudi Arabian Finance Minister, Sheikh Mohammed Abal-Khail, said in a speech to the finance ministers and central bankers of 138 countries here his country viewed with growing concern the renewed instability on the exchange markets, Sapa-Reuter reports.

'We urge the authorities of these countries to take all necessary measures to restore stability to exchange markets and to support the longer-term reform of the international monetary system,' he said

'It would be naive to pretend that a continuous erosion of our financial resources, through inflation and exchange depreciation, could not evoke reactions,' he said, referring to Arab losses of oil revenue through the weakened dollar

FUELLED RUMOURS

John Cavill, the Argus Finacial Correspondent, reporting from Belgrade, writes that before Mr Miller's departure, the fuelled rumours of imminent action by the United States to dampen the gold price and halt speculation against the dollar when he stubbornly ducked questions at a Press briefing

'This is not a forum where one deals with micro-issues,' he replied to a question about possible action on the dollar and gold.

UNHEALTHY

His defensive attitude followed reports that US Treasury officials here had expressed growing concern at the 'unhealthy' gold price rise during a

Gold price rallies

THE gold price began to recover in world bullion markets today, rising to above 400 dollars in Zurich in spite of rumours that the United States is to launch a major support programme for the dollar.

After closing at 394 dollars in London and New York last night, gold dropped to 392 in Hong Kong this morning. But it later rose to R396,90 dollars and opened in London at 398. Later it opened in Zurich at 401,50.

On Tuesday gold closed in London at 427 dollars after briefly reaching 448 dollars earlier in the day.

Meanwhile, in Belgrade today the Japanese vice-minister of finance for international affairs, Mr Takehiro Sagami, said that no definite or complete proposals for a gold pool or for intervening in the gold market in other ways had been made through official channels during the IMF meeting, Reuter reports

He said reports that the US had asked its major partners to sell gold on the market were 'sheer nonsense'.

Referring to speculation that the central banks would move to stabilise the gold price, he said that with such fluctuations in the gold, 'who would know where to set a ceiling?'

MORE POWER FOR IMF URGED

John Cavill, Argus Financial Correspondent

BELGRADE. — Bold action to give the International Monetary Fund power to police the world's free economies has been called for by the United States Secretary of the Treasury, Mr William Miller.

In a controversial speech to the annual meeting of the IMF here, Mr Miller warned member nations that the problems of national economic policies and international co-operation meant relinquishing a degree of autonomy

BOLDER ACTION

where policies could threaten international aims and objectives So far the IMF's surveillance had been carried out with caution and prudence.

'Bolder action is now required,' said Mr Miller.

He listed five ways in which the IMF's role as the world's banker and manager of the international monetary system could be achieved.

BIG DEFICIT

These included the requirement that any country with a big deficit or surplus balance of payments 'submit for IMF review an analysis showing how it proposes to deal with that imbalance'

Mr Miller's ideas have been greeted with scepticism by delegates here

They could mean that

ORANGE HEALTH DRINK
(Delicious in Hot Weather)

10 oranges
2 lemons
3 pts boiling water
5 lbs sugar

Jane Hullock, Durbanville

South Africa facing a surplus of R3 000-million could have to inform the IMF how it planned to reduce this same surplus. The Saudi would apply to Arabia because of higher oil prices

TIA MARIA

2 cups dark brown sugar
7 t Nescafé
1 cup sugar
1 pt cold water
1 t vanilla essence
2 t cocoa
1/2 t rum essence
1 bottle Mainstay

Bring white and brown sugar to 1/2 hour stirr
mixed with a li
add rum and van
Bottle (preferat

After a decade of dangerous strains in the world economy, the IMF faced the problems of the 1980s with adequate resources But it needed to toughen up its monitoring of individual economies

Briefing of American correspondents

Gold price fixings in London yesterday

	Dollars	Rands an ounce	a kg
10.30 am	418,50	11 212,66	
3 pm	402,00	10 770,59	

---oO---

US back in 'moderate' ILO ranks

WASHINGTON — The United States has decided to rejoin the International Labour Organisation (ILO) which it quit in 1977 amid charges that the organisation was too closely aligned with Soviet bloc positions, the White House said yesterday.

President Carter's action follows recommendations by a Cabinet-level committee, including representatives of organised labour and private industry, which told him earlier this month that the ILO had moderated its previous political stands.

Saying he had pulled the US out of the ILO, a United Nations agency "because it had strayed too far from its fundamental principles and purposes", the President said he now believed the organisation had returned to its original role.

The ILO, the oldest UN specialised agency, includes delegates from workers and employers as well as governments. Its responsibilities include promoting social justice and improved working conditions throughout the world. — Sapa-Reuter

ILO split over call to isolate S Africa

STAR 11/6/80

155

GENEVA — Worker and employer delegates at the 66th annual conference of the International Labour Organisation (ILO) have split over what, if any, action to take against South Africa

Workers' delegates on the conference's Committee on Apartheid demanded that discussion be based on their sweeping proposals for measures which would effectively isolate the South African Government and also give "material and moral support" to black liberation movements.

Employers rejected this demand, insisting instead that debate be based on the report by ILO Director-General Mr Francis Blanchard, which says there has been "movement in the right direction" in South Africa on greater equality between black and white workers

There is an overwhelming balance in favour of communist and third world countries on the Committee on Apartheid, which makes it inevitable that a tough resolution will emerge to be forwarded to the plenary conference

But the Western employer delegates, supported by their government representatives, are arguing against the radical proposals made by the workers' group on the committee.

STAR 17/6/80

155

ILO in fierce debate over SA

Own Correspondent

GENEVA — A fierce debate has erupted in the ILO's committee on apartheid here on whether the Wiehahn and Rieckert commissions' recommendations constituted "progress" and reform in South Africa's labour relations

Employer representatives from the United States and Holland have argued strongly that an objective view could not discount that "some progress" had been made although this was still far from being satisfactory

But, it is understood, they were overruled by the majority of worker and governmental representatives who claimed that the reports by Wiehahn and Rieckert were cosmetic and in fact amounted to a "more determined attempt to exercise control over the black workers and their unions"

There is little doubt that the 54 member committee will vote strongly to adopt tough measures proposed against South Africa This is not anything new — the ILO's committee on apartheid has adopted tough measures in the past, and this year's proposals are much the same

The significance of this year's debate rests only on the detailed analysis being given to the commissions' reports and the Government white paper which followed the Wiehahn Commission

The Canadian vice-chairman of the committee, Mr J Morris, said recent events had confirmed the misgivings expressed by independent black trade unions and international trade unions that what was being proposed was a sophisticated means of controlling or breaking the black trade unions.

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Post 18/6/80

155

Fierce debate on SA's labour

GENEVA — A fierce debate has erupted in the ILO's committee on apartheid, here on whether the Wiehahn and Riekert commissions recommendations constituted "progress" and reform in South Africa's labour relations.

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The Canadian vice-chairman of the committee, Mr J Morris, said recent events had confirmed the misgivings expressed by independent black trade unions and international trade unions that what was being proposed was a sophisticated means of controlling or breaking the black trade unions.

The exclusion of migrant workers from the homelands and from neighbouring countries, from joining trade unions, he said, would not only hinder the black unions but would be a

Mr Morris argued that there had been no real improvement in training facilities for black workers, and the number of workers still earning wages below the Poverty Datum Line proved that black bargaining power had not improved

The Riekert Commission, he said, had also brought no significant change in influx control.

The employer vice-chairman, Mr E S Appadurai of Sri Lanka, argued that while the changes introduced so far from the commission reports did not satisfy the world, it did however indicate a "significant trend in the right direction"

He said the recommendations showed that pressure exerted on South Africa by employers had undoubtedly had an impact on the situation.

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has ... (2) and

War only way to end apartheid-ILO man

STAR 19/6/90

(155)

By Tim Patten

GENEVA — The Zambian chairman of the International Labour Organisation's committee on apartheid has proposed an armed struggle against South Africa as the only means of eliminating apartheid

Mr M J Lumina, the chairman who is also the Zambian Government's official representative on the committee, cited the case of Zimbabwe as an example of eliminating white political domination

His "fight to the end" assessment was made during a closed session of the committee which is to present a document of recommendations to the ILO's director general, Mr Francis Blanchard, after today's plenary sitting here

He asked the committee whether it was not time to consider adopting the "hardest" measure against South Africa, that of armed struggle 'Is there any other solution?" he asked

Mr Lumina said it was difficult to be optimistic about the results of a peaceful course toward achieving the desired change

In summing up the sentiments expressed by the 54 members of the committee he said there was absolute unanimity on the objective and that was putting an end to apartheid

The committee is made up of 20 government members (of which only three are not communist or Third World countries), 19 employers' representatives (of which 13 are communist based) and 20 workers' representatives of which only five are not communist or Third World)

The committee also allowed certain non-governmental organisations — including the African National Congress — consultative status

An undisclosed member of the ANC addressed one of the committee's closed sessions His speech, according to sources, was significant only because he urged the committee to take all the measures at its disposal to avoid bloodshed

In its draft proposals, which will be formally adopted after the plenary session, the ILO's committee on apartheid has included giving material and moral support to the liberation movements, including the ANC and PAC

It also plans to help black trade unions and to give assistance to "popular movements struggling for the establishment of human rights in South Africa and Namibia"

ILO backs Swapo

The Star Bureau

GENEVA — If the United Nations' labour organisation, the ILO, had its way Swapo could take over control of SWA/Namibia immediately before even an election is held

This has emerged in a draft resolution, due for formal ratification by the ILO's Committee on Apartheid

The resolution calls for the termination of the occupation by the "racist regime" of the territory of Namibia, and the "obtaining by its people, under the leadership of Swapo, of independence and the establishment of a sovereign state"

It takes no account of South Africa's attempts to achieve independence in SWA/Namibia or other United Nations proposals for a settlement and elections

The inclusion of the words "under the leadership of Swapo" in the resolution even caused one of the workers' representatives — known for their uncompromising hard line — to voice his protest during a closed session of the committee

Mr M O Farrell, a workers' representative from the United States, protested loudly, pointing out that while he supported the rest of the resolution it had to be remembered that an election had not been held in Namibia

Supporting Swapo at this stage, he said, would lessen the credibility of the committee's resolution

NOTE CAREFULLY

1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
3 Names must be printed on each separate sheet (e g graph paper) where sheets additional to examination book (s) are used

WARNING

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

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

ILO nod for more action against SA

STAR 19/6/80. (155)

By Tim Patten
London Staff Reporter

GENEVA — The International Labour Organisation has approved a wide ranging set of harsh measures against South Africa aimed at converting the millions of anti-apartheid words in the past 16 years into action.

But there is little in the proposals adopted here yesterday, to affect South Africa or the 120 countries which become signatories to the latest plans to eliminate apartheid

The resolutions had been drafted by a special committee on apartheid under the chairmanship of the Zambian Minister of Labour, Mr M J Lumina

South Africa withdrew from the ILO 17 years ago, and the next year in 1964 it adopted a declaration condemning apartheid Each year since then the ILO meets for a special "apartheid debate" in which speaker after speaker voices the international condemnation which has become a way of life

Fifty-nine speakers were scheduled to address the full plenary session yesterday and by the time the vote was taken the applause for each speaker was limited to a sprinkle of tired handclaps.

If the world expected a peaceful change in South Africa then it had to adopt radical measures, some of which may hurt a number of countries economically, he said.

The measures range from governmental action, through the United Nations and independent government moves to further isolate South Africa, to employer and trade union measures aimed at severing relations with white trade unions and forcing multinational companies to withdraw investments

'Readmit SA to ILO' call

Own Correspondent

GENEVA — The United States has called on the International Labour Organisation (ILO) to invite South Africa to return to the United Nations agency

Mr Gerald B Helman, the US Ambassador in Geneva to UN agencies, said this would "further undermine the system of apartheid"

Mr Helman was addressing the labour section of the American Bar Association which held a meeting at ILO headquarters in Geneva

South Africa voluntarily left the ILO in 1964 before a vote could be taken on its expulsion

Mr Helman in his address said "One of the best hopes for change in South Africa lies with the non racial and black trade unions which are still willing to press for peaceful change

"Through its conventions and the authority accorded to it by treaty, the ILO has the tools at hand to support free labour in South Africa, to encourage an equal role for black labour in the trade union movements of South Africa, and thus to further undermine the system of apartheid," he declared

STEP

"A step in this direction," the ambassador stated, "would be for the ILO to invite the Government of South Africa to return to the ILO

"The ability of the ILO to monitor the situation in South Africa and to enforce conventions on free labour is impeded

"The isolation of South Africa from the ILO has not ended apartheid, but it has denied to labour union movements in that country the benefits and protection which the ILO can provide"

Western diplomats and UN officials said they believe it highly unlikely that the ILO leadership, even if it wanted to extend such an invitation to Pretoria, would be allowed to do so by the automatic majority of communist and Third World member countries

DD 4/4/81

America wants SA back in ILO

(155)

GENEVA — The United States has suggested that South Africa should be invited to rejoin the International Labour Organisation after a 17-year boycott

"Isolation of South Africa from the ILO has not ended apartheid," US Ambassador Gerald Helman told the international labour section of the American Bar Association

"But it has denied to labour union movements in that country the benefits and protection which the ILO can provide

"Through its conventions and the authority accorded to it by treaty, the ILO has the tools at hand to support free labour in South Africa, to encourage an equal role for black labour in the labour union movements of South Africa, and thus to further undermine the system of apartheid," Mr Helman added

"A step in this direction would be for the ILO to invite the government of South Africa to return to the ILO," he said

Mr Helman, who is US Ambassador in Geneva, made the speech on March 23, but it was only released in Geneva yesterday A US mission spokesman said he had no explanation for the delay.

South Africa left the ILO in 1964 — SAPA-RNS

AFRICA

(155) 8/5/81 STAR

ILO urged to boost anti-apartheid funds

LUSAKA — An anti-apartheid conference ended in Lusaka yesterday with a series of recommendations to help black workers in South Africa and neighbouring states

The five-day meeting in the southern Zambian city of Livingstone was sponsored by the Geneva-based International Labour Organisation.

It was attended by some 80 delegates from countries in the region, labour organisations, African nationalist movements, officials of the Organisation of African Unity and members of the United Nations Special Committee on Apartheid

The conference urged the ILO to set up a voluntary fund and boost its own budget to aid South African Blacks against apartheid — Sapa-Reuter.

WINDS OF CHANGE

FM 29/5/81 (155)

Calls for punitive action against SA are expected to reach a new intensity at the annual conference of the International Labour Organisation (ILO) in Geneva which starts next week

SA withdrew from the ILO in 1964, when it became clear that the country was about to be expelled Since then however, trade unionists, employer groups and the SA government have kept a close watch on the body which provides an important international forum for the discussion of labour matters As in past years, there will be several SA observers at this year's annual conference

Among them will be Arthur Grobbelaar general secretary of the Trade Union Council of SA (Tucsa) who predicted in an interview with the *FM* that the anti-SA rhetoric will reach new heights Federated Chamber of Industries economist Arthur Hammond-Tooke agrees "There is definitely a gear change," he says

This is expected despite a US proposal earlier this year that SA should be readmitted to the world body US ambassador in Geneva to UN agencies, Gerald Helman said such a move would "further undermine the system of apartheid " At present, the ability of the ILO to monitor the situation in SA was impeded, he said

Hardly anyone believes that SA will be readmitted Indeed, the SA government has made no formal moves in this direction Instead a focal point of attention at the conference is expected to be a report on the ILO-sponsored anti-apartheid conference in Lusaka last month It was attended by about 80 delegates from labour bodies, African nationalist movements the Organisation of African Unity and members of the UN special committee on apartheid It has made several proposals aimed at aiding black workers in SA

Grobbelaar says it is possible that the ILO will again recommend boycotts embargoes and sanctions against SA However, it is an open question whether ILO members will implement such measures, he says Past efforts to obtain tough action against SA by the ILO have met with little success

Hammond-Tooke agrees that much of the debate at the conference will amount to hot air But he cautions "I don't think Harold Macmillan excluded hot air when he spoke about the winds of change "

'Sharp rise in industrial unrest in South Africa'

2/6/81 Star 155

Own Correspondent

GENEVA — The International Labour Organisation (ILO), in its 17th annual report on apartheid in South Africa, has reported a sharp increase in industrial unrest in the country.

The report, which will be submitted to the ILO annual conference in Geneva tomorrow, stated that the 1980 figure of 207 strikes — involving mostly black workers — was nearly double the 1979 figure

Strikes caused the loss of 175 000 working days, and led to police action against trade union leaders and strikers

Sixty percent of the stoppages featured demands for higher wages

The report added that in 1980 some 50 000 black workers had joined trade unions, bringing to 161 700 the number of black trade union members in South Africa

It said that the Wiehahn Commission in particular, had created optimism among sections of both the white and black population that significant changes could occur

The ILO said official South African figures put black unemployment at 8,6 percent although some researchers believe that one-quarter of the potential black working population is jobless

TRAINING

"Despite the shortage of skilled manpower, closed shop agreements — notably in the mining industry — still control black entry into apprenticeship and artisan employment," it added

The report said that South Africa's withdrawal from the ILO in 1966 indicated that the Government refused to accept the nature of the changes being urged by the international community

"On the question of equal opportunity in respect of admission to employment and training the Government has taken no steps towards the elimination of apartheid in the education field," it said

The ILO noted that blacks were no longer jailed for breaking contracts and that work colonies had been scrapped But they claimed that new legislation has, in fact, tightened influx control.

It added that black workers and their trade unions have to work under a system which controls and regulates their freedom of association and their ability to negotiate collective agreements

Labour body will not readmit SA

STAR 6/6/81 (153)

Own Correspondent

PARIS — South Africa cannot be allowed to return to the International Labour Organisation (ILO) despite the wishes of "some countries" and suggestions that ILO membership for Pretoria would enable black workers' conditions in South Africa to be better controlled, the new ILO president said yesterday.

In an interview with the Paris-based African-interest newspaper Le Continent, ILO president Aliune Diagne Mbor did not refute the paper's statement that "certain countries . notably the United States" wanted the South African regime to be readmitted

Mr Mbor, Senegal's Civil Service, Employment and Labour Minister, said "The South African Government has put itself outside all moral and humane concepts and cannot sit at the same table as countries who have a humane conscience".

The new leader said the organisation's current conference, being held in Geneva until June 24, would be "one step more towards the irreversible process of liberating southern Africa.

"At the moment there is an awakening of the international conscience which is expressing itself in action. We hope the governments concerned will hear the voice of the universe over this ignominious practice of apartheid"

The report of the director-general of the International Labour Bureau on apartheid policies is to go to the conference in Geneva

practitioners are generally far preoccupied with the pressing needs of the ill to spare time to study a parallel and often presumed inferior rival system. There is also a general lack of epidemiologic knowledge for this type of research: there is also a lack of interest in community medicine in South Africa. Most therefore contribute impressionistic information based on samples of patients who come to them after a failure in the hands of a traditional practioner. Their impressions then confirm the incompetence of
fact that many of their own
in their hands and seek out
unreported. The case of th
constant reminder for all.

The purpose of this paper is therefore to present the traditional medical care system of the rural and urban of the Xhosa, which also have implications for other tr societies. Of fundamental importance here is to examin manner in which the traditional medical system continue serve the needs of the society and to be able to determ far a changed situation as a result of western contact to a modification of the traditional system.

We need to ask ourselves the following questions:

1. How does the traditional medical institution serve the present needs of the society?

2. To what extent has the introduction of scientific medicine led to changes in the practice of traditional medicine?

3. What type or kind of organizational base supports either type of medicine and why?

In what circumstances do the sick prefer one type

'No place' for SA at ILO

Argus 10/6/81

0155

Argus Correspondent

PARIS — South Africa could not be allowed to return to the International Labour Organisation in spite of the wishes of 'some countries' and suggestions that membership would enable better control o black workers' conditions, the new ILO president said yesterday.

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He said 'At the moment there is an awakening of the international conscience which is expressing itself in action. We hope that the governments concerned will hear the voice of the universe over this ignominious practice of apartheid'.

The report of the director-general of the International Labour Bureau on apartheid policies is to go to the Geneva conference.

It says that black unemployment has stabilised at around 8·6 percent, with 470 000 blacks unemployed in October 1980 — about 20 000 fewer than in January the same year. About 46 000 coloured were out of work in October 1980 compared with 58 000 in January 1980.

Reviewing apartheid, the report notes that South Africa's pull-out of the ILO in 1966 has further isolated employers and workers and further limited the means of pressure available to the international community.

nature since this subject may be dealt with in more detail by other contributors in this conference. This description will take us to the following areas : political system, kinship system, marriage and family, the economic system and the concept of the individual.

1. Political System : In the rural areas paramount

Sharp increase in SA unrest—ILO

Argus 13/6/81

Argus Correspondent

GENEVA — The International Labour Organisation (ILO) in its 17th annual report on apartheid in South Africa, has reported a sharp increase in industrial unrest in the Republic.

The report, which will be submitted to the ILO annual conference here today, stated that the 1980 figure of 207 strikes, involving mostly black workers, represented nearly double the 1979 figure.

DAYS LOST

This caused the loss of 175 000 working days, and led to police action against trade union leaders and strikers.

Sixty percent of the stoppages concerned demands for higher wages

The report added that in 1980 about 50 000 black workers had joined trade unions, bringing to 161 700 the number of black trade union members in South Africa

It said that the Wiehahn Commission, in particular had created optimism among sections of both the white and black population that significant changes could come about

The ILO said that official South African figures put black unemployment at 8,6 percent.

'In spite of the shortage of skilled manpower, closed shop agreements — notably in the mining industry — still control black entry into apprentices, only 82 black ticeship and artisan employment,' it added

'In spite of large tax concessions for employers taking on apprentices, only 82 black apprentices had been registered since mid-1977'

The report said that South Africa's withdrawal from the ILO in 1966 indicated that the Government refused to accept the nature of the changes being urged by the international community.

EDUCATION

'On the question of equal opportunity in respect of admission to employment and training, the Government has taken no steps towards the elimination of apartheid in the education field,' they said.

'Separate education systems still exist for each racial group and non-white education remains grossly inferior to education for whites'

The ILO noted that blacks were no longer jailed for breaking contracts and that work colonies had been scrapped But they claimed that new legislation had, in fact, tightened influx control

Citizenship of blacks had been arbitrarily removed as part of the enhanced enforcement of apartheid policies.

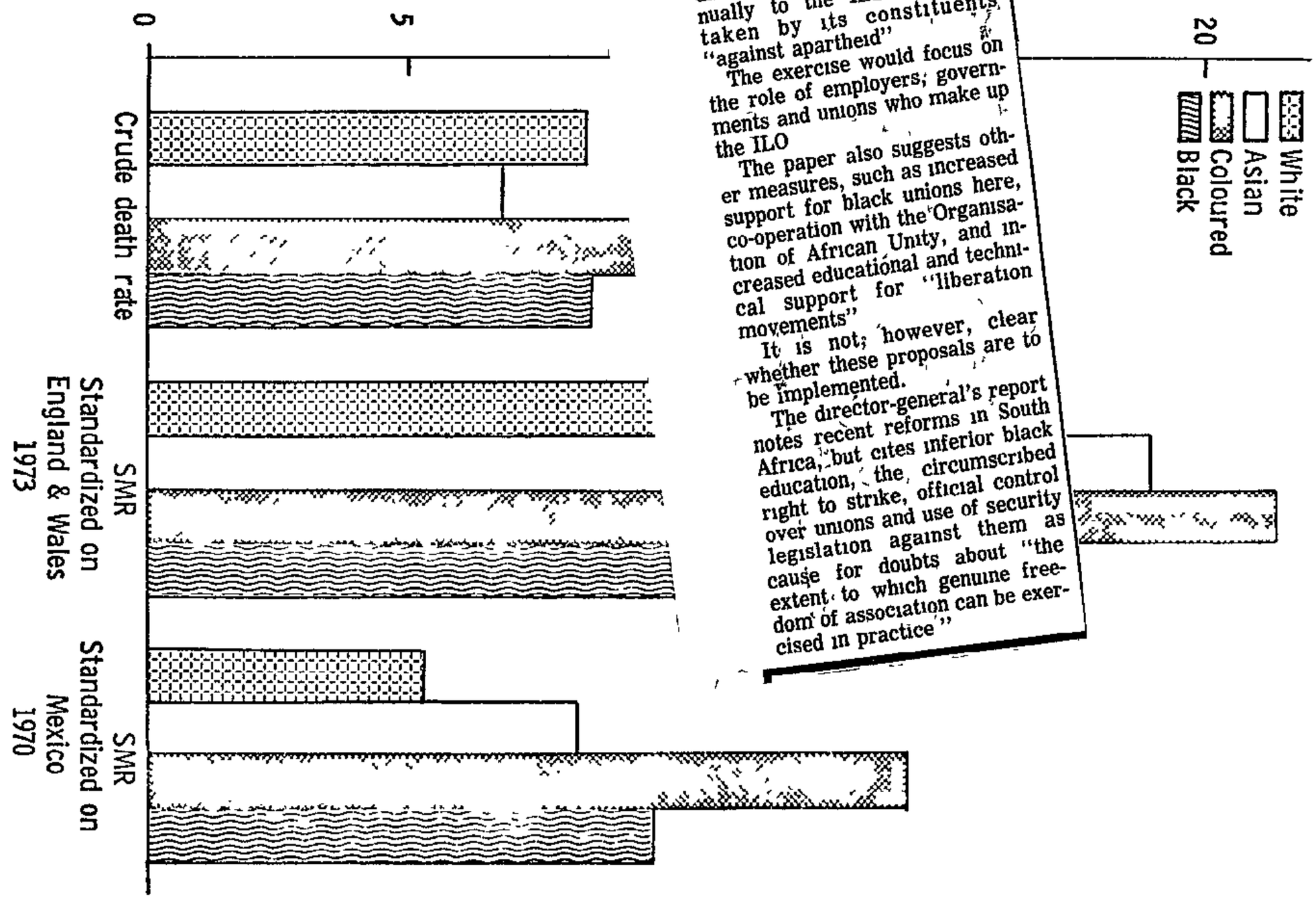
It added that black workers and their trade unions had to work under a system which controlled and regulated their freedom of association and their ability to negotiate collective agreements

The ILO said that certain adjustments had been made in certain legislative and administrative practices, but fundamental obstacles to the achievement of equality of opportunity and treatment in labour matters, resulting from apartheid, remained entrenched in law and practice.

Footnote to TABLE II

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See reference 13.

Fig 1. Crude Death Rate and Standardized Mortality Rates for Whites, Asians and Coloureds: 1974



ILO to monitor action in SA

15

Fam Bldg

Labour Reporter

IN A move which will increase international pressure on foreign-owned companies operating in South Africa, the International Labour Organisation is expected to set up a committee which will annually monitor the action these companies and others take against apartheid

The proposal that a monitoring exercise be established is being debated at the ILO's annual meeting in Geneva. It is expected that it will be adopted and that these companies will be subjected to increased international scrutiny

It is believed that the Minister of Manpower Utilisation, Mr Fanie Botha, was referring to this move when he told Pressmen on Monday that there was "an intensified onslaught" against multinational companies operating here

The monitoring proposal is also seen as an indication of the ILO's rejection of recent labour reforms here

The ILO director-general's report to the meeting on apartheid, which has reached the Rand Daily Mail, notes recent labour reforms in South Africa, but says that they do not signify a move away from basic apartheid.

The report contains a paper by the ILO's office staff which suggests establishment of a monitoring exercise, with the director-general reporting annually to the ILO on action taken by its constituents "against apartheid"

The exercise would focus on the role of employers, governments and unions who make up the ILO

The paper also suggests other measures, such as increased support for black unions here, co-operation with the Organisation of African Unity, and increased educational and technical support for "liberation movements"

It is not, however, clear whether these proposals are to be implemented.

The director-general's report notes recent reforms in South Africa, but cites inferior black education, the circumscribed right to strike, official control over unions and use of security legislation against them as cause for doubts about "the extent to which genuine freedom of association can be exercised in practice"

Shortly after the appearance of Oliver's article in the Lancet Francis Oats, a director of De Beers, wrote to Charles Rube, one of the directors of Wernher Beit and Company, the London-based parent company of Eckstein's, the largest mining house on the Witwatersrand, drawing the latter's attention to the article and asking him to refer it to his co-directors. He also requested Rube to bring the water-driven drill to the notice of Wernher Beit.(50) In addition, he corresponded with a number of doctors in the tin-mining districts of Cornwall. They confirmed from personal experience the 'remarkable fatality' which had occurred in Cornwall amongst ex-Transvaal miners, the majority of whom had worked almost entirely on rock drills. They observed that erstwhile robust men on average died at 37 years of age, and called for the introduction of preventive measures, including the use of water to allay the dusty mining conditions, the necessity for educating the miners about the danger of their trade and the use of prophylactic devices.(51)

Almost immediately after receiving Oats's original letter and copies of the letters from the physicians, Beit communicated with Eckstein's asking for detailed reports of how the matter was being handled. Sidney Jennings was able to verify that the Association of Mine Managers had been cognisant of the gravity of the disease amongst rock drillers and in 1901 had tried to implement improvements which included the introduction of respirators for miners and the use of ' ' jets discharging water into the holes being drilled.(52) Jennings stated that the miners were reluctant to wear the respirators because they were uncomfortable, and to use the water jets because they involved more labour and wasted time. He conceded that the men's reluctance to wear respirators stemmed from their acute discomfort.(53) In this respect the miners had a strong case as was attested to by the Miners' Phthisis Commission where evidence was shown that they were both uncomfortable and ineffective.(54) Jennings's explanation as to why the miners had spurned the water devices probably had a hard core of truth. But the counter arguments of the Transvaal Miners' Association (T.M.A.) in 1906 (after water devices had been made compulsory by regulation in 1905 - a regulation which was allowed to lapse by 1907)(55) had validity. Its spokesmen complained that the 'miners are now simply confronted with a choice of evils', namely silicosis or pneumonia, a view supported by the Professor

of Mining, J. Yates, in 1908.(56) This was not an exaggeration. The water devices saturated the rock and the miners, and there were no facilities on the mining properties for miners to dry their work clothes. Only in 1906 did the mining regulations make compulsory the provision of change houses for whites and coloureds but not blacks.(57) This regulation did not however stipulate the provision of heating apparatus for miners to dry their clothes and it remained an outstanding but not unreasonable grievance for many years.(58)

The original discussions and enquiries into the mortality of rock drillers seem to have been motivated by the Association of Mine Managers.(59) In May 1901 three mines were given permission to reopen by the occupying British forces, and by November the number of working mines had increased considerably.(60) By then it was abundantly evident that despite the return of many artisans and miners, a large number of the overseas skilled miners, whose services were urgently required if the gold mining industry was to re-attain its pre-war tonnage figures, had died.(61) It was at this juncture - in November 19 of Mine Managers contacted the Transvaal it was decided that committees of both in January 1902 to discuss ways and mean mortality. Although these two organisat have collaborated any further, the Transv began to pursue the matter independently had appointed the Miners' Phthisis Commis committee had compiled a comprehensive, s report on the medical aspects of the dise as evidence.(62)

Star 19/6/67
Sanctions: US silent

Own Correspondent

GENEVA — The United States Government has abstained from voting on a call by the annual conference of the International Labour Organisation for mandatory sanctions against South Africa.

A declaration calling for sanctions was approved by the plenary session of the conference.

It is probable that the Association of Mine Managers, mining directors and doctors may have impressed on Milner the urgency and severity of the silicosis situation, and Milner, cognisant of the importance of the mining industry for his reconstruction plans, had little option but to instigate an investigation of the problem.

Perhaps the TMA , inaugurated in August 1902, may have also impressed on Milner the urgency of the problem of silicosis.(63) One of the first steps taken by the newly formed trade union was to appoint a deputation which interviewed the Transvaal Medical Society. The TMA requested the doctors to urge the Government to create some kind of provision for destitute

FM 19/6/81

ILO CONFERENCE

(155)

Apartheid watchdog

Efforts are being made at the annual conference of the International Labour Organisation (ILO) in Geneva to create a permanent committee to closely monitor relations between SA, countries abroad multinational companies foreign employer organisations and trade unions

The SA Government has already taken note of these moves and Manpower Utilisation Minister Fanie Botha warned early this week that there are signs that multinationals operating in SA will come under increasing scrutiny Speaking on his return from a visit to Europe where he was briefed on ILO conference developments, Botha said the increasing pressure on multinationals 'can be a dangerous development for SA'

Some observers at the ILO however, tell the *FM* they believe the monitoring of foreign countries relations with SA is a more serious threat They say multinationals have become extremely adept at coping with pressures for disinvestment but some countries may find it difficult to have meaningful relations with SA

Observers report a new sense of determination among countries hostile to SA The time for just talking about doing something about apartheid is over as far as they are concerned says one There is a full-scale assault on apartheid and people here are stressing that it is not a policy which can be modified"

Although the US Britain and West Germany are questioning the need for a permanent monitoring body, observers have been surprised at widespread support for it among ILO members One speaker after another at the conference has echoed the UN declaration that apartheid is a crime against humanity'

Crucial questions which still have to be resolved at the conference concern the monitoring body's composition, and how and to what extent it will be funded

Declaration against apartheid updated

153

Sowetan 19/6/8

GENEVA — The International Labour Organisition (ILO) annual assembly spent Wednesday discussing South Africa and decided to establish a permanent committee on apartheid

Devoting one day of its annual meeting to South Africa — as it does every year — the ILO Conference approved without dissent an updated version of the ILO 1964 Declaration on Apartheid

The new text, drafted by a special committee created at last year's conference, calls on the ILO to "increase educational activities and technical assistance to the liberation movements, the black workers and their independent trade unions in South Africa, in close co-operation with the Organisation of African Unity"

"There should be the establishment of a voluntary fund for the workers of South Africa, to which contributions should be made regularly by ILO member states as well as by employers and workers' organisation," the declaration states

The scope of ILO assistance to liberation movements should be "broadened", it says, in the fields of vocational training, labour administration, occupational safety and health, rural development, workers' education, co-operative development, equality of treatment for women workers and advice on the elimination of discriminatory labour legislation

"The establishment of a training institute for South Africa, designed specifically for the promotion of manpower training and development," is urged in the declaration

The committee which drafted the declaration was made up of 20 government representatives for the 145 ILO member countries as well as 20 workers' representatives and 14 employer delegates

The United States government delegate was unable to approve the adoption of the declaration by the committee itself, because he lacked time to consult with Washington, but the US went along with the unanimous adoption of the declaration by the conference as a whole

The declaration also made permanent the Special Committee on Apartheid created by last year's annual assembly

It said states receiving refugees from South Africa and Namibia should receive financial assistance and that states in the immediate neighbourhood of South Africa should help in "reducing their dependence on South Africa and in particular the supply of migrant labour to South Africa"

The declaration ended with an "urgent appeal" to governments, employers and workers of ILO member states "to lead South Africa to heed the call of humanity and renounce its shameful policy of apartheid"

The "basic guideline" for such action should be the resolution adopted last year, the declaration said

Mandatory economic sanctions were urged, as were an arms and oil embargo

It called for an end to all and any nuclear co-operation with South Africa and for the severing of "political, cultural, sport and commercial and diplomatic relations with the South African government"

ILO declaration of war 'no idle threat'

RDM 1/7/81 (155)

By GERALD REILLY
Pretoria Bureau

THE International Labour Organisation (ILO) has once again declared war on South Africa's racist policies — but this time it means business

This is the view of Mr Arthur Grobbelaar, general secretary of the Trade Union of South Africa

Speaking on his return yesterday from the ILO's 61st meeting in Geneva, Mr Grobbelaar said the ILO had adopted a declaration reaffirming its hatred of apartheid and seeking South Africa's total isolation and economic destruction

The ILO had in fact declared war on South Africa's racist policies — "and this time they mean business"

"Empty threats have been made in the past and there has been much beating of the air, but this time the threat is real," Mr Grobbelaar stressed

The declaraition endorsed the United Nations view that apartheid is "a crime against humanity"

For the first time a declaration condemning apartheid in such harsh terms and spelling out an action programme against the policy was adopted by the 434 government, employer and worker representatives from 120 states

The most significant feature of the programme, Mr Grobbelaar said, was that the 434 representatives had agreed to have their individual anti-apartheid programmes monitored by the ILO Secretariat.

They also agreed to monitor any slackness or laxity in implementing the anti-South African action programme.

Mr Grobbelaar said the atmosphere at the conference was "alarming"

"There is no doubt in my mind that what is planned adds up to a crisis for this country The fact that certain labour reforms are being implemented has made little difference to the hostility

The ILO members were not impressed with mixed rugby sides or open restaurants or clubs

They would be impressed if discriminatory laws like the Group Areas Act, and the Mixed Marriages Act were repealed

"There was not a single voice raised in our defence This is what is so chilling and depressing We have landed in a dangerous conflict situation with this powerful international body."

A few delegates disagreed slightly with the declation, but this was only with the wording of sections of it, and to the costs involved in carrying out the commitment to fight apartheid

For the first time in many years, top South African diplomats — from Geneva and Brussels — were present as observers

Mr Grobbelaar said the declaration restressed its "condemnation of the degrading, criminal and inhuman racial policies of the South African government", and called for its "total and final elimination"

The declaration also calls for a total arms, oil, trade, and tourist embargo by member states

It commits itself to aiding the forces attempting to liberate South African blacks and for military and material aid to liberation movements

QUANTITY SURVEYING
(Continued)

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

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

LTA Prizes
For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.
I : N D G Sessions
II : A R Low Keen
III: No award

S A Brick Association Prizes
For the best student in the subject of Building Construction.
— G Hewson Dutting

ILO gets set for action on apartheid

Star 3/7/81 (155)

The world's premier standard-setting body on labour affairs has moved decisively on to the offensive against South Africa. DREW FORREST reports.

Peacocks strutted across the sunlit lawns of the Palais des Nations in Geneva during last month's sixty-seventh annual conference of the International Labour Organisation But for South Africa, the climate in the giant conference room was considerably less temperate

About 1 800 government, worker and employer delegates from 137 countries adopted a new declaration on South Africa which affirmed that "a government which deliberately practises the policy of apartheid is unworthy of the community of nations"

The declaration — an updated version of the 1964 declaration which prompted South Africa's withdrawal from the ILO — was passed in a plenary session of the conference, with 434 votes in favour, none against and seven abstentions

At one point, the tendency in South Africa was to class ILO resolutions with those of other United Nations specialised agencies — as mere rhetoric But according to a report, no less than seven officials of the Department of Manpower Utilisation were observers at the conference, among them the vice-chairman of the National Manpower Commission, Dr Piet van der Merwe.

South African employer representatives, who until last year attended only the meeting of the International Employers Organisation before the ILO conference, were also to be seen in the observers' gallery.

Their renewed interest in conference proceedings springs from a hardening of attitudes at the ILO and from a growing determination to give teeth to its resolutions

The process began in earnest at last year's conference, with the adoption of a "programme of action" against South Africa, drawn up by the newly formed Committee on Apartheid

Delegates met again at the International Tripartite Meetings on Action against Apartheid in Livingstone, Zambia, in May this year Their proposals, married with the 1980 programme, form the basis of the updated declaration

The major development in the declaration is the establishment of a permanent watchdog body to monitor the adherence of members to the programme of action

After examining information supplied by governments worker and employer bodies on action — or lack of action — against apartheid, this permanent Conference Committee on Apartheid will make an annual report to the conference

The immediate effect of this is likely to be intensified pressure on multinational companies operating in South Africa, says Mr Piroshaw Camay, general secretary of the Council of Unions of SA, who witnessed this year's conference session

While action on the Sullivan and EEC codes of conduct regulating foreign companies in South Africa need not be publicised, he points out the ILO conference is a public forum

"The conference will become an arena for public recrimination" says another union observer, general secretary of the Trade Union Council of SA, Mr Arthur Grobbelaar "The long knives will be out"

In what observers agree is a clear shift to a more political stance, the declaration asks the ILO to "increase its technical assistance to the liberation movements," as well as to black workers and independent trade unions in South Africa

To this end it proposes the creation of a "voluntary fund," to which member states, worker and employer bodies would contribute It also calls for boosted ILO aid to South Africa's neighbours, to help them reduce their economic dependence on South Africa

The shift in focus from the labour to the socio-political front is the direct outcome of the Wiehahn reforms, which have disarmed critics, argue South African employers and Government officials

No so say the unionists. The new draft labour legislation and the detention of union leaders were both cited by worker delegates as proof of continued labour repression here, says Mr Camay

Mr Grobbelaar comments, "Time and again, worker spokesmen referred to the 'sham reforms' in our industrial law, which merely introduced more refined and sophisticated controls"

He regards the conference as a watershed event with far broader long-term implications than mere pressure on multi-nationals in South Africa In a short time, he warns the new monitoring machinery may force foreign governments to comply with the measures recommended in the 1980 programme of action

These include the severance of all political, commercial, cultural and sporting links with South Africa, an end to private and public investment by the withdrawal of credit guarantees and licences, the discouragement of immigration and tourism and "material and moral support to liberation movements."

QUANTITY SURVEYING

(Continued)

Sowetans told: query bills for electricity

Star 31/7/87

Soweto residents have been advised by the Soweto Council to query monthly electricity bills that exceed R40

The council's chief executive officer, Mr Nico Malan, said yesterday that consumers receiving extraordinarily high bills should pay the first R40 and query the figure with the township manager

"We will do everything in our power to check the readings," he said

Mr Malan is initiating investigations after a flood of complaints by Sowetans about high electricity bills. Residents have recently received accounts for amounts as high as R50 and R100

He denied allegations by the chairman of the Committee of Ten Dr Matho Motlana, that the high bills were part of a "grand design" to remove blacks from the cities

A survey by the Soweto Council of about 2 000 homes in Orlando East, Pimville Klipspruit and Mofolo had revealed the average monthly electricity bills was R29 for a household

He admitted that there had been mistakes in accounts sent out "some months back

"I can give the assurance that meters are now read regularly," Mr Malan said

Accounts that appeared to be higher than usual were now being investigated before they were mailed to consumers

Mr Malan said that high bills could in some cases be due to inexperience in the use of electricity

He has approached electrical manufacturers for data on the amounts of current consumed by various appliances. A pamphlet on the subject will be circulated to consumers

● Soweto's "flat rate" of 3,5c a unit of current and a service charge of R2 places it among the more expensive electricity tariff areas on the Witwatersrand. The Star's inquiries revealed costs of using 800 units a month in various municipal areas, Sandton R32,85, Alberton R19,00, Benoni R26,22, Roodepoort R29,62, Springs R31,86, Johannesburg R23,19 and Soweto R30,00

QUANTITY SURVEYING

(Continued)

URBAN & REGIONAL PLANNING

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Govt 'yes' to contact with ILO

Argus 26/8/81

Political Correspondent

THE Government has accepted recommendations by the Wiehahn Commission to get South Africa back into the international labour field

In its latest report which was tabled in the Assembly yesterday, the commission traces South Africa's withdrawal from the International Labour Organisation in 1961

It points out South Africa's departure was preceded by escalating hostility to its membership, notably from Second and Third World members

While not feeling itself called upon to analyse whether it was prudent for South Africa to have broken with the ILO, the report states that it had been detrimental in several ways

ADVANTAGES

Advantages of ILO membership are: Participation in deliberations and in the decision making process, fruitful contact with other members sharing in, and contributing to the latest academic and scientific developments in labour having a yardstick against which domestic practice can be measured

There is also highly professional research and the advantage of a forum for a member to state a case

The National Manpower Commission has established a commission to seek international labour contacts and to conduct research in this field

The commission says it believes all efforts to maintain and strengthen South Africa's links in international labour and to ensure a flow of factual information from this country should be encouraged

It warns against foreign codes of conduct, mainly because of their gratuitous intervention and their selective application to South Africa and to foreign corporations operating here

Alternatively the report says South Africa's withdrawal from the ILO has deprived it of opportunities to give a more accurate and balanced picture of its labour and industrial practises

While the commission believes it would be to South Africa's advantage to regain membership of the ILO it believes it would be more realistic to establish informal contact

The report recommends South Africa should seek to align its labour and industrial law and participate to the fullest extent with international practice

In a White Paper tabled with the report the Government accepts this principle but points out existing labour legislation already to a large extent complies with international practice

The National Manpower Commission's international labour affairs commission also tried to keep abreast with international developments and labour attachés have been appointed in Brussel and Washington

The Government has also accepted a recommendation that the manpower commission must undertake and encourage comparative research on South Africa's labour and industrial relations laws and practice against international labour standards

See Page 8

College, Church and Cricket

The letters of the Zonnebloem students to Sir George Grey were all written for a specific purpose, either to ask a favour or to please him, and are therefore somewhat limited in scope. The essays, on the other hand, were written as class exercises and are a freer expression of the boys' feelings and observations. Most of these early examples of descriptive writings were published in The Net as part of Miss Mackenzie's efforts to raise funds for the College. The missionary publications

Another group of three students was sent to St Augustine's five years later. This time they were chosen by Bishop Gray for their academic ability and it was only of secondary importance that one, Nathaniel Cyril Kondile Mhala, was a Xhosa chief's son. The scheme was subsequently discontinued, however, because the English climate was found to be too severe for the Africans and the risk of endangering their lives too great. George and Jeremiah died in England and others were invalided home. Only one went into the Church and he was the son of one of Sandile's councillors, not a chief.

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ILO: Tucsa calls for co-operation

Labour Reporter

EAST LONDON. The Trade Union Council of South Africa yesterday called on the Government to co-operate with the International Labour Organisation (ILO) in any investigations of the labour scene in South Africa.

In the resolution which was passed unanimously, the general secretary of Tucsa, Mr Arthur Grobbelaar, also asked for conference's support of any objective study of South Africa's recent labour registration by the ILO.

"Tucsa would welcome any objective ILO study of South Africa providing it is objective and carried out by a committee of experts in the ILO," Mr Grobbelaar said.

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Additional Comments

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Plan for withdrawal of SA's foreign workers

Rdm 3/11/75 (125)

By STANLEY LYS

LONDON — A detailed plan for the five main black countries supplying migrant labour to South Africa to withdraw all their workers over a 15-year period is proposed in a new book 'Black Migration to South Africa'

The book is published by the Geneva-based International Labour Office (ILO) with the financial support of the United Nations

The authors of the plan, C W Stahl and W R Böhning, urge that Lesotho Botswana, Swaziland Mozambique and Malawi should form a common front The Association of Home Countries of Migrants (AHCM) which would have sufficient bargaining powers to force the Chamber of Mines to adhere to a specific decreasing number of recruits annually

Largest

The authors estimate that 61 000 Batswana 200 000 Basotho 25 000 Malawians 55 000 Mozambicans and 26 000 Swazis are recruited each year a total of 367 000

The Chamber of Mines they say, remains the largest single recruiting agent, absorbing about 60% of all Africans coming from outside South Africa Under a 15 year withdrawal schedule, the number of recruits withdrawn from the chamber would be 13 333 a year

In terms of the plan the length of their contracts would also be reduced — the longest permissible contract would be 12 months

The AHCM would also try to extract an employment levy from the chamber, using leverage gained from the number of workers they employ

In this way, the AHCM would be able to prevent the replacement of foreign workers with South African labour faster than expected

The authors claim there is an unanswerable moral social, economic and political case for withdrawal

"Compared with an average number of 450 000 African gold miners today, of whom the proportion from outside South Africa has deliberately been pushed below 50%, it seems probable that by the end of the century fewer than 150 000 Africans will be employed in the gold mines

Exclusion

If an unchanged 50% of these were migrants from other lands, the labour supplying countries would by then have undergone a process of exclusion or forced withdrawal involving a net reduction to about one-third of the number of miners today

"To go helplessly through the foreseeable period of forced withdrawal would be to drink to the bottom of the bitter cup of migration sorrow It would be both humiliating and disastrous In retrospect, today's circumstances would be seen to have offered the last opportunity to disengage from the migrant labour system on one's own terms and in a planned manner

"Nothing could be more far-sighted than to give the highest priority to bringing about the change from a migration-dependent economy that involves both economic exploitation and subjugation to apartheid

The authors say the "constant cost of an orderly alternative employment programme for all the AHCM's migrants would be about R2 500 million over 23 years

The AHCM countries would be able to threaten immediate withdrawal of migratory labour to secure payment of an employment levy from the Chamber of Mines and the South African government, provided they had a UN back-up fund

THE ILO'S BLACKMAIL STRATEGY...

By Garner Thomson

LONDON: A R3 000 million plan to blackmail South Africa into submission over its controversial migrant labour policies has been put forward by the International Labour Organisation.

The message is: co-operate in a 15-year planned withdrawal of migrant labourers from South Africa or we will plunge you into an economic recession by pulling them out overnight.

At the moment, the ILO estimates there are about 370 000 labourers in South Africa from neighbouring black countries. The gold mining industry is almost totally dependent on these migrants to fill jobs unpopular with black South African labourers.

So far, all attempts to solve the migrant labour problem have failed. Not only do many of the countries which provide the labour lack opportunities for their workers at home, but some are greatly-dependent on the money remitted by migrants from South Africa.

Now, however, the ILO believes it has the answer.

According to a project envisaged by C. W. Stahl and W. R. Bohning, an association of home countries of migrants would be established.

The association would seek a "back-up fund" of R300 million from the United Nations, funded by all but the poorest member nations.

Then immediate control of migrant labour should be seized by the association. This could be done by a system of passport controls and visas to take up only contracts of an approved duration.

At the same time, South African employers would be called on to pay a levy on each migrant employed as well as to co-operate with a 15-year phased withdrawal of all foreign labour.

Compensation should also be sought for South African employers for the withdrawal, and this, togther with the employment levy, would be enough to re-settle the migrants in their home countries and to provide them with work.

Should the South Africans refuse to co-operate, or retaliate by dumping all the migrants back in their own countries without warning, the back-up fund would be activated. This would then finance withdrawal and re-settlement.

The researchers point out that if South Africa co-operated over the 15-year period employers would be able to readjust to local labour and incidentally, probably improve the wage levels of black South Africans by having to offer incentives. If not, the effect of an overnight withdrawal could be disastrous to the South African economy.

Sun. Trib 15/4/81

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Readers' Club.
The library consists of a reading room and a meeting room where the educational programmes are held. The meeting room can be booked for use by unions.
Opening Hours: Tuesdays - 3.00pm to 7.00pm
Saturdays- 10.00am to 5.00pm

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INTERNATIONAL LABOUR OFFICE
May 1981 — Oct 1984

Computer screen hazard warning

GENEVA — Employers and trade unions should negotiate strict rules for the use of Visual Display Units (VDUs) to prevent damage to health, the International Labour Organisation (ILO) said yesterday

An ILO study said the microprocessors have revolutionised the handling of information, but at a price

For one thing, it said, "thousands of jobs are at risk as traditional skills become obsolete"

"At the same time, the possibility of other repercussions has arisen," the ILO said

"Using screen-based VDUs means that hundreds of thousands of people in the world will spend their working day staring at a bright flickering screen

"According to a research report VDUs cause eyestrain, backache and exhaustion if used for a long time

"The main stress factor is the frequent switching of eyes from copy to the keyboard and screen and back — up to 33 000 head or eye movements per day"

Studies into the dangers are underway in the United States, Britain, France and West Germany, the ILO said

In France last year, 48 terminal keyboard operators won an extra 25-minute daily break and the option of working one hour a day without using display screens — UPI

S A L D H U
SCHOOL OF ECONOMICS
U C T

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Monday, 24 May 1982
For immediate release

Press

11-82

FLAGRANT INEQUALITIES REMAIN IN REPUBLIC OF SOUTH AFRICA DESPITE LEGISLATIVE CHANGES, SAYS ILO

GENEVA (ILO News) - The industrial unrest which was widespread in the Republic of South Africa in 1980 continued in 1981, states the Special Report of the Director-General of the International Labour Office, Mr. Francis Blanchard, on the application of the ILO's Declaration concerning the Policy of Apartheid in South Africa.

The report, to be submitted to the International Labour Conference in Geneva next month (2-23 June), notes in particular that more strikes occurred in 1980 and 1981 than in the late 1970s and they were more widely spread both geographically - affecting all industrial centres - and in terms of issues, which included impending pension legislation, union recognition, dismissals, wages and demonstrations of solidarity. Nearly 85,000 Black workers took part in 342 strikes in 1981, official figures reveal.

This unrest was marked by increased police intervention followed by penal sanctions against trade unionists and striking workers and mass dismissals of strikers. Police were called to labour disputes and strikes once every three days on average during 1979 and 1980, the report states, and newspaper reports suggest that the figures for 1981 will be considerably higher.

Trade union development

The development of trade unionism in South Africa continued at an increased pace in 1981, mainly as a result of new Black membership following changes in legislation permitting Blacks to join registered trade

.../...

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For use of information media Not an official record.

unions. Official figures indicated that, on 31 October 1981, 199 unions were registered of which 78 were White, 51 Coloured, 22 Black and 48 Mixed. But large and significant Black unions continued their policy of non-registration, including "general" unions which were particularly active and which developed strongly in the East and West Cape areas. For the first time, leaders of independent trade unions in South Africa met in Cape Town in August 1981 in an effort to establish a common approach to revised labour legislation, in particular concerning labour relations.

The report also shows that in 1981 substantially more employers agreed to recognise and negotiate directly with trade unions than in 1980. This trend was confirmed by the (largely Black) Federation of South African Trade Unions in reporting that 130 employers had reached agreements with its affiliates.

Freedom of association

The 1981 legislation, the report acknowledges, has extended freedom of association to all Black workers, recognised trade union autonomy regarding membership, eliminated racially discriminatory features from industrial relations law and established a unitary system of industrial relations. Offsetting these positive changes, however, are others which introduce or extend control, particularly over unregistered trade unions.

Commenting on the widespread use of security legislation and police in industrial disputes and against trade unionists and the large-scale harassement and arrest of Blacks, both employed and seeking employment, the report observes: "Such actions maintain serious constraints to the exercise of freedom of association and suggest merely a shift of emphasis and responsibility within the Government's supervision of the industrial relations system".

"Freedom of association is not established by mere legislative change", the report points out. "If it is to be genuine, it must be accompanied by the will to allow it to function and the removal of all undue constraints. The division of the labour field into two separate systems, a government-supervised industrial relations system and a government-directed labour supply system, is a major obstacle to the exercise of genuine freedom of association."

Influx control regulations continue to be applied rigorously: in the Johannesburg area over 10,000 Blacks were convicted of influx control offences in the first half of 1981, the courts dealing with an average of 87 cases daily.

Education and training

The persistant inadequacy of non-White education is underlined by the report: almost half of the Black high-school pupils in Johannesburg townships failed their final examinations in 1981 and many others obtained poor passes, thereby failing to gain entrance to university. In 1980 the Government spent R.1,071 per child on White education and R.133 per child on Black education.

The enactment of the 1981 Manpower Training Act was accompanied by many official calls for the enhanced training of manpower in order to meet South Africa's acute shortage of skills. Nevertheless, the Government would not permit Blacks to attend White "technikons" (technical training institutions).

The National Training Board created by the new Act - with only one Black and one Coloured among its 70 members - appears to retain "the long-standing White influence over training and development opportunities". Job reservation,moreover, has not been fully abolished and continues to affect a very large number of jobs in mining.

Separate development and "homelands"

The policy of "separate development", involving the creation of "homelands" has meant "the arbitrary allocation of 70 per cent of the population of South Africa to 13 per cent of its territory, which includes the poorest areas of land, resulting in mass unemployment, poverty and malnutrition", the report stresses. The result of this policy is to create two types of Black persons, those who have qualified to live permanently in Black townships in "White" South Africa and those who have failed to qualify and must reside in "homelands". Economic pressures in the "homelands" cause illegal internal migration in South Africa, forcing people to seek illegal employment, frequently at very low wage rates.

Income inequalities are also accentuated. "While a wide gap continues to exist between Black and White incomes as a whole, this policy creates a Black "homeland" group that must subsist on an income which is much lower on an average than that earned by the Black group with residential rights. Divisions occur in the social security area as well: 'homeland independence' annuls established access to the South African Unemployment Insurance Fund for 'citizens' of those

'homelands', while most 'homelands' do not substitute a fund of their own." Under recent legislation, moreover, trade unions may not establish head offices in "homelands" which are not subject to South African law. The report also notes that the benefits of the new Guidance and Placement Act do not extend to migrant workers from the "homelands" because of the nature of their limited contracts for employment in White areas.

The report will be submitted to the Committee on Apartheid of the next International Labour Conference, together with an appendix containing an analysis of information provided by governments and employers' and workers' organisations on measures taken against apartheid, as required by the Declaration concerning the Policy of Apartheid in South Africa adopted by the Conference last year.

* * * *

ILO hits at new SA security law

ARGUS 25/5/82

155

Argus Correspondent

GENEVA. — South Africa has made "positive changes" in its labour legislation as far as racial discrimination is concerned in the past year, the director-general of the International Labour Organisation (ILO) says.

But these changes were offset by new security and police controls, Francis Blanchard states in his annual report to the 1982 International Labour Conference opening in Geneva on June 2.

Mr Blanchard, a Frenchman, acknowledges that "some far-reaching legislative changes" have been made in South Africa since his last report.

AUTONOMY

"Freedom of association has been extended in legislation to all black workers, trade union autonomy regarding membership has been recognised, racially discriminatory features have been removed from industrial relations legislation, and a unitary system of industrial relations has been established," this year's report declares.

"Offsetting these positive changes are others which introduce or extend control, particularly over unregistered trade unions," Mr Blanchard states.

The report adds that while changes in industrial relations legislation are welcome, they "cannot be seen in isolation"

"Freedom of association is not established by mere legislative change," it declares. "If it is to be genuine, it must be accompanied by the will to allow it to function and the removal of all undue restraints."

The report says South Africa has a "government-supervised industrial relations system" on one hand and, on the other, "a government-directed labour supply system" This is "a major obstacle" to real freedom of association.

CONSTRAINTS

"The removal of legislated discrimination from the former system does not remove the constraints of the latter system, which is based on constitutional law and administrative practice and regarded as outside the scope for trade unions," Mr Blanchard says.

Legislative changes during the past year have had the effect of "reducing the degree of direct supervision of the industrial relations system by the Department of Manpower."

But the Government also "has continued legislative and official intervention in industrial relations through other departments and agencies.

"The past year saw the widespread use of security legislation and police in industrial disputes and against trade unionists and the large-scale harassment and arrest by the administration board officials and police of blacks, both employed and seeking employment, under the Urban Areas Consolidation Act," the report goes on.

EMPHASIS

"Such actions maintain serious constraints to the exercise of freedom of association and suggest merely a shift of emphasis and responsibility within the Government's supervision of the industrial relations system"

Mr Blanchard notes that "adjustments were also made to legislation concerning manpower training," with "explicit racially discriminatory features removed and single legislative measures applied to all races."

"But discrimination cotinues in practice," he declares. There is still no "genuine and upward job mobility for blacks," and the guidance and placement act still "retains the dual and racially based nature of the existing system of registration for employment"

155

Sowetan 28/5/82

6-m workers may be out of jobs by year 2000

GENEVA — Black unemployment in South Africa "is bound to increase" because of apartheid, and the jobless rate could reach 35 percent by the end of the century, according to a leading labour organisation

BY OWN CORRESPONDENT

A lengthy article in the latest International Labour Organisation (ILO) magazine which appears five times a year said unemployment among blacks runs contrary to South Africa's economic growth

The South African economy grew by eight percent in real terms in 1980 and about half that figure last year but despite this performance — which was one of the best in the world — the Government reported at the end of 1981 that black unemployment stood at 12.4 percent the article stated

Written by Johannesburg journalist John Kane-Berman for the ILO magazine which appeared on Wednesday, the article said some demographic experts believed the true jobless rate among black workers was much higher, possibly as much as 20 percent

One expert has indeed expressed the fear that about six million South Africans, nearly all of them black will be out of work in the year 2000 — an unemployment rate of some 35 percent," Kane-Berman said

Black unemployment, he states is bound to increase because the policy of apartheid not only continues but is reinforced by new measures "

Apartheid ideology takes precedence over the Government's stated commitment to reducing unemployment," the article continued

"It frequently happens that employers have to fire black workers who do not have the necessary permission to live and work in the 86 percent of the country designated as the white' area

This area includes most of the main industrial centres "

The article quoted the Black Sash as saying It is infinitely easier for a white man to come to South Africa from Europe — the State will even pay for him to do so — than it is for a black South African to come to town from a rural area "

Kane-Berman concluded Since it is practically impossible for the high level of black unemployment to be eliminated or even significantly reduced it appears as if the authorities have decided for security reasons to confine it to the remote homeland' areas rather than allow it into the white' towns

The idea of erecting fences around the 'homelands' to prevent people whose passes are not in order from leaving them is now being discussed in Government circles," he declared

This has happened between Ciskei and the Cape he stated

Still no 'test case' appeal

THE East Rand Administration Board (Erab) will decide within the next three months whether to go ahead with their controversial decision to appeal or not against the Rand Supreme Court judgement, which gave a Germiston contract worker full urban residential rights.

This has been announced by Mr I I Marx chief director of Erab, who said that the Board's lawyers were about to complete studying the outcome of the Supreme Court judgement Mr Marx also denied reports that the Board was going ahead with the appeal

Mr Maholo Rikhotso, a contract worker won a court case early this year, which allowed him to qualify for permanent residence in Germiston

The Board had announced that it was going ahead with its controversial decision to appeal against the judgement, but after meeting community leaders on the East Rand, Erab finally promised to review its decision to appeal

A delegation of East Rand community councillors met the Erab executive committee and argued that it should rescind its decision to show willingness to co-operate with the black community

Mr Marx said This is a very delicate and a sensitive issue, which affects more than 13 000 migrant labourers on the East Rand and other administration boards in the country

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LABOUR (155) FM 4/6/82

ILO winds

Pretoria is taking a more than usually close interest in this year's annual conference of the International Labour Organisation (ILO) in Geneva Renewed efforts to impose punitive action on SA are underway at a time when government has resumed submitting reports to the world body on the state of labour relations in SA

SA walked out of the ILO in 1964, but last year, the Wiehahn Commission pointed to the advantages of ILO membership and said that withdrawal had deprived SA of the opportunity to present a balanced picture of the state of its labour practices

Although government realises it will be difficult to re-enter the world body, it has accepted the commission recommendation that it should resume the submission of annual reports to the ILO This has been welcomed by some Western nations and official ILO reaction to the first of the reports should emerge in the coming week

However, senior government men are concerned about the escalating climate of hostility towards SA at the ILO A permanent committee appointed last year to monitor the adherence of ILO members to a "programme of action" against SA, will issue a report at this year's conference Although the ILO has a record of being unable to translate angry rhetoric into concrete action against SA, some observers believe SA could feel the effects of the committee's work Multinational companies operating in SA, for instance, may face increasing pressures.

Action possible

General secretary of the Trade Union Council of SA (Tucsa), Arthur Grobbelaar, who has attended every ILO annual conference for nearly 20 years, predicts that this year, the condemnation of SA "will reach new heights of frenzy." He says it remains to be seen whether the world body will acknowledge labour reforms which have been introduced in the past year. Grobbelaar also points to the ILO's past inability to implement action against SA, but does not totally rule out the possibility that this year's conference might be different

Something which is troubling both government and employers in SA is a campaign launched by the African bloc to have SA ejected from the International Employers' Organisation Although the government withdrew from the ILO in 1964, SA employers have remained members of the employers' organisation which they regard as an important international forum

African states are threatening to urge their employer bodies to pull out of this organisation if SA continues to be a member. According to some sources, Western nations are concerned about such a withdrawal because it could shift the balance of power in the organisation in favour of Eastern bloc nations

Tucsa's Grobbelaar . . . predicts 'new heights of frenzy'

The attacks on SA come at a time when some significant changes have been made to the country's labour laws However, SA's case is likely to be damaged by the continuing crackdown on union leaders The detention of about 300 trade unionists and union members in SA and the independent homelands last year will not go unnoticed at the ILO

Cape Times 155

Economic 'austerity' for France

PARIS — France's Socialist Government has abandoned a policy of attempting to spend its way out of recession and has called for national austerity in an attempt to restore confidence in the franc and rejuvenate a sagging economy

Saturday's 5,75 devaluation of the franc against other major European currencies — the second downward move in less than nine months — was followed yesterday by a series of domestic belt-tightening measures

They included a freeze on almost all prices and incomes until the end of October, as well as promises of sharp reductions in the national budget deficit and in spending on social security programmes

The Finance Minister, Mr Jacques Delors, told a news conference this week that he was confident that capital would flow back into France as a result of the weekend measures Interest rates could be reduced progressively if foreign exchange market reactions were favourable, he added

Labour body warned off political fights

GENEVA — The International Labour Organization (ILO) should beware of becoming bogged down in political disputes the United States Labour Secretary Mr Raymond Donovan, said yesterday

He also warned against what he called an orchestrated challenge to freedom of association, one of the ILO principles

US officials interpreted this reference as criticism of Soviet attempts to hinder ILO investigations in Poland, where all trade union rights were suspended when martial law was imposed last December

Speaking at the ILO annual conference, Mr Donovan said the organization should follow the Reagan administration's example by concentrating resources on a few priority sectors

US withdrew

The United States withdrew from the ILO from 1977 to 1980 because it felt the organization was becoming too involved in political disputes Two of them — apartheid in South Africa and Israeli policies in the occupied territories — were being discussed this year

Mr Donovan deplored the absence of the Solidarity free trade union leader, Mr Lech Walesa, who led the Polish workers' delegation to last year's conference

Mr Donovan said "The United States will renew its efforts within the ILO to encourage trade union and worker freedoms around the world"

'Crocodile tears'

Mr Donovan did not explain what the United States planned to do to promote union rights The United States was one of the few members which has not ratified ILO convention 87 ensuring freedom of association

Replying to Mr Donovan, the Polish Ambassador, Mr Bogumil Sujka, accused the US and other representatives of "shedding crocodile tears" about Mr Walesa and a small group of people who had brought Poland close to anarchy and economic chaos

At the same time, they objected to crises such as that in Lebanon where thousands of civilians were being killed, being mentioned in debate This was "political two-facedness and hypocrisy," he said — Sapa-Reuter

Anti-nucl

From MARGARET SMITH

LONDON — The anti nuclear peace movement is spreading rapidly in centres throughout the West

Spurred on by the hawkish stance of world leaders today the doves are gathering in large flocks and like flocks of doves anywhere they are regarded as a nuisance

Do their soft, gentle, reproaches carry any clout? Yes, but how much is difficult to assess Many different types are gathering under the dovecote roof

At a recent march and rally here nearly ¼-million protesters assembled Like the more than ½-million who gathered in New York at the weekend, they were birds of varied feather who flocked together They included pacifists, feminist gists environment-

Lending colour brilliant plumage punks, as well as uals and lesbians ents against the There were also entists, teachers, and trade unionist

To the rally in H they brought their their babies and t mitment They w have brought their the Department of ronment banned t don whereas in N they marched to t singers of the six Pete Seeger and P and Mary

Significant was t ber of young people dents who gathered speakers who spok

Mubarak in visit to Saudis

BAHRAIN — The Egyptian President, Mr Hosni Mubarak, left for Saudi Arabia yesterday to offer condolences on the death of King Khalid, the official Middle East News Agency reported

Egypt has declared two weeks of official mourning for King Khalid, whom President Mubarak on Sunday described in a message as a symbol of Arab and Islamic solidarity

The message was the first public contact between Egypt and Saudi Arabia which, with most Arab states, broke diplomatic relations with Egypt over its 1979 peace treaty with Israel

Travelling with President Mubarak were the Defence Minister, Mr Abdel-Halim Abu Ghazala, the Petroleum Minister, Mr Ahmed Ezzeddin Hilal, and the Minister of Education, Mr Mustafa Kamal Helmi

The Sudanese President, Mr Jaafar Nimeiri, who described the death of the Saudi monarch as a great loss to the Arab and Islamic nations, was also flying to Riyadh yesterday, the official Sudan News Agency reported

Tanzanian Preside Julius Nyerere said h death "has deprived people of Saudi Arabia an eminent, wise and spected leader and world of a great stat man, at a time when wise counsel and wisdo was needed most" D bouti decreed a day national mourning D bouti Radio said it wo broadcast Koranic ver for three days

A Philippine delegat headed by Mrs Imel Marcos, wife of Presid Ferdinand Marcos, a the Prime Minister, Cesar Virata, left Mani for Riyadh for a five visit

Former PM

The Japanese Pri Minister, Mr Zen Suzuki, said the kin death was a great loss the world Former pri minister Mr Tak Fukuda was flying Saudi Arabia, an offic statement said

The Times of Lond described King Khalid a moderating influence Middle East affairs

"If his role in the wo was not a spectacul one King Khalid serv

Argentina's war reporter

BUENOS AIRES — Argentina has allowed only one journalist in with its forces on the Falkland Islands

He is Mr Nicolas Kasanew, an Argentine of Russian descent who reports for the government-owned ATC television network.

COOKING WITH WINE

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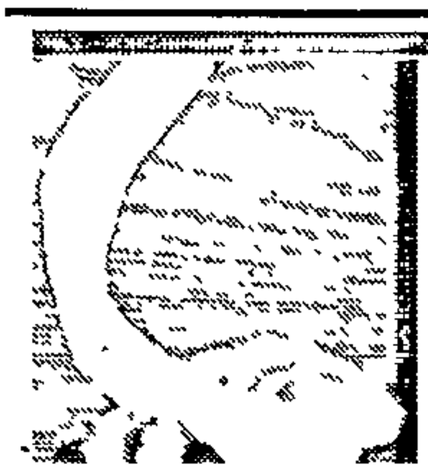
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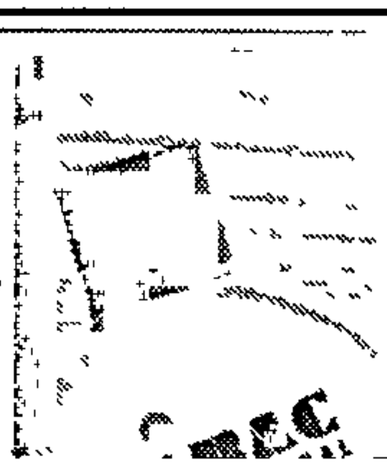

ILO report hits at SA

(155) (130/180) Cape Times 17/6/82

GENEVA — Brutal police are replacing hard-nosed employers as the trade unionists' main foes in many parts of the world, according to the International Labour Organization (ILO)

Reports on workers' rights reviewed at the ILO annual convention in Geneva this month show that beatings, imprisonment and even murder of trade unionists have become common ways for many states to deal with workers demanding their rights

In his report to the annual conference this year, the director-general of the ILO, Mr Francis Blanchard, said the successes of the 63-year-old organization were tempered by a marked deterioration in respect for human rights

In the best-known case, the suspension of the 9,5-million member Solidarity free trade union in Poland and imprisonment of almost five million activists, the ILO demanded and won the right to send its own representative on a fact-finding mission to Poland

In two special reports this year, the ILO singled out South Africa and Israel for particular criticism.

Black workers are now freer to join trade unions in South Africa, one report said, but flagrant inequalities remain between blacks and whites while police actions against strikers are increasing.

Police were called in to break up strikes once every three days in 1980, it said — Sapa-Reuter

LABOUR MATTERS (155)

Pressures at ILO

FM 18/6/82

Attempts to impose tougher pressures on SA and multinational companies operating in the country are underway at the annual conference of the International Labour Organisation (ILO) in Geneva

As the *FM* went to press, an ILO subcommittee was busy drafting a series of resolutions for adoption by the world labour body The kind of action being contemplated by elements extremely hostile to SA includes

- Pressure on employers in SA to provide a list of companies employing white immigrants,
- Calls on employers to provide information on recognition agreements with emerging black unions,
- Calls on worker organisations to mobilise public opinion to support the emerging black trade union movement,
- Efforts to get worker organisations to report on what they are doing to encourage their governments to oppose apartheid, and
- Attempts to gain ILO support for "liberation movements"

Although a recent attempt by African bloc nations to have SA expelled from the International Employers' Organisation failed, the country's continued membership is still threatened According to some sources, the subcommittee is also discussing a resolution which calls for action to force SA to withdraw from the employer body

It is likely that at least some of these proposed resolutions will be modified during the course of discussions in the subcommittee and possibly also later when they are debated in the wider ILO forum However, indications are that pressures on SA to make further changes to its labour policies will increase

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SA's race policies attacked by ILO

155

RDM 15/7/82

Pretoria Bureau

ATTACKS on South Africa's race policies at last month's meeting of the International Labour Organisation (ILO) were more strident and hysterical than ever, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said in Pretoria yesterday

Mr Grobbelaar attended the conference as an observer

"However, it's mostly all bark and no bite Government and employer organisation representatives in the ILO hesitate to join in positive action against South Africa because this could harm their own national interests," he said

Mr Grobbelaar said if some of the proposals made at the conference were implemented "South Africa would be in deep trouble"

"There is no doubt the will to impose maximum economic and other damage on South Africa is there"

Mr Grobbelaar found it remarkable that only a passing reference was made to the death in detention of trade unionist, Dr Neil Aggett

Speakers from European countries attacked the SA Government for the lack of progress in abolishing discriminatory legilsation

They claimed only cosmetic changes had been made and had little impact on the quality of life of blacks

It was conceded some progress had been made in granting greater freedom to black workers but delegates felt these "changes" were brought about because of international pressure on the South African Government

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
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Examiners' Initials		

NOTE CAREFULLY

1 Enter at the top of the block on this tion you are answering
2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
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

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

RDM 28/12/82 (155)

BAWU says Post Office stalled on its ILO mail

Mail Correspondent

DURBAN — The Natal-based Black Allied Workers Union has accused the Post Office of hampering "democratic exchange of opinion" by withholding literature sent to the union from the International Labour Organisation in Geneva

In a statement released yesterday, the union's general secretary Mr B E Khumalo said the ILO had sent copies of its special report on apartheid and other publications of special interest to South African workers in October which had been translated into Zulu

Initially, the Post Office told the union it withheld the ILO literature as it still had to work out the customs duty, he said

"We told them we could not work out the customs duty, which is calculated on the purchase price of the item, as the literature was donated to us free of charge by the ILO

"However, the Post Office promised to ascertain the duty themselves and charge us accordingly," Mr Khumalo said

Finally, on December 22, the union was told the ILO literature had been sent to the Directorate of Publications to find out whether the material was acceptable or not, he said

"It is ridiculous that the authorities did not tell us from the outset that they were investigating the contents of the literature instead of hiding behind payment of duty on the parcel," Mr Khumalo said

He added that the union would not be "intimidated by this obviously hopeless action"

A local Post Office spokesman said as far as book parcels were concerned the Post Office acted merely as agents of the Department of Customs and Excise

He said in this instance it was normal procedure for the parcel to be forwarded to the local publications officer for inspection

papa-Reuter

155 BDM 4/2/83

ILO acts to ease eye strain on workers

GENEVA — The International Labour Organisation (ILO) has limited work on visual display screens to a maximum four hours a day to protect employees health

The UN agency also ordered a mandatory 15-minute break after every 90 minutes' work on the electronic units

Personnel will receive an eye test every year, the ILO said, and if necessary be transferred without prejudice to another job

Last year the ILO reported regular use of the screens caused eye strain, backache and headaches

"The main stress factor is the frequent switching of eyes from the copy to the keyboard, screen and back — up to 33 000 head or eye movements a day," it said — UPI

whole aimed at raising the standard of living and quality of life of all in South Africa.

This would entail bringing the health level and mortality rate of all races to parity and to the level in developed Western countries before the end of this century — only 17 years away

By the year 2020 the fertility rate of the whole country should be brought to a parity of two children per woman on average, the report recommends

New educational models and health services would have to be evolved, there would have to be a nationwide family planning effort launched by a multiracial family planning congress, population control would have to be given priority in all spheres of Government planning, but especially in education and housing

Squatter areas

The report recommends economic development programmes aimed at low-income groups, and urges co-ordination between authorities responsible for population and urbanisation planning

A key recommendation states that "if provision for housing in controlled squatter areas is contemplated, such provision be made in accordance with minimum standards, and on a temporary basis, to at least help create a climate for reaching these people with a view to population planning"

There is no specific recommendation on contraception, and it would appear that the committee regards a literacy programme and socio-economic upliftment as being by far the best way of coping with the crisis

But it does call for the creation of a Population Planning Council which would administer the national population programme

● See Page 3

differently, depending which of these categories

ILO asked to help free 84 Unita hostages

155

23/3/88

The Star Bureau

LONDON — A column of Unita guerillas escorting 64 Czechoslovakian and 20 Portuguese hostages from central Angola into the south-east of the country has been surrounded by Angolan forces and is under constant air attack, a news agency in Portugal reported today

The report has led to urgent moves in Geneva by Czech and Portuguese diplomats who have appealed for help to several countries and world organisations to secure the release of the hostages

The Czech Government, describing all its nationals in Unita hands as workers, has appealed to the International Labour Organisation to help out A spokesman for the ILO said in Geneva its representative in Luanda has asked the Angolan authorities for further information about the abduction and the military operation that has been mounted against the rebels

The 64 Czechoslovaks, including 21 children, were taken captive along with 20 Portuguese by Unita guerillas on March 12

The Czech Government has also asked the Indian Prime Minister, Mrs Indira Gandhi, Tanzania's President Julius Nyerere, and the chairman of the Organisation of African Unity, President Daniel arap Moi of Kenya, to intercede on behalf of the prisoners

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WICKED ROLE

Who's starring in a remake of the scandalous film, The Wicked Lady? See Thursday's . .

Tonight!

port yesterday and were greeted by the Duke and Duchess of Gloucester They travelled by train to Victoria station where they were met by the Queen and Prince Philip

Crowds watching their carriage ride to Buckingham Palace from the station were thinned by the sudden snap of icy and windy weather

Yesterday afternoon he had tea with the Queen Mother — a traditional first-day appointment for all State visitors

The Star Bureau

Zambian President Kenneth Kaunda and British Prime Minister, Mrs Margaret Thatcher, in the only working political session of his visit

Led to spend almost three hours, at No 10 Downing Street reviewing African problems as well as Zambia's and political ties with Britain

Kaunda's State visit

(155) □□□ NOM 18/4/83

SOME senior employers are disenchanted with the industrial court

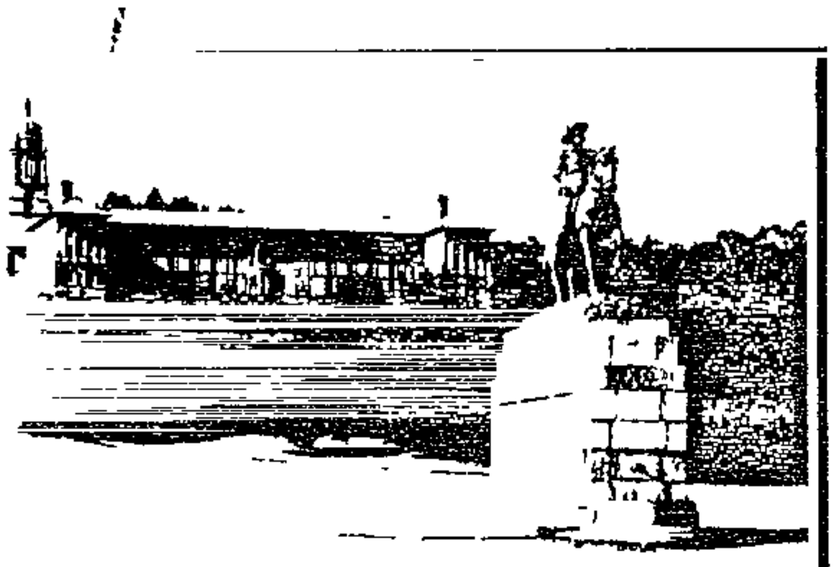
They say it has been finding for unions and workers too often and that "something must be done" They plan to do that something

If they go ahead, they could run into opposition, not only from unions and labour lawyers, but from some fairly conservative labour commentators as well

They point out that the court is playing a growing role in settling disputes which could have led to costly confrontations and that disputes which are referred to it are often settled before the court hears the case

This is precisely what the court was set up to do

Employers who are alarmed at the court would presumably prefer to have these disputes settled by consumer boycotts or international union campaigns



' in the Capital

animals, and that is the way the world is going to see it," Mr Dalling said

Mr Coetsee would not say whether the trespass provision would be used for "this or that specific category" of offence, and did not refer at all to the Pretoria parks issue

Mr Coetsee conceded that the trespass penalty could be used for "serious squatting" but said this was not the objective of the measure

It was intended for cases where trespass was committed with the obvious intention of committing a more serious offence, such as theft or stocktheft

Rejecting PFP arguments that a relatively minor offence was being turned into a serious crime, Mr Coetsee said the courts would have the discretion to decide on how serious the trespass was

The courts did not have to impose the maximum sentence, but would determine sentence according to the seriousness of the offence as shown by evidence in each particular case

R660,4m for our black states

HOUSE OF ASSEMBLY — The Department of Foreign Affairs and Information's budgeted expenditure in Transkei, Bophuthatswana, Venda and Ciskei totalled R660,4-million during the 1982/83 financial year

This information was part of a written reply by the Minister of Foreign Affairs and Information, Mr Pik Botha, to a question by Dr Ferdi Hartzenberg (CP Lichtenburg)

Dr Hartzenberg asked what were the total amounts spent by the State for the current financial year in each of the independent black states which formerly formed part of the Republic

Mr Botha replied that most of the assistance to these states was by means of transfer of funds as opposed to direct spending in them It was only possible to furnish the expenditure of the Department of Foreign Affairs and Information in this regard

This amounted to R262,3-million in Transkei, R94,9-million in Bophuthatswana, R98,1-million in Venda and R205,1-million in Ciskei

These amounts represented budgetary assistance statutory allocations, technical aid, project aid and contributions in respect of incentives for the establishment of industries, bread subsidies and the secondment of personnel

Mr Botha said although present aid was not sufficient, it was "the best that can be achieved" in view of the "difficult economic and financial conditions at present" — Sapa

Minister's rights 'not watered down'

HOUSE OF ASSEMBLY — Opposition speakers in the Asssembly yesterday opposed a bill relating to Iscor on the grounds that it would diminish accountability to Parliament of the Minister of Industries Commerce and Tourism, Dr Dawie de Villiers, for the corporation's operations

Introducing the SA Iron and Steel Industrial Corporation Limited Amendment Bill, Dr De Villiers said the legislation would not water down the responsibility of the minister or that of the State

The bill aimed to lighten the unnecessary administrative burden on the minister when it came, for instance, to determining the terms of office of directors and their remuneration

Mr A Savage (PFP Walmer) said the State was the shareholder of the corporation and the minister should retain the rights given him by the existing Act in respect of the terms of office of directors and appointment of an auditor

Mr S P Barnard (CP Langlaagte) said he agreed with Mr Savage that the minister's responsibilities should not be reduced

Mr George Bartlett (NRP Amanzimtoti) said the minister should be accountable for the activities of Iscor

The bill was read a second time after rejection of a PFP amendment. — Sapa

Mkhize probe

Political Staff

HOUSE OF ASSEMBLY — The probe into the shooting of black community leader Mr Saul Mkhize was not yet complete, Mr Louis le Grange, Minister of Law and Order, said yesterday in reply to questions from Mrs Helen Suzman (PFP Houghton)

Cape Times 30/4/83

Du Plessis lists 'anti-SA' bodies

THE Deputy Minister of Foreign Affairs and Information, Mr Barend du Plessis, yesterday listed "the most important of literally hundreds" of organizations he said were involved in the international campaign against South Africa

Replying to a question by Mr Albert Nothnagel (NP Innesdal), he described 10 of the organizations as "Soviet front organizations"

He listed the "most important" organizations under the following categories

"Economic matters" International Labour Organization, World Federation of Trade Unions (Soviet fronted), International Confederation of Free Trade Unions, South African Congress of Trade Unions, Organization of African Trade Unity, Inter-Faith Centre on Corporate Responsibility and the Campaign to Oppose Bank Loans to South Africa Shipping Research Bureau

"Sport" Halt All Racist Tours, Stop Apartheid Rugby Tour, South African Non-Racial Olympic Committee, International Olympic Committee and Supreme Council for Sport in Africa

Military matters' Security Council Sub-Committee established in terms of UN resolution 421 (1977), World Campaign Against Military and Nuclear Collaboration with South Africa and the South African Military Refugee Aid Fund

"General political matters" United Nations Special Committee Against Apartheid, Council for Namibia, Centre Against Apartheid Committee of Twenty-four (on decolonization) and the Ad Hoc Working Group of Experts on Southern Africa

"Terrorist organizations" African National Congress, South West Africa People's Organization and Pan African Congress

"Non-governmental organizations" Afro-Asian Peoples' Solidarity Organization (Soviet fronted), American Committee on Africa, Anti-Apartheid Movement (United Kingdom, West Germany, France and Netherlands), Holland Committee on Africa, Institute for Policy Studies (Soviet fronted), International Association of Democratic Lawyers (Soviet fronted), International Commission of Jurists, International Commission of Inquiry into the Crimes of the Apartheid Regime (Soviet fronted), International Committee Against Apartheid Racism and Colonialism in Southern Africa (Soviet fronted), International Defence and Aid Fund, International Union of Students (Soviet fronted), International Youth and Student Movement for the United Nations, Washington Office on Africa, Working Group Kairos, World Federation of Democratic Youth (Soviet fronted), and World Peace Council (Soviet fronted)

The only organization listed under "cultural matters" was the United Nations Educational, Scientific and Cultural Organization

"Church matters" Christian Peace Conference (Soviet fronted), All-Africa Council of Churches, American Friends' Service Committee, Clergy and Laity Concerned, Lutheran World Federation, and World Council of Churches

Cost of anti-SA operations

● The total direct financial cost of the United Nation's anti-South Africa operations amounted to more than R12,5-million annually, Mr Du Plessis told Mr Nothnagel

He said the UN also channelled more than R20-million a year in aid to Swapo or persons under Swapo control, and more than R6-million every year to the ANC and PAC and their supporters

"In the organizational field, the UN stands at the centre of the international campaign against South Africa," Mr Du Plessis said

Practically every one of its organs, including the specialized agencies and other UN bodies, were required by General Assembly resolutions to contribute to the campaign

"More than 50 UN organs are involved in some or other fashion with anti-RSA activities

"In addition, the UN has established no fewer than 15 committees, councils and commissions which exclusively promote various aspects of the campaign on a full-time basis" — Sapa

jected phases of slowe

(155) S Times 5/6/83

IOE expulsion closes SA channel to ILO

By Julian Kraft

SOUTH Africa's expulsion this week from the International Organisation of Employers (IOE) brings to an end a long-standing channel of communication this country has had into the powerful International Labour Organisation (ILO).

The IOE is the employers' world body on labour matters, and South Africa has been represented there by the SA Employers Consultative Committee on Labour Affairs (Saccola)

Since it lost its direct representation in the ILO in 1964 it has made use of the IOE as a lobby to argue its case in the ILO Now it has lost this platform.

South Africa's expulsion, which could be achieved only through a change in the IOE constitution, highlights the extent to which the body, like the ILO, is politicised.

Commented Dr Johan van Zyl, executive director of the Federated Chamber of Industries (FCI), a member body of Saccola. "South Africa's labour legislation is today as free of discrimination as the best of ILO members

"This has had the effect of undermining the unity of the Organisation of African Unity (OAU), which is torn by much disagreement but is held together almost solely by its members' common opposition to South Africa

"By complying with ILO labour principles, we have threatened the only thing holding the OAU together.

"Consequently, although we have many friends in the IOE, including African members, the pressure by African governments on their employer bodies to push us out of the organisation has intensified."

He said that most IOE members realised that more could be achieved in removing discrimination in South Africa through South Africa's continued membership than if it ceased.

"Since there are no longer any grounds for attacking South Africa on the labour front, other means had to be resorted to"

Thus South Africa's expulsion was achieved on the basis of a constitutional change to the effect that a country which is not a member of the ILO cannot be a member of the IOE

A total of 28 African employer bodies were under pressure from their governments to terminate their membership of the IOE if South Africa remained a member.

Chris du Toit, one of the Saccola representatives, stated at the meeting in Geneva that the move called the credibility of the IOE into question and that the body was no longer representative of free employers

And Johan Liebenberg, chairman of Saccola, disclosed in a statement that a number of IOE members wish to maintain links with South Africa unofficially

SA on receiving end of trade union plans

The Star's Foreign News Service 11/6/83

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GENEVA — An international conference of trade unions began here yesterday to plan sanctions against South Africa

The conference, which ends today, was jointly sponsored by the UN Special Committee on Apartheid and the Workers' Group at the current annual conference of the International Labour Organisation (ILO) under the official title of "International conference of trade unions on sanctions and other action against the apartheid regime in South Africa"

An official UN statement said the conference was intended to "promote sanctions against South Africa, worldwide solidarity with and assistance to the black trade union movement in South Africa, and effective international action to eliminate apartheid and enable the South African people to establish a democratic society".

Among organisations invited to attend were "liberation movements" of South Africa and Namibia

Similar conferences were held on the sidelines of the 1973 and 1977 ILO assemblies.

Aussie PM slams SA's 'monstrous apartheid'

155 11/6/83 Star

GENEVA — Australian Prime Minister, Mr Robert Hawke, yesterday attacked what he called "the monstrous edifice of apartheid" at the International Labour Organisation's annual meeting here.

The former president of the Australian Council of Trade Unions (ACTU) said nations around the world denied workers the right to organise and form independent trade unions — one of the most serious examples being South Africa.

"In that country, the repression of trade union rights is a keystone in the monstrous edifice of apartheid," he said.

Mr Hawke said he gave his "fullest personal support and the support of my government" to any action taken by the workers' group at the ILO conference concerning South Africa

He named only one other country — Poland — in his speech, condemning the suppression of the free trade union, Solidarity.

Mr Hawke said South Africa and Poland were among "many countries" where repression of trade union rights was a source of "potential disaster"

"Freedom is indivisible", Mr Hawke told the almost 2 000 delegates "Denial of freedom of association on political or economic grounds around the world remains a source of conflict, tension and potential disaster"

BOYCOTT DECISION

He said the Polish authorities' decision to boycott the conference in response to ILO criticism of the clampdown on the independent Solidarity movement "cannot but heighten international concern about the situation in Poland".

"We can only hope that it does not foreshadow even harsher times for the Polish workers or set back still further the prospects for freedom of association in Poland"

He said a special meeting on apartheid convened by workers delegates to the conference to expose South Africa's racial policies had the Australian Government's "fullest support".

Mr Hawke, long associated with ILO work as a union activist, was the first Australian head of government to address the conference He followed Egyptian President, Mr Hosni Mubarak, and preceded Zimbabwe leader, Mr Robert Mugabe, as an invited keynote speaker at the three-week conference.

Mr Hawke travels to Washington today to talk to the President of the United States, Mr Ronald Reagan, and other American leaders on economic issues — The Star's Foreign News Service/Associated Press.

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Thursday 16 June 1983
For immediate release

Press

30-83

STRONGER MONITORING OF ACTION AGAINST APARTHEID RECOMMENDED BY ILO CONFERENCE

GENEVA (ILO News) - In adopting today the conclusions of its Committee on Apartheid the International Labour Conference reaffirmed the need to continue and strengthen the monitoring of the application of action called for by the Declaration concerning the Policy of Apartheid in South Africa, adopted in 1981. It expressed concern over the role of trade and foreign capital as important elements in maintaining and strengthening the apartheid regime, and addressed various recommendations to member States of the International Labour Organisation, organisations of employers and of workers, and to the ILO itself.

Monitoring application of the Declaration

Concerning the monitoring of the application of the 1981 Declaration, the Conference regretted the inadequate number of replies from the ILO's constituent members to ILO questionnaires and noted that information provided did not always conform to requests.

Several countries having submitted a joint reply, the Conference requested that in future they should in addition send in individual replies. The Conference also regretted that some countries having major investments in South Africa had not reported on steps taken, or not taken, to curb White emigration to South Africa and to break economic, cultural and sports relations with the Pretoria government.

The Conference reiterated its request for detailed

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Tel. 31.02.11
ext.4367
Distribution:
ext.4361

International Labour Office,
CH-1211 Geneva 22, Switzerland.

For use of information media Not an official record.

information, supported by recent statistics and obtained from all appropriate sources.

Action by employers

The Conference called on employers to hire, train and promote Black workers not only in their everyday employment but to positions of authority, and to establish special training schemes for this purpose. Employers were further requested to lodge protests to the South African authorities over the influx control system, which reduces their scope for the free engagement and employment of labour and is contrary to ILO Conventions on employment. This system, the Conference stressed, was Pretoria's major tool for the implementation of its apartheid Bantustan policies under which nine million Black people had already been deprived of South African citizenship.

Trade union action

Worker's organisations were recommended to launch intensive information campaigns to discourage workers from emigrating to South Africa. They were also invited to wage pressure campaigns against major companies investing in South Africa, and to participate as fully as possible in international efforts against apartheid.

ILO action

Concerned over the role of investments and loans in aiding and strengthening the racist apartheid regime, the Conference recommended all constituent members of the ILO to stop dealing with banks that lend to South Africa, and urged the ILO to request these banks to discontinue their dealings with that country.

The Conference also recommended that the ILO should develop its assistance programmes for the benefit of the liberation movements recognised by the Organisation of African Unity and the front-line States, particularly in vocational training, rehabilitation and employment, and should provide fellowships for liberation movement members in Africa and elsewhere.

It called for the convening, in Africa and preferably in a front-line State, of a tripartite conference on apartheid, having an agenda of several priority items of utmost concern in order to find concrete conclusions regarding actions to be implemented to

.../...

achieve the complete elimination of apartheid in the near future.

Some government and employer delegates registered reservations on several points of the recommendations adopted by the Conference.

Some government delegates registered reservations on several points of the recommendations adopted by the Conference. The spokesman of the employers' group of the Committee on Apartheid also registered the reservations of certain employer delegates.

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155 D. Dispatch 2/7/85

ILO: no hope for SA, says unionist

PRETORIA — The removal of discrimination from South Africa's labour laws has not softened the fanatical hostility to South Africa's apartheid policy among members of the International Labour Organisation

The chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, has just returned from the ILO meeting in Geneva where, he said, South Africa's apartheid policy got its usual battering

He stressed the intensity of hositlity against South Africa had not changed, even although the colour bar and race discrimination had been eliminated from the country's labour legislation

Virtually every speaker at the plenary sessions of the organisation "took a swipe" at South Africa, and attacked the governments discriminatory policies

However informal discussions, Mr Zurich said, he found support and even admiration, for the big changes which had taken place in the field of labour legislation and labour relations

It was acknowledged privately that the barriers had been lifted as far as trade unionism was concerned

However it was clear that South Africa had absolutely no hope of readmission to the organisation — DDC

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Unions warned by Le Grange

Own Correspondent

PRETORIA — The Minister of Police, Mr Louis le Grange, warned last night of tough action to combat the increasing politicization of certain areas of the trade union movement

Speaking at an Iscor function in Vanderbijlpark, the minister also warned of the machinations of the ANC/SA Congress of Trade Union Alliance

What, he asked, should the police do when confronted by the real danger of subversion, infiltration and manipulation of, in some cases, yet unsophisticated trade unions

Urgent attention was being given to the danger

The aim was clear — to seriously disturb the economy through unrest to an extent that it collapsed, and that the government would be forced to its knees

The ANC/SACTU aimed to alert the total work force as an important component and unfortunately some people and organizations, however well-meaning, played directly into the hands of the alliance

The minister referred to the outcry over the "so-called" detention and harassment of trade union members, while the fact that the detentions and interrogations without exception had to do with the country's security was lost sight of

The trade unions were being seized on by the communist-orientated ANC as an instrument of incitement

Significant was that local trade unions and trade union umbrella organizations were similarly busy with unity initiatives, and it could only be hoped they would be alert to a possible ANC/SACTU combination, and the serious danger of revolutionary manipulation

One of the primary cornerstones of ANC-/SACTU propaganda was the mobilization of the work force in South Africa against the existing order

There were already examples of certain overseas organizations and trade unions making common cause with the ANC and SACTU

The International Labour Organization was one of these, and its support of the ANC-/SACTU was well-known

The government was aware, however, of the scheming behind the scenes

ing accommodation

court

ed on Tuesday but was by the police.

Mrs Mpho Letsoalo, with her two children but

appeared in court yester-

Hlatshwayo, Mr Ishmael Meisie Cefu Mr Juda Betty Koba, Mr Isaac Agnes Modise, Mr Wil- Ms Wilhemina Mokone, Ms Doris Siwane, Mr Ms Aletta Makgale- Siwela, Ms Ntombifikile Tsotetsi, Ms Theodora Maria Maneetsi, Ms Lydia Johannes Thom, Mr Jo- Jeremiah Makgetha, Mr Mr Amos Mkhize and keng

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conception of their child ne report recommended the genetic services pro- me of the Department alth and Welfare should considered as a priority gramme Funds should be available for research, lopment and technologi- aids to prevent and elimi- the consequences of ge- handicaps as far as the

State's wording under fire ...

Mail Reporter

IE "bad" Afrikaans used the Government's consti- onal proposals came un- fire at the annual meet-

3 years jail for having pistol

Mail Reporter

A SOWETO man was sentenced to an effective three years imprisonment after being convicted under the Terrorism Act by the Johannesburg Regional Court yesterday

Moses Langa, 38, a motor mechanic of Meadowlands, Soweto, was sentenced to the minimum of five years imprisonment after being convicted of possessing a Russian-made Makarov pistol with the intent to commit acts of terrorism

Two years of the sentence were conditionally suspended for five years

He was acquitted on a charge of gathering information in South Africa for the African National Congress

Langa, who pleaded not guilty, admitted receiving the gun, which was smuggled to him by members of the ANC in Mozambique whom he met while visiting his wife and child He said he had no intention of using the gun and had sold it within four hours of receiving it.

In passing judgment, the magistrate Mr J van Dam said it was improbable that the ANC could send a firearm to a person who was just a casual acquaintance

"You could have shown the messenger the door, pistol and all," said Mr Van Dam

He said although Langa got rid of the firearm, it was not a mitigating factor, because he showed complete disregard for the legal control of firearms

He said he must take cognisance, in deciding sentence, of the actions of the ANC, including the killing of police officials and the indiscriminate bombing of members of the public

SA 'yes' to ILO probe but no policy change

By ANTON HARBER
Political Reporter

THE South African Government has agreed to allow an investigation by the International Labour Organisation into two complaints made about this country but has denied that this signals a change in attitude to the organisation

South Africa pulled out of the ILO 20 years ago because it said the organisation was interfering in its domestic affairs

Two complaints about South African labour practices have been laid before the ILO and it is to decide in November whether it should investigate them

The ILO recently asked SA for comment and the Government replied that it would welcome an official and impartial investigation.

The Southern African Report, a newsletter circulated mostly overseas claimed this week that South Africa had turned a somersault in its relationship with the ILO

The report said this could create a favourable climate which could lead to the country reapplying to join the international body with benefits to the country as a whole

But Dr T J van der Merwe, Director-General of Manpower, said yesterday it was incorrect to read too much into South Africa's response

There had never been a request for an investigation from the ILO before, so it was impossible to say there had been a change of policy

According to the report, the complaints came from the International Confederation of Free Trade Unions and the World Federation of Trade Unions

The first claimed harassment and persecution of four black women trade unionists who had been detained without trial, and the second complaint was in connection with the shooting of a number of black miners during a dispute last year

Union to sue firm for fired workers

Mail Reporter

THE Metal and Allied Workers Union has instituted an R850 000 claim — the biggest ever to come before the Industrial Court — on behalf of 249 Brits steel workers who have been on strike for 10 months

And, in an unprecedented show of resilience, the 249 workers have been meeting every day since they were fired by B & S Steel Furniture in Brits on September 7, 1982

The union is claiming the workers were dismissed in an attempt by management to get rid of union presence in the factory

They are asking the Industrial Court to rule their dismissal unfair and illegal and reinstate the workers They have also asked for back pay, totalling R850 000, for the workers and for payment of legal costs The costs are expected to be about R1-million

In a statement yesterday the managing director, Mr H Beck, said the company considered that at all times it had behaved correctly and fairly towards the workers

The case will be important because it could determine whether the Industrial Court will grant such a high amount and reinstate so many workers

See Page 9

Terror victims claim from fund

By WIM VANVOLSEM
Pretoria Bureau

THE board of the State President's Fund has received its first two applications for assistance from terrorist attack victims

The secretary of the Board, Mr A D Barnard, told the Rand Daily Mail yesterday many more requests for application forms had also been received

The fund, which was established on June 22 this year, now stands at over R1-million.

This includes cash contributions, public pledges by municipalities and other authorities, a cheque for R25 000 by Sasol, and the Government's rand-for-rand contribution

The applications for assistance will now be evaluated by the board, assisted by several expert committees on matters such as medical expenses, rehabilitation and values of properties

Application forms are obtainable from the secretary of the board at room C215, Pensions Building, 34 Hamilton Street, Pretoria (Private Bag X63, Pretoria 0001) or by telephoning 012-323-9311

Contributions can be deposited at any bank in South Africa to the credit of the fund's account No 000-652-113, Pretoria Main Branch, Volkskas

Mines Benefit Society to employ full-time doctors

MATTER OF FACT

Order against plumbers

155

22/7/83

Court Reporter

A GALE Street plumbing contractor was placed under a provisional liquidation order yesterday after a Supreme Court Judge was told that the company's finances were in a critical position and it could not pay workers' wages

In an urgent application heard by Mr Justice Leon in chambers, Incledon (Durban) (Pty) Ltd, suppliers of builders and plumbers' requirements, claimed it was owed R109 899 by L E Chalom (Pty) Ltd for goods sold

In papers before Mr Justice Crawford, Incledon's credit manager said his company issued summons against Chalom (Pty) Ltd on July 7 claiming payment of the amount outstanding The summons was served on July 12 and judgment could be obtained

He said unless urgent steps were taken by Chalom's creditors considerable losses would be suffered on outstanding contracts

The return date of the rule nisi is August 24

Apartheid basically the same, says ILO

Star 6/5/84

The Star's Foreign News Service

155

GENEVA — The International Labour Organisation (ILO) claims that apartheid remains basically the same in spite of South Africa's constitutional changes.

In its annual report on South Africa, prepared for the ILO assembly in June and published yesterday, the organisation's secretariat says that the growing number of black trade unions "continue to be subjected to harassment".

"Developments after last year's constitutional changes in South Africa have not fundamentally changed the apartheid system but have merely occurred within it", the report states.

MORE STRIKES

Membership in black trade unions rose by 10 percent in 1982, it is noted, with 545 000 white members against 488 000 asians and 343 000 coloured people.

As predicted, the ILO report says, the number of strikes "escalated sharply" in 1982 to reach the highest level for 20 years.

Nearly 142 000 workers, none of them white, took part in 394 officially reported strikes with a loss of 365 000 working days.

Penal sanctions and police intervention in disputes had continued, the report went on, with the Government appearing to espouse "for appearances' sake" the rights of trade unionism through the Department of Manpower.

Yet it openly attacked emerging trade unions through the Department of Law and Order.

CAPE TIMES 9/5/84 (155)

Black unions 'growing despite harassment'

GENEVA — Black trade union membership in South Africa is increasing at a unprecented rate and the number of strikes has risen sharply, the International Labour Organization has reported

But black unions continue to be harassed with meetings being banned and police questioning unionists and searching members' homes, an ILO report on the labour situation in South Africa said

"Black membership of trade unions exceeded that of the other population groups for the first time by the end of 1982, increasing by some 10 percent," it said

"The number of strikes in South Africa ros sharply in 1982 to reach the highest level for 20 years

"Nearly 142 000 workers — none of them white — took part in 394 officially reported strikes with the number of workers involved some 40 percent higher than in previous years An upsurge in industrial action brought the number of strikes in 1983 to 336," it said

'Variety'

The report said police harassment of black unions had become "less overt and more insidious".

"A variety of methods are used These have recently included police questioning of trade unionists and their eviction from union offices, home searches and the banning of meetings," it said

The report said codes of conduct of US and European companies operating in South Africa had helped raise black wages, but had not made an impact on the gap between black and white workers' wages

"The codes seem to have been overtaken by events as black trade union bargaining becomes more active in the wages field," it said

Excluded

The report asserted that South Africa's recent constitutional reforms had not fundamentally changed the apartheid system.

It said blacks were still excluded from government decision-making, were banished to the "homelands", still received inadequate education and were subject to strict influx controls

"Benefits of change still go to the white population," it said — UPI

Dispute referred to ILO

Star

Labour Reporter

18/10/84 155

For the first time in South African labour history, a union has referred a dispute with a multinational to the International Labour Organisation and the European Economic Community

The dispute between the Metal and Allied Workers' Union (Mawu) and Transvaal Alloys, a subsidiary of Nord-Deutsche Affinerie of Hamburg, has been referred to the International Metalworkers' Federation (IMF) in Geneva

A spokesman for Mawu said the IMF would present the case — arising out of the dismissal of 200 workers — to the ILO and the EEC

ILO boss slams SA's apartheid

Sowetan 15/4/85

THERE can be no social peace in South Africa while apartheid goes on, director general of the International Labour Office (ILO) Mr Francis Blanchard, told a trade union meeting in Washington.

"The past year has seen the development of a situation in which unrest and violence have become a permanent feature of South African scoeity "

Addressing a special session of the executive board of the International Confederation of Free Trade Unions, Mr Blanchard said that despite the illusion of change, the system remained the continued domination of a minority

"Black trade unions are rapidly expanding in numbers and improving their organisation. They are claiming the application of fair labour standards generally and have made significant gains," he said

(155)

"The large-scale work stoppages in the Transvaal last November were probably the largest black demonstration of growing impatience with the Government's refusal to abandon its policies," Mr Blanchard said

He said intense involvement of trade unions all over the world will help strengthen the campaign to overcome apartheid

Sowetan 26/4/85 (155)

2 refused passports

TWO union leaders have been refused passports by the Government to travel overseas where they are scheduled to attend and address meetings organised by the International Labour Organisation (ILO).

Mr Phandelani Nefolovhodwe, the general secretary of the Black Allied Mining and Construction Workers Union (Bamcwu) and Mr Cunningham Nqcukana, general secretary of the African Allied Workers Union, were due to travel to Britain and Australia respectively this month

Both are members of the Azanian Confederation of Trade Unions which was formed by the black consciousness-orientated unregistered unions

Mr Nefolovhodwe told The SOWETAN that he was informed by a white woman that he could not get a passport The woman had telephoned him from the Department of Internal Affairs in Pretoria

He was "distressed" by the refusal because he was on a mission of gaining more knowledge as well as exchanging ideas with trade union leader in other countries, especially in Britain — the heart of the trade union movements

No reasons were advanced for the refusal and "the whole exercise has spoilt my lifetime opportunity to travel overseas," he retorted

Mr Nqcukana said he was due to travel to Australia at the invitation of union leaders there He was disappointed by the cancellation of his application

Both men said they were committed to the liberation struggle of black workers in South Africa and perhaps their visit would have helped them gain ideas in order to impart the knowledge to their colleagues on returning home

A Department's spokesman said it is normally the practice of the authorities not to disclose reasons for refusing anybody a passport However, the men could make new applications

Union wants ILO to conduct asbestos probe

Sowetan 17/7/85

155

THE Black Allied Mining and Construction Workers Union has asked the International Labour Organisation to conduct surveys in South African mines and other industries for the control and elimination of hazards of asbestos dust.

By JOSHUA RABOROKO

Bancwu's publicity secretary Mr Motshumi Mokhini told THE SOWETAN that the request has been made in order to step up their anti-asbestos campaign in the country

The survey has been called in the wake of video-spread reports of deaths and other hazards caused by diseases in the mines

Hazards

The union will be second to ask for survey to be conducted on hazards and accidents in South African mines The National Union of Mineworkers (NUM) recently released a survey on the number of accidents caused in the mines

The ILO has resolved at a meeting in Geneva to intensify the international campaign to control and eliminate the hazards of asbestos dust next year

Delegates drew up a draft convention requiring ILO member countries to enact laws protecting workers against asbestos-related diseases

The convention laid down measures for the treatment of asbestos-contaminated clothing and disposal of waste, containing asbestos, and calls for official authorisation for the demolition of plants or structures containing asbestos insulation

To minimise the exposure of workers to asbestos, the convention suggests that the material be used only when its risks can be prevented or controlled, the number of workers assigned to work involving asbestos be kept to a minimum, areas of activity connected with asbestos be clearly demarcated and the location of asbestos in construction be recorded in order to facilitate future repair or demolition without danger to workers

Referring to the issue of equal opportunities, the conference has recommended that the same criteria be applied to all workers in cases of redundancy or dismissal without distinction based on sex marital status or age

A further recommendation was made for equal renumeration for all workers and for job classification and evaluation that was free of sexual bias

Speed up war on apartheid - ILO

SOWETAN 155

THE International Labour Organisation has called on employers and workers' organisations to intensify their support for political and economic sanctions against South Africa.

ILO's director-general, Mr Francis Blanchard, said in Lusaka this week that his organisation has recommended that sanctions be imposed on South Africa during its June 1985 session

He was reacting to the State President, Mr P W Botha's address at the opening of the National Party's congress in Durban last week The address was expected to secure fundemental changes in the apartheid structures

In a statement Mr Blanchard said Mr Botha's speech had indicated nothing to show that he was prepared to bring about changes in the apartheid regime.

He said "The granting of South African citizenship to urban blacks and to these so-called non-independent homelands will not affect the black workers until it is accompanied with basic political rights and so long as the constraints remain on black trade union activity

21/8/85

Pass

"Yet another promise to review influx control and the pass laws appears primarily to be another attempt to buy time

"It follows on the Riekert Commission review of the same subject in 1977 and the frequent debates within Parliament, none of which have brought change to the system so far," he said

Mr Blanchard said that the international community had hoped would be a positive speech providing prospects of fundamental change within a defined time table has merely turned out to be a reiteration of "vague promise" which have been made on numerous other occasions

"What is needed is increased international pressure by governments' employers and workers organisations in support of political and economic sanctions as recommended by the international labour conference during its June 1985 session," Mr Blanchard said

Meanwhile several black organisations have also come out strongly against the President's speech which has been described as "very vague".

Employment codes do not bring change, says the ILO

155

By Sheryl Raine

STAR 1/10/85

More than seven years after the introduction of employment codes by foreign companies operating in South Africa the International Labour Organisation (ILO) says there has been no significant improvement in the prospects of their black employees.

The ILO concedes in a special report that fringe benefits have generally improved and that there have been marginal improvements in certain foreign-owned companies, but that only mixed results have been achieved

RECOGNISED

Of the 350 companies which endorsed the codes, only a quarter have recognised black trade unions

Many blacks continue to be paid below the levels set by the codes and relatively few have been apprenticed or upgraded. In 1984 9 851 whites were indentured compared with 654 blacks.

The ILO notes that no significant changes have occurred for migrant workers In many cases facilities for workers generally remain segregated.

The ILO maintains that the codes have failed to make an impact on South African employers and says that black labour conditions have hardly changed in spite of legislative amendments

Black trade unions function only with considerable difficulty due to Government, employer and legislative impediments

"Average real incomes for blacks have not changed over 10 years The black-white wage gap has in fact, widened and equal pay for equal work is generally avoided by the racial stratification of jobs

"Prospects of advancement remain limited and job reservation and white protectionism continue in subtle ways

"South African employers have largely not adopted the labour standards of the Sullivan Principles or the EEC code of conduct.

"US companies claim to have achieved complete integration of their workforce, but European firms have tended to blame attitudes and customs for lack of progress," says the ILO

"Several companies subject to the codes have been the target of criticism by the international trade union movement or by black trade unions in South Africa Indeed, black unions have rejected the codes as pointless so long as their enforcement is not subject to independent monitoring."

The ILO says black unions' criticism of the absence of an independent monitoring mechanism for the observance of the codes is not without substance

The codes, introduced in 1977, require parent companies to report annually to their governments on compliance by their South African subsidiaries

Most reports are compiled by South African managers of the subsidiary companies who themselves assess progress

No independent monitoring occurs under the code of conduct A US consultancy firm, Arthur D Little, acting for the Rev Leon Sullivan, does conduct limited investigation within South Africa working through a local committee coordinated by a South African.

The report adds "If dismantling the apartheid system through international influence resulting in closer relations between blacks and whites, was an objective of the codes this has clearly not been realised

ENTRENCHED

The homelands system, influx control and the Group Areas Act continue entrenched with separation policies, seriously restricting black job access "Labour recruitment remains segregated.

"It is difficult to see how the imposition of codes on companies which employ only under three percent of black workers in the modern sector can influence overall labour standards, black human rights or the apartheid system itself.

"The best that can be said is that they have prompted marginal improvements in certain foreign-owned companies

"As a form of internatinal pressure for change they are clearly of no consequence and, if used in conjunction with a policy of 'constructive engagement', fail to make that policy any more credible in the reality of the current situation in South Africa"

Buthelezi tells ILO of black S A's 'struggle'

Mercury 8/10/85

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Mercury Reporter

THE KwaZulu Chief Minister, Chief Mangosuthu Buthelezi, told a top official of the International Labour Organisation in Geneva yesterday that black South Africans strongly supported trade unions which had a vital role in bringing about radical change in the country

Speaking to the ILO deputy-director general, the Chief said their role, however, must be as trade unions.

The danger was that, as soon as unions were used as adjuncts of political parties or as tools of ideology, they lost the inherent strength of the contribution they should be making.

Chief Buthelezi said it was understandable that the ILO, as a member of the United Nations family, had called for sanctions against South Africa

He also understood why the ILO had called on all governments to give material and moral support to what it regarded as liberation movements, genuine trade union movements and popular movements

'The call for the impossible is understandable when that call is thought to be morally justified,' he said, adding that every analyst in the ILO knew that the hope of getting the Western industrial world to make a comprehensive range of sanctions mandatory was forlorn

He said it had not happened during the past 37 years of National Party rule and it would not happen in the next 37 years.

But, as serious analysts also knew, black opposition to apartheid had intensified over the years to its present heights and that the real struggle was, in fact, taking place on South African ground and by blacks in the country

Chief Buthelezi made it clear to the ILO that he was the elected leader of Inkatha, and that he was also the democratically elected Chief Minister of KwaZulu.

'It is my plea that trade unionism in South Africa should be supported, but this support should be designed to help their efficacy as trade unions and not to make them surrogates of the ANC mission in exile or any other party political group'

PERSIAN AND ORIENTAL CARPETS AND RUGS

SEIZURE NOTE NO. 1/12/3/2/3/497

LESS 50% LESS FURTHER 20%

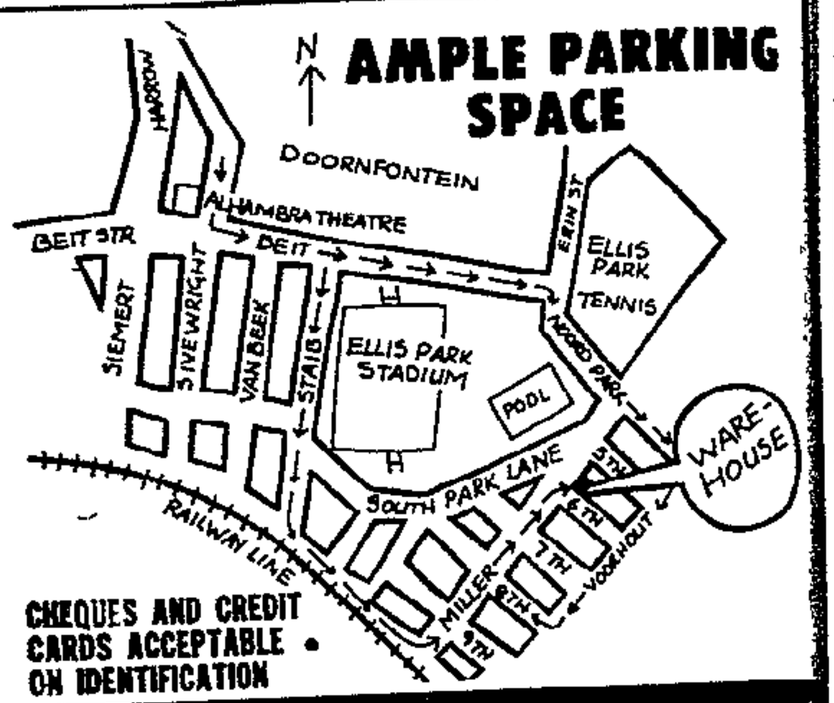
Dhurrie Khellims	R 290
Afghan Persian Belouch saddlebags	R 99
Chinese silk squares	R 250
Islamabad	R1 650
Silk Qum	R4 500
Belouch	R 795
Karachi	R 399
Afghan Russian Persian Khellims	R 150
Mori Bokhara	R1 195
Silk Kashmiri	R2 400
Jaipur	FROM R 395
Russian silk Bokhara	R11 950

PAINTINGS

SOUTH AFRICAN and INTERNATIONAL

LESS 50% LESS FURTHER 20%

Picasso Etching	R 4 200
Matisse	R 2 100
Chagall	R 1 975
Sir William Russel Flint Drawing	R 1 395
Coignard	R 3 250
Manet	R 4 200
Degas	R 4 200
Bonnard	R 2 100
Tobiasse	R 2 400
Henry Moore	R18 000
Hunderwasser	R 8 950
Hugo Naudé	R5 950
Sydney Carter	R1 495
Gregoire	R 795
Tinus de Jongh	R9 950
Henry John Dykman	R6 500
Barbara Ploner	R 195
Wessel Marais	R1 190
Prof Edward Roworth	R2 400
Denzil Herring	R1 795
W H Coetzer	R7 500
Adriaan Bosholt	R 760
Strickland	R1 200



AN INVESTMENT RUGS

Chinese Silks, Nains, Antique and Khellims

Plea to release veteran unionist

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Correspondent

CAPE TOWN — The International Labour Organisation has added its voice to calls for the release of jailed veteran trade unionist Oscar Mpetha.

Director-general of the ILO Mr Francis Blanchard has urged President Botha to release Mpetha and four other trade unionists from the South African Allied Workers' Union on trial for treason in Maritzburg

NOT LIFTED

He said he was deeply concerned charges against Mr Thozamile Gqweta, Mr Samuel Kikine, Mr Isaac Ngcobo and Mr Sisa Njikelane had not been lifted as those against 12 others were

Mr Blanchard called on the Government to release all trade unionists detained or charged under security legislation as well as Oscar Mpetha "in view of the serious state of his health"

Mpetha (77), a founder member of the Food and Canning Workers' Union and the South African Congress of Trade Unions, had a leg amputated while in jail

NT 15/5/86. BUSDAY.

ILO attitude to SA is 'negative'

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THE attitude of the International Labour Organisation (ILO) toward SA remains "negative", despite reforms in the labour field, says the National Manpower Commission.

In its annual report for 1985, tabled yesterday, the commission said the ILO's attitude could be seen in its updated "Declaration on Apartheid" and in anti-SA actions by countries and employer and employee federations

These included boycotts, the discouraging of investment, the withdrawal of capital and the discouraging of political, diplomatic, structural and other relations with SA.

An ILO publication had stated that employment and social security conditions remained "much the same" for blacks

It said that they continued to be adversely affected by apartheid, homeland development and racial discrimination, despite the repeal of certain racial provisions in legislation

The report said that, during 1985, the International Confederation of Trade Unions, to which some of the country's newer unions were affiliated, continued support for the "independent" union movement in SA.

It also indicated support for labour codes like the European Economic Community code and the Sullivan Principles

The commission said the most recent survey showed that 178 SA signatories to the Sullivan Code employed about 100 000 people, 60% of whom were white.

Further progress in applying the code had been achieved in 1985, it said.

Changes vague, says ILO

STAR 31/5/86 (155)

GENEVA. — The year 1985, marked by widespread black unrest and violent opposition in South Africa, may prove to have been a turning point in the struggle against racial segregation policies in the country, an International Labour Organisation (ILO) report said yesterday.

The upheaval was accompanied by more overt, explicit and unified demands by the black population, and by intensified international pressure on the South African Government, ILO Director-General Mr Francis Blanchard said in an annual review of labour and social conditions in South Africa.

Reforms which the South African authorities claimed to have introduced in education, labour, social and constitutional affairs were shown to be superficial, vaguely worded, and lacking significance, he said.

"Only full and representative black participation in the formulation of change in practice can now put a stop to the endemic unrest and bring about an end to the apartheid system," the report said.

The document will be submitted to the ILO's annual conference in Geneva next month.

Mr Oliver Tambo, president of the African National Congress, is to address the gathering on June 19. — Sapa-Reuter.

sunrise news

More labour strife certain, says ILO

28/6/86 · SOWR · 155

By Sheryl Raine

The political crisis in South Africa would inevitably lead to great turbulence and disruption in the labour field, the director-general of the International Labour Organisation (ILO) has warned.

Industrial action in South Africa was also likely to assume more political overtones as the internal struggle against apartheid progressed, said Mr Francis Blanchard

Addressing the ILO's labour conference in Geneva recently, Mr Blanchard said the South African Government's determination to maintain its policies, and its inability to conceive acceptable political solutions, had led to political, economic and social instability which required trade unions to play a wider and increasingly active role in defence of their members' interests

In an exhaustive review of events in South Africa during 1985, Mr Blanchard said that in spite of promises of reform, the position of most blacks had not altered materially — and in some respects had deteriorated.

Outbursts of black public resentment had been vividly demonstrated in labour stoppages, public protests, school and rent boycotts, and consumer boycotts of white-owned businesses These actions had had an impact on the industrial sector and had prompted large industrial houses to join others in calling on the Government to introduce reforms.

The ILO noted that although 1985 was the fifth anniversary of the removal of the legal prohibition of black membership of registered trade unions, the year was marked by intense official pressure on trade unions Freedom of association was seriously hampered and this led to serious questioning of Government claims that such freedom was now entrenched and allowed full scope

Mr Blanchard cited several instances of police actions that may not be reported in terms of the emergency regulations

The crisis through which South Africa was passing would inevitably lead to great turbulence and disruption in the labour field

"The cumulative effects of the crisis mean the distinctions between industrial relations issues and political issues have become increasingly blurred Trade unions, in formulating their objectives on behalf of members, increasingly see this as part of the broader community effort to obtain both economic and political emancipation

Industrial action in South Africa therefore appears likely to continue to assume more political overtones as the internal struggle against apartheid progresses"

Bus blaze hero saves children

By Bart Marinovich

The bus driver who rescued five handicapped children from a smouldering, smoke-filled bus on Thursday afternoon was back behind the wheel of a spare bus yesterday afternoon — less than 24 hours after his heroic act

Mr Goodwill Nkabinde (53) shrugged off his feat and said modestly, "It was all in the line of duty

"My job was to protect the children My only concern was for them," said Mr Nkabinde, who has been a driver for Uncle Ted's Transport Services for the Handicapped since 1961

The charity organisation provides transport for handicapped children to and from their specialised schools It has been running for 35 years

Mr Nkabinde was driving the children home when the fire broke out

"I didn't realise we were on fire until I heard the children screaming I pulled off the road and ordered the children to get out as quickly as possible

"But the back of the bus was filling up with smoke and I could see the children were battling to get out I decided I had better pull them out one by one," said Mr Nkabinde

Moments after he had rescued the children, Mr Nkabinde saw the bus go up in flames

A spokesman for the Hamlet school for the mentally handicapped in Parktown said "Mr Nkabinde deserves a medal for his courage and unselfishness"

The cause of the fire is not known

Influx control finally off the statute books

CAPE TOWN — The Abolition of Influx Control Act was published in a *Government Gazette* released here yesterday

The Act repeals the laws relating to influx control of black persons and amends the Black Administration Act, 1927, to repeal certain provisions relating to the removal of "black tribes, communities or persons from land occupied by them" and to amend the Prevention of Illegal Squatting Act, 1951, to provide for the uniform application of the Act to all people.

The Provincial Government Act was also published and makes provision for the dissolution of Provincial Councils. — Sapa.

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East Rand Bureau

Migrant miners will go — ILO

By Sheryl Raine

The International Labour Organisaton (ILO) has predicted a slow but steady reduction of the number of migrant workers from neighbouring states employed on South African mines

In a comprehensive report on the rights and welfare of migrant workers on the mines, the ILO said migrant workers constituted an essential pool of experienced labour for the mines and the mining industry could not afford to drop the system overnight

South Africa was unlikely to carry out its threat to repatriate en masse migrant mineworkers in retaliation against sanctions

However, the ILO said a clear trend would emerge "The Chamber of Mines will reduce its dependence on migrant labour"

The Chamber of Mines said there was no official policy to reduce the number of foreign workers on South African mines.

● See Page 11.

Chamber of Mines puts the record straight on ILO 'shock' labour report

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26/11/86 STAR

By Sheryl Raine

The International Labour Organisation (ILO) has released a report on labour practices on South African mines which makes some shock claims about safety standards, assaults and continuing discrimination against black mineworkers.

The Chamber of Mines however slammed the report claiming it is factually inaccurate in most major respects, quotes data which is outdated and presents a distorted picture of the industry

In its report, which has been circulated worldwide, the ILO said black miners in South Africa were still discriminated against in wages, living conditions and compensation for occupational diseases. Despite moves to abolish job reservation, black career advancement was still hampered by the reservation of 13 key job categories exclusively for whites.

The Chamber has responded vigorously to ILO allegations and has put the case for the employers.

The ILO report noted that black workers received significantly lower amounts of compensation for disability compared with white workers.

The Chamber said compensation was related to earnings not race. Formulae for compensation gave workers in the lower earnings band proportionately higher percentage disability earnings (from 75 percent) than workers in the higher earnings band (60 percent). "These parameters exceed the standards laid down by the Employment Injury Benefits Convention 1964 of the ILO," said the Chamber spokesman

Quoting figures from 1973, the ILO said white miners who contracted occupational diseases were paid more in compensation than coloured, Indian or black workers.

The Chamber conceded laws governing compensatable diseases were blatantly discriminatory and said it had been urging the Government for years to deracialise its legislation.

According to the ILO, the average wage of a black mineworker was about R286 compared to R1 601 for a white doing the same work

"While there has been some improvement in wages, the ratio of white to black wages is still five to one," said the ILO.

FRINGE BENEFITS

A Chamber spokesman said· "The average monthly earnings of the lower skilled black mineworkers last year ranged from R380 to R458 a month, and more, depending on the mining sector."

These earnings did not take into account recent wage rises of between 15 and 20 percent implemented on Chamber mines on July 1 this year nor fringe benefits such as food, accommodation, medical attention, sport and recreational facilities worth the equivalent of R147 in cash each month.

"The mining industry strictly adheres to a policy of equal pay for work of equal value, regardless of race Where blacks have moved up the ladder and are now doing the same work as whites they receive the same pay."

The 5:1 wage gap referred to by the ILO was a gap based on skills, not race, the Chamber argued. Further, the gap had been reduced from 21:1 in the early 1970s to 5:1 today and compared favourably with figures in the rest of Africa where the wage gap based on skills varied between 6:1 and 11.1.

Despite a drop of 20 percent in fatality rates and a 50 percent decline in serious injury rates during 1973-1984, the ILO noted, more than 8 500 miners were killed in the mines over the same period.

The Chamber attacked the ILO for making no attempt to put the number of mineworkers killed into perspective by referring to the size of the South African mining industry, its labour intensiveness, the depth of the country's gold mines and difficult operational conditions.

The ILO reporrt said the urge to maximise productivity often leads to white supervisers pushing their crews to dangerous extremes.

"The casualty rate, fatalities and serious injuries combined, has been reduced by 48 percent during 1977-1985, while for the same period production per man per month has increased by 15 percent on gold mines.".

On coal mines the casualty rate reduction was 70 percent while production per man per month had increased by 33 percent over the same period.

Assaults by white miners on blacks continued to occur frequently said the ILO, but there had been improvements. An increase in black-on- black assaults gave cause for concern

"There are unfortunately, and rather surprisingly, no central records on assaults but there appears to be some evidence of a slight decline. White-black assaults were particularly high in the mid-1970s during a period of high labour turnover.

"A worrisome trend is the increasing number of black-black assaults often perpetrated by the team leader who is frequently under heavy pressure from white miners to maximise production to increase their bonus payments," the ILO said.

19/11/86 STAR

155

Face up to drugs and drink problem, ILO tells employers

GENEVA — Heavy drinkers and drug addicts cost employers huge amounts through absenteeism, accidents and low productivity, but too few managers and trade unions face up to the problem, the International Labour Organisation said this week

Alcoholism tended to be high among seamen, lawyers, domestic servants, business executives, military men and police officers, an article by the ILO Information Service said

Drug abuse was prevalent among long-distance lorry drivers, airline pilots, workers on mass-production lines and also doctors and nurses who often had easy access to drugs, it added

Estimates of the cost of lost production and damage due to alcoholism in the United States ranged from about R108 billion to R266 billion annually, the ILO said

Yearly losses in industry in Canada were approximately about R16,9 billion and in Britain around R3,3 billion In Switzerland they were estimated at five million Swiss Francs (about R6,6 million) daily

"In far too many enterprises, however, management and unions still tend to adopt an ostrich approach concerning alcohol and drug abuse, and no organised or official attempt is made to acknowledge that the problem exists.

"The addict is eventually dismissed when he or she has become too great a liability, creating hardships for the individual, the family and society," the ILO said.

Other employers in Europe and North America were finding that it was more beneficial to retain workers with drink or drug problems and try to overcome their addictions through prevention, counselling or rehabilitation programmes, it added. — Sapa-Reuter.

Tapes: call for stricter control

MICK COLLINS

THE International Labour Organisation (ILO) has called for stricter control over video and tape piracy, which it says is threatening the future of performing artists.

It says technological innovations such as audio and video taping and the lack of control over piracy is also leading to a drop in producers' profits.

The International Labour Review says performers are protected by piecemeal measures based on national and international copyright agreements which have largely outlived their usefulness.

It calls on governments to formulate and implement an overall policy for the performing arts, of which financial support and provision of decent working and living conditions are all essential parts.

ILO votes for anti-SA sanctions

Cape Times 20/6/87

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GENEVA. — The International Labour Organization (ILO), overriding Western government reservations, voted yesterday for mandatory economic sanctions against South Africa that would stop trade, loans, investment and dealings with Pretoria on the world gold market

A report condemning South Africa's apartheid policies was adopted by 331 votes to eight with 26 abstentions at the ILO's annual conference.

It called on all governments to sever political, military, cultural, sporting and diplomatic relations with Pretoria, and urged trade unions around the world to boycott South African goods, and to expel union members who emigrated to the Republic.

It also denounced Pretoria's recent extension of the state of emergency for a further year

The US delegation voted against the report, saying its recommendations would not advance prospects for a democratic multiracial system in South Africa Mandatory sanctions would not work, and would harm South African workers and the economies of neighbouring black African states.

Britain also voted against, and Belgium, with some other European Community members, abstained, saying the call for mandatory sanctions exceeded the competence of the 150-member ILO, whose aims are to promote social justice and improve workers' conditions around the world. — Sapa-Reuter

The ILO calls for mineral sanctions

PATRICK BULGER

INTERNATIONAL mineral-sales sanctions have been called for by the International Labour Organisation (ILO) in a move to further weaken SA's financial strength

REUTER reports that the ILO, meeting for its annual conference in Geneva, voted by 331 votes to eight to call on governments to sever political, military, cultural, sporting and diplomatic ties with SA There were 26 abstentions

A report prepared by ILO director-general Francois Blanchard earlier this year singled out mineral sales as SA's vulnerable point. Blanchard noted that in spite of sanctions, higher gold and platinum prices had boosted confidence in SA.

A Chamber of Mines source said that while resolutions of an influential body like the ILO had to be taken seriously, it was unlikely to affect mineral sales.

He said the fact the major Western nations like Britain and the US had voted against the proposal indicated that mineral sales would not be badly affected

He said the ILO could not implement sanctions, but could only recommend them to governments, or recommend that member trade unions refuse to handle SA goods

The ILO also urged trade unions around the world to organise consumer boycotts of SA goods and to expel union members who came to work in SA

The resolution called for a stop to trade, loans, investment, and dealings with SA on the world gold market

The US delegation voted against the report, saying it would not advance the prospects for democratic change in SA and that it would harm workers and neighbouring states

The ILO is composed of worker, government and employer delegations from around the world SA is not a member.

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Health care crisis looms as birth rate declines in industrialised countries

LONDON — Before long, there might be too few young people in the industrialised world to care for the aged, labour market analysts fear

People are living longer and industrialised countries are experiencing lower birth rates. This will soon translate into a new kind of job crisis — too many jobs for too few people.

Mr Ken Wright of the Centre for Health Economics at York University in England said: "It is likely to create a shortage in all the caring professions — nursing, physiotherapy, occupational therapy and so forth — within the next five to 10 years,"

The International Labour Organisation expects the number of unemployed people over 60 years old to rise to 290 million by the year 2025, from 156 million in 1985.

But the number of working people could decline by then, largely because the "baby-boomers" of the post-war years often opted for smaller families.

"With a falling birth-rate in the late 1960s, there will be a smaller number of people to do these jobs, while the demographic peak for the very old, who require a lot of care, is still to come," Mr Wright said.

The fact that many of these jobs are low paying has not made them attractive, he said.

Unemployment rates throughout the industrial world might be at historically high levels — from three percent in Japan to 13,5 percent in the Netherlands — but many young people feel they have better options than hospital or nursing home jobs.

They will have even more choice in the future.

Mr Julian le Grand of the London School of Economics said: "In the longer run, the question is whether there are going to be enough workers of any kind."

Mr le Grand said the trend indicated that industrial nations would face a major labour market crunch in the next century.

"There will be too much work for people to do"

So far, said Mr le Grand, industrial countries were not considering policy changes to boost workforces or immigration rates.

So-called gastarbeiters (guest workers) from Yugoslavia and Turkey are still unwelcome in Europe and US officials remain concerned about illegal immigration — Sapa-Reuter.

Disarmament will cost jobs

GENEVA — Millions of armaments and defence industry employees would be out of work in the event of major disarmament agreements between the superpowers, the International Labour Organisation (ILO) said today.

It said about 53 million people throughout the world were employed in military production and defence services, including some 14 million in the major industrialised non-communist nations of the Organisation for Economic Cooperation and Development (OECD).

A one-third cut in military expenditure could affect about four million workers in OECD countries alone, the ILO said. — Sapa- Reuter

Japa

MEANWHILE, BACK IN THE OUTBACK ...

Hawke plans to quit politics to lead world labour

By NIC VAN OUDTSHOORN
Sydney

AUSTRALIAN Prime Minister Bob Hawke is planning to quit politics within the next 18 months and hopes to become head of the International Labour Organisation

This was the message leaked by senior government sources and Labour Party officials this week as Mr Hawke's popularity and prestige continued to nosedive following a series of embarrassing political defeats

His most humiliating defeat was brought about by the powerful Australian Council of Trade Unions (ACTU), which Mr Hawke headed before turning to politics

ACTU forced him to back down over a massive 11,7 percent increase for Federal MPs at a time when the government had signed an accord with the unions limiting wage rises to 4 percent a year

Pressure

The Prime Minister, who had publicly and repeatedly announced his support for the increase, suddenly found himself faced with a threat from ACTU to call nationwide strikes and stoppages to win a similar pay rise for all workers

He tried at first to ride out the storm, but as pressure mounted throughout the week the government was forced to abandon its support for the increase

Politicians are now expected to receive a much lower pay rise, well within the bounds of the wage restraint accord

Last week Mr Hawke was forced to withdraw his controversial legislation to introduce a national identity card for all Australians

He had called the June general election over the ID card after the opposition blocked the legislation in the Senate

Although the Labour Party retained control of the government, it still failed to win a majority in the Senate, where the opposition Liberal Party found a technical way to continue blocking the Bill

But even if this had not happened, Mr Hawke's own backbenchers were in revolt and would almost certainly have forced him to withdraw the legislation anyway following a massive wave of public opposition to the card

Leaked

Mr Hawke's plans to contest the post of Director-General of the Geneva-based International Labour Organisation (ILO) was leaked to journalists this week

A Canberra source said the present ILO Director-General, Frenchman Francious Blanchard, 76, favoured Mr Hawke as his successor

Mr Blanchard's term of office runs out in March 1989, but he may well decide to retire earlier

Mr Hawke was prominent and popular at the ILO for years while president of the ACTU

Mr Hawke's most likely successor as Prime Minister is Treasurer Paul Keating

STAR 11/10/87

(15)

I. L. O. — 1991

Number of migrants will spiral in world

Sowetan 11/2/91

155

HARARE - The number of migrant workers worldwide is expected to rise dramatically in the coming years, according to the International Labour Office

Ziana national news agency reports that there could be a more than 50 percent increase in the migrant population over the next 20 years

According to a recent ILO report, indications are that the industrialised economies would be reluctant to welcome migrant workers even when they were in urgent need of more skilled labour to sustain economic growth

Before the crisis in the Persian Gulf, the migrant worker population worldwide totalled some 25 million, with an additional 11 million people classified as refugees.

Of the refugees that work outside their home countries, nearly half of them are concentrated in Asia and some 40 percent in Africa.

Already, the report said, restrictions on the entry of migrants to most developed countries have become more stringent than they have been at any other time.

Migration is so carefully regulated that those with relatively low levels of education and training are effectively barred from entering these developed countries. - *Sapa*

Unions in unity bid

Sowetan 3/5/88

(155)

HARARE — Four South African trade unions met here this weekend to explore trade union unity both inside and outside the Republic.

A National Council of Trade Unions (Nactu) statement released to Zimbabwe's news agency, Ziana, yesterday said the meeting was held on Friday and Saturday and consisted of Nactu, the Azanian Trade Union Co-ordinating Committee (Atucc), the Congress of South African Trade Unions (Cosatu) and the South African Congress of Trade Unions (Sactu)

The meeting was jointly hosted by the Organisation of African Trade Union Unity (Oatuu) and the International Labour Organisation (ILO) in preparation for an ILO conference against apartheid which opens here today

The four trade unions concerned accepted an offer by Oatuu's secretary general, Mr Hassan Adebay Sunmonu, to explore trade union unity

The offer was accepted on behalf of Nactu by its president, James Mudaweni The Cosatu and Atucc delegation also endorsed the offer

The Sactu delegation, led by veteran trade unionist Mark Shope and international secretary, Aaron "BB" Pemba, acknowledged and stressed the need for trade union unity and agreed "there are more issues that unite us than divide us," the statement read. — Sapa

Star Times 15/5/90 (155)

Historic talks on SA labour law

HARARE — In the first meeting of its kind, representatives of the International Labour Organisation (ILO) yesterday sat down here with delegations from Cosatu, Nactu and the South African government to discuss labour laws for a post-apartheid society.

However, the National Manpower Commission (NMC), which said yesterday that its management had not been invited to participate, said the meeting had no decision-making power because of its exclusion The commision will be represented only by members of its technical committee on the Labour Relations Act (LRA)

But Mr Neville Rubin, the senior official in charge of the ILO's equality of rights branch in Geneva, said the chairman of the NMC, Dr Frans Barker, had been invited "at the specific instigation of Cosatu"

Mr Rubin stressed that the meeting was not discussing the readmission of SA to the ILO — from which it was expelled 20 years ago.

Yesterday's discussions were chaired by Sir John Wood, one of Britain's leading experts on industrial law. — Own Correpondent and Sapa

STAR 12/5/89 (155)

SA growing poorer each year – report

The Star's Foreign News Service

GENEVA — The International Labour Organisation (ILO) says South Africans grow poorer every year because of the cost of maintaining apartheid

"One bank survey finds a drop of 14 percent in per capita disposal income from its 1980 peak," the UN agency said.

The new ILO report said that "a leading academic put the cost of maintaining the apartheid system at R78 billion in lost economic growth and in the direct cost of implementing the government's race policies"

The ILO said many leading businessmen believed per capita gross national product would have been 50 percent higher without apartheid

Even the authorities in South Africa conceded that unemployment levels were unacceptable

"Given the present low level of economic growth — which is below the rate of population growth — the jobless total may swell to a frightening maximum of 45 percent of the economically active population"

The report will be debated at the annual ILO conference in Geneva next month

ILO may help formulate new SA labour laws

By DREW FORREST

THE International Labour Organisation is believed to have offered assistance to the South African government in reformulating labour law in line with international standards

If the reports are correct, this would be the major breakthrough of Manpower Minister Eli Louw's recent trip to Geneva, where he met ILO director-general Michel Hansenne and other officials during the organisation's annual conference W/Mail 5/10 - 11/10/90

The strict purpose of Louw's contact was to discuss whether South Africa would submit to ILO jurisdiction on a complaint lodged by the Congress of SA Trade Unions over the 1988 amendments to the Labour Relations Act

The ILO constitution provides for a "fact-finding and conciliation commission" to investigate complaints emanating from non-member countries, if the government concerned agrees. South Africa effectively lost its ILO membership in 1966.

It appears that although Louw did not reject ILO jurisdiction, he is playing for time on the issue. At a press conference this week, he suggested the complaint might fall away with planned amendments to the LRA next year.

The Cabinet recently endorsed an LRA deal reached between Cosatu/Nactu, Saccola and the Manpower Department, in terms of which most of the controversial 1988 amendments will be scrapped in the next parliamentary session

Louw stressed that one of Cosatu's objections to the LRA, that it provided for racial registration of unions, would be addressed in the proposed amendments

The government has been vague about future contacts with the ILO, saying only that it could not be excluded But the UN agency is believed to be willing to help formulate legislation compatible with ILO conventions.

Direct ILO-to-government contact on the LRA would be a major step forward from initial consultations between the National Manpower Commission, Saccola and Cosatu/Nactu at an ILO-chaired seminar in Harare earlier this year

It would be facilitated by Cosatu/Nactu involvement in a restructured NMC — a move envisaged by the recently signed LRA "minute" Sources indicate that as a first step, Cosatu may join a special NMC committee on farmworkers' labour rights, due to convene later this month.

Government sources said there was a possibility of direct ILO-to-government consultations once proposed LRA amendments had been drafted

Clive Thompson, head of the University of Cape Town's Labour Law Unit and a member of the NMC's sub-committee on the LRA, said he believed South African readmission to the ILO was still some years off "In this period of political transition, the aim is one of engagement," he said

"ILO help at this stage could be crucial It may be easier to get good labour law now, when things are fluid, than in the future when political positions harden"

SA delegates agree on new approach to labour

B/Day 16/5/90

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MICHAEL HARTNACK

HARARE — Delegates to the International Labour Organisation (ILO) seminar on new industrial legislation for a post-apartheid SA have reached consensus that there should be a free system of collective bargaining, with the law acting only as a "backup when things go wrong".

This was disclosed yesterday by Sir John Wood, the University of Sheffield industrial law professor who is chairing the epoch-making seminar which has brought together ILO experts, delegations from Cosatu and Nactu, and the head of SA's parastatal National Manpower Commission, Frans Barker

"I have seen no legacy of bitterness," Wood said in an interview on the second day of the seminar

"I have seen differing points of view, but a willingness to reach workable solutions Industrial relations is a barometer, it is on the fringe of politics and therefore one can hope that the constructive approach here is a mirror of what is happening in a wider sphere"

Wood said the 50 participants had had a wide-ranging discussion covering some of the "classic problems of industrial relations", particularly that of striking a balance between a voluntary system of free collective bargaining and a legalistic system

Links

He believed SA had a far more sophisticated economy than other African states in which governmental decrees had made employer-trade union negotiations pointless

"There is clearly a consensus on the part of those here to ensure that their experience of links with both sides of industry plays a full part, and where the development of industrial relations is not merely the development of law.

"They are looking to evolve a balanced system in which the two sides in industry can sit around a table in a traditional way

"They are looking for a supportive legal system which provides back-up when things go wrong," Wood said.

The leader of the Cosatu delegation, secretary-general Jay Naidoo, declined to comment but Barker described the proceedings as a "breakthrough

"It is taking place in a very friendly and constructive atmosphere It is not adversarial in any sense," Barker said

"The aim is to get legislation which is acceptable to all involved"

He said the advice of ILO experts was proving invaluable

SA has been isolated from the ILO, from which it was expelled, for two decades

The seminar is expected to close today with a media conference

ILO standards seen as a guide for SA

B/Day 17/5/90

HARARE — Standards laid down by the International Labour Organisation (ILO) should be used as a guide for the establishment of new labour laws in SA

This was said in a joint statement by SA delegates to a three-day ILO seminar, which ended here yesterday.

The delegates represented Cosatu and Nactu, the National Manpower Commission and Saccola.

The statement described the talks as "a lively and constructive exchange of views" that would be taken into account when labour and employers' organisations put forward proposed amendments to SA's labour relations laws in the future.

Among topics discussed were international labour laws, collective bargaining procedures, strikes and basic worker freedoms, including a vote in national affairs.

National Manpower Commission acting chairman Frans Barker said he would be reporting back to Manpower Minister Eli Louw.

"It is very difficult to revise and redraft labour legislation in isolation. We appreciate the opportunity to have had this interaction with the ILO," he said

Cosatu general secretary Jay Naidoo said the meeting "demonstrated how out of line with international standards SA legislation is".

In the past, he said, "we have constantly tried to talk to the government . . . it is important that the NMC and the government now accept they will have to consult with the labour movement.

"We are are not prepared to continue endless debate. We have to see this transformed into action," Naidoo said.

He said the Harare meeting was arranged before political reforms were announced by President F W de Klerk.

Cunningham Ngcukana, representing Nactu, said his organisation did not envisage a future democratic SA following the same path as many of its neighbours, where in some cases labour unions have been suppressed, workers' rights ignored and strikers detained

"Given the history of our trade union movement and the commitment of the liberation movement to independent trade unions and collective bargaining determined by the main players, I don't see any problems," he said.

British ILO official Sir John Wood, who chaired the meeting, described the Harare talks as exploratory.

No further meeting was scheduled at the present time, he said. — Sapa-AP.

LABOUR

W/Mail 1/3 - 7/3/91

Government green light for ILO probe

By DREW FORREST (155)

THE government has finally agreed to allow International Labour Organisation experts to visit South Africa to probe the Congress of South African Trade Unions' 1988 complaint about impending labour law changes

The Manpower Department announced this week that it had given the go-ahead for Cosatu's complaint to be referred to the ILO's Fact-finding and Conciliation Commission on Freedom of Association.

Whether a fact-finding mission visits South Africa will now depend on a decision of the United Nations' Economic and Social Council.

The invitation reflects government confidence that the recently passed Labour Relations Amendment Act addresses Cosatu's complaint, which centred on strike curbs and racial registration in the Labour Relations Act

Part of its broader push for international acceptance — South Africa was ousted from the ILO in the Sixties — it also reflects the state's wish for an ILO input into other planned labour law changes, particularly regarding farm and domestic workers.

In a letter to ILO director general M Hansenne, Manpower Minister Eli Louw stresses that last year's LRA accord between the government, employers and unions has now been translated into law

Days after the accord was clinched, Louw held talks with Hansenne at which Cosatu's complaint was raised

"I am of the opinion that this amending legislation addresses the matters raised by Cosatu," he says in his letter

He added that consent for the mission was given on the understanding that the government would have access to all documents, evidence and arguments submitted to it.

Reacting, Cosatu's Marcel Golding said it was important that the government recognised that South African labour law had to meet international standards.

"But a number of areas remain where South Africa does not comply with world standards— notably on strike rights," he said

Manpower Minster Eli Louw believes new Act addresses Cosatu complaints

Cosatu would have to assess the form and terms of reference of the commission, and when it should take place

Hansenne is known to have hit flak for meeting Louw last year, and government sources said the invitation would make it easier for him to offer South Africa the technical assistance it needed

SA's breakthrough at ILO

ALAN FINE

IN THE latest diplomatic breakthrough for government, Manpower Minister Eli Louw is to become the first SA Cabinet Minister to attend the annual International Labour Organisation meeting in Geneva since SA/ILO links were broken in 1964.

Louw is scheduled to leave on Saturday on a 10-day trip during which he will also visit Frankfurt.

Sources say Louw is hoping for a warmer welcome than he would otherwise expect because he is likely to arrive at the ILO with a fresh agreement between himself, Cosatu, Nactu and Saccola on critical amendments to labour legislation.

The Cabinet yesterday discussed the draft agreement reached between the parties last Friday and no significant obstacles were expected.

One source said, however, that developments in Cabinet would "determine the success" of Louw's European visit. Louw is scheduled to brief the media this morning on the Cabinet's decision on the deal.

Although Louw is not expected to address the ILO conference, it is understood he has an appointment with the organisation's director-general.

He is also scheduled to meet several ambassadors and industrialists

He is expected to hold up the hoped-for tripartite agreement as evidence of newfound international and local acceptability of the country's labour legislation

He plans, also, to address German industrialists in Frankfurt on the labour situation and related matters

The first signs of a breakthrough in international relations on the labour front occurred last May when representatives of unions, Saccola and the National Manpower Commission took part jointly in a seminar in Harare

B/Day 20/9/90

(155)

Pretoria approves visit by ILO team

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B/Day 26/2/91.

ALAN FINE

GOVERNMENT has approved a request from the International Labour Organisation (ILO) that it be invited to send a fact-finding mission to SA to investigate a complaint against the Labour Relations Act.

The complaint was originally submitted by Cosatu in 1988, and related to two sections of the Act alleged to contravene ILO conventions The invitation to the ILO was sent last Tuesday, just five days after Parliament passed the Labour Relations Amendment Bill which deletes the two offending sections of the Act.

After queries from Business Day, Manpower Minister Eli Louw yesterday released the contents of his invitation to ILO director-general M Hansenne. It would be the first ILO visit to SA since links were acrimoniously severed 27 years ago.

Louw said in a separate statement he believed "this step may improve international liaison on labour matters" and would allow SA to use the ILO's "vast reservoir of knowledge to enhance our labour system".

Because SA is not a member of the ILO, protocol required that the ILO request for a visit be approved by government

The timing of a mission — the ILO is expected to determine its response this week — means that if the terms of the complaint are strictly adhered to, the mission would now be likely to "clear" the Act of the two alleged contraventions

The clauses raised in the complaint included one which favoured racially segregated unions in the registration procedure, and parts of the unfair labour practice definition alleged to limit the right to strike

There appears to be support in government, union and employer circles for a broader investigation of labour law by an ILO team of experts

Cosatu's Marcel Golding said yesterday that Cosatu would re-evaluate "at the earliest opportunity" whether to proceed with the complaint.

However, he thought Cosatu would not be opposed to a less formal ILO mission mandated to investigate whether SA labour legislation now conformed as a whole to international standards.

It is understood employer groups would approve of an open international investigation of SA labour law, while government would be willing to put up with some criticism as a price for the diplomatic gains such a visit would bring.

Industrial relations sources believe SA law would fail the test as far as the exclusion of domestic, agricultural and public service employees from the provisions of the Act is concerned. However, it may measure up adequately in most other respects

and

FOCUS

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A look at workers' rights

Sowetan 30/5/88

ILO PUBLICATIONS A GUIDE TO RUNNING A TRADE UNION MEETING, AND WAGES A WORKER'S EDUCATIONAL MANUAL
Prices R1,50 and R8 95 respectively
Review by Mandla Seleoane

THIS booklet comes at a time when there is much talk about WORKER CONTROL by most trade unions in South Africa The only way in which workers can assume effective control of their organisations is by participating actively in meetings In order to do that, a knowledge of the rules of debate is crucial Nothing is more frustrating than being prevented from speaking in a meeting because this or that rule says you cannot say certain things I have no doubt that this booklet will assist workers in a real way

A rather important question is raised at the beginning of the booklet WHY HAVE RULES? The answer is telling BECAUSE WE ASSUME WE ARE DEALING WITH A DEMOCRATIC ORGANISATION DICTATORS HAVE NO USE FOR RULES

This statement is important because there is a growing number of people, inside and outside of trade unions, who are showing a distaste for rules Each time the question about adopting and following rules is raised they are quick to shout BUREAUCRACY! At face value they may seem to be occupied with a dislike for officialdom But after a much closer examination we soon discover that they are in fact asking for licence to do just as they please This booklet therefore will be a timely reminder that those of us who parade as agents of social change cannot at the same time be dictatorial In order to prevent ourselves from breeding little dictators in our ranks there is a need to adopt and respect certain rules

Unique

The booklet states that it is neither exhaustive nor final There is therefore much scope for its users to supplement it with other readings But this booklet is unique in that it is written in simple language This will help in removing the monopoly of skills from only the learned, as workers will be able to take control of their own future

Issues covered in the booklet are The Basis for a Good Meeting Introduction and Handling of Motions The Role of the Chairperson and the Secretary, How to Challenge the Chairperson The Quorum and Points of Order

The discussion relating to the rules of the Quorum is both interesting and illuminating It is true that unless these rules are observed vigilantly a minority might conspire to and in fact take the union for a ride But it is also true that members who do not like items on the agenda may play fast and loose with the union Nothing stops them from conspiring to stay away from a meeting in order to ensure that the meeting will not quorate, thereby blocking the decisions they do not like In order to ensure that this does not happen, a number of unions have it built into their constitutions that if the initial meeting does not quorate, it will be postponed to a fixed date If the second meeting also fails to quorate it will proceed as though it did in fact quorate Therefore those who might conspire to prevent decisions from being taken are taken care of in this manner which also ensures that decisions are taken democratically

It is undeniable that meeting procedure will vary from place to place It is regretful however, that the booklet has collapsed all points which can be raised in a meeting into the POINT OF ORDER There is general agreement that the Point of Order is a powerful point and can in fact interrupt a speaker mid-sentence Other points which can be raised in the meeting do not enjoy that sort of status This point is acknowledged in the booklet too " Closure may be moved at any time, except when a speaker has the floor "

Conflating all the points is unfortunate because it has the effect that people will take advantage of the power of the Point of Order in order to raise trifling matters and to interrupt speakers under unacceptable conditions This then, would increase confusion rather than minimise it This would be quite counter - productive, since the rules of debate are intended to minimise confusion

WORKERS stage a protest

WAGES A WORKERS' EDUCATION MANUAL

This book comes at a time when the government has announced wage freezes in the public sector In announcing the wage freezes the government not only asks the business community to follow suit it in fact threatens to compel obedience through legislation This book is important in that it shows us the sort of things that the government in any country should do in order to fight against inflation before resorting to coercion The book suggests further that wage freezes are not necessarily the best way of fighting inflation Put differently the book argues that RISING WAGES in fact have the potential to solve inflation and to create new job opportunities Therefore the government's arguments in this area are not all that can be said on the subject

But maybe the best way of starting a discussion of the book is to quote from it on page 26 "In their day-to-day operations trade unions work within the structure of the economy as it stands If they want to change the social system they organise campaigns with that object as a separate activity

Quite naturally therefore the book starts where workers and trade unions are for the time being It analyses problems facing workers in capitalist countries socialist countries as well as countries operating mixed economies

The issues it addresses are arranged as lessons which flow very easily and smoothly into one another It assumes nothing

The opening chapter traces the evolution of the WAGE SYSTEM This is important because an understanding of how a problem arose is crucial for the struggle to remedy it

BASES FOR FIXING WAGES is an extremely important lesson and comes about at a rather opportune moment Matters covered under this heading include A LIVING WAGE, NUTRITIVE NEEDS COMPARATIVE STUDIES RELATIVE WAGES LEAPFROGGING EQUAL PAY FOR WORK OF EQUAL VALUE THE CAPACITY OF THE INDUSTRY TO PAY etc

Some of the calculations made in order to arrive at a living wage are fairly involved Reading them I could not help remembering what Marx said to French socialists who tried to simplify his works so that workers could find them easy to follow THERE IS NO ROYAL ROAD TO SCIENCE, ONLY THOSE WHO ARE PREPARED TO TRAVEL THE STEEP ROAD OF STUDY WILL ACQUIRE IT

Political comment in this issue by Aggrey Klaaste and Joe Thloloe Sub-editing, headlines and posters by Sydney Matlhaku All of 61 Commando Road, Industria West, Johannesburg

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Cosatu protests to labour body

Cape Times 27/6/88

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GENEVA — South Africa's biggest trade union federation has complained to the International Labour Organization (ILO) that new legislation proposed by the government would favour all-white unions and limit workers' rights to strike

Planned government amendments to the Labour Relations Act would "make fundamental inroads into the freedom of association of trade unions", the Congress of South African Trade Unions (Cosatu) said in a letter to the ILO's Geneva headquarters

The ILO's 56-member Governing Body (executive board) discussed the complaint on Thursday and decided to refer it to the United Nations Economic and Social Council (Ecosoc) with a view to having it examined by a fact-finding commission, an ILO spokesman said on Friday

The 150-member ILO is a specialized agency of the UN that seeks to promote social justice and to improve workers' conditions around the world. — Sapa-Reuter

Recognition for labour's power

W/Mail 20/12/90 - 10/1/91

UNIONS

DREW FORREST

A YEAR ago it would have been unthinkable employers and black union chiefs making common cause before a standing committee of the South African parliament

The date is October 26, the occasion joint representations by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the employer body Saccola on planned amendments to the Labour Relations Act (LRA)

This "crowning accomplishment", as one employer described it, highlights the emergence of a new style of political unionism — a shift from the politics of opposition and protest to the exercise of real power in state structures

From the side of the government, it bodies forth a recognition that black worker organisations are now too powerful to be ignored Although the full flowering may only come in a post-apartheid South Africa, it heralds the dawn of a new tripartism between labour, capital and state on social policy

"We're beginning to see new union politics, combining strategic thinking towards the state with successful mass action," commented Wits sociology professor Eddie Webster "The institutional power of labour is being recognised, not only at the economic level but in politics and society"

The breakneck pace of developments has been largely driven by an internal logic — there is no evidence of a union masterplan But February 2 gave the process a decisive fillip

Barely a month after President FW de Klerk's speech to parliament, and after two years of gruelling talks, Cosatu, Nactu and Saccola clinched the "Saccola Accord", essentially rolling back the 1988 amendments to the LRA

The next step was to get the deal enacted, requiring engagement with the state With this in mind, the unions met Manpower Minister Eli Louw, and when the cabinet refused to enact the deal in June, held talks with De Klerk

His appointment of a three-cornered "working party" to break the impasse led in September to a second major breakthrough — the LRA "minute", which committed the government to enacting the heart of the Saccola agreement and the unions to the dropping of mass protests and participation in the National Manpower Commission (NMC)

The State of Emergency, with its detention of unionists and legislative attempts to clip the wings of the unions, seemed very far away

Cosatu's decision to engage with the NMC, an advisory body which works closely with the Manpower Department, is strategic, selective and highly conditional Demands for the inclusion of farmworkers in the LRA were held over as part of the "minute" compromise, and the unions want to influence NMC thinking on the issue They have also reserved the right to withdraw at any point, and to revert to mass action

But the move opens up new vistas of tripartite co-operation Restructuring of the NMC to give it more teeth and make it more representative — a Cosatu demand — could foreshadow a "National Labour Council", in which unions, employers and the government thrash out labour policy It also suggests a possible union role in other state structures, such as those dealing with training and unemployment insurance.

Much more is potentially at stake In employer, African National Congress and union circles there is growing interest in the idea of a "social contract", under which labour, capital and the state would jointly manage the economy.

The unions have already suggested that the Saccola forum should be broadened to deal with wider economic issues A restructured NMC could well serve as an arena for the striking of economy-wide compromises

There can be little doubt that sustained collective protest was critical in softening up employers and the state The first signs of a government rethink came barely nine months after the 1988 law, with the appointment of an expert NMC committee on the LRA.

By sanctioning negotiations and a collaborative approach, February 2 was of equal moment Said Saccola's Bobby Godsell "Before that date, I can't really imagine the September minute It confirmed that black workers would soon be enfranchised it was now in the interests of the Manpower Department and parliament to heed their views"

Adds Clive Thompson, labour law specialist and member of the NMC's labour law committee "Many Manpower Department officials already thought the law was not worth a candle February 2 gave them the green light to do a 'Wiehahn for the '90s'"

A third pressure point was South Africa's "outward policy" in the wake of De Klerk's *glasnost*, and specifically its strong desire to win over the International Labour Organisation (ILO), from which it was ousted in the Sixties

Bobby Godsell ... it is in parliament's interests to listen to labour now

In a startling diplomatic coup in May, signalling the emergence of a conditional ILO line on South Africa, NMC officials joined Saccola, Cosatu and Nactu at an ILO-sponsored workshop on labour law in Harare And in September, Louw was quick to follow up the LRA "minute" by seeking a personal audience with the ILO's Geneva-based director-general

Without Cosatu's endorsement, the Harare workshop could not have happened — in effect, the federation conceded some international credibility to the state and employers in its quest for acceptable law.

A similar tactical flexibility has been evident throughout the year Although the critical core of the union programme remains intact, both the Saccola agreement and the tripartite minute entailed significant compromise

"It's an extension of what the unions have been doing for the past decade — striking deals with employers and institutionalising their relationship," said Thompson "They're simply moving from the micro to the macro level."

Commentators agree that although state structures have assumed some legitimacy in union eyes — largely because the government finally saw that effective law-making must involve the major stakeholders — full co-determination is some way off

The current phase can be seen as one of embryonic pact-formation, and it is a process which is clearly at work at industry level, particularly in mining and engineering

This year's Metal Industrial Council agreement is significantly wider than a mere wage contract, covering such areas as training and job creation On the mines, industry-level talks on issues such as violence and race discrimination suggest a newfound employer acceptance of a broader union role

An intriguing article in the annual report of Andrew Levy and Associates detects important differences of emphasis in union thinking — broadly labelled "nationalist" and "workerist" — on the issue of a "social contract"

"Nationalists" are more resistant to significant short-term compromise, arguing that this can only happen under majority rule But political transition could bring a "relatively startling" change of heart "It is only a partial overstatement to suggest that they might be very fierce lions until majority rule, lambs after it," the article comments

"Workerists", by contrast, fear that a new government would undercut the unions by dictating economic policy "Far from waiting for a new government before they negotiate the beginnings of a social contract, they believe it imperative to have one in place before it is installed"

Whatever the timing of the process, the question remains will consensus at national and industry level filter down to the ground? Thompson points out that the past year has been marked by a surge of labour unrest, often unprocedural and coupled with violence

It was the year of the Saccola Accord, but also of the railway strike and the Mercedes Benz sit-in, the latter throwing into harsh relief the alienation of ordinary members from union leaders At the same time, the Saccola leaders are known to have struggled with mandates for the LRA accord

For the unions, Thompson foresees a twofold conflict on the one hand between constitutionalists and hardliners who still cling to revolutionary fantasies, and on the other between leaders and rank-and-file, "who have a different experience and have yet to taste the fruits of pact-formation"

The challenge of the Nineties is essentially the same on the labour and political terrains to what extent can organisations committed to peaceful solutions carry their constituencies?

Louw encouraged after exploratory ILO visit

B/Day 2/10/90 (155)

MATTHEW CURTIN

MANPOWER Minister Eli Louw yesterday described his reception by International Labour Organisation (ILO) director-general Michel Hansenne, various foreign politicians, bankers and diplomats at the organisation's annual conference in Geneva last week as positive.

Addressing a Press conference in Pretoria yesterday, Louw said his 10-day trip to Geneva and Frankfurt was exploratory

There was no discussion of SA's readmission to the ILO SA was a founder member of the ILO but was expelled from the organisation in 1964

Complaint

While no formal talks had been held between the ILO and government, these were likely to take place some time in the future, Louw said

He said Cosatu's complaint against government that race still played a role in the registration of trade unions was raised during his meeting with Hansenne

The matter would be taken further if necessary once new labour legislation was promulgated next year

Louw said he was convinced eradicating racial discrimation with the least delay and settling SA's future economic system were the priorities now facing government

"The world is anxious to know what economic system will prevail in SA before deciding to invest here," he said

He said the ILO welcomed the agreement on amendments to the Labour Relations Act finalised by his department, the National Manpower Commission, Cosatu, Nactu and Saccola representatives the week before he departed

Louw said his discussions with West German officials had convinced him a united Germany promised a more positive commercial relationship between SA and one of its major trading partners as the new country would need more imports and exports

He said he was particularly impressed with the economic awareness of German trade unionists.

Economic education on the shopfloor was vital for SA's labour relations future and Louw said he felt the lack of industrial unrest in Germany could be explained by the high level of economic education there

He said he found West German approval for the "steady, patient" approach Mercedes-Benz SA was taking to resolve the problems at its East London plant

Manpower Minister Eli Louw speaking to reporters after his return from the International Labour Organisation's annual conference. Picture ROBYN RYAN

Talks on workplace violence

B/Day 2/10/90 GERALD REILLY (151)

PRETORIA — The 250 000-strong Federation of Salaried Staff Associations of SA (Fedsal) is to ask Manpower Minister Eli Louw at a meeting today for a commission of inquiry into violence in the workplace

General secretary Piet Heymans said yesterday Fedsal would ask that Cosatu, Nactu and employer groupings like Saccola be involved Fedsal wanted a code of conduct for employers and employees to prevent violence.

Labour relations

A REPRESENTATIVE of the International Labour Organisation will speak at an Institute for Industrial Relations seminar in Johannesburg tomorrow.

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Miss Cornélie Hak of Amsterdam, Holland, is also the secretary for international affairs of the Verbond van Nederlandse Ondernemings (VNO), an employer organisation in Amsterdam

The seminar begins at 6pm at Sasbo House, 97-99 Simmonds Street, Corner Juta Street, Braamfontein

She is also a permanent delegate to the annual conference of the ILO which has its headquarters in Geneva

All interested in attending the semina are welcome, but should telephone Sue Schmit at (011) 339-3751/2 for reservations

Wage difference still exists in some workplaces

Star 25/4/88

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The moment of truth arrives on pay day . the illusion that women have achieved equality in the workplace is convincingly dispelled by the simple fact that male workers receive higher wages than females do

The extent of the gap varies considerably throughout the world and in 1986 was widest in the Republic of Korea, where women earned 51,5 percent less than men, followed by Cyprus, where the figure was 43,9 percent

During the same year, women workers fared best in Scandinavia with the wages of the female workforce in Sweden only 9,6 percent less than male workers, while in Denmark women earned 15,1 percent less than men and in Norway 16,2 percent less

These findings are drawn from data on wages in the manufacturing industries, published in the latest edition of the ILO's "Year Book of Labour Statistics".

The factors contributing to this inequality in wages are hard to pin down.

It may be that varying degrees of discrimination exist against women workers or that they occupy more of the jobs which, independent of sex, are the lowest paid

Seniority must also be taken into account as well as the duration of working hours, particularly overtime, part-time and night work

Further statistics show that women earned between 20 percent and 30 percent less than men in 1986 in France (20,5 percent), Hong Kong (22,1 percent), Finlan (22,6 percent), Greece (23,1 percent), Sri Lanka (24,5 percent), Belgium (25,9 percent), the Federal Republic of Germany (27,1 percent) and New Zealand (28,2 percent).

The gap was between 30 percent and 40 percent in Ireland (31,3 percent), Czechoslovakia and the United Kingdom (32,1 percent), Switzerland (32,6 percent) and the Netherlands Antilles (35,6 percent).

A comparison of 1977 and 1986 figures shows there was a more or less general improvement in women's wages during this decade.

Greek women experienced the greatest improvement, with the gap shrinking from 31,2 percent in 1977 to 23,1 percent in 1986, while in the Republic of Korea it went from 55,3 percent to 51,5 percent.

Johnston

Anti-apartheid meeting opens

HARARE — A five-day International Labour Organisation (ILO) conference on action against apartheid began in Harare yesterday. (155)

The conference is being attended by representatives of governments, employers and workers appointed by the ILO's governing body and by similar tripartite delegations from Frontline and other southern African states. Star 4/5/86

Seventeen other countries have sent observers, as have nine international organisations and three liberation movements.

Zimbabwe's Minister of Labour, Manpower Planning and Social Welfare, Mr John Nkomo, was elected chairman of the meeting.

Mr Nkomo warned delegates to avoid irrelevant issues in order to review and update a programme of action against apartheid.

"I hope we will be able to make efficient use of the time and make valuable contributions to help the victims of apartheid and promote meaningful change in South Africa and Namibia," he said.

The people of southern Africa, including those belonging to democratic organisations inside South Africa and Namibia, had suffered from the apartheid system but gained some solace from the fact that the whole international community now recognised the evils of the system, he said.

"We in southern Africa and the Frontline states and liberation movements of South Africa view the holding of this conference in this region as an expression of solidarity and a challenge to which we must respond positively." — Sapa.

Labour Update

Unity indaba proposals to be studied: Cosatu

Sowetan 5/5/88 (155)

By THEMBA MOLEFE

MR FRANK Meintjies . . . Cosatu will study unity talks proposals.

THE Congress of South African Trade Unions is to study a proposal aimed at bringing it and the National Council of Trade Unions together for unity talks.

Ghana-based labour federation, the Organisation of African Trade Union Unity (OATUU) has offered to host a meeting between the two South African rival federations to explore possibilities of unity between them.

Cosatu's information officer Mr Frank Meintjies said yesterday that the federation would study the proposal made by OATUU general secretary Mr Hassan Adebay Summonu on the eve of May Day in Harare.

Cosatu and Nactu shared a platform at the seminar hosted jointly by OATUU and the International Labour Organisation. The seminar was also attended by Namibian, Zimbabwean and Mozambican trade unionists.

Mr Summonu said after announcing the unity talks offer: "What I find most interesting is that both sides agreed that there is need for unity in the labour movement and are committed to that common goal. How the unity is to be achieved is a matter to be negotiated when the two parties come together to talk."

Mr Meintjies said Cosatu had always called for one union, one industry, and the federation is to discuss OATUU's proposals and how to implement decisions after they had received a full report from their delegates in Harare.

Speaking immediately after the seminar, Nactu president, Mr James Mndaweni, said Nactu appreciated the categorical assurance by OATUU that it would always assist in the struggle against apartheid.

NACTU's Mr James Mndaweni.

FOR BEST VALUE FOR MONEY

650 unionists murdered last year

155

GENEVA — Nearly 650 trade unionists were murdered and more than 10 times as many arrested last year during normal union activity around the world, the largest Western labour group said today.

Trade unionists in Latin America suffered the most brutal repression, and the situation in Africa caused concern, the International Confederation of Free Trade Unions (ICFTU) said in an annual survey of violations of trade union rights

The report, which cited 79 countries, said the number of deaths was nearly double the figure of 350 reported in the previous year's survey

DISHEARTENING

ICFTU general-secretary Mr John Vanderveken said the increase was very disheartening

The Brussels-based ICFTU, which links 142 national trade union organisations in 97 countries, released the report in Geneva where a delegation headed by Mr Vanderveken is attending the annual conference of the International Labour Organisation (ILO).

In South Africa, the report said, there was total denial of fundamental human rights, and the independent black trade union movement was a particular target for repression. — Sapa

A book for trade union officials

TITLE: An ABC for Public Relations Officers in Trade Unions
AUTHOR CN Fernau for the International Labour Organisation (ILO)
PUBLISHERS: Skotaville
REVIEWER: Len Maseko

Sowetan 27/7/89

THIS ILO booklet is a simple instructional aid aimed at those involved in workers' education and public relations officers in the labour movement. 155

It deals with a series of basic tools for a PR practitioner in an union environment, from how to start a union journal to organising Press conferences

The public relations (PR) function is generally defined as "the deliberate, planned and sustained effort to establish and maintain mutual understanding between an organisation and its public"

PR can be instrumental in raising the union's strength through increasing the number of informed membership.

With increased strength, the union is able to improve its services and thus attract new members.

Writing in the preface of the manual, author CN Fernau says: "Public thinking and behaviour are a delicate thing to deal with. They are like a fertile piece of land on which anything planted will grow to sometimes uncontrollable heights. Any misunderstanding planted in people's minds may become a misconception.

"Public relations - regular communication with people who think and act on the basis of information which they receive - is designed to help create a climate of understanding and sympathy, to determine the desirable public image for an organisation," he says.

What skills should a PR officer have?

He should speak freely in public; adapt quickly to changing situations; be able to write clearly and concisely; and have a pleasant personality.

A PRO's primary objective is to persuade, that is, to create public awareness about events, policies or actions of the unions.

Although the book does not focus on how a press officer should adapt to different situations or exactly what he should do in a particular context, it stresses however that a well-trained PR official should avoid indoctrinating rather than persuading his target group or "using too many different means at a time to transmit his message."

This booklet should serve as a valuable launching pad to those still warming to basic public relations, especially to rank-and-file union members who themselves have a task to project the image of their union

Backing for threatened union leader

Star 4/7/89

FOREIGN NEWS SERVICE

155

GENEVA — The International Metalworkers' Federation has pledged its "full support and encouragement" to Mr John Gomomo, co-ordinator of the SA Volkswagen Stewards' Council, who is reported to have received death threats from so-called "Wit Wolwe" terrorist group

The federation's general-secretary Marcello Malentacchi expressed "anger and outrage" yesterday at what he called a "crude and cowardly attempt at intimidation of a fine, committed and conscientious trade unionist"

He called on the South African police and authorities to protect Mr Gomomo and his family and allow him to continue his work

The Metalworkers' Federation co-ordinates the activities of metalworking unions in 70 countries and has 13 million members

STUDY PREDICTS 53% ANNUAL AIR PASSENGER RISE

B/Day 17/7/89 155

Own Correspondent

LONDON — Annual air passenger growth of about 53% is forecast until the end of the century in a study by the Geneva-based International Labour Organisation (ILO)

The study also forecasts an overall increase of as much as 57% in the world's fleet of civilian jet aircraft

The pattern of expansion will not be uniform worldwide. Asian and Trans-Pacific traffic is expected to climb to 7% annually, whereas the average annual increase will be less than 5% for European, US and North Atlantic routes, the ILO study says

World Airline Passenger Traffic rose an average 71% a year between 1970 and 1986 in spite of recession and oil-price fluctuations

On the plus side, the ILO study singles out steadier growth, greater efficiency and cheaper fares. But it warns that growing competition and new technology may lead to cost-saving cuts and labour and wage reductions

The study notes that several European countries are planning to introduce limited deregulation to increase their competitive edge.

The study highlights important new factors affecting air transport conditions.

The growth of Asian-connected traffic will entail an increase in non-stop, long-haul flights and could lead to longer hours of work for flight personnel

Secondly, the growth of computerised reservation systems (CRS) is leading airlines, through competing against each other, to form groupings for the use of a single CRS fighting for a slice of the market The study says this process will fuel the battle between low-cost Far Eastern companies and the more costly US and European airlines

Thirdly, extensive computerisation and automation will lead to staff cuts.

S/Times 3/9/89

Working week trimmed

(155)

MANY Western industrialised countries have made large advances in reducing working time, says the International Labour Office (ILO) information sheet.

The metal trades tend to be in the vanguard

"The schedule for the engineering industry in the Federal Republic of Germany is 37 hours Dutch metalworkers put in 38 hours a week

"In Finland the week for the metalwork and engineering industries is 37,6 hours, which will drop to 36,4 hours in 1990"

Non-manual workers have often been successful in reducing their weeks Belgian banking, finance and insurance employees work 35 hours a week or less In the United Kingdom, non-manual workers average 37 collectively agreed hours with 39 for manual workers

A survey by Andrew Levy & Associates shows that 45,5% of employees in South Africa work between 44 and 45 hours a week, and 79,7% put in a 44-hour week or more

A mere 3,2% work 40 hours or less

The survey says union demands for a 40-hour week remain consistently on the negotiating agenda in SA However, participants in the Andrew Levy wage settlement survey indicate a strong managerial resistance to the demands

"In every case where a reduction of hours has been agreed on, this has been offset by a reduction in pay. In most cases where fewer working hours are agreed on, this is to bring one group of employees in line with another"

The ILO says another development in the international arena is to close the gap between blue-collar and white-collar workers It says an agreement in Norway pared hours to 37,5 a week for all workers

"The tendency is to abolish the differences, as in Denmark where both public and private sectors will have a 37-hour week by 1991

"In contrast, legislation is lagging behind these developments and the 40-hour week is still not a statutory requirement for a large number of workers A wide gulf has developed between law and practice"

Skirts taking over

155

S/Times 29/10/89

MORE than a billion women will be in the economically active population by the turn of the century.

An International Labour Organisation (ILO) statistical analysis shows that this represents a third of the world's female population A total of 700-million of these women will be found in developing countries

The projections are based on an assumed continuation of a trend identified in the 1950s In the global workforce at that time, 263-million of working women were in developing countries and 148-million in industrialised nations

Agriculture will lose many of the women it employed in the 1950s

The study predicts that women will move into industry and services, especially in industrialised countries.

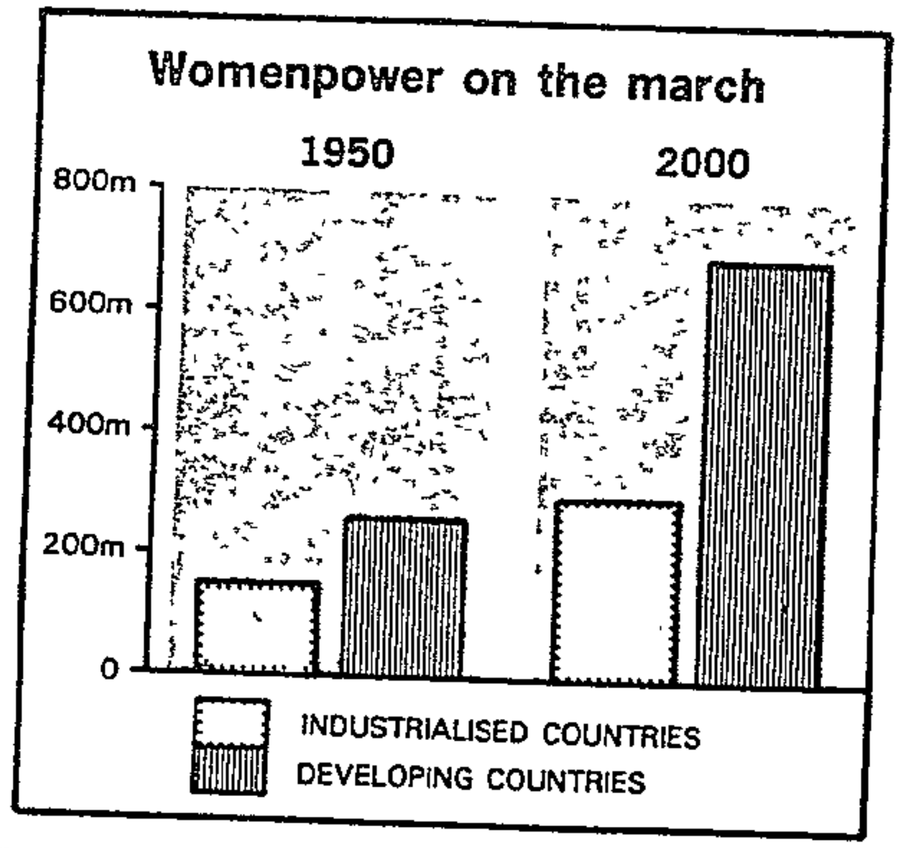
Figures in the study show increasing disparities between developing and developed nations in connection with equality between men and women in employment opportunities

"A telling example can be found when comparing women's overall share in the economically active population during the half-century between 1950 and 2000

"That share in industrialised countries was 37% in 1950 and is projected to climb to 41% by 2000 For women in developing countries the figure was and is expected to stay at 34% — demonstrating almost no progress during the 50-year period"

Another area in which Third World women are losing out is in the number of years in which they can expect to be gainfully employed, says the study

The time span has fallen steadily since 1950 when they could look forward to a working life of 27 years Expectations for the year 2000 show only 23 economically active years.



WORKFORCE

Females will be out in force by the year 2000

Star 5/10/89

155

GENEVA — An International Labor Organisation study forecast this week that more than a billion women will be economically active by the year 2000, with a growing majority taking jobs in services and industry.

The 127-page study estimated that in the Third World, the female share of the economically active population was expected to remain at 34 percent at the dawn of the next century, unchanged since 1950.

In Black Africa, the share may even decline from 42 to 37 percent if present trends continue, it said.

This compares with a projected rise in the women's share in the industrialised countries' work force from 37 to 41 percent during the five decades.

In the industrialised countries only 8 percent were still expected to do farm work in 2000, compared with 47 percent in 1950.

SAPA-AP

AFRICANS IN A BID TO UNITE COSATU, NACTU

Sowetan 2/5/88

155

Mr ROBERT Mugabe

By SAM MABE
reporting from Harare

A GIANT African labour federation based in Ghana, the Organisation of African Trade Union Unity have offered to host a meeting between South Africa's rival federations, the National Council of Trade Unions and the Congress of South African Trade Unions to explore possibilities of unity between them.

Announcing the unity talks offer which was immediately accepted by the two federations in Harare, Zimbabwe, at the weekend, Oatuu general secretary, Mr Hassan Adebay Sunmonu, said his federation would also be willing to host unity talks between the Pan Africanist Congress and the African National Congress

The offer was made during an historic meeting on the eve of May Day at which Nactu and Cosatu shared the platform for the first time at a two-day labour seminar in Harare

The seminar, hosted jointly by Oatuu and the International Labour Organisation (ILO) and attended by Namibian, Zimbabwean and Mozambican trade unions, was to prepare for a three-day tripartite ILO conference on action against apartheid which is to be opened on Tuesday by Zimbabwean President, Mr Robert Mugabe,

Shortly after Mr Sunmonu's unity talks offer, the two federations also started talking and their representative gave an account of their differences and of events leading to the formation of the two federations when the initial intent was to form one

Mr Saomunu said "What I find most interesting is that both sides agreed that there is need for unity in the labour movement and are committed to that common goal How the unity is to be achieved is a matter to be negotiated when the two parties come togother to talk

"We can only hope that unnecessary division could be mended because it sometimes poses difficulties for us when we have to deal with divided groups from South Africa"

Assurance

Speaking immediately after the seminar, Nactu's president, Mr James Mndaweni, said Nactu appreciated the categorical assurance given by assistant director general for Africa, that the organisation would always act to assist in the struggle against apartheid by ensuring that all trade union organisations are treated equally and in a non-sectarian fashion and that no organisation will have veto rights on its activities

Mr Mndaweni, who led a five-man delegation to the seminar, said the Harare meeting was significant, in that it gave Nactu an opportunity to correct a number of historical distortions of the labour and political situation in South Africa.

Campaign

He also said Nactu was going to use every available opportunity to counter the disinformation campaign that has been launched internationally about Nactu, and on political tendencies within the labour movement

The Cosatu delegation was led by Miss Thulisile Madonsela Comment could not be obtained from the Cosatu delegation about the unity talks

African refugees 'make up half of the world figures'

— One out of every five African migrants is a refugee and one refugee out of every two in the world is African, a supplement of the December edition of the International Labour Office (ILO) Information said

This was a result of violence and want that were increasingly altering the face of migration within the African Continent, the supplement said.

For the most part, migration in sub-Saharan Africa was no longer a matter of individual choice but was driven by fear of the armed conflicts and by the spectre of hunger that hovers over an increasing number by periodically drought-sticken countries.

This was one of the findings of a new ILO study — Sergio Ricca: International migration in Africa — that presented a comprehensive picture of past and present migration in Africa.

Africa is torn between ideology and reality. The ideal is unity, fraternity and sharing. This is reflected in the 17 intergovernmental groups that had been formed in recent times.

But the day-to-day reality is reflected in the mass expulsions of migrants by these countries In the last two decades some five million people had been forced to leave their new-found homes.

"Indeed, it is something of a paradox that a continent which claims attachment to such generous values as common endeavour for development should accept the precariousness and suffering that accompany the migration of its people," the study said.

About 35 million Africans live outside their own country — 10 percent of the population of sub-Saharan Africa.

Perhaps the most typically African migration was border migration, where hundreds of thousands of people cross international borders every day without going through any formalities.

"These crossborder movements are simply natural movements of people belonging to the same ethnic groups," the study explained. — Sapa.

 FM 2/3/90

Sweet and sour

Businessmen hoping that political glasnost might translate into a more relaxed industrial relations climate were warned to think again at last week's *Juta* labour law seminar in Cape Town UCT's Clive Thompson warned of "new levels of volatility" in the pre-negotiation phase and predicted that 1990 would be an exceptionally difficult one in labour relations

But short-term difficulties are balanced by some reasons for optimism. Thompson hinted that the International Labour Organisation was looking to play a role in SA. Locally, he highlighted two factors: on the capital and labour front, the prospect that negotiated solutions may yet emerge from employer-union talks; and from government, a more sensitive approach under President F W de Klerk and Manpower Minister Eli Louw.

Thompson said the experience of the 1988 amendments showed it was crucial that a new labour statute — which is in early preparation — should carry all the major actors with it, including small business. It should also be clear and simple; supportive of collective bargaining as the best way of handling industrial relations, and consistent with world standards

He singled out nine major issues which the Manpower Commission would have to address in preparing a new statute·

☐ A final deracialisation of the statute;

☐ Abolition of the system of registration — "more Pretoria bureaucracy" — to be replaced by a simpler procedure,

☐ An introduction of a generalised duty-to-bargain with recognised unions (not a rigid rule, but merely direction on what is probably the situation at common law anyway),

☐ The statute must be "encompassing" — it should cover domestic, agricultural and State employees;

☐ A move away from the "unfair labour practice" system to one based more on

FM 2/3/90 155

rights This would be essentially a style change that would see employers and employees "asserting a positive rather than proving a negative,"

☐ An effort to incorporate private processes — for instance, certain West German companies have arrangements with Numsa which fall outside the Act,

☐ Strikes should be decriminalised. This would be a "modernisation and civilisation" of labour law,

☐ Society shouldn't have to bear the costs of some disputes. The right to strike should be limited to economic issues, and

☐ The Industrial Council system would need to be restructured

Earlier in the seminar two interesting improvements were suggested to the way dismissals are handled

Thompson addressed the concern that procedural issues are too dominant a factor in dismissals He suggested that pre-disciplinary hearings should be abolished. He noted that they once served an important function, curbing management's peremptory instincts, but that phase has now passed and they are "a financial burden to everybody"

Thompson conceded that the unions would need to be persuaded what they stood to gain from sacrificing two bites at the cherry The scheme could be implemented only where there is consensus and mutual trust

The other suggestion came from Wits professor Halton Cheadle He suggests that in cases where the risk of intimidation means secret witnesses have to be used — a device open to abuse — or where neither party wants to lead evidence, a preferable solution would be that both parties agree to appoint an inquisitor whose task is to find out the truth. The parties would agree to abide by whatever finding the inquisitor made No lawyers would be involved ■

SA on verge of ILO breakthrough

Sunday Times Reporter

A MEETING in Harare next week could be the first step towards South Africa's readmission to the International Labour Organisation

The meeting will be attended by senior representatives of the Government, employer bodies and the trade unions International experts of the ILO will also be present

The conference will be chaired by a member of the ILO's Committee of Experts, Sir John Wood

South Africa was expelled from the ILO in 1966

Labour experts describe next week's Harare meeting as "a dramatic breakthrough"

The meeting has been organised by the Equality of Rights Branch of the ILO following representations made by the Congress of SA Trades Unions (Cosatu)

Mr Clive Thompson, director of the Labour Law Unit at the University of Cape Town and a co-ordinator of the event, said the meeting would begin in Harare on Monday and end on Thursday

The talks are historic in that representatives of the South African Government will have official contact with the ILO after a lapse of 24 years It will also be the first time that the ILO has engaged other SA parties at this level.

It will also be the first time that representatives of the Government, organised labour and industry have met together in a joint forum at the same time

The meeting comes hard on the heels of the signing last week of an agreement between organised industry and labour, Saccola (the SA Co-ordinating Committee on Labour Affairs) and Cosatu/Nactu respectively, on interim changes to the Labour Relations Act, which may become law during the next parliamentary session S/Times 13/5/90

The task of the Harare workshop will be to co-ordinate National Manpower Commission proposals, released in April, on a broad consolidation of the LRA with the recent Saccola/labour agreement

SA labour legislation will be examined against the benchmark of ILO conventions and recommendations.

Mr Thompson said the workshop would attempt to establish a basic consensus among the principle parties involved in industrial relations "to secure an equitable framework of labour legislation under a future democratic dispensation".

The meeting will be attended by members of the National Manpower Commission, the Department of Manpower, Saccola, Cosatu, Nactu, the ANC and Nafcoc International experts from the ILO will also be present

SA delegates meet ILO at Harare talks

(155)

MICHAEL HARTNACK

HARARE — In the first meeting of its kind, representatives of the International Labour Organisation (ILO) yesterday sat down here with SA government officials and Cosatu and Nactu delegations, to discuss labour laws for a post-apartheid society. B/Day 15/5/90

The senior official in charge of the ILO's Equality of Rights branch in Geneva, Neville Rubin, said SA's National Manpower Commission (NMC) chairman Frans Barker had been invited to the meeting at Cosatu's instigation.

In an interview, Rubin stressed that the meeting was not discussing the readmission of SA to the ILO, from which it was expelled 20 years ago, but the future of the Labour Relations Act (LRA)

He said the LRA was not up to ILO standards in areas such as discrimination and freedom of association.

Cosatu secretary general Jay Naidoo is leading an eight-member delegation, as is Nactu's Cunningham Ngcukane.

Yesterday's discussions were held in closed session at the Sheraton Hotel under the chairmanship of a British expert on

☐ To Page 2

Harare talks

B/Day 15/5/90

] From Page 1

industrial law and shop floor relations, Sir John Wood of the University of Sheffield.

Also attending is the UCT's labour law unit director Clive Thomson

Anti-apartheid activists in Europe reportedly censured the convening of the three-day meeting, believing it violated the policy to isolate Pretoria.

SA's trade unionists, however, are understood to want agreement on the LRA before they are overtaken by constitutional developments

GERALD REILLY reports from Pretoria that Barker said yesterday the Harare meeting would have no decision-making compentency and the NMC delegation would not take part in any recommendations flowing from it

He said that contrary to previous reports, the Manpower Department was not invited, although members of the NMC's technical committee on the LRA had accepted an invitation to go

Barker stressed that committee members were only attending to obtain inputs from the ILO and others present.

ILO eases ban on night work by women

155

B/Day 28/6/90

GENEVA — The 150-nation International Labour Organisation ended its annual conference yesterday after relaxing a ban on night work by women in industry and adopting new standards on the handling of dangerous chemicals.

More than 2 000 delegates also approved guidelines to improve labour conditions in the rapidly expanding hotel and restaurant sector

The move to allow night work for women in all sectors called for measures to safeguard the health and welfare of night workers, including special protective measures for pregnant women and young mothers

As compensation for night shifts it calls for higher wages or for reduced hours without loss of pay

The meeting was attended by government, employer and trade union delegates and member countries have to report back to the ILO on how they are carrying out the provisions of conventions they have ratified An ILO statement said the conference singled out Colombia for "major discrepancies between its law and practice", relating to freedom of association and the right to organise in trade unions — Sapa-AP.

Summit to focus on hazards of journalism

155

Sowetan 10/12/90

THE first study of journalists' working conditions will be presented at a summit to be held in Geneva next month

The "Conditions of Employment and Work of Journalists" study was undertaken by the International Labour Office, conveners of the November summit which will involve governments, employers and working journalists

The report defines a journalist as one who is often vilified, although sometimes admired; "one who can influence government policies, mobilise public opinion, expose injustice and act, in many ways, as the watchdog of public morality and, of course, fair play".

With the latter roles in mind, professional journalists face many hazards in their work For instance, notes the ILO report, the registration of journalists exists in several countries.

In 1980 a Mr Stephen Schmidt of Costa Rica was sentenced to three months' imprisonment for practicing as a journalist His sin was putting pen to paper without being "legally" registered with the Costa Rican College of Journalism

In Italy one can hardly be called a journalist, or work in the profession, unless that person is registered as a member of the Ordine dei Giornalisti, a professional association of journalists This, in spite of Italy's 1974 Constitution which proclaims that everyone has the right to express thoughts "in words, in writing and by any other means of dissemination"

The registration of journalists, particularly in Latin America, has recently been the subject of endless legal battles - *Sapa*

Eli Louw meets ILO chief

B/Day 25/9/90

PRETORIA — A meeting between Manpower Minister Eli Louw and the International Labour Organisation's director-general Michel Hansenne in Geneva yesterday was described by both parties as a "historic occasion" and further contact was not excluded. (155)

Louw was well received and discussions took place in a friendly and relaxed atmosphere, according to a statement issued by the Ministry of Manpower

Louw informed Hansenne of developments in certain local manpower issues, the statement said

Proposed amendments to existing labour legislation would bring SA labour practices more in line with internationally accepted standards, according to Louw.

After the meeting, the SA delegation and ILO officials discussed "technical matters", the department's statement added.

Louw left SA for Geneva on Saturday, for a one-week tour of Switzerland and West Germany

He is to spend most of this week in Germany, where he will meet his counterpart there, manpower minister Norbert Blum

Louw will return to SA on Saturday. — Sapa

ILO 'positive' about changes

Cape Times 2/10/90

PRETORIA — The International Labour Organisation (ILO) was positive about the changes in South Africa, Minister of Manpower Mr Eli Louw said yesterday following a week-long visit to the ILO in Geneva

Speaking at a press conference here, Mr Louw said the ILO positively viewed the proposed amendments to SA's labour legislation, to be raised in the coming parliamentary session.

He said the complaints laid with the ILO against the SA government by the Congress of SA Trade Unions (Cosatu) were also raised in a meeting between himself and Mr M Hansenne, the director-general of the ILO.

"We will see to what extent the grounds for the complaints are being addressed by legislation we intend next year, at which stage we will take the matter further," said Mr Louw

He said the organisation was eager to offer assistance "There is a willingness to help. Future contact will be maintained which bodes well for the future"

He said there was also an understanding of the challenges SA faced This understanding was created by the release of ANC deputy president Mr Nelson Mandela, the unbanning of political organisations and the leadership of State President F W de Klerk.

He said the proposed amendments to the labour legislation proved SA was "moving in the right direction" However, certain elements had not yet been addressed

SA's labour practices 'will move forward'

Argus 2/10/90

By SHARON SOROUR
Labour Reporter and Sapa

SOUTH Africa will create a system where labour practises are more in accordance with internationally accepted standards, says Manpower minister Mr Eli Louw.

After a week-long visit to the International Labour Organisation (ILO) in Geneva, Mr Louw said certain elements still had to be addressed the plight of domestic workers, farm workers and public sector employees.

However, proposed amendments to South Africa's labour legislation had been seen in a positive light by the ILO.

At a Press conference in Pretoria he said there was an understanding about the challenges the country faced, which had been created by the release of African National Congress deputy president Mr Nelson Mandela, the leadership of President De Klerk and the unbanning of political organisations.

The proposed legislation amendments, which will be raised in the forthcoming parliamentary session, proved that South Africa "was moving in the right direction".

On the domestic work, farm work and public sector front he said "The Manpower Commission is working on two of these issues ... It is negotiating with the representative parties in the field."

Complaints laid with the ILO against the government by the giant trade union federation Cosatu were raised in a meeting between Mr Louw and the director-general of the ILO, Mr M Hansenne

These included the consideration of race in the registration of trade unions

Mr Louw emphasised this had been addressed in the proposed amendments.

Louw invites the ILO

(155)

Sowetan 28/2/91.

THE Government extended an invitation this week to the International Labour Organisation (ILO) to visit South Africa.

The invitation follows the visit to the ILO in Geneva, Switzerland by the Minister of Manpower, Mr Eli Louw last year and the acceptance of the Labour Relations Amendment Act by Parliament earlier this month.

A communique from the Minister said that this step could "improve international liaison on labour matters.

"The ILO is a body, consisting of government, employer and employee

By ISMAIL LAGARDIEN
Political Correspondent

representatives with an equal vote

"In the ILO there is a vast reservoir of knowledge and expertise on labour matters, which could be utilised in our endeavours to enhance our own labour system," the communique said.

During the meeting in Switzerland last year, the ILO discussed with Louw a complaint made by Cosatu about Government's preference and support to racially constituted unions at the expense of non-racial ones.

Cosatu also said in its memorandum that there was in South Africa, an "abridgement" of the right to strike, he said

In his letter to the ILO, Louw said. "The consent is given (for the ILO visit to SA) with the understanding that the South African Government shall have full access to all information, documents, other evidence of arguments submitted to the Fact Finding Conciliation Commission (on Freedom of Association of the ILO) in order to respond thereto and in fact be given a fair opportunity to respond."

Louw told the ILO that the Government fully identified with the aims of the convention of freedom of association.

Leadership programme for the underprivileged

Star 2/4/91.

Staff Reporter (154) (298)

The We Care Trust Fund — which organises interactions between children of all races — has started a Postcare programme to develop leadership potential of underprivileged children

The Travelbags organisation, which is made up of people connected with the travel industry, announced last week it had started a tertiary education fund for a child from the programme

Children who have shown leadership potential on educational tours organised by We Care have been selected to take part in the Postcare programme

— The aim is to allow children to develop a better understanding of themselves and their environment, and to help other people in their community more effectively

At the end of the three-year programme, one child will be selected from each of the seven regions These children will be interviewed by a national selection committee, and one will be nominated for the Travelbags Trust Fund scholarship

A further boost for the non-profit organisation last week was the announcement by SAA that We Care had been adopted as one of its social responsibility programmes

We Care relies on donations from business to run their bridging programmes

Started in 1987, the organisation now takes between 800 and 1 000 children, mostly disadvantaged, on educational weekend tours in South Africa

It allows children to interact in a non-discriminatory environment, encouraging better awareness and understanding of each other

How many holidays do we need?

W/Mail 3/5 - 9/5/91

Pressure is mounting in parts of the world for a revision of public holiday systems Opponents claim these have become more of a nuisance than a benefit, reports

NICHOLAS COLE

ALL the world loves a public holiday, but at least two nations embrace them so enthusiastically that calls are growing for the number to be reduced. In Australia politicians and employers say these holidays hit productivity and are adding to the bad effects of recession.

Demands for reduction in public holidays are also being heard in Britain, which has about the same number as Australia, including the unique bank holidays. These were statutorily instituted 120 years ago after the Bank of England led a general move towards brighter working lives.

Debate in Britain is less sharply-focused but nonetheless vociferous The bank holiday system "has ceased to be a necessity and become a nuisance", columnist Paul Johnson wrote recently

He reckons "most British workers would prefer to do without statutory holidays — except at Christmas and New Year — and instead have the days credited to their regular holidays"

As people like a "spread" of leisure time, this is highly arguable But if it is what Brits want — and Johnson suggests a voters' referendum to decide the issue — then it would contradict the global trend to more rather than fewer holidays

Nowhere is this trend more evident today than in the post-perestroika Soviet Union, where citizens of several republics, including Russia itself, are demanding Easter be re-introduced to the basic list of seven public holidays a year

Although the United States is more work-minded, it is not averse to supplementing its network of federal legal public holidays, which now extends to 11 days annually and incorporates Martin Luther King Day.

Other important holidays, which individual states have the right to ignore, are Independence Day and Thanksgiving (fourth Thursday in November), when the Pilgrim Fathers' first harvest is recalled in family gatherings and turkey dinners It is cherished as the least commercialised public holiday

Contrary to standard practice in most other Christian countries, neither December 26 nor Easter Monday count as official days off

China is likewise frugal with its public holidays There are just four, including May Day and National Day, marking the proclamation of the Communist People's Republic

By contrast, Japan, with 14 public holidays a year, appears almost profligate in the matter of time off granted for political, religious or social reasons — until one remembers that people take only two weeks' annual summer holiday, one-third to a half below the average in other industrialised countries

Major public holidays celebrate everything from the coming of spring and Constitution Memorial Day to Children's Day and the Emperor's birthday While May 1 is not an official holiday, many firms close for the day.

In Middle East countries the most significant holiday is the four-day one that customarily follows Ramadan, the month of fasting by day The same applies in parts of North Africa, but most countries within the continent copy Western holiday patterns

India observes 12 public holidays a year, mainly comprising Buddhist, Hindu, Muslim and Sikh festivals

Having a secular outlook, Indian people also happily down tools over Christmas and Easter, and they never neglect Independence Day, or Gandhi's anniversary or Republic Day

In the European Community, Portugal enjoys the highest number of public holidays — 14 — yet its business and professional people count among the most conscientious anywhere Many are still in their offices at midnight.

Joint second with 13 public holidays each are Spain and Germany Then come Greece (12) and Denmark (11), singularly including two "afternoon" holidays annually, and hard-working France (also 11).

Belgium awards itself 10 public holidays annually, Italy nine days. Holland, another nation of near-workaholics, is content with seven public holidays

The Dutch would probably resist pressure to raise the total as vigorously as more diligent Australians are trying to reduce theirs — Gemini News

Plea to unions around the world

Sowetan 14/6/91 155

THE Brussels-based International Confederation of Free Trade Unions has urged union movements throughout the world to ensure that each day becomes environment day

Speaking on the United Nations-designated World Environment Day, ICFTU general secretary Mr John Vanderveken said environmental protection could only be achieved with the full participation of workers and trade unions as equal partners with governments and industry

The ICFTU official, in a statement to *Sowetan* said "The Gulf war showed the environmental consequences of naked military aggression by another dictatorship in the Middle East

"It is no mere coincidence that the countries with least respect for human and trade union rights are overwhelmingly the ones with least concern for the environment," he said

Vanderveken said trade unions in the frontline and the battle to protect the environment had to be fought all hours throughtout the year - *Sowetan Reporter*

International unions condemn trial of Cosatu/Numsa leaders

(155) ARG 26/6/91

By SHARON SOROUR, Labour Reporter

INTERNATIONAL trade unionists have "strongly condemned" the trial in Johannesburg of senior leaders of Cosatu and the National Union of Metalworkers of S A (Numsa).

Members of 11 overseas unions, who have attended Numsa's annual congress in South Africa, said the accused had their full support

Cosatu general secretary Mr Jay Naidoo, assistant general secretary Mr Sydney Mafumadi, staffer Mr Baba Schalk and Numsa general secretary Mr Moses Mayekiso face charges in the regional court of kidnapping and assaulting a security policeman, Mr Monge Maleka

The international unionists said they intended asking their governments to "make strong representation to President De Klerk to immediately withdraw all politically motivated attacks on the trade union movement".

South Africa's trade union movement, particularly Cosatu, was subjected to "repeated and continuing violence, detentions and political attacks"

"It is our opinion, and we believe it is the opinion of the international trade union movement, that the accused are leaders in developing and struggling for democracy and peace in this country where repression and violence are still a day-to-day occurrence," the statement said.

The unionists also condemned the shooting of Numsa leader Mr Sam Nyawo in Northern Natal in May and said there appeared to be a campaign of intimidation and violence against trade union members in the area.

Unions lead battle for democracy

W/Mail 28/6-4/7/91 (155)

A newly published report throws harsh light on the widespread abuse of trade union rights in black Africa — but also underscores labour's vital role in the continent's fledgling democracy movement.

DREW FORREST reports

"THE shadow cast by apartheid has for too long obscured the international community's perception of the extent of rights abuses in the rest of the African continent."

So comments John Vanderveken, general secretary of the 100-million-member International Confederation of Free Trade Unions, in the preface to the ICFTU's 1991 survey of trade union rights violations.

Life is far from easy for South African unionists But the report brings home that their plight is in many respects more bearable than that of African counterparts at the hands of African governments.

A vital lesson of the report for the "new South Africa" is the inseparable tie between political democracy and free unionism Because of their professional interest in social justice, and the fact that they wield independent collective power, trade unions are invariably brought to heel by despotic regimes.

The ICFTU highlights the growing rebellion in Africa against state domination of the labour movement, and the spearhead role newly assertive unions are playing in the battle for multiparty democracy

By comparison with South America, which the ICFTU identified as the world's most dangerous region for unionists, Africa's record is not too bad. One can only marvel at the tenacity of labour activists in Colombia. 138 were assassinated last year, often by death squads hired by drug barons and landowners

In Africa, the ICFTU says, a key form of labour repression is the severe restriction or outright prohibition of strikes General strike bans are in force in Angola, Equatorial Guinea, Liberia, Libya, Somalia and Sudan, while labyrinthine conciliation procedures in countries like Ivory Coast virtually rule out lawful strike action.

Eight officials of the Nigerian power union NEPU were freed this year after receiving life sentences for their role in a 1988 strike

Bargaining rights are also subject to widespread violation, through demands that agreements meet government-set standards. In Zambia, the pending Salaries and Conditions of Service Commission Act requires state approval of agreements in the public and parastatal sectors

Numerous African countries restrict international affiliation — in Nigeria, for example, only one union centre is permitted, and this may join international bodies only with the fiat of the military junta. Similar clamps apply in Swaziland, to ensure unions "do not join undesirable organisations"

In Botswana, often styled "Africa's Switzerland", legislation prohibits elected officials from working full time for unions

The African country with the worst labour record is Sudan, whose military regime dissolved all unions, confiscated their assets, banned strikes and detained and dismissed many unionists after seizing power in 1989

The ICFTU estimates that up to 300 Sudanese unionists were in detention at the end of last year, many subject to torture and mistreatment in the notorious Shala prison. A member of the Sudan Doctors' Union, Dr Ali Fadul, was tortured to death last April, and another doctor, sentenced to death for his role in organising a strike, was pardoned only after world pressure.

The Sudanese government is currently promoting "union preparatory and steering committees", claiming unions are being reactivated These operate under close state control

In Liberia, unionists have been prominent victims of "massive and appalling" human rights abuses during the civil war, with many killed, missing or dying of hunger The headquarters of the ICFTU-linked national union centre was ransacked and damaged by rocket fire

But the picture is not an unremittingly sombre one. African workers, Vanderveken comments, "have taken a courageous lead in freeing themselves of systems that institutionalise rights violations as a virtue and pre-condition of development, and rejecting the notion that lingers in the deepest recesses of some colonialist mentalities that Africa is not ready for democracy"

Clearly influenced by events in Eastern Europe, national union centres in Algeria, Benin, Congo, Mali and Niger are throwing off state shackles Tanzania's President Ali Hassan Mwinyi has publicly backed the reorganisation of the national union federation as an independent, democratic body without ties to the ruling party

Elsewhere, for example in Mozambique and Zaire, unions have sprung up outside officially approved structures

Significantly, the battle for union rights has broadened organically into a campaign for political pluralism and representative rule.

Mali's union centre, the UNTM, spearheaded the pro-democracy movement, and in March this year launched a general strike which toppled the 23-year dictatorship of General Moussa Traore In Congo, political parties were legalised after rolling strikes by the formerly state-dominated CSC union grouping

Battle has also been joined in Zambia, where according to the ICFTU the government has reacted to the Zambian Congress of Trade Unions' vanguard role in the campaign for multiparty democracy by tightening the screws on labour

The country's new Industrial Relations Act, it says, interferes in unions' internal affairs, undermines bargaining and strike rights, exposes unions to administrative dissolution and allows for the arrest without warrant of anyone suspected of breaching a ban on essential service strikes.

Particularly offensive, it says, is a provision presuming all unions to have disaffiliated from the ZCTU, and requiring a two thirds majority for any decision to re-affiliate.

Africa lambasted on human rights

B/Day 10/7/91 B/Day (2) (155)

PATRICK BULGER

GABORONE — An international conference on African trade unions and development heard stinging criticism yesterday of African leaders, and praise for SA's trade union movement

Observers described the criticism of African governments as among the most trenchant yet delivered in public from an African platform.

SA and apartheid did not escape rebuke, but its trade unions were described as the source of hope to other countries.

International Confederation of Free Trade Unions general secretary John van der Veken told the first day of a joint ICFTU/Botswana Federation of Trade Unions conference on democracy, development and trade union rights that the denial of human rights had not been restricted to SA.

"In spite of restriction and immense repression, it was the independent trade union movement which brought about real change in SA.

"The trade unions have been the locomotive force of the anti-apartheid movement," he told about 140 delegates from African trade unions, the ILO and a number of European and American trade unions

The confederation — which represents 144 affiliated organisations in 101 countries — maintained its hardline stance on sanctions and vowed to continue supporting the SA trade union movement.

Van der Veken said sanctions would remain in place until trade union bodies Nactu and Cosatu called for their lifting

The conference is examining and hoping to strengthen the role of trade unions in what delegates have described as Africa's move towards democracy and development

"The denial of human rights . . . has been commonplace in a large part of Africa. A whole range of basic rights has been systematically violated The events of 1990 and 1991 show that the people of Africa are now asserting their rights to political choice," he said.

He said basic rights had been overlooked in the days of East/West rivalry. "African governments used the excuse of sovereignty and special circumstances"

There could be no development without democracy, he said, and the trade unions played a central role in this democratic process.

Confederation tells how it nurtured SA unions

B/Day 11/7/91 (155)

PATRICK BULGER in Gaborone

THE International Confederation of Free Trade Unions' (ICFTU's) campaign to end apartheid by building SA labour organisation had inauspicious beginnings in a gift of seven minibuses made to emerging unions in Durban in 1974

Last year ICFTU's co-ordinating committee on southern Africa donated R32m towards SA labour research, union education and organisation, legal assistance and strike relief This year it will channel about R30m to SA's labour movement

In all, the southern Africa committee has channelled more than R100m to the SA trade union movement since 1974 At the same time, the committee has conducted a constant campaign of international anti-apartheid pressure, creating a worldwide sanctions enforcement network to frustrate SA's trading efforts and force multinational companies to recognise SA trade unions and meet their demands

Hitherto the extent of ICFTU material support has been kept largely confidential — due in part to the repressive nature of successive SA governments, but also because of SA union antipathy to ICFTU itself.

SA's two largest union federations Cosatu and Nactu are not affiliated to ICFTU, and this is a source of some friction between the federations and many international union officials They prefer — charge some ICFTU sources — to use ICFTU's vast financial resources while privately denigrating the world body as imperialist and beholden to its American and European sponsors

ICFTU's Africa desk head Andrew Kailembo said the southern African committee had never tried to hide its activities — it has simply never been asked much about them. In an interview this week at an ICFTU conference on democracy and trade union rights, Kailembo sketched the committee's contribution towards building SA's trade union movement into a powerful voice

"Our fight is not only on the grounds of material assistance We have assisted the workers of SA in their fight against apartheid and enabled them to step up their mobilisation campaign when it was not possible for the trade unions to get a hearing from employers

"We were the first organisation to come up with a programme during the first textile workers' strikes in Durban in the early 1970s

"Those first seven vehicles we provided played an important role for unionists going through the factories mobilising people," Kailembo said

In 1974 ICFTU set up its southern Africa committee to help mobilise workers, fight the multinationals and tighten the sanctions noose. A R20 000 donation helped boost SA black trade union membership to 45 000 workers by the mid-1970s

In 1979 ICFTU began channelling funds to newly formed legal clinics to counter government detention of shop stewards In the same year ICFTU sent R14 000 to assist in the formation of the Federation of SA Trade Unions (Fosatu), one of the forerunners of Cosatu

ICFTU financial assistance was instrumental in helping set up the SA Commercial and Catering Workers' Union, the General Workers' Union, the Post Office and Telecommunications Workers' Association and a number of union advice bodies

At a 1982 meeting in Brussels discussions between fledgling SA trade unionists and the committee led to the formation of the NUM Cosatu itself got off the ground in 1985 with ICFTU affiliates' assistance

The committee — in conjunction with SA trade union personalities — published a list in 1974 of multinational companies that refused to recognise SA trade unions These companies were then targeted for union action in other countries The list was updated in 1981

A formal policy of beating apartheid was adopted at 1974 and 1985 meetings At a 1986 meeting of the committee in Lusaka attended by Oliver Tambo, Cosatu and Nactu, the so-called Lusaka Conclusions undertook to intensify this fight

At a recent Tokyo meeting attended by Cosatu general secretary Jay Naidoo, the committee undertook to maintain its sanctions campaign by petitioning the EC council of ministers not to reverse EC sanctions

In earlier years the committee blew the whistle on clandestine coal shipments being rerouted in European ports It also produced reports designed to refute SA government arguments that sanctions would most hurt workers in other Southern African states

Kailembo stressed that the committee has always worked closely with SA trade unionists whom it meets twice a year The work will continue, he said, until change in SA is irreversible — that is until SA has a constitution which guarantees one person one vote

Privately, however, ICFTU officials say it is becoming increasingly difficult to argue for sanctions among ICFTU affiliates Some officials are pushing for the world body to at least signal to the SA government that they recognise and support positive reforms

Ironically it is the unions they helped nurture that are refusing — in public at least — to back any shift on sanctions

LETTERS

Unions to get R30m in foreign assistance

B/Day 11/7/91

PATRICK BULGER

GABORONE — The International Confederation of Free Trade Unions (ICFTU) said yesterday it would channel R30m to SA's labour movement this year

Last year ICFTU's co-ordinating committee on southern Africa and affiliated unions donated R32m towards SA labour research, union education and organisation, legal assistance and strike relief

In all, the southern Africa committee has channelled more than R100m to the SA trade union movement since 1974

Prior to yesterday the extent of ICFTU material support has been kept largely confidential

SA's two largest union federations Cosatu and Nactu are not affiliated to ICFTU, a source of some friction Some ICFTU sources complain the local unions are willing to use the resources while privately denigrating the world body as imperialist

ICFTU's Africa desk head Andrew Kailembo said ICFTU financial assistance was instrumental in helping set up the National Union of Mineworkers, the SA Commercial and Catering Workers' Union (now Ccawusa), the General Workers' Union (now the Transport and General Workers Union), the Post Office and Telecommunications Workers' Association and a number of union advice bodies

● See Page 6

Trade unions 'ignored request on sanctions'

(155)

Bloom 12/7/91

PATRICK BULGER

GABORONE — SA trade unionists were told they had one month to help their US counterparts organise opposition to President George Bush's lifting of the CAAA.

Africa representative of the American Federation of Labour/Congress of Industrial Organisations (AFLCIO) Barbara Lomax told Cosatu and Nactu delegations at the International Confederation of Trade Unions (ICFTU) conference in Gaborone they must suggest ways in which US workers could help overturn Bush's executive order.

Lomax said three weeks ago she prepared papers advising SA unions that Bush was about to lift sanctions, but that she had received no response from the counterparts

The conference yesterday passed the Gaborone Declaration of Basic Rights which seeks to advance democracy in Africa through the trade union movement

The conference concluded that a lack of democracy and human rights had been a major factor in setbacks in African development

The conference brought together 140 delegates from trade unions, developmental bodies and international finance organisations The Gaborone Declaration acknowledged Africa's "serious violation of human and trade union rights".

The Declaration stated, however, that developments in SA over the past two years gave hope that apartheid would soon be a thing of the past. It said that until a constitution guaranteeing one person one vote was in place, pressure and sanctions must be maintained.

It noted that 1990 and 1991 had seen major changes in African countries and said that trade unions had been the leading agents of change in some of these countries

The conference called for free and regular elections, multi-party political systems, an end to discrimination, independent judiciaries and an adherence to ILO conventions

Trade unions should be strengthened and allowed the right to bargain without government interference. They should be consulted on developmental issues

Cosatu leaders, from left, vice-president Chris Dlamini, general secretary Jay Naidoo and newly elected president John Gomomo, address a news briefing after the federation's congress in Johannesburg at the weekend Picture VERA VON LIERES

Union group keeps stance on sanctions

ALAN FINE 155

THE International Confederation of Free Trade Unions (ICFTU) planned to use the Inkatha funding scandal in its continuing efforts to oppose the lifting of anti-apartheid sanctions, assistant general secretary Enzo Friso said at the weekend. B/Day

Speaking during the Cosatu conference at which he is representing the 100-million strong organisation, Friso conceded that his organisation would have to adjust its sanctions strategy to take account of the weakening of international pressure against government 29/7/91

But he emphasised the ICFTU would continue to support sanctions for so long as the country's major union federations wished it, and added the ICFTU's view was that sanctions should continue until a democratically elected government had been installed

Friso added that ICFTU aid to SA's labour movement would continue for so long as it was needed

Cosatu takes action on Uwusa scandal

155

W/Mail 16/8-22/8/91.

Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa **By FERIAL HAFFAJEE**

THE labour movement has launched an aggressive campaign in response to revelations about government funding of the Inkatha-linked United Workers' Union of South Africa (Uwusa)

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa

NUM representative Jerry Matjaladi said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers

Matjaladi also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa

Meanwhile the Congress of South African Trade Unions (Cosatu) this week [illegible] its programme of mass action a[illegible] the funds scandal A two-day [illegible] was co-ordinated by Cosatu and other organisations

Cosatu also met Saccola last week to hammer out a code of conduct to "govern employer relationship with trade unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment"

Demonstration justified ... A protest march against BTR Sarmcol in 1985. Numsa plans action against the company in light of revelations of security police funding for the Inkatha-linked Uwusa

Saccola and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation

BTR has a long history of strife with Numsa because of its relationship with Inkatha In December 1986, two Numsa shop stewards from Mphophomeni, in Natal were murdered by Inkatha members Numsa alleges this was directly related to the alliance of BTR, Uwusa, Inkatha and security police

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985.

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years; Uwusa achieved recognition within months of it being formed in May 1986"

But Sarmcol rejects allegations of collaboration and says "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals "

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in. James Nthombela, an Uwusa organiser at Iscor, was identified as an instigator in this, and other incidents, but no action was taken against him

Nthombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Ntshangase at Anglo American's Coronation Colliery in Vryheid

After the murder, the NUM was granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials

Iscor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.

60 000 child labourers in SA, says ILO

Star 23/8/91. (155)

By Montshiwa Moroke

There are more than 60 000 black child farm labourers under the age of 15 in South Africa, according to an International Labour Organisaton (ILO) estimate.

Executive director of the Johannesburg Child Welfare Society (JCWS) Dr Adele Thomas yesterday said the ILO consevatively estimated there were between 50 million and 55 million children under 15 working worldwide.

But it was difficult to compile accurate figures and many experts considered 145 million to be a more realistic estimate.

It was, however, important to distinguish between "child work" and "child labour". Child work referred to work that helped the child's socialisation, maturation, education, and cultural and skill developments.

At the same time, impoverished families supported child labour as a means to their own survival.

According to the Anti-Slavery Society in London, child labour went back as far as the early history of South Africa.

It was little more than "disguised slavery" and was not even questioned on farms until the second half of the 20th century.

"The ILO has recently estimated that there are more than 60 000 black child farm labourers in South Africa," said Dr Thomas

Jackie Loffell, social work consultant with the JCWS, said President de Klerk had signed the Child Amendment Act, which added section 52a to the Child Care Act of 1983.

This could prove to be a turning point for South African children by providing universal protection against a widespread and dangerous form of exploitation. On the other hand, it could also make little difference

A researcher with Co-operative for Research and Education, Dichaba Mashinini, said one of the most saddening aspects of child labour was that it affected only those with a low standard of living because it was linked to discriminatory legislation.

Mr Mashinini said the attitude of employers of various capitalist enterprises was responsible for much of child labour and their "culpability" was in many folds.

"Child labour is an impediment for the development of families, yet on the other hand it generates high percentages of income for the employers.

"Many employers, especially farmers, encourage child labour in order to enhance their profits, regardless of the fact that in the South African context the current rate of unemployment is so high If there are unemployed adults, why should children be given jobs?"

Mr Mashinini said: "When children perform stultifying and precarious duties from an early age, their chances of acquiring real qualification for skilled work are practically nil."

before noon yesterday.

Child labour widespread — study

B/Day 23/8/91. (155)

TANIA LEVY

THE International Labour Organisation (ILO) estimates there are more than 60 000 black children working on SA farms

Yet awareness of child labour is so scant that not a single study of the problem can be found at universities, human service organisations or government departments, says Johannesburg Child Welfare Society director Adele Thomas.

She told a news briefing in Johannesburg yesterday that the Johannesburg Child Welfare Society (JCWS) recently completed a study of 246 black and coloured children, aged eight to 15, who worked as vegetable sellers, domestics, collectors of scrap iron, delivery boys and farm labourers in and around the city

Wages ranged from no pay to R150 a month for a seven-day working week or about 200 hours a month.

Child labour was the most prevalent form of child abuse and it impaired physical, educational and emotional growth. It robbed children of their childhood and captured them in cycles of poverty, illiteracy and despair, she said.

Training and employment opportunities had to be expanded in the rural and urban areas and had to be directed at people on the bottom of the economic ladder

Thomas said free education should be compulsory for all SA children up to the age of 16 and the Manpower Department should enforce child labour legislation more strenuously.

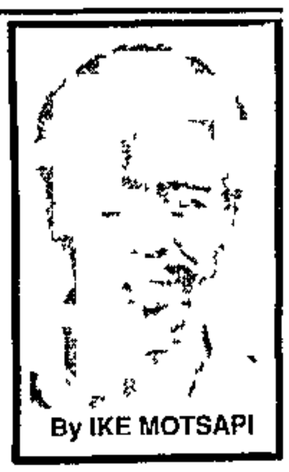
JCWS social work consultant Jackie Loffell said there was a real danger that recent amendements to the Child Care Act could prove to be toothless if no effective machinery was put into place to deal with contraventions

Red Cross to

CHILD LABOUR

Sowetan 29/8/91.

Child labour robs children of the childhood and they end up poor, illiterate and desperate



By IKE MOTSAPI

WHAT is child labour?

This question which was under intense debate during a Press seminar in Johannesburg recently

Various speakers and specialists in the field of child labour presented their arguments and points in a bid to clarify what is child labour

Perhaps the more acceptable explanation on the matter seemed to be the one advanced by Mr Dichaba Mashinini of the Community Research and Education Centre

He argued Child labour is a phenomenon that has very serious negative implications towards the normal growth of a child

' It has existed across centuries without legislation or humanitarian implementations to curb it "This practice has been visible in First World countries, though much of it has been going on in Third World countries

Saddening

One of the most saddening aspects of child labour is that it affects only those of a low standard of living

"In South Africa it is linked to levels of legislative discrimination where colour plays a major role in determining the destiny of people

"Child labour is an impediment to the development of families yet on the other hand it generates high percentages of income for the employers "

Another speaker who gave an apt example of child labour was Dr Adele Thomas of the Johannesburg Child Welfare Society

She said although this aspect has been somewhat less publicised than the so-called conventional forms of child abuse neglect internationally and historically and currently the most prevalent" form of child abuse was child labour

She said "It is important to distinguish between child work and child labour

'Child work refers to work that helps the child's socialisation, maturation educational cultural and skill development

"However, child labour is synonymous with child exploitation and leads to the impairment of a child s physical, emotional, educational and cultural development, she added

She argued that children may be employed in factories, farms, often in hazardous activities such as domestics, sold into child prostitution or economic bondage, typically underpaid, overworked and without any of the health and employment protection enjoyed by adults

"The employment of children not only adds more uneducated and unskilled adults to the manpower pool but often reduces the employment and wages of adults

"The underlying cause of child labour is rural and urban poverty, she added

Another speaker summed child labour up as the premature employment of children under the ages of 16 years

The International Labour Organisation recently reported that there were in excess of 60 000 black child farm labourers in South Africa many in the eight to 14-year-old age bracket

Slavery

According to the Anti Slavery Society of London, child labour goes back as far as the early history of South Africa whereby child labour was disguised as slavery

It was not even questioned on farms until the second half of the 20th century

According to a report of the International Confederation of Free Trade Unions accurate figures on the number of children at work "are extremely difficult to compile largely because employers parents - and in some cases, even children - are reluctant to supply information which could be used to suppress the illegal employment of children

But, even ILO experts recognise that these estimates may be conservative

Figures cited in various places worldwide go as high as 145 million and are seen as more realistic by most specialists

Thomas said one of the causes of child labour was "for economic interests often supported with or without bribes by governmental authorities "

She said "At the same time children, and their impoverished families support child labour as a means to their own survival

"It is this alliance which helps explain societal tolerance for this form of child abuse " she added

Mashinini blamed "the attitudes of employers of various capitalist enterprises as being responsible for child labour

He said many employers, especially farmers, encourage and demand child labour in order to enhance their profits, regardless of the fact that, in South African context, the current rate of unemployment is so high

He said if unemployment was so high among adults, why should children be given jobs? If education is a right, why should the doors of learning be closed to child workers?

'Estimates drawn up by the ILO indicate, however, that there are about 50 to 55 million children under the 15 years of age currently working throughout the world.'

"So the whole system generates high profits for employers because there are hardly legal protections and compensations " he said

He said people on farms were forced to succumb to child labour when they either wanted to augment or secure accommodation for their families

Lack of finance, resources, facilities, unemployment, poor education in our communities are factors that contribute highly to levels of child labour ' he added

It was also agreed by the seminar that, when children perform hard and dangerous duties from an early age their chances of acquiring real qualifications for skilled work are practically nil

Results

This can be a severe handicap that can prevent a child from social advancement or development

●Because of suffering from fatigue, overexertion, lack of hygiene and working under excessive heat and dust, they have physical problems that they carry to adulthood

Their vulnerability is increased by malnutrition and under nourishment, hence their permanent and mental deformities which causes them to end up being disease-prone adults

●The premature employment cannot be measured quantitatively but is nevertheless a serious menace to child welfare

Society suffers because the individuals subjected to child labour cannot realise the full potential of their powers

Handicap

A loss results and he ends up on the bottom of the social ladder - unable to uplift himself otherwise

●Many of the effects of child labour are demoralising and can cause the child, when he or she grows,to have a negative attitudes towards life

A call was made to all organisations, business people, church leaders, academics, trade unions, the Government, women organisations and politicians to join hands in fighting child labour

Thomas concluded Today s exploited child worker, in the words of Neera Burna of India, is tomorrow's subservient, unskilled labourer

"Child labour robs children of their childhood and captures them, and in due course their own children, in cycles of poverty, illiteracy and despair," she added

ILO happy with our progress, says Louw

Star 25/11/91 (155)

By Peter Fabricius
Political Correspondent

The International Labour Organisation (ILO) is impressed with South Africa's progress in the labour field and is considering offering technical advice and information to the country, according to Manpower Minister Eli Louw.

Mr Louw returned yesterday after a six-day visit to Britain, the Netherlands, Germany and Switzerland where he held 28 meetings with a broad range of labour politicians and officials

He said he made several breakthroughs, becoming the first South African Manpower Minister to meet the British Trade Union Congress and the Socio-economic Advisory Council in the Netherlands.

He also met his counterparts in Britain, the Netherlands and Germany and German Minister of Labour and Welfare, Norbert Blum, accepted an invitation to visit South Africa next year

"In Geneva, discussions were held for the first time with international trade union secretariats during which it was clear that South African labour legislation compares favourably with that of the rest of the world," he said

Mr Louw said he told ILO secretary-general Michel Hansenne that he would recommend to the Government that the coming ILO fact-finding mission to South Africa — to investigate Cosatu complaints — should get a broader mandate to consult with all interested parties on labour affairs and should publish a report on its findings.

He had stressed that South Africa would not be on trial and told Mr Hansenne that the Cosatu complaint which prompted the ILO fact-finding mission had already been dealt with through amendments to the Labour Relations Act earlier this year.

Mr Louw said he had discussed the Government's constitutional plan at his meetings and it had found wide understanding — if not approval, especially because of the failures of centralised political and economic planning in Africa, eastern Europe and the Soviet Union

9714/FO 2883/E

ILO 'impressed' by labour developments

155

B/Day 25/9/91

VERA VON LIERES

THE International Labour Organisation (ILO) was "impressed" by developments in the SA labour field over the past year and was considering giving SA technical co-operation, Manpower Minister Eli Louw said yesterday

Louw was addressing a news briefing in Pretoria after a six-day visit to Western Europe and the UK The aim was to maintain contact with the ILO and to establish contact with tripartite bodies representing employers, the state and unions in the UK, the Netherlands, Germany and Switzerland.

He said the ILO was considering using its experience and information resources in guiding SA labour relations from abroad At the moment, membership of the ILO was not a high priority, he said

Louw is the first SA Manpower Minister to have met the British Trades Union Congress and the tripartite Netherland's Socio-Economic Advisory Council The Dutch body impressed him and confirmed "the need for all major players in the labour field to act in unison'

In Geneva, Louw had talks with international trade union secretariats where, he said, it became clear that SA labour legislation compared favourably with the rest of the world

The political and economic failures of Africa, Eastern Europe and the Soviet Union had generated understanding for the NP's constitutional and economic proposals, he concluded during the visit One of the main criticisms of the proposals — levelled by trade unions — was that they did not meet the approval of the ANC

SA could learn from Germany's current success in the upgrading of industries and skills in East Germany, Louw said

Bakers warn of rise in bread price

GERALD REILLY

PRETORIA — A "substantial" bread price increase had become unavoidable later this year because of soaring input costs, SA Chamber of Baking president Fanie Ferreira said yesterday

His announcement follows the chamber's annual investigation into costs incurred by 57 bakeries across SA An industry source said an immediate price increase could be justified B/Day

The source said further rises this year could not be ruled out 25/9/91.

However, there was concern in the industry about consumer resistance to rising prices In the past eight months bread sales had fallen 5% and further rises could accelerate this trend

The source said a major swing away from white to brown bread was expected when VAT was introduced on Monday Unless a last-minute concession is made, white bread will be subject to VAT

There could also be a wheat price rise in November, after a Wheat Board meeting next month to decide on a price recommendation

Unless there are good rains the current crop could fall below the 2,2-million tons needed for local consumption and wheat imports may be needed

tech Limited

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ear ended 31 August 1991

Louw makes foreign contacts

■ Eli Louw had been the first South African manpower minister to have had contact with the British Trade Union Congress and the tripartite Netherlands' Socio-Economic Advisory Council, Louw announced at a press

(155) W/Mail 27/9 - 3/10/91

conference in Pretoria this week.

On his return from a six-day visit to Europe, Louw said he had held discussions with international trade union secretariats in Geneva, at which he had stressed that South African labour law compared favourably with that in the rest of the world. (155)

Louw also told the conference the International Labour Organisation had been impressed by recent labour developments in South Africa and was considering giving the country technical assistance. W/Mail 27/9 - 3/10/91

The purpose of his trip, he said, had been to maintain links with the ILO and make contact with bodies representing labour, business and the state in Holland, Germany Switzerland and the UK.

Mobil says it is back in the lead

S/Times 8/12/91 (SS)

MOBIL, trading as the Southern Africa Energy Company Ltd since the disinvestment of the Mobil Corporation from South Africa, says it has re-established its leadership in super high-performance synthesised-base lubricants with the adoption of leading-edge technology from Germany

This includes the establishment of a new range of synthetic lubricans (synlubes), it was explained at the Cape Town launch of the products

The development promises to be a cost-effective factor for industrial lube applications in which it is critical to minimise maintenance interruptions and costs, and to sustain low wear-rate performance over extreme temperature ranges

The synlubes are used in refridgeration compressors, power transmissions, electricity generation machinery, heavy duty machine tools and mining equipment, and the manufacturer of paper and plastics

The South African company's German connection is the lubricants division of the Hüls AG chemical organisation known internationally for its Anderol branded oils

I. L. O. 1993 – 1995

JOB MARKET

Putting a new face on labour's right to strike

(155)

S/Times (BUSS) 10/1/93.

By ADRIAN HERSCH

STRIKE legislation, including the possible provision for no-strike deals, is set to become one of the most vigorously debated issues when the restructured National Manpower Commission (NMC) meets next month

One of the main tasks of the revamped NMC — which includes representatives of government, business, labour and individual experts — will be to formulate a new Labour Relations Act (LRA)

Many other countries make provision for no-strike agreements to be enforceable. In SA, section 79 of the LRA makes such agreements unenforceable

NMC acting chairman Frans Barker says that despite this "a number of no-strike deals are being concluded"

"Trade unions, in general, want as little interference as possible with the right to strike. The problem is that, where agreements that cannot be enforced are concluded, there may be some irresponsible parties that will take advantage of the situation"

But the most hotly debated issue concerning strike legislation is likely to be the International Labour Organisation (ILO) recommendation, in a report on SA, that workers be protected against dismissal when striking legitimately

Dr Barker says, firstly, that many employers disagree with this principle because they believe the industrial court offers enough protection to strikers as matters stand

Secondly, even if the principle is to be accepted, protection from dismissal cannot be "absolute"

Dr Barker says. "A number of factors will have to be considered. For example, if violence is involved in the strike, or the strike threatens the viability of the company, then exceptions have to be made

"Some are in favour of protection from dismissal for a certain period, such as 30 days, but unions often object to this, saying employers can easily get around this by ensuring that — before the strike occurs — they have sufficient stocks for the 30 days"

Dr Barker adds that there are further problems because of "the two sides of the coin aspect".

Many employers believe that if workers enjoy protection from dismissal when on a legitimate strike, then employers should have the automatic right to dismiss when the strike is not legitimate

"But many trade unions object to this," says Dr Barker.

Incompatible

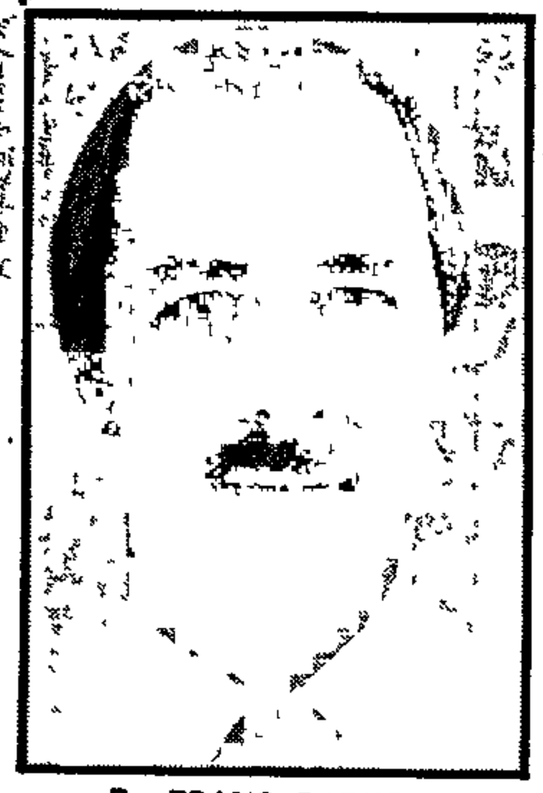
Other ILO recommendations regarding strikes include widening of the strike definition to allow strikes over economic and social issues, amendment of the strike ballot provision, and provisions regulating strikes — simplification of the pre-strike procedural requirements

"The strike issue is wide open for discussion There's going to be a lot of discussion and, given all the complexities, it will take some time to resolve," says Dr Barker

The ILO report recommended that full labour rights be extended to agricultural, domestic and public service employees, which is now taking place.

Dr Barker denies speculation that these changes are being made as a result of pressure arising from the report. "The processes were set in motion before the ILO made its investigation."

The ILO report said that labour legislation in each of the 11 homelands was incompatible with the "international principles of freedom of association"



Dr FRANS BARKER

Dr Barker says the NMC has limited influence over this. "The future labour legislation in these areas will largely be dependent on what will happen in the constitutional negotiations"

South Africa's regaining of ILO membership will also be dependent on how constitutional talks progress. Dr Barker believes that the chances of admittance will be good once an interim government is in place. "Should the African bloc view the establishment of an interim government favourably, the door for our readmittance will be open."

But he adds: "I don't think regaining membership should be our first priority. Our priority should be to ensure acceptable labour legislation — and once we've done that we will not, in any case, require that much technical assistance from them."

The restructured NMC will comprise 10 representatives from labour, 10 from business and 10 appointed by the Manpower Minister, all of whom will have voting rights

Original recommendations were for representation to be divided equally between business and labour, with a Department of Manpower representative having one vote.

Dr Barker says the change was made in order to try and accommodate those who are not represented by big business and the major trade unions.

Rules

Those appointed by the Minister will be drawn "from a diverse group of people" They comprise a chairman and deputy chairman, two legal representatives, two Manpower Department representatives and four other experts

Dr Barker says the NMC will hold an informal meeting towards the end of the month in order to promote consensus on who the four experts should be.

The NMC will establish rules of procedure, set up sub-committees, draw up an agenda and decide what interaction there should be with bodies such as the National Economic Forum (NEF)

ILO norms need not be slavishly followed

B/DAY 18/2/93. (155)

ANDRE VAN NIEKERK and P A K LE ROUX

THE implementation of the recommendations of the International Labour Organisation's (ILO) Fact Finding and Conciliation Commission has become the subject of some controversy between government, Saccola and Cosatu.

The recommendations are contained in the report of the commission, released in May 1992. Both broadly stated and far-reaching, the recommendations include provisions relating, among other things, to the recently announced restructuring of the National Manpower Commission (NMC), the extension of worker rights to agricultural and domestic workers and the proposed legislation to govern labour relations in the public sector.

Those are not particularly contentious issues — broad agreement on them exists More contentious are questions on the right of access by union organisers to employers' premises and the dismissal of strikers On the right to strike, the commission concluded that the legality of strikes over social and economic issues affecting workers' and trade union rights be safeguarded, and that it was contrary to the principle of freedom of association to dismiss workers for exercising the right to strike.

Cosatu has demanded that the implementation of these recommendations be viewed as an exercise separate from the revision of the Labour Relations Act. The revision of the Act was a project of a subcommittee of the NMC, on which Cosatu was represented. After the production of a fourth draft of a revised Act and some consultation with interested parties, little progress was made, largely on account of Cosatu's withdrawal from the NMC in 1991.

Saccola and government, it would seem, would prefer to leave the debate on the recommendations to the restructured NMC Cosatu's position is that this parliamentary session should give effect to at least some of the recommendations. Consensus between employers, government and the unions is considered a bonus rather than a precondition to their implementation

Cosatu's demand would appear to have as its basis the argument that international obligations require implementation, and that readmission to the ILO is dependent on it.

Neither of these arguments is persuasive. The argument that the conventions regulating the freedom of association and the right to organise have created a form of customary international law with which SA is required to comply is at best a tenuous one

Indications are that readmission to the ILO is more a function of a negotiated political settlement than the implementation of the commission's report.

The Laboria Minute, signed by government, Saccola and Cosatu/Nactu in November 1990, records the parties' commitment to labour legislation which enjoys the broad confidence of the major actors. The minute specifically provides that no future legislation on labour relations shall be put to Parliament unless considered by the NMC.

The most compelling argument in favour of referring the recommendations to the restructured NMC for debate is the fact that the commission itself proposed such a course of action The report acknowledges the work already undertaken to revise the Act and recommends that it be pursued vigorously with two objectives — firstly, to take account of the commission's conclusion and secondly, the simplification of the statute

What then is the role of international norms? The single feature of comparative legislation governing industrial conflict is a lack of uniformity. Even within the EC there are notable differences, for example, in the laws regulating strikes

This absence of uniformity would seem to indicate that international norms are not definitive of collective rights in any jurisdiction.

In tracing the wide variety of legislative provisions regulating the right to strike in Europe, Lord Wedderburn has noted that "most systems took an original model from their own early labour movement and remained tied in certain respects to that original pattern, but they acquired a mixed character, sometimes from international adaptations, sometimes by the impact of a constitution or the legal culture There is room for innovation, not least to implement values derived from international standards, but experience suggests the desirability of securing industrial rights by a degree of social consensus. . . ."

The norms which have as their origin international labour standards are but one source of legal rights. That is not to say that international norms have no role in the debate preceding a social consensus in SA They will no doubt form the parameters of the debate

But international norms are not rigid standards to be slavishly applied In that sense, they are secondary to a social consensus among the major players.

The securing of industrial rights by a degree of social consensus is not a new phenomenon in SA. The negotiations between Saccola, Cosatu and Nactu demonstrated the capacity of the parties to reach agreement on labour legislation. More recent developments, and in particular the formation of the economic forum, are indicative of a capacity to reach consensus on broader issues of social and economic policy

What is disconcerting is the bilateral nature of agreements such as that reached last November between government and Cosatu That agreement referred in specific terms to the application of international standards in future SA labour law Future labour legislation will be effective only if it enjoys the broad support of the social partners

☐ **Van Niekerk is Anglo American labour law consultant and Le Roux is professor of mercantile law at Unisa.**

LETTERS

Maternity benefits: Battle of the bulge

W/Mail 5/3-11/3/93

155

By FERIAL HAFFAJEE

MOST women around the world do not enjoy basic maternity benefits, according to the International Confederation of Free Trade Unions (ICFTU)

In a report prepared for International Women's Day on Monday, the ICFTU notes "employers use every means to get out of granting maternity leave", and many will not even employ women of reproductive age

In East Germany, women have resorted to early sterilisation "to get or keep a job" and recently 61 employers in Britain were taken to court for dismissing pregnant women In Pakistan, despite legislation, many employers dismiss women when they get married

Strict laws prevent employers in Hong Kong from dismissing pregnant women workers, but they resort to transferring women to "dangerous and lower-aid tasks, pushing mothers-to-be into leaving their jobs or voluntarily renouncing their maternity allowance"

Portuguese and Brazilian unions are negotiating to prevent employers forcing women to take pre-employment pregnancy tests — the practice started when Brazil increased maternity leave from three to four months

Predictably, the Scandinavian countries have the most advanced parental benefits Danish parents get six months' maternity leave, of which fathers may take 10 weeks. But "few do", says the ICFTU.

Women in the United States, Australia and Africa have been voted the worst off: Bill Clinton passed a Bill in February providing 12 weeks' maternity leave for women in those companies employing over 50 people This covers only five percent of American companies

Child mothers, divorcees, or women from ethnic minorities and women working in a mainly male environment are the principle targets of sexual harassment, according to a recent study by the International Labour Organisation (ILO)

The study found "Victims of harassment are picked on more because of their vulnerability or financial dependence than their physical beauty "

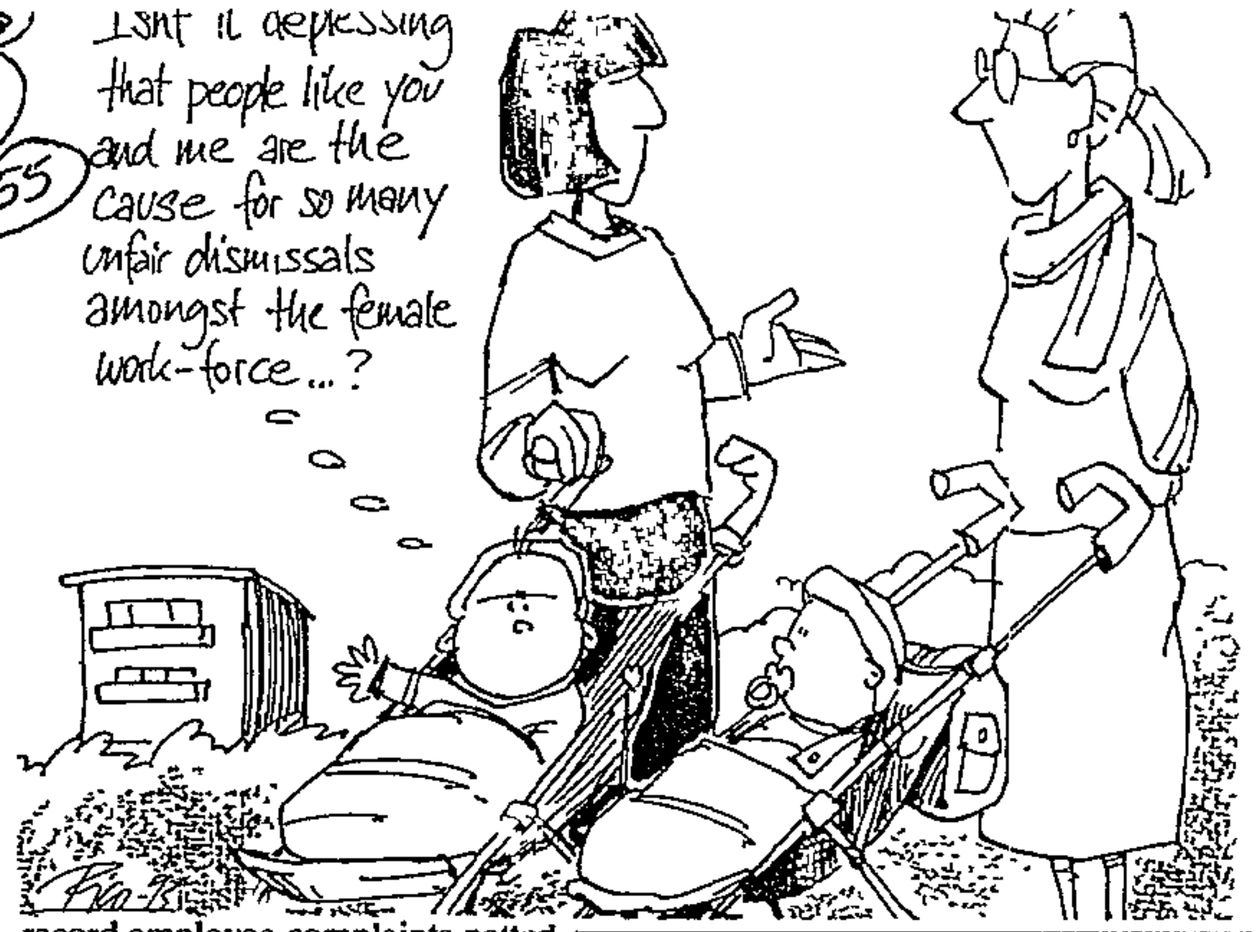
Between 15 and 30 percent of the women surveyed in 15 industrialised countries have suffered "excessive" sexual harassment, according to the ILO

The Tokyo metropolitan government admits that *"seku hara"* is a growing problem in Japan A telephone number installed for a day to record employee complaints netted 138 calls One third of these were from women who had received sexual propositions at the workplace

The United States leads the field in harassment legislation, it has been an offence under federal legislation since 1977

In France, an offender is liable to a fine of about R60 000 or a year's imprisonment

At the end of 1992, in Belgium and Holland, a regulation concerning sexual harassment was included in the labour code, while an ILO conference in 1991 resolved to develop rules, information and training materials on sexual harassment



Star 23/3/93

14-million jobless in Africa

(155)

GENEVA — As the United States and much of Europe continue to wallow in recession, only Asia provides cheer for the world's gloomy jobless picture, says a UN report.

Africa, caught in a vicious downward spiral, is the worst off, with an unemployment rate in its cities of 15 to 20 percent, an estimated 14 million people out of work, according to the International Labor Organisation (ILO)

The African urban jobless figure is increasing by about 10 percent a year

Rural Africans may have jobs, but their hard work earns many of them so little they might as well be jobless

If the world's jobless are combined with people who work but earn less than poverty-level wages, some 600 to 700 million people in the global work force — a little over one-third — are unemployed or underemployed, says the Dutch economist Wouter van Ginneken, editor of the ILO's annual World Labor Report.

The world's richest countries "are taking a long time to emerge from recession", the ILO says in its report "Overall unemployment has risen yet again."

Gains offset

The US, Japan and some European countries reported an increased number of jobs in 1992, but these gains were offset by substantial job losses in Germany, Britain, Spain, Switzerland and Scandinavia

The 24 wealthiest countries, which make up the Organisation of Economic Co-operation and Development (OECD), alone reported unemployment of 8,2 percent, or 32,3 million people, in 1992, up from 7,4 percent the year before.

Service jobs, from fast-food restaurants to banks, are no longer able to offset the losses in manufacturing, the report says

Van Ginneken says no one has an accurate global jobless rate But he estimates the world's unemployed number roughly 110 million — 5 million to 8 million more than in the previous year.

In Eastern Europe, jobs lost in the switch from communism rose to more than 4 million last March, the latest figure available

The former republics of the Soviet Union reported a drop of only 2 percent in 1991, but the ILO report says this indicates that state-run industries are keeping people on the books who have nothing to do.

Latin America has made some progress from its severe economic problems of the mid-1980s. Inflation has dropped, economies are growing and investors are returning, but unemployment remains at around 8 percent — Sapa-AP.

International labour norms are the bottom line

B/Day 8/4/93. (155)

PAUL BENJAMIN, HELEN SEADY and GEOFF SCHREINER

THE International Labour Organisation conventions on labour standards were established through a process of negotiation between governments, trade union centres and employer federations The ILO and the UN have developed special procedures to consider complaints under these conventions

In 1988 Cosatu used these procedures to lodge a complaint that much of our labour law fell short of the ILO standards on freedom of association. A Fact Finding and Conciliation Commission (FFCC) of the ILO, consisting of three distinguished international jurists, visited SA in 1992 to conduct a full review of our labour law in the light of international standards on freedom of association.

Although it was investigating a complaint by Cosatu against the SA government, all interested parties including Saccola were invited to make representations; an opportunity they took advantage of

In the middle of last year, the FFCC published its report It concluded that many aspects of our labour law did not comply with the relevant international standards And it made recommendations on matters such as collective bargaining and the right to strike, and the position of workers excluded from the Labour Relations Act (farm workers, domestic workers, public servants and employees in the homelands).

How will effect be given to these recommendations? The process has been started In November last year, Cosatu and the Manpower Department agreed to set up a committee (including representatives of Nactu and Saccola) for this purpose. With the start of the new National Manpower Commission the committee has been extended to include representatives of all parties on the commission

But as this committee starts it work, differing views have been articulated as to the status and significance of the FFCC recommendations One view, expressed by Andre van Niekerk and P A le Roux (Business Day, February 18), is that international norms should not be "slavishly followed" and that compliance with these norms "is secondary to social consensus among the major players". This view is based on a number of faulty premises

Firstly, it ignores the nature of ILO conventions. They are the product of negotiation and compromise between the governments, employers and unions of most countries. These parties know that labour laws vary from country to country; the conventions are worded to take account of national conditions and differences — they are intended to promote international standards without undermining diversity.

The FFCC, in making its recommendations, took account of both the conventions and the extensive evidence it heard from all parties about SA law and society.

Secondly, in elevating consensus above all else it risks holding the future hostage to the past. This has been well illustrated by the process of extending labour legislation to agriculture The SAAU opposed the extension of the Labour Relations Act to regulate collective bargaining in this sector International standards require employees in all sectors of the economy to be able to engage in collective bargaining, and if "social consensus" was a requirement, farm workers would have to continue to labour under highly discriminatory laws

Consensus is desirable but agreement is not always possible. That the major social actors cannot reach agreement does not allow the government to avoid its obligation to implement the recommendations. We cannot, at this stage, allow a situation to develop where certain groups acquire a veto right to maintain the status quo merely by refusing to give their consent.

Mercifully, the key players in the industrial relations arena in SA seem to be headed down a saner route Both Cosatu and the Manpower Department have accepted that international standards have to be applied in future labour legislation

Saccola has yet to make this commitment, but given their efforts to secure representation at the ILO this is presumably just a formality. Once their agreement is secured, the process of giving effect to the FFCC findings can begin in earnest.

Cosatu has proposed that those recommendations which can be implemented by immediate legislative amendment or administrative action and without requiring a major overhaul of the entire legislative framework should be processed immediately. There is no justication for maintaining a status quo which is manifestly unjust Justice delayed is justice denied

Where more substantial discussion is required, it makes sense to link the FFCC recommendations to the proposed "consolidating" of the Labour Relations Act By its nature this route will be time consuming, but if it produces consensus around how to give effect to the recommendations then it will be time well spent. This must be first prize

If, however, this process fails to deliver consensus, then Parliament will have to take the necessary steps to ensure that SA is once again able to hold its head high in the international community on the basis of a set of employment standards which corresponds with ILO requirements

The FFCC findings may not be fully to the liking of any party, including the trade unions, but they are the outcome of intensive scrutiny of our labour law by a distinguished panel of jurists These standards are the bottom line

☐ **Benjamin and Seady are labour lawyers. Schreiner is a former Numsa official**

LETTERS

Cosatu to lobby for more rights, says labour expert

B/Day 28/6/93

ERICA JANKOWITZ

COSATU and other trade union groupings would press for statutory organisational rights and employers would have to "formulate positions in this regard", Professor Peter le Roux said in the latest edition of Contemporary Labour Law.

In the absence of a consistent body of jurisprudence, as well as the period required by the Industrial Court to establish standards, Le Roux said legislative changes were likely to be made to regulate these rights

Cosatu made a detailed report concerning organisational rights to the International Labour Organisation (ILO) fact-finding commission which visited the country last year. It argued for the inclusion of right of access, stop order and collective bargaining facilities, and the recognition of shop stewards

Le Roux said access was recognised by the ILO commission as being of crucial importance in SA, where many workers both worked and lived on employers' premises. Denial of access under such circumstances would hinder unions in their recruitment of members, as well as prevent them from having access to members

In light of an ILO convention, the commission recommended that "access should be granted more freely to unions for the purpose of carrying out normal union activities"

On collective bargaining facilities, the commission said "space for union business and meetings; time off for union business or training; (and) access to information for negotiation purposes should be accorded to the unions either through national laws, regulations or collective agreements"

However, the granting of facilities should not "impair the effecient operation of the business" and should take into account the undertaking concerned.

The ILO also recommended that the prohibition on stop-order facilities under the present Labour Relations Act should be repealed. Currently, unregistered unions are not entitled to apply for such a facility unless the Minister gives permission.

Le Roux noted the draft Bill drawn up by the National Manpower Commission which is being circulated for comment included this change.

ILO recommendations also cover shop steward rights and duties Victimisation and time off for training and to attend to union matters are dealt with as well as access to necessary information.

Le Roux said that as the article was wide in application and contained financial implications, the ILO provided for countries, either through statute or collective agreement, to define the "precise extent of facilities and the conditions under which they should be granted".

ILO committed to SA reconstruction

B/Day 10/11/93.

ERICA JANKOWITZ

THE International Labour Organisation (ILO) yesterday suspended its declaration of action against apartheid — after nearly 30 years — and voted in favour of immediately implementing a programme of action in SA, former Cosatu general secretary Jay Naidoo said. (155)

Speaking from Geneva, Naidoo said the ILO was the first international agency to commit itself to reconstruction in SA

The decisions were expected to be ratified by the next ILO conference in June.

Naidoo addressed the governing body yesterday and urged it to reverse its policy of excluding SA and implement its programme of action under the supervision of a multidisciplinary ILO team.

He said the ILO decision had important implications for "addressing the legacy of apartheid" and hoped that technical assistance and a financing programme would be extended immediately.

The ILO's plan of action specified the need for extra-budgetary financing for many of the activities envisaged, as its existing budget would be insufficient to cover the amount needed to "assist the country in its transition to full democracy" It would concentrate on addressing poverty, especially through job creation schemes, and small business and human resource development, Naidoo said.

SA to rejoin world labour body

The Argus Correspondent

JOHANNESBURG — After three decades of exclusion, South Africa will be formally readmitted to the International Labour Organisation next June.

Plans are already in the pipeline for an extensive, multimillion dollar programme of assistance to the South African labour movement, said former Cosatu general secretary Jay Naidoo, who returned from Geneva yesterday.

Mr Naidoo said the ILO's committee on legal issues and international labour standards had resolved to recommend that the organisation suspend its declaration on action against apartheid

This recommendation, to be considered by the ILO at its meeting next June, will formally pave the way for South Africa's readmission.

Cosatu also believes the planned programme of ILO assistance will dovetail with its own proposals for economic reconstruction and the restructuring of the South African labour market

Following meetings with labour, employers, the National Economic Forum and the National Manpower Commission, the ILO has developed a series of proposals that will provide a framework for action to help South Africa in its "transition to full democracy, and in overcoming the effects of apartheid"

(155) ARG 10/11/92

Millions in pipeline for SA labour

Star 11/11/93

BY PAUL BELL
LABOUR CORRESPONDENT

After three decades of exclusion, South Africa will be formally readmitted to the International Labour Organisation in June.

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After meetings with labour, employers, the National Economic Forum and the National Manpower Commission, the ILO has made a series of proposals for a framework for providing aid to South Africa in its "transition to full democracy and in overcoming the effects of apartheid".

These tripartite institutions are expected to be integral to the implementation of the ILO programme, said Naidoo.

The ILO will also convene, in conjunction with the United Nations and the Commonwealth secretariat, an international donors' conference next year to raise money for the programme

The amount to be spent had not yet been quantified, but it was expected to run into millions of dollars, Naidoo said.

Cosatu expects benefits from ILO decision

B/Day 11/11/93

SA workers were set to win concrete benefits from the country's imminent readmission after 30 years to the International Labour Organisation, Cosatu said yesterday.

An ILO-sponsored programme of assistance was clinched on Tuesday when an SA delegation to Geneva persuaded the international body to readmit SA

"The declaration of action is suspended, subject to the effective installation of the Transitional Executive Council and the ILO will decide on a comprehensive review of the declaration at their conference in June 1994," Cosatu said.

Cosatu said it saw the ILO decision as an important gain for SA workers.

The ILO's programme of assistance would address workers' needs in areas such as working conditions, employment and human resources development.

Cosatu would urge the assistance be channelled through the National Manpower Commission and National Economic Forum.

The ILO would help redraft local labour law in line with international standards, and in training in dispute resolution, capacity-building for unions and sharing information on affirmative action.

It would also advise on employment strategies and human resource development, appropriate social security systems, small business, gender issues and setting up new methods for collecting labour statistics.

The Farm and Rural Workers Support Association said extending collective bargaining to agriculture had to be given priority in the ILO's programme of action in SA.

Association general secretary Grant Twigg called on the ILO to support the struggles of SA farm workers. "Many farmers, including prominent wine estates, are still refusing to recognise the association as representative of their workers," he said.

☐ SA's re-entry into international labour affairs goes a step further today when the International Textile, Garment and Leather Workers' Federation begins its executive meeting in Cape Town.

The gathering marked the end of a protracted international labour secretariat boycott of SA, the SA Clothing and Textile Workers Union said. — Sapa.

ILO's role that of guide

By Day

JACQUIE GOLDING

THE main task of the International Labour Organisation (ILO) was to ensure SA's future government accepted the ILO constitution, was readmitted into the organisation by the end of the year, and implemented international labour law standards, ILO Africa delegate Faisal Abdul-Rahmen said yesterday.

He told an ILO seminar in Johannesburg it was important for the delegation to educate employers and workers on the organisation's constitution. (55)

Misconceptions of the role of the ILO had to be wiped away he said, expressing surprise at how many unions and employers were misinformed on the ILO's role. 2/3/94

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Abdhul-Rahmen said the ILO aimed at bringing governments, employers and trade unions together for united action in the cause of social justice.

"We cannot dictate to a future SA government but we can keep a watchful eye on how — should SA become a member country — (it) carries out the conventions on labour," he said.

On the question of the right to strike versus the right to lock out, an Addis Ababa delegate reiterated that the ILO's role was that of guide.

The organisation did not get involved in a country's labour legislation but functioned as a storehouse of research to suggest ways of solving problems.

ILO's role that of guide

B/Day

JACQUIE GOLDING

THE main task of the International Labour Organisation (ILO) was to ensure SA's future government accepted the ILO constitution, was readmitted into the organisation by the end of the year, and implemented international labour law standards, ILO Africa delegate Faisal Abdul-Rahmen said yesterday.

He told an ILO seminar in Johannesburg it was important for the delegation to educate employers and workers on the organisation's constitution. (155)

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SA team heading for ILO meeting

B/Day 25/5/94

ERICA JANKOWITZ

A HIGH-level delegation of government, employer and labour representatives is due to fly to Geneva on June 4 to attend a three-week International Labour Organisation (ILO) conference.

Employer delegate JP Landman said yesterday Labour Minister Tito Mboweni would head the government team, with acting Manpower director-general Jogie Kassner his alternate If a new director-general were appointed in time, he would attend in Kassner's place

Federation of SA Labour Unions (Fedsal) general secretary Dannhauser van der Merwe said 30 delegates were originally meant to attend, but the Labour Ministry had whittled this down to 18 paid for from state funds. Others may attend if labour can raise the funds from international donors

Cosatu, Nactu and Fedsal would send two representatives each with Cosatu general secretary Sam Shilowa heading the team. Others would include Fedsal president Piet Heymans and Nactu general secretary Cunningham Ngckana Labour lawyer Paul Benjamin would represent labour in mining, health and safety discussions.

National Manpower Commission head Frans Barker said the commission had recommended SA apply for readmission to the ILO as soon as the new government was in place

He expected SA to be readmitted as a full member of the organisation before the delegation left

Barker said the commission had requested its deputy head and former trade unionist Emma Mashinini form part of the team as a government adviser and this had been agreed.

Business SA secretary Friede Dowie confirmed that business representatives would attend, with the Chamber of Mines' Johann Liebenberg and National African Federated Chambers of Commerce's Max Tlakula heading its team. (155)

Landman said others included AECI's Bokkie Botha, Barlow's Andre Lamprecht and Anglo American's Andre van Niekerk.

A Labour Ministry spokesman said the matter had been discussed in Monday's Cabinet meeting, but he was unaware of any decisions that had been taken.

SA resigned from the ILO more than 30 years ago because of pressure from the body about apartheid policies. Although a tripartite team was present at an ILO session late last year, it had not been a full participant, but had attended as an observer, Barker said.

ILO will assist reconstruction

GENEVA — South Africa has pledged to respect workers' rights and has been readmitted to the International Labour Organisation (ILO) after a 30-year absence

An ILO spokeswoman said yesterday the move paved the way for the United Nations agency to advise on how to create jobs

About 47 9 percent of the workforce of 14 9 million is unemployed

South Africa withdrew from the ILO in 1964 amid a mounting campaign against its racist policies

The Geneva-based agency was told on Thursday South Africa was rejoining and would respect the ILO constitution, spokeswoman Madeleine Moulin told journalists

"South Africa has become a member of the ILO It's official since yesterday," she said.

"This will pave the way for an ILO programme of assistance during South Africa's period of reconstruction"

Foreign Minister Alfred Nzo notifed the ILO on Thursday that South Africa would honour the organisation's constitution, according to the agency. ARG 28/5/94

"South Africa has pledged to respect workers' rights in all their forms and consequences," an ILO official said.

"These include the right to have trade unions, and rights to free association and collective bargaining," he added. (155)

SA readmitted to ILO after 30 years

(188)

CT 28/5/94

GENEVA — South Africa has pledged to respect workers' rights and has been readmitted to the International Labour Organisation (ILO) after a 30-year absence, an ILO spokeswoman said yesterday

The UN agency pledged to advise the country on how to create jobs and had allocated about $1 million (about R3,6m) to help introduce new social legislation, she said

South Africa withdrew from the ILO in 1964 amid a mounting campaign against apartheid

The Minister of Manpower, Mr Tito Mboweni, said in the National Assembly yesterday that the cabinet had agreed that South Africa should rejoin

● The European Union yesterday lifted all remaining economic restrictions on South Africa

In a statement released through the Greek embassy, the EU said it wished to assist the new South African government

● South Africa hoped to retake its seat in the UN General Assembly by the end of June, said First Deputy President Thabo Mbeki on Thursday

The UN stripped SA representatives of their powers in 1974 because of apartheid. — Sapa-AFP

SA returns to ILO today after absence of 30 years

B/Day 7/6/94

(155)

ERICA JANKOWITZ

GENEVA — The 75th anniversary conference of the International Labour Organisation (ILO) kicks off today with an opening ceremony at which SA will be readmitted as a member more than 30 years after its resignation due to anti-apartheid pressure.

SA delegates met at the weekend to try to thrash out a consensus on some of the topics to be debated — particularly the declaration against apartheid

A subcommitee led by Labour Affairs Minister Tito Mboweni agreed to thank the anti-apartheid camp for its support in the liberation struggle, and to push for the committee to remain in place and draw up an action plan to assist SA during the transition The ILO has already pledged a $1m support package.

Over the next three weeks a number of vital topics will be discussed by delegates from the 169 member countries. Newly appointed SA labour attaché Auret van Heerden spelled out some of the issues to the 40-strong SA delegation yesterday.

The most pressing topic raised by ILO director-general Michel Hansenne is that of a social clause to become part of the World Trade Organisation's recent agreement on tariffs and trade

Van Heerden said the trend towards globalisation of trade had important implications for labour and the ILO, as the international labour standards convenor, would play a vital role in regulating labour practice However, a big lobby from the Pacific Rim and elsewhere strongly opposed intervention in national labour practice.

Delegates were advised the debate would revolve around not only whether such a clause should exist, but what its content should be, and whether the ILO was the appropriate body to monitor its implementation.

Van Heerden urged delegates to adopt a consensus view on how to deal with the social clause as it was an important topic

Delegates chose to be cautious in their approach in view of political factors, including how SA's African neighbours and other countries identified as allies were expected to vote.

Hansenne had also indicated the need to debate ILO protocol and the possibility of a "soft law" route rather than the prolonged convention route.

He suggested looking for a shorter, more flexible approach which would draw up rules using the powers of persuasion rather than those of being bound legally through an entrenched complaints procedure

"With the globalisation of the world's economy and a narrowing of a nation state's ability to run its own affairs without consulting other countries, the world of work is changing rapidly," Van Heerden said.

"The ILO believes it requires a new system of international regulation to respond to these factors, especially as the key issues have been tied up in conventions"

Van Heerden told delegates the ILO had decided to establish a regional office in Johannesburg, as indicated by its African sub-committee during a tour in February.

Although SA had not been consulted during the process, the move was generally welcomed with the proviso that the African office in Lusaka was not unduly compromised. Mboweni indicated SA would have to treat the proposal carefully so as not to tread on neighbours' toes.

On the conference agenda are the application of labour standards, part-time work, safety and health on mines, and the role of private employment agencies in the functioning of labour markets

Resolutions will be adopted throughout the conference and a final sitting of the resolutions committee will present its report on June 22 for ratification and the drafting of conventions and recommendations

SA's late acceptance into the ILO caused headaches for conference organisers in their efforts to give SA delegation leaders appropriate speaking times Mboweni has been granted a prime slot tomorrow after an address by UN head Boutros Boutros-Ghali and will also make an acceptance speech today to mark SA's formal readmission.

Hansenne and his panel of officials will address delegates regularly on policy options They are expected to dwell on the challenges of a rapidly changing world.

The SA delegation — second in size only to that of the US — will meet regularly in various caucuses of labour, government and employer delegations, as well as a whole.

Steering committees have been established to deal with specific issues, but Van Heerden said the most important work of the ILO was done in the corridors and not in the committee meeting rooms

Mboweni will meet ministers from Australia, Germany, Canada and Switzerland over the next few days, on foreign policy as well as technical co-operation issues

ABS HOLD

Registration Numb

INTERIM

Six months to

CONSOLIDATED INCOME STATEMENT

R000's	6 months to 31/3/94
	Unaudited
Turnover	31 120
Operating income	1 704
Net interest received	495
Net income before tax	2 199
Taxation	945

ILO conference focuses on SA

(155) CT 8/6/94

Own Correspondent

GENEVA — SA's return to the International Labour Organisation (ILO) was widely applauded yesterday at the 75th anniversary conference opening ceremony attended by delegates from the 173 member countries

Conference president and US delegation worker head Charles Gray extended a special welcome to SA while commenting of the 20-year struggle during which the ILO actively encouraged democratisation through the application of the declaration concerning action against apartheid

"I also feel that the rest of the world could learn a lot from your relevant experiences in managing cultural, ethnic and racial diversity to build a nation based on universal values '

Gray observed that although democracy and the free market had spread to most quarters of the world, this had not resulted in increased employment levels, more equitable wealth distribution and enhanced worker rights

He suggested a partnership between the ILO and other UN bodies, including the World Bank, the IMF and the World Trade Organisation "to design, adopt and implement socio-economic policies that helped to reduce poverty, foster sustainable and enployment-sensitive economic growth and to improve working and living conditions"

To this end, Gray urged the ILO's continued commitment to its founding principles and called on it to seek practical and sustainable solutions to current social and labour problems associated with globalisation and changing work patterns

"For the ILO to be up to these vital and difficult tasks, this tripartite structure must hold together, just as we must all stand together across national, regional, class and cultural lines "

SA lauded as an example to the world on rejoining ILO

ERICA JANKOWITZ

(155)

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Gray urged the ILO to seek practical and sustainable solutions to social and labour problems associated with changing work patterns

Switzerland's federal councillor for economic affairs Jean-Pascal Delamuraz urged the ILO to play an active role in securing labour standards linked to international trade relationships

He appealed to member nations to support the ILO in its role as the world's social conscience. "The ILO must define the social framework in which world trade will be operated"

ILO director-general Michel Hansenne said the inclusion of civil society in all spheres of decision-making was essential to secure democracy The ILO would still strive for tripartism in labour relations It supported strong, free and responsible trade union and employer organisations And ministerial direction as a driving force in labour relations was to be encouraged

"Close collaboration will ensure the essence of a politically active partnership to the benefit of all"

He stressed the importance of maintaining labour standards while promoting job creation

Minister asks ILO for help

(155)

GENEVA. — Labour Minister Mr Tito Mboweni called yesterday for technical and other support to eliminate social and economic apartheid.

Addressing the 75th annual meeting of the International Labour Organisation, he said the ILO had contributed substantially to the elimination of apartheid, but economic apartheid remained.

CT 10/6/94

"The structural crisis precipitated by apartheid and the recent downturn in the world economy has exacerbated widespread joblessness in our country," he said.

Workers' rights would not be sacrificed to economic growth in the Reconstruction and Development Programme.

"Our programme is premised on a respect for human and worker rights.

"We are committed to growth, but not at the expense of rights. We, the victims of apartheid, should know what the human costs of disregarding fundamental rights are."

The current ILO conference is expected to dissolve a committee on action against apartheid set up in 1964

1994

ILO will 'monitor progress' in SA

B/Day

ERICA JANKOWITZ

LABOUR Affairs Minister Tito Mboweni issued a stern warning at the weekend to the SA tripartite delegation — state, union and employer representatives — to the International Labour Conference in Geneva saying once its 'flavour of the month" welcome was over, it would be more closely monitored

Mboweni told the delegation it should capitalise on the special status given it this year because of its readmission to the world body

(155)

Following a meeting with the International Labour Organisation's (ILO) Africa desk, the delegation was apparently told its "flavour of the month" welcome would not continue into sessions in following years as the ILO would then monitor progress on reforming labour legislation and standards more closely

"Next year we'll be just another member state," an employer source said

Mboweni said a subcommittee on technical assistance had to reach consensus on setting priorities

The employer source said the composition of the subcommittee would determine the level of overseas interference in overseeing a technical assistance programme

Delegates had agreed it was essential that delegation heads sat on the subcommittee so that the ILO would not dictate terms and conditions, although the organisation's input was essential to the success of any programme

The subcommittee would consist of labour attaché Auret van Heerden representing government, labour delegation head and Cosatu general secretary Sam Shilowa and employer leader and Business SA governing body member Johann Liebenberg

14/6/94

Mboweni left immediately after the weekend caucus, only briefly overlapping with Shilowa who arrived a week late because of commitments, leaving his deputy Nactu general secretary Cunningham Ngcukana to co-ordinate the worker delegation

This led to problems with Nactu's more radical position on certain issues giving rise to friction between participants

Mboweni urged the 40-member delegation to debate seriously which areas could best be tackled with ILO assistance. Most agreed job creation, including labour-intensive public works programmes, and education and training were priorities

Van Heerden, who is based in Geneva, is expected to head the subcommittee and co-ordinate assistance after the delegates leave on June 25

Employer delegate Barlows' Andre Lamprecht said employers were surprised Mboweni raised the ratification of ILO conventions during his address last week

Although the issue of tripartism had been discussed during bilateral discussions with employer groupings, it was felt Mboweni did not fully appreciate the implications of making such pronouncements without debating them and reaching agreement within the National Manpower Commission.

Lamprecht believed employers would not oppose the ratification of the four basic conventions, but labour law was specifically mentioned in the Constitution as being protected from all changes unless due process had been followed

NEWS FOCUS

ILO is waning, but the need lives on

BD 12/7/95 (155)

Andre van Niekerk

LEAVING the 82nd International Labour Organisation conference in Geneva last month was like leaving the birthday party of an aged relative — an unspoken but ominous sense of finiteness permeated the gathering

A little more than a week before the conference, the USgovernment advised the ILO director-general of a decision to review financial contributions to international organisations, including the ILO. Conference rumours put the proposed cut at the full extent of the US's contribution, some 25% of budget

During the first week of the conference, the media carried reports to the effect that should the UK be awarded a special paragraph over the issue of union rights for employees at the Cheltenham intelligence communications centre, the UK would leave the ILO A special paragraph is the severest form of displeasure which the conference's Committee on the Application of Standards can express In the event of the UK leaving the ILO, it would not be entirely unexpected for one or more member states to follow

Relatively fewer member states are ratifying conventions which, it is argued by some, are insufficiently flexible to accommodate the imperatives of a market economy and structural adjustment programmes and combat long-term unemployment

The ILO continues to produce alternative perspectives to studies produced by the OECD and the World Bank, which increasingly appear to be treading on the ILO's previously sacrosanct social and labour market turf This year's report on world employment is an example In what is a reply to the OECD Jobs Survey, the report recognises the imperatives of enhanced competitiveness, the creation of employment, and respect for basic worker and employer rights, but discounts links of causality between labour standards protecting security of employment and levels of employment

A microcosm of this broader debate was reflected in the discussion during the conference on the General Survey by the Committee of Experts on Convention 158, which concerns itself with the termination of employment

The survey was dismissive of criticism against measures to restrict the freedom of employers to terminate employment and the imposition of direct and indirect costs on the dismissal of employees The committee noted, with opprobrium, the trend towards greater precariousness of employment as employers sought flexibility through atypical employment relationships At least one prominent employer representative was led to question whether the ILO, in its 76 years of existence, had created a single job (other than, one would assume, in the considerable bureaucracy which constitutes the International Labour Office)

Has the ILO had its day and should it be allowed to expire with dignity?

The ILO constitution, adopted in 1919, recognises that universal, lasting peace can be established only on the basis of social justice and the "the failure of any national to adopt human conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries ." From its inception, therefore, the ILO recognised that uniform workplace standards would preclude economic competition at labour's expense. Standards assume the form of conventions adopted at the ILO's conference, thereafter voluntarily ratified by member states and enforced by a supervisory machinery which ultimately relies on a not inconsiderable degree of diplomatic and peer pressure

The unique characteristic of the ILO is its tripartite nature Representation on all conference committees (except the finance committee) by governments, employers and workers has for decades provided a basis for social consensus and lends the organisation a moral authority

The debate on linking labour standards to trade agreements reached the point this year where, in the face of opposition by most employers and governments, worker representatives called for links only to the core human rights conventions — those concerned with freedom of association, the right to bargain collectively, forced labour, child labour and equality rights

They argue that globalisation demands global standards The dilemma is that convention obligations are voluntarily assumed For the ILO to police international trade and play arbiter and enforcer is to change the basis on which it was constituted

Efforts to reform the ILO have included a comprehensive rethink on the nature and role of international labour standards Perhaps these tentative steps are a too little, too late The mood about the conference this year was one of an organisation in crisis, brought about by isolationist trends on the part of major financial contributors, the diminishing role of trade unions and collective bargaining, the changed nature of work and a view by some that the ILO continues to cling to the wreckage of an order which no longer reflects social and economic realities

Sadly, the world seems to need the ILO now more than ever. The report of the International Federation of Free Trade Unions, released in Geneva at the time of the conference, documents an increase in human rights abuses directed at workers and trade unionists. The conference heard once again this session of unresolved complaints concerning child bondage, indentured labour, prison labour and child prostitution, particularly in respect of Asian member states.

The pursuit of peace remains as much an imperative in 1995 as it was when the ILO was established after the devastation of the First World War But neither peace nor social justice will be secured by an organisation which has lost the moral and financial support of its constituents and is unable to adapt to a new economic order The tragedy is, this is happening in the face of increasing human rights violations The international social conscience which the ILO represents may not be present or sufficiently effective to respond when the alarm is sounded.

□ **Van Niekerk is a labour law consultant at Anglo American.**

INTERNATIONAL LABOUR OFFICE

1999

ILO's new director-general wants to make labour count

Somania vows to transform an organisation that many believe is ruled by out-dated attitudes and ideas

Robert Taylor
and Frances Williams

Financial Times

LONDON — Juan Somavia, the International Labour Organisation's (ILO's) new director-general, has set himself a formidable task to transform what many see as a cumbersome and low-profile institution into an active, modern body that can have an effect on the global economy.

Formerly Chile's United Nations ambassador and chief organiser of the UN's Copenhagen social summit in 1995, he is the first man from outside Europe and the US to head the ILO since its foundation in 1919

He said his "mission" was to establish a "social pillar" in the new world architecture being created by other international institutions such as the World Trade Organisation, the World Bank and the International Monetary Fund "Unless most people feel the global economy is working for their benefit it will be vulnerable to social unrest," he said

Social issues were bedrock issues that could win or lose elections because they affected fundamental aspects such as the disintegration of family life

Somavia does not believe social policy should be seen solely as an ILO concern, favouring closer collaboration with other agencies "One of the failings of the world's underperforming multilateral system has been its divisions into sectors when it should be integrated," he said

But he sees a significant role for the ILO, whose 2 000 employees set international labour standards, advise governments on labour policies, job creation and working conditions, and demonstrate how macroeconomic policies and labour market and social questions interrelate

Somavia is an enthusiastic extrovert, keen to restore morale to the ILO secretariat and win the confidence of the governing body made up of governments, employers' associations and trade unions

He wants to transform the organisation's 39 separate programmes into four "strategic objectives" in an attempt to focus on what matters These embrace the promotion of fundamental principles and rights at work, the creation of greater opportunities to secure decent employment and income, an improvement in social protection, and a strengthened tripartism and social dialogue between states, capital and labour

The ILO's $481m budget for the 2000 and 2001 seeks to further those aims But seasoned officials point out that Michel Hansenne, his predecessor, had favoured something similar but ran into stiff resistance

Success will depend on whether Somavia's more open style of conducting business finds greater favour with the governing body So far employers and union delegates seem impressed by his inclusive approach

But observers believe his emphasis on building consensus on virtually all issues could make it difficult for him to take firm decisions that involve a shake-up of the ILO's ageing bureaucracy

Somavia wants to create a new management structure in the ILO "responsive to new demands and emerging needs", such as flexible working practices and inadequate social protection systems

Somavia sees himself as a flexible pragmatist, a moderniser whose values are embedded in a mixture of social democratic and Christian traditions But his fine words will count for nothing if they are not translated into effective action

Financial Times 19/5/99