

CONSTRUCTION

LABOUR

1975 - 1978

HANSARD 6

Q. column 436-437

11 March 1975

1. 31
~~2. 174~~

Building industry/Relaxation of job reservation

*14 Dr. A. L. BORAINÉ asked the Minister of Labour:

Whether representations have been made to him by any trade union organizations in regard to the relaxation of job reservation in the building industry: if so, (a) by what organizations and (b) what was the nature of (i) the representations in each case and (ii) his reply.

†The MINISTER OF LABOUR:

Yes.

(a) "Amalgamated Union of Building Trade Workers of South Africa".

(b) (i) That non-Whites be permitted to perform artisan's work in the building industry.

(ii) The Union was advised that its representations were being transmitted to the Industrial Tribunal which, at that stage, was engaged in conducting an investigation into the building industry in terms of section 77 of the Industrial Conciliation Act, 1956.

21 APRIL 1975

① 31
② 332

Bantu Building Workers Act X

236. Dr. G. F. JACOBS asked the Minister of Labour:

- (1) How many Bantu (a) had completed their training and (b) were in training under the Bantu Building Workers Act as at 31 December 1974;
- (2) how many Bantu had qualified in each of the various building trades at that date.

The MINISTER OF LABOUR:

- (1) (a) Up to the end of 1974 altogether 7 782 Bantu obtained registration as building workers in terms of the Act. This figure includes Bantu who were not trained under the Act but who passed trade tests prescribed in terms of the Act.
- (b) 379.

- (2) Blocklaying: 95.
Bricklaying: 3 812.
Bricklaying and Plastering: 347.
Carpentry: 1 368.
Carpentry and Joinery: 54.
Electrical Wiring: 39.
Joinery: 1.
Painting: 779.
Plastering: 646.
Plumbing: 641.

HANWARD II

Q. 801

24 April 1975.

(31)

~~2. Hanpower - Tray.~~

~~3. 332~~

Black artisans in building industry in
South Africa

273. Mr. G. S. BARTLETT asked the
Minister of Labour:

How many Blacks have completed
apprenticeships and qualified as artisans
in the building industry in South Africa.

The MINISTER OF LABOUR:

None in terms of the Apprenticeship
Act, 1944. However, up to the end of
1974, altogether 7782 Bantu obtained
registration as building workers in terms
of the Bantu Building Workers' Act,
1951. This figure includes Bantu who
were not trained under the Act but who
passed trade tests prescribed in terms of
the Act.

No hearing for Black union

Labour Reporter

STAR

24/4/1975

A Black union, born out of a dispute between workers and management in a large construction company, has been refused a hearing in the company's latest labour dispute.

The firm, Roberts Construction, sacked 23 workers for "shouting, demonstrating and beating on site-office doors" after allegedly disobeying instructions.

Four workers were reinstated on the basis of their "good records" after intercession by the Black Building, Construction and Allied Workers' Union. The other 19, all contract workers, have had to return to their homelands.

"On the basis of statements by the workers we felt there must have been a misunderstanding," said Mr Scakes Sikhakhane, the union's general secretary.

INTERFERENCE

"We think management should at least have listened to the workers' version of events."

Mr M van Biene, a director of Roberts Construction, said: "Management was involved through the project manager on the site. There has been no misunderstanding."

He had no doubt there was "an element of outside interference in the unreasonable attitude" of the workers.

His company had established more than 80 liaison committees and planned to provide a committee on each site.

"We will continue in the face of outside influence to pursue our policy of improving conditions for workers," Mr van Biene said.

① 31

→ 134

→ 138

STAR 25/4/75

ease

Labour Reporter

Employers in the Transvaal building industry have quadrupled the automatic cost of living adjustment for Black workers on the minimum wage scale.

The half-yearly adjustment applying to all minimum wage categories in the Transvaal building industry would have meant one cent an hour for the unskilled Black worker.

Employers decided to contribute an extra 3c an hour to narrow the wage gap, said Mr Z. L. Pretorius, director of the Witwatersrand Master Builders' Association.

This means that minimum pay will be 50c an hour (R22 a week) from next month, when the increase comes into effect.

White artisans will then get an additional 11c an hour, bringing their minimum pay to R1.87 an hour.

Mr Pretorius emphasised that this adjustment did not necessarily apply to artisans earning more than the minimum.

Employers have anticipated the adjustment in most cases, he said. In fact most artisans were being paid in excess of the minimum.

LEATHER TRADE

New increases have also been negotiated for South Africa's 30 000 leather workers.

Industrial agreements in the leather industry taking effect in July provide for increases of up to 28,7 percent over the wages agreed to in September 1973.

The increases for the various sections of the industry are 23,75 (general goods and handbag section), 26,5 percent (footwear) and 28,7 percent (tanning).

Allowing for the 10 percent interim relief increase granted last June, the effective increases over the year to July will be 12,5 percent, 17 percent and 15 percent respectively.

The lowest paid unskilled workers in the leather industry are to receive from R19,03 to R19,74 a week under the new agreement.

① 31
② 234
③ 246
④ 326

31

Rise for Transvaal

Daily Dispatch 3/5/75

building workers

PRETORIA — The Transvaal's 70 000 building workers are to get increased

earnings from the beginning of this month.

Skilled workers will get an 11 cents an hour rise, and labourers — mostly blacks — will get one cent an hour, a deal which widens the already wide pay gap between skilled and unskilled workers in the industry.

The new wage levels will load inflated building costs further, and force up the already high costs of house and flat building.

According to a senior official of the industrial council for the building industry, the 15 000 building artisans in the province are to get increases of 11 cents an hour.

The 55 000 mostly black unskilled labourers, however, will get one cent an hour rise to 47 cents.

The minimum rates for artisans in category one will rise to 187 cents an hour, in category two to 208 cents an hour, and category three to 254 cents an hour.

The official said the in-

crease was built into an amendment to the existing agreement, which provided for automatic rises related to the level of the consumer price index.

A new agreement had been negotiated, and this was now in the hands of the Department of Labour.

When it came into operation, it would mean an additional five cents an hour for artisans, and another cent an hour for labourers.

— DDC.

Rapp profits

JOHANNESBURG — Rapp and Maister Holdings Ltd, the property group, has announced an after-tax profit for the year ended February 28 of R1 820 000 (1974: R1 697 000). Total dividend distribution for the year rose by 1c to 8.5c.—SAPA

Wage gap ^{STAR} 6/5/75 now widened

21 31
3)

In the report "Building trade Blacks get big COL rise" the big rise amounted to a merciful one cent an hour, although employers decided to contribute an extra 3c

an hour "to narrow the wage gap." (The Star, April 25.)

White artisans on the other hand, will be getting an additional 11c an hour.

If the Blacks get an increase of 4c an hour and Whites 11c an hour then surely the wage gap has now widened by a further 7c an hour?

Professor P. Verhoef
Pretoria.

★ Professor Verhoef is quite right, of course. In spite of the Master Builders Association's claim that their quadrupling of the automatic pay adjustment for Blacks was aimed at narrowing the wage gap, the gap has widened.

Still, the Transvaal building industry's new minimum of R22 a 44-hour week is higher than the lowest pay in most affluent Witwatersrand industries.

Take the hire-transport industry which raised its minimum to R15,36 a week this month — under a complete wage review, not a voluntary adjustment as in the building industry.

Therefore the building industry's pay rise was unusual.

Your servant to cost more

By PATRICK LAURENCE
EMPLOYERS of African
servants will have to pay
an additional 50c levy a
month during the coming
financial year.

The ordinary household
employs more Africans
than factories of commerce
and will have to pay the
biggest increase in levies
to the West Rand Administration Board.

It was calculated yesterday
that employers will
contribute an extra R2.4-
million to the board.

The board is responsible
for the administration of
Soweto and African town-
ships attached to West
Rand towns like Krugers-
dorp and Randfontein.

Its chairman, Mr Manie
Mulder, said yesterday
labour levies would be
channelled into providing
more and better services
for the townships, includ-
ing roads, high-mast lights,

stormwater drainage and
recreation.

The board's executive
meets tomorrow to consider
its financial estimates for
the 1975-1976 financial
year. The estimates have
already been presented to
African urban councils and
advisory boards for com-
ment.

Although the board has
not yet released its esti-
mates, it is possible to cal-
culate its increased reve-
nue from labour fees.

Employers of African
labour in industry, build-
ing, commerce, agriculture
and government all have
to pay an additional 30c
per labourer per month.
For the most part, the levy
has risen from R1.50 to
R1.80.

Employers of African
servants have to pay an
additional 50c — R1.00 a
month.

222
31

'Demo' on prices urged

Star 29/5/75

Pretoria Bureau

An Afrikaans labour leader, Mr Gert Beitze, proposed today that a "national demonstration" be held to show the Government how strongly ordinary people in the street feel about the alarming rate of inflation in the economy.

What he had in mind, he said, was a national protest which would involve workers, housewives, pensioners, farmers and

other affected groups. He would get them to prepare a petition which could be presented at the Bar of Parliament.

He made the proposal last night at a meeting of the Co-ordinating Council of South African Trade Unions — an affiliate of the Confederation of Labour — and said those present were all in favour of immediate action.

"The workers are fed-up about galloping inflation. They want to demonstrate

their feelings, but we must still decide what form the demonstration should take.

"Inflation has become so serious that all our negotiations for higher wages for our working classes are pointless. An agreement signed today is not worth the paper it is on, because when the new scales come into effect the additional money has already been eroded away.

"I and all the members of my Blanke Bouwerkers-

sykbond cannot see that any progress is being made in the curbing of inflation. We are going downhill all the time and a serious crisis is looming."

Mr Beitze said it was time the Government and economists stopped misleading the public. The Government should take a lot of the blame for the present state of affairs — and the people should be made aware of it.

(1) 2467
(2) 208
(3) 136
(4) 31
(5) 150A

MURRAY & STEWART

31

VULA AMEHLO

IPHEPHA-NDABA KUBO BONKE ABASEBENZI BAKWA-M & S CAPE TOWN

ELESITHATHU

JULAYI 1975

INQAKU LOMHLELI

Izimvo neembono zeekomiti ezilikhonco ngo Vula-Amehlo ziya xolisa, ngathi ikhampani ithabathe ithuba elide kakhulu phambi kokuba iyiseke lendlela yoqhakamshwelano, xa unokufunda amanqaku aphuma kubaqeshwa, amanqaku ashicelelweyo kweli phephandaba, ungaphawula ukuba eliphephandaba lixhaswa nguwo wonke umqeshwa okulekhampani.

Luluvo lekhampani ukuba izikhalazo mazinga nyathelwa ngenyawo koko maziziswe ngaphambili. Ikwa yinkolelo yekhampani ukuba abaqeshwa baphatheke kakuhle ngethuba lomsebenzi, ngoba njengoko imini ine yure ezingama 24, Iiyure ezisibhozo simele ukuba silale, Iiyure ezisibhozo simele ukuba sizigcibise, ezisibhozo zezokuxelenga ukuba indoda iphetheke kabuhlungu emsebenzini ayisoze yonwabe bonke ubomi bayo. Kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iziko loqeqesho loku goca goca iziphiso ezifihlakeleyo kumzi ontsundu, nangaphezulu kungoko ikhampani iseke iphephandaba labasebenzi ukwenzela ukuba yonke into eyenzeka esayitini neyenzeka kwikhampani ipapasheke, ukudaleka kweekomiti yemidlalo nokwanda kwamagela ebholwa ekhatywayo (isoka) kuma sayiti ngama sayiti sesinye isiqinisekiso esibonisa ukuba ikhampani ibakhathalele abaqeshwa nangamathuba abo okonwaba, ngoba siyazi ukuba uninzi lwe-engxelera zenzeka ngamathuba ethu okonwaba. Ukungqinisisa oku funda iphephandaba langomvulo uyakufunda ngenani elininzi labantu abangxwelerhekileyo kwimpela veki edlulileyo, kungoko ikhampani inqwena ukuba wonke umqeshwa athabathe inxaxheba kwezemidlalo.

Sino vuyo ukunazisa ukuba u Vula-Amehlo wenyanga edlulileyo waba nokufikelela nakwiiofisi zendendebe zalapha - Douglas Murray House. Sipapasha apha ngezantsi isicatshulwa sesibhilivana esiphuma ku Mnu R H Snape sisiya ku Mnu Knudsen ngo Vula-Amehlo.

"Ndimfundile u Vula-Amehlo nceda ubambe isandla somhleli weli phephandaba, ndicinga ukuba sisiqalo esihle, ngaphezulu into yokukhuthaza ukuba abaqeshwa bathumele amanqaku iyancomeka.

MURRAY & STEWART

31

VULA AMEHLO

IPHEPHA-NDABA KUBO BONKE ABASEBENZI BAKWA-M & S CAPE TOWN

ELESITHATHU

JULAYI 1975

INQAKU LOMHLELI

Izimvo neembono zeekomiti ezilikhonco ngo Vula-Amehlo ziya xolisa, ngathi ikhampani ithabathe ithuba elide kakhulu phambi kokuba iyiseke lendlela yoqhakamshwelano, xa unokufunda amanqaku aphuma kubaqeshwa, amanqaku ashicilelweyo kweli phephandaba, ungaphawula ukuba eliphephandaba lixhaswa nguwo wonke umqeshwa okulekhampani.

Luluvo lekhampani ukuba izikhalazo mazinga nyathelwa ngenyawo koko maziziswe ngaphambili. Ikwa yinkolelo yekhampani ukuba abaqeshwa baphetheke kakuhle ngethuba lomsebenzi, ngoba njengoko imini ine yure ezingama 24, Iiyure ezisibhozo simele ukuba silale, Iiyure ezisibhozo simele ukuba sizigcobise, ezisibhozo zezokuxelenga ukuba indoda iphetheke kabuhlungu emsebenzini ayisoze yonwabe bonke ubomi bayo. Kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iziko loqeqesho loku goca goca iziphiso ezifihlakeleyo kumzi ontsundu, nangaphezulu kungoko ikhampani iseke iphephandaba labasebenzi ukwenzela ukuba yonke into eyenzeka esayitini neyenzeka kwikhampani ipapasheke, ukudaleka kweekomiti yemidlalo nokwanda kwamagqala ebholwa ekhatywayo (isoka) kuma sayiti ngama sayiti sesinye isiqinisekiso esibonisa ukuba ikhampani ibakhathalele abaqeshwa nangamethuba abo okonwaba, ngoba siyazi ukuba uninzi lwe-engxelera zenzeka ngamathuba ethu okonwaba. Ukungqinisisa oku funda iphephandaba langomvulo uyakufunda ngenani elininzi labantu abangxwelerhekileyo kwimpela veki edlulileyo, kungoko ikhampani inqwena ukuba wonke umqeshwa athabathe inxaxheba kwezemidlalo.

Sino vuyo ukunazisa ukuba u Vula-Amehlo wenyanga edlulileyo waba nokufikelela nakwiiofisi zendendebe zalapha - Douglas Murray House. Sipapasha apha ngezantsi isicatshulwa sesibhilivana esiphuma ku Mnu R H Snape sisiya ku Mnu Knudsen ngo Vula-Amehlo.

"Ndimfundile u Vula-Amehlo nceda ubambe isandla somhleli weli phephandaba, ndicinga ukuba sisiqalo esihle, ngaphezulu into yokukhuthaza ukuba abaqeshwa bathumele amanqaku iyancomeka.

MURRAY & STEWART

31

VULA AMEHLO

IPHEPHA-NDABA KUBO BONKE ABASEBENZI BAKWA-M & S CAPE TOWN

ELESITHATHU

JULAYI 1975

INQAKU LOMHLELI

Izimvo neembono zeekomiti ezilikhonco ngo Vula-Amevlo ziya xolisa, ngathi ikhampani ithabathe ithuba elide kakhulu phambi kokuba iyiseke lendlela yoqhakamshwelanano, xa unokufunda amanqaku aphuma kubaqeshwa, amanqaku ashicilelweyo kweli phephandaba, ungaphawula ukuba eliphephandaba lixhaswa nguwo wonke umqeshwa okulekhampani.

Luluvo lekhampani ukuba izikhalazo mazinga nyathelwa ngenyawo koko mazisiswe ngaphambili. Ikwa yinkolelo yekhampani ukuba abaqeshwa baphatheke kakuhle ngethuba lomsebenzi, ngoba njengoko imini ine yure ezingama 24, Iiyure ezisibhozo simele ukuba silale, Iiyure ezisibhozo simele ukuba sizigcobise, ezisibhozo zezokuxelenga ukuba indoda iphetheke kabuhlungu emsebenzini ayisoze yonwabe bonke ubomi bayo. Kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iikomiti ezilikhonco kuwo onke amasayiti, kungoko ikhampani iseke iziko loqeqesho loku goca goca iziphiso ezifihlakeleyo kumzi ontsundu, nangaphezulu kungoko ikhampani iseke iphephandaba labasebenzi ukwenzela ukuba yonke into eyenzeka esayitini neyenzeka kwikhampani ipapasheke, ukudaleka kweekomiti yemidlalo nokwanda kwamaqela ebholwa ekhatywayo (isoka) kuma sayiti ngama sayiti sesinye isiqinisekiso esibonisa ukuba ikhampani ibakhathalele abaqeshwa nangamathuba abo okonwaba, ngoba siyazi ukuba uninzi lwe-engxelera zenzeka ngamathuba ethu okonwaba. Ukungqinisisa oku funda iphephandaba langomvulo uyakufunda ngenani elininzi labantu abang-xwelelchekileyo kwimpela veki edlulileyo, kungoko ikhampani inqwena ukuba wonke umqeshwa athabathe inxaxheba kwezemidlalo.

Sino vuyo ukunazisa ukuba u Vula-Amevlo wenyanga edlulileyo waba nokufikelela nakwiiofisi zendendeba zalapha - Douglas Murray House. Sipapasha apha ngezantsi isicatshulwa sesibhilivana esiphuma ku Mnu R H Snape sisiya ku Mnu Knudsen ngo Vula-Amevlo.

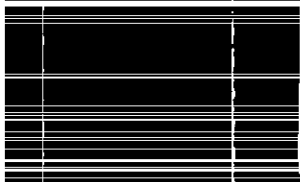
"Ndimfundile u Vula-Amevlo nceda ubambe isandla somhleli weli phephandaba, ndicinga ukuba sisigqalo esihle, ngaphezulu into yokukhuthaza ukuba abaqeshwa bathumele amanqaku iyancomeka.

Ndingathanda ukucebisa ukuba iindaba zolulwe kancinane kunye neefoto ezibalwa, ngoba ndiqinisekile kwinto yokuba inga luvuyo olukhulu xa abafundi benokubona iifoto zamaqabane abo kweli phephandaba."

Ncedani nithumele amanqaku neengongoma eninqwanela ukuba zipapashwe kule dilesi, Windsor Skweyiya, Murray and Stewart Senta.

AMANQAKU AKWELI PHEPHA-NDABA

1. Izaziso ezibalulekileyo.
2. Iindaba zasemasayitini.
3. Ezengqeqesho.
4. Ezokhuselo.
5. Iikomiti ezilikhonco.
6. Umqeshwa olikhwahla.
7. Indoda esisandula ukuyiqesha.
8. Ezemidlalo
9. Imbalalwano nomhleli.
10. Ukhutshiswano.
11. Iindaba ngokucatshuliweyo.



IZAZISO EZIBALULEKILEYO

Qaphelani ukuba iiholide zabakhi kulo nyaka zihamba ngoluhlobo.

MUSWEK:-

Kuvalwa:- Ngolwesithathu umhla we 10 ku Disemba 1975.

Kuvulwe:- Ngolwesibini umhla we 6 ku Janyuwari 1976.

UCANDELO LENTSIMBI ZERINFOSING:-

Kuvalwa:- Ngolwesine umhla we 11 ku Disemba 1975.

Kuvulwe:- Ngolwesithathu umhla we 7 ku Janyuwari 1976.

AMACANDELO EZAKHIWO NAWO SIVIL NAWO WONKE AMANYE:-

Kuvalwa:- Ngolwesihlanu umhla we 12 ku Disemba 1975.

Kuvulwe:- Ngolwesibini umhla we 6 ku Janyuwari 1976.

NIQAPHELE KWAKHONA UKUBA INTLAWULO YEMIVUZO IYAKUBA NGECALA EMVA
KWEYE SHUMI ELINAMBINI INTSIMBI, NGENIHLE EKVULWA NGAWO KULO
MACANDELO.

ISIKHALAZO SE OFISI YEMIVUZO

Yonke imigqibelo emva kokuba bekwamkelwe imivuzo ngezolo, abaqeshwa beza kule ofisi yemivuzo bevakalisa izikhalazo zabo.

U Vula-Amehlo ufumene isicelo esivela kule ofisi esibhekiselele kubo bonke abasebenzi esithi.

Abaqeshwa abanengxaki abanqwenela ukuba ziconjululwe yile ofisi yemivuzo, mabancede bafumane incwadi eziphuma kwiforomane zabo ezicacisa ngezo ngxaki, lenkqubo ingawenza lula umsebenzi wale ofisi yaye baziwe nabasebenzi ngokunjalo.

UKUBA UFUNA UKUYA KWIDFISI YEMIVUZO FUMANA INCWADI KWIFOROMANE YAKHO.

U MURRAY & STEWART (BODA) (PTY) LIMITED

PHESHEYA KWENCIBA

Kule Nyanga ka May u Murray & Stewart (Boda) wafumana ikontraka ka rulumente wa pesheya kwenciba yokwakha iiofisi emtata eziyimigangatho elishumi elinesine, esi sakhiwo kufuneka sibe sesigqityiwe ngethuba esi sizwe sifumana inkululeko yaso kunyaka ozayo.

Kwakhona u Murray & Stewart (Boda) wafumana enye ikontraka yokwakha izindlu zamasoka nemasokakazi, nokwandisa ikholeji yobugcisa. (Ezi zindlu zakhelwa lekholeji).

Ezi khontraka zisisiqhamo ebesimele ukuvela ngoba u Murray & Stewart (Boda) ukhenkethe iminyaka emithandathu ukususela e gcuwa ukuya edutywa, ngale minyaka wazibumbela nezipani eziqinileyo zabasebenzi. Umsebenzi wobugcisa uvumelekile nokowuphina umntu kweli lizwe.

U Murray & Stewart (Cape Town) uzakwakha isilayidi sezi ofisi ukwenzela ukuba ilifti zikwazi ukuhla zinyuka, neminye imisetyenzana ibe iqhuba. U Mnu C H S Burzelman, idayilekta yalapha uza kongamela eliqela labakhi besilayidi.

UQEQESHO

U Vula-Amehlo ufumene lomyalezo ovela kwicandelo loqeqesho.

Iziko elitsha loqeqesho kujongeke ukuba ligqitywe kwinyanga ka Agasti. Eliziko lizakuba likhulu laye liza kuba nezifundo zoqeqesho ezininzi.

Ngokwangoku inkqubo yethu yoqeqesho isesemgceni, izifundo ezikhoyo zezi, izifundo zabasebenzi jikelele, izifundo zeengeng bos, izifundo zezikafile, izifundo zamashatari, izifundo zeestil fiksas nezifundo zekonkriti.

Zonke izifundo ngoku zenziwa ngendlela yokuba bawenze ngezandla umsebenzi ndaweni yokuba baboniswe kuphela njengoko bekufudula kunjalo mandulo, nto ezakubangela ukuba athi umfundi lowo xa ebuyela e sayitini asebenze umsebenzi ebewenza ngezandla zakhe ngela thuba ebeqeqeshwa ngalo.

Ekupheleni kolo qeqesho abo babonakalisa ubukrelekrele bengqondo lo gama beqeqeshwa baya kuhlalala iimviwo baze bathi abo baphumeleleyo babe liqhayiya kuma qabane abo babe yingeniso naku maayiti abo.

ISAYITI LASE PLESSEY

Apha niboniswa umfanekiso wamadoda ongamele isakhiwo sefektri yakwa Plessey e Ritrit. Lomsebenzi uqalise ukusetyenzwa ngesantya ngo Janyuwari kulo nyaka, kujongeke okokuba ugqitywe ekupheleni konyaka.



UKUSUSELA EKHOHLD

Banum: Gunther Skibbe - iforomani enkulu jikelele,
Rodwell Mbucwa - ilungu lekomiti, Lemon Zwakala
igeng bos, Jackson Madikane igeng bos yeeplamari,
Abner Wulana igeng bos, e Du Toit, John Makeleni
igeng bos, P Jennings, S Fakier - iforomani,
C Februari - iforomani, D K Golding - umabhalana
wesayiti, P G Gabriel - usosiba wenkcitho mali.

UKHUSELO

UKUFA EMSEBENZINI

Kukho into ebuhlungu, emanyikinyezi neyoyikeka kangangokuba asifuni nokuyi faka ezingqondweni zethu, into yokububela emsebenzini. Kodwa kuyimfuneko, ngoba esi senzo sihle kahlanu kule khampani kulo nyaka.

Bahlanu abaqeshwa bethu abanga sayi kubonana neentsapho zabo ndawonye nezihlobo zabo. Umnqweno wethu sisonke, nomnqweno wentsapho zethu ngowokuba sinduluke kweli phakade xa sesi khokhobeliswe kukuguga.

Kufuneka sizimisele kulo mnqweno. Sonke ngabanye kufuneka sisebenzile okanye indlala iyakusi tshabalalisa. Qwalasela ngalo lonke ixesha konke okwenzayo.

Ukusweleka komqeshwa okokugqibela kwenzeka kwinyanga ka Juni umhla wama 24, ngokuthi umfi lawo achancathe phezu kweplanga elinye lesikafile elali xwese esithuba esibude esizi mitha ezi 3, 2, iplanga lophuka waze waze wabuba. Cinga yaye qaphela phambi kokuba wenze.

"Ngaba eliplanga lesikafile lixwese umgama omde kakhulu,? Ewe kunjalo, hayi ke andisokube ndinyathele kulo, kakade iplanga elinye alonelanga, umchancatho wam kufuneka ndiwu shunqule okanye ndifake amanqwawqwa anqumlezileyo ngaphantsi ukuze ndifake amanqwawqwa amabini ubude.

Kufuneka uzibuze wena siqu "Ngaba alungile lamanqwawqwa, aka chachambanga"? Ukanti nokuba impendulo sele ingu "Ewe" ungaze uthembele kwinqwanqwa elinye, nokuba selixwesa umgama omfutshane.

Ukuba ezingcinga zazifikele kwingqondo kamfi, mhlawumbi ngesisekunye nanamhla.

UKUXHOMA

Kumzi wemveliso e phillip kukho indoda inethamsanqa ngokuthi isandla sayo sikhuthuke singatyumki ngokude siphelelwe kukusebenza naphakade oku kwenzeka ngo Julayi xa isandla sakhe sasibhajiswe ngumgibe.

Khumbulani ukuba umgibe unga khangeleka lula xa unyuswa yi kreyini kanti khumbulani okokuba ingaqhawuka ityumze okanye ingxwelere nantonina ephantsi kwayo nese caleni kwayo. Xa ithotywa okanye ilenga-lenga.

Musa ukungawu qwalaseli umthwalo ojingayo ude ubekwe phantsi. Ukufulathela umthwalo ojingayo umi ecaleni kwawo, okanye ukhangele ecaleni kukubiza iingozi zobuqhwalala. Okokuba umthwalo uyajiwuza okanye uza kukhutshwa kwindawo emxinwa musa ukusebenzisa izandla okanye umzimba. Bophelela iintsontela ukuze uwutsale ngazo.

Umsebenzi wethu usetyenzwa nge kreyini ikakhulu kanga ngokuba side silibale nendlela yokusebenza ecaleni kwale kreyi nobungozi bayo sibulibale. Wuqwalasele lomashini uyi kreyini qwalasela amahuku, iintambo nendlela yoku bophelela iintsontela kwimithwalo nokwamkela nokunika amakhwelo ukubiza ngokucacileyo.

Ngolu-hlobo ungasindisa iingxwelera ezininzi ezingozini.

IZIGANEKO ZEENGOZI KWINYANGA KA JULAYI

IGAMA LESAYITI

INGOZI

ESivic Senta

Ekupheleni kwexesha lesidlo indoda ethile yothuleka kwiqondo (deck) eliphezulu yawela kweli sezantsi. Yenzakala ngentloko.

F.F.3

Kuwe umqeshwa elelini waza wafa isiqqa, wasiwa esibedlele.

Sanlam

Ukruneke iqatha.

Stiliyadi

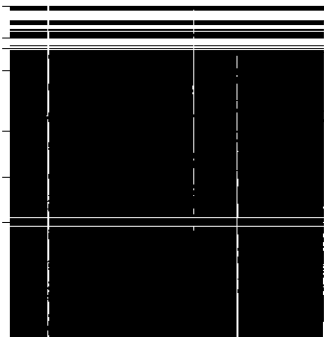
Ucikicane uminxeke phakathi kwetroli ezimbini waza wagutywa.

Shell Hawusi

Umqeshwa othile walile ukunyathela eludakeni, ngenxa yokuba enxibe izihlangu ezitsha. Ufune ukucezele ekugqibeleni kwiqondo lesine, utyibilikile waze wasinda ngenxa yokuwela phezu kwesikafile esingaphandle kwesakhiwo eso, iimita ezimbini ezantsi kweqondo elo. Wakruneka isinqe, waphuka iimbambo.

Mustweks (Yadini)

U Makhnikhi wafumana ingozi ngoku ngqubana kwenqwelo yakhe nenye xa ebevela kulungisa imitshini kwisayiti lase reyinbowu tshikhens, evostile. Esinga ekapa. Wafumana ingozi ebusweni waza waphuka nomlenze.



IIKOMITI EZILIKHONCO

Kwiphepha-ndaba lethu elidluleyo, sinazise ngekomiti elikhonco yocandelo lenjineri yesivik. Kule nyanga sifuna ukunazisa ngekomiti elikhonco yocandelo lezakhiwo.

Le komiti yahlala intlanganiso yayo yokuqala ngo Septemba kunyaka ophelileyo, kungokunje lekomiti imele lamasayiti.

I Rizev Benk.
I Gowulden Eyikha.
I Plessey.
I Shell Hawusi.
I Wayinbeg Milithari Hospital.

U Sihlalo wale komiti yezakhiwo ngu Mnu D A Alma okwa yidayilekta eyongamele ucandelo lezakhiwo.

U Sosiba ngu Mnu N Crowther oyi manejali yeekhontraka kwicandilo lezakhiwo.

Nanga amagama ale komiti.

Banum:- Lennox Tupana
George Sotyingwa
Clarence Mqandu
Rodwell Mbu
Maxim Mbuqe
Raymond Ndabazinzi
Allen Simanga
Pongwana Mendi
Didi Poswayo
David Ntuta
Welcome Danti

Ikomiti yezakhiwo inamalungu awukhuthaleleyo umsebenzi wawo, abaqeshwa kuyimfuneko into yokuba bawanike inxaso nentsebenziswano.

Makhe sifunde intetho ka Mnu Lennox Tupana ongu Sihlalo wale komiti xa ihleli ezayo intlanganiso.

Ukususela mhla zasekwa ezikomiti ezilikhonco uqhakamshekwano phakathi kwabasemagunyeni nathi baqeshwa ladaleka. Akufuneki silibale ukuba akusilo thuba lide ezi komiti zikho ekhaya apha, kodwa amalungelo ese siwaxhamlile ayancumisa.

Uqeqesho lase sikolweni lenze ukuba imveliso yabasebenzi emasayitini ithi nyi ingakumbi abo bethu abangazange basebenze konobumba. Olu qeqesho lethu yinto enqwenelwa nango gxa bethu abasebenza kwezinye iikhampani.

Umbandela we joyini, into eyenza ukuba izizalwana zethu zikwazi ukuza kusebenza nathi, nto ebumba ubuhlobo ngakumbi, nethi ekugqibeleni idale umoya wentobeko nobudlelwane obuhle kwikhampani, yenye yemibandela eyalungiswa ziikomiti ezilikhonco ingcebiso yam kwabo basa zithandabuzayo ezikomiti "phambi kokuba ugxeke ngawuzinike ithuba elaneleyo wandule ukuzigxeka kodwa ndi jongile nje ingathi asisokube sibekho isigxeko esibambekayo".

LENNOX TUPANA

GOWULDEN EYIKHA

IIKOMITI EZILIKHONCO ZASEMASAYITINI

Ikhampani iya lukhuthaza uqhakamshelwano, imvisiswano, nentsebenziswano phakathi kwayo nabasebenzi. Nto leyo enokudala ubudlelwane obungena mbaliso kushishino jikelele. Ikhampani izimisele ukusebenzisana nazo zonke iikomiti ezilikhonco ezanyulwayo ngabasebenzi.

Njengoko nisazi okokuba inani leekomiti eziyintloko lishumi elinanye, ezi komiti azinakho ukumela lamasayiti maninzi kangaka kungoko ikhampani ifikelele kwiimbono zokuba isayiti ngalinye malibe nekomiti yalo, ukwenzela ukuba lokomiti ndawonye nabongamele elo sayiti badibane baxoxe iingxaki nemiqweniso enzulumene nelo sayiti kuphela. Ukanti imibandela enokuchaphazela bonke abasebenzi belocandelo iyakubhekiswa kwikomiti eyintloko.

Ucandelo lesivil seliqalisile ukuseka iikomiti zamasayiti. Nazi zibhalwe ngezantsi.

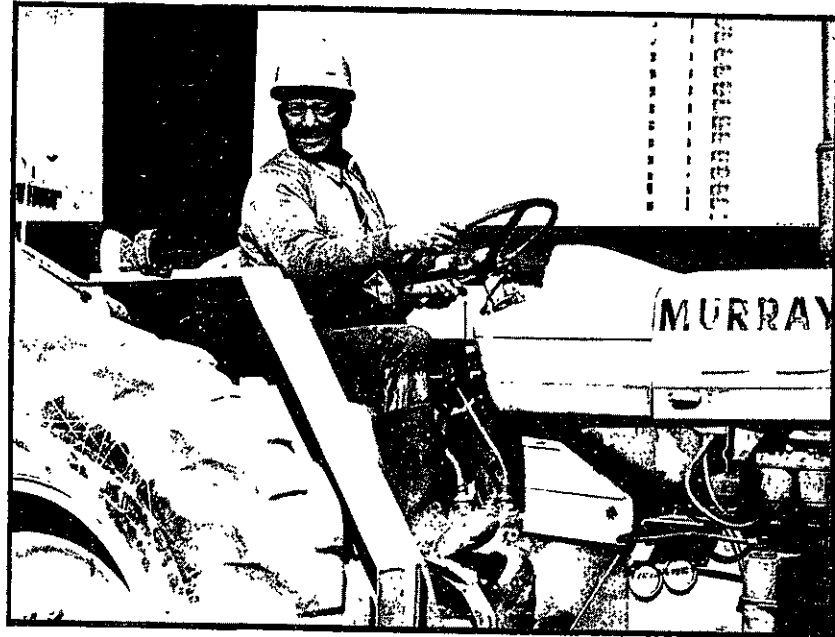
F.F.3
F.F.4
Roadworks (Abakhibeendlela)
Krombum.

Kwixa elizayo siya kunazisa kweli phepha-ndaba u Vula-Amehlo ngenkqubo yeekomiti ezilikhonco zasemasayitini.



U MANTSHINGILANA
KWISAYITI LASE SIVIK

Le ndedeba ngu Mnu Edward Qeqe olawula zonke iinqwelo zama-futha ndawonye nendwendwe ezingena kweli sayiti. Umhleli weli phephandaba wakhe wayalwa ngu Mnu Qeqe ngokungena e sayitini engawuthwalanga umnqwazi wokhuselo-ngozi.



UMQHUBI WETREKTARI KWISAYITI F.F.3

Lo ngu Mnu Reubein Skiti ongomnye wabaqhubi beektari kwisayiti lase F.F.3 umsebenzi onzima kakhulu xa unokubona iinqwelo zamafuta ekufuneka eziphephile ngalo lonke ithuba lakhe lokusebenza.

EZEMIDLALO

U Vula-Anehlo ufumene lengxelo ephuma kwikomiti yezemidlalo.

Umdlalo webhola ekhatywayo unyukela ngasentla ngoku ngamandla. Kunyaka ka 1974 besine qela elinye kuphela kodwa kungokunje amaqela asixhenxe kumdlalo ekuthiwa yi I S Madden Soccer League.

Kuluvuyo ukuphawula ukuba umdla kwezemidlalo unyukele ngasentla kubasebenzi bethu, abadlali abakudidi oluphezulu baya zibonakalisa kumdlalo okhatywayo esibona ukuba kwixa elizayo bayakuba ngumqolo kwezi khatywayo.

Kunyaka ozayo sine ngcamango zokuvula amaqela omboxo kwaye kuya kudlalalwa indebe engusithubeni.

Sino vuyo ukwazisa abafundi bethu nabadlali bebola ekhatywayo ngobubanzi, ukuba iqela iHeideveld Chiefs kwimidlalo ebingecawa ikwinqwanqwa eliphezulu.



UMDLALI WEQELA LELEPADS PHAKATHI KWABASEBENZI BETHU

Umnu Thembekile Foslagi, obudala ngama 32 iminyaka, osebenza ngokwe sandla somchweli kwicandelo lesmol weks, wonyulwa ukuba abe ngomnye

wabadlali kwiqela lomboxo ilepads xa lalidlala emdantsane, emonti neqela lomboxo labelungu iBritish Layons kunyaka ka 1974.

Lomfo ka foslagi waqala ukudlela umboxo kwidolophu yase dickeni ngo nyaka ka 1954 uye wathi kwiminyaka elandelayo waya erhawutini ngokuya kuxelenga nalapho wadlalela amaqela amaninzi omboxo.

Ngonyaka ka 1973 waza kuwa apha phantsi kuentaba yetafile, apho athe emva kokuba edlalele amaqela odumo kwezomboxo wanyulwa ukuba abe kwiqela lomboxo ilepads xa lalidlala neqela labe bala iprotiyas.

Umchola-choli wethu wambuza u Mnu Foslagi, nanjengoko esele efikelele kwinqanaba eliphezulu nelinqwenelwa nangowuphina umdlali womboxo, ukuba akanalizwi anqwenela ukulibhekisa kuba fundi bethu.

Nantsi impendulo yakhe "ndingathanda ukucebisa bonke abadlali bomboxo ukuba mabazimisele kwezemidlalo, bangabuxabisisi utywala ngoba sesona siselo esele ndizibonele okokuba siya bagqiba abadlali bethu bodumo.

Urulumente kutsha nje wenza u hlenga-hlengiso lemithetho enxulumene nezemidlalo, namathelani nizimisele ngoba kukhulu esiza kuvuna.

Umqweno wam ongu ndoqo kukuwela ndiye phesheya ndiyo kudlalela isizwe sam iSouth Africa".

ELINYE LAMAKHWAHLA AKULE KHAMPANI



U Mnu Jack Mangupu ominyaka ingama 59 ubudala (Aah!! Nyawuza, thahla, ndayeni) waqala ukusebenza kulomzi ngonyaka ka 1940. Usapho lakhe luphesheya kwenciba, uhlala kwizindlu zamasoka kwalanga, kungoku nje wenza iziphungo ezishushu kumgangatho wesithandathu kwi-ofisi enkulu.

Simbuzile isizathu sokuba akhonze iminyaka emininzi kangaka. Uphendule ngoluhlobo.

"Isizathu esabangela okokuba ndisebenze ithuba elide kangaka ekhaya apha, ndaphawula kwandisaqala ukuba abasemagunyeni ekhaya apha banovelwano nenkathalo ngomqeshwa wabo. Bayayiphulaphula ingxaki yomqesha banike ingcebiso okanye uncedo. Kwabo bethu abanentsapho zabo emakhaya, le khampani iyalucelela imvume yokuza ekapa xa

kufuneka lize ngempilo okanye ngezinye iingxaki ezibambekayo, ukanti xa unonyana ofuna ukuza kusebenza kweli ikhampani iyawenza amalungiselelo ejoyini".

Siphinde samcela unyawuza ukuba akhe abe nelizwi kwabo bafikayo ekhaya apha. Nantsi intetho yakhe.

"Xa ufika esayitini zama ukuvana negeng boss ndawonye neforomani yakho. Inye indlela onokuvana ngayo nalamadoda kukukhuthala noku-sebenza cocekileyo. Khumbula ukuba iforomani yakho liliso nendlebe yemanejali okanye idayilekta ongayiboniyo okanye oyibonela ngantlanye. Xa kufika ithuba lochatha emivuzweni okanye kusenyuselwa emsebenzini, khumbula okokuba ilizwi le foromani yakho lelona liphulaphulwayo laye linga soze liwe phantsi.

Nazi iimpawu ezinokwenza iforomani ithabathe ingqalelo ngawe."

1. Ukufika ngethuba emsebenzini.
2. Musa ukunga phangeli ngaphandle kwesizathu esibambekayo.
3. Zinikezele emsebenzini wakho.
4. Zimisele ukusebenza ama ova xa kuyimfuneko.
5. Ingqondo yakho mayisoloko ilindele ukwamkela iindlela ezintsha zeentsebenzo zanamhla, ngaphezulu ukunyaniseka okungazenzisiyo nentobeko kwikhampani.

INDODA ESISANDA KUYIQESHA



Lo ngum Mnu Windsor Skweyiya oqeshwe kuthsa nje paha kwa Murray and Stewart lisekela lomhleli ka Vula-Amehlo, nguye nowamkela imbalelwano zenu neliphepha-ndaba, ikwanguye noguqulela esixhoseni yonke imizuzu yeekomiti ezilikhonco nokwa tolikayo kwiintlanganisano ezimbalwa zeekomiti ezilikhonco.

U Skweyiya wazalelwa ebhayi, izifundo zakhe zenqanaba eliphezulu waziqala kwisikolo esiphezulu sakwa Langa waze waya kuzigqibela e ngabara.

Ebefudula engu mabhalana kwandaba zabantu, waze waba ligosa elimele lemizi kwilokish zabantsundu, Stellenbosch Farmers Winery no khampani yakwa J Sedjewicks.

Umnqweni wakhe kule khampani ngulo.

"Ndingathanda emva kokuba ndilufumene uqeqesho nokukwazi ukusombulula intlaninge yeengxaki zalomsebenzi, nasemva kokuba ndamkelekile kuba qeshwa bebonke, ndicacelwe ngumqeshwa wonke nje ngo Mnu Hurter, ndibe lelokuqala igosa elimnyama lobudlelwane kushishino apha kwa Murray & Stewart."

IMSALELWANO NOMHLELI KA VULA-AMEHLO

La manqaku ngaphuma kubafundi baka Vula-Amehlo. Funda izimvo ezahlukeneyo eziphuma kumasayiti ngamasayiti. Ndenza isibheni kuba fundi bebonke ukuba bancede bathumele amanqaku. Imsalelwano enamangaku mayishiywe kwiofisi zomabhalana bamasayiti nemiyalelo yokuba igqithiselwe kule dilesi - Windsor Skweyiya, Murray & Stewart Senta.

UKWAZIWA NGENDLELA EYIYO

Yonke into oyenzayo, yenze ngokuzimisela, kuba ngokwenza njalo uyakwaziwa yaye uqwalaseleke. Xa uthetha, thetha ngokucacileyo, musa ukoyika, jonga lowo uthetha naye ntsho emehlweni.

Musa ukuzidela qonda mhlophe ukuba lento uyiyo yeyakho. Xa uthetha into oyiqondayo okokuba ilungile musa ukoyika ngoba kusenokwenzeka okokuba lonto izakuba yinzuzo kuwe.

Kwizinto oenzayo kobubomi zibophe ngokucoceka esiqwini, nasemzimbeni kuluntu lilonke ingakumbi kwabo bakongameleyo kulomsebenzi owenzayo.

W W ZONKE

NGU VULINDLELA HAYI U VULA-AMEHLO

Ndifuna ndikhe ndithi gqaba-gqaba malunga neliphepha-ndaba lethu labaqeshwa abantsundu bakwa Murray & Stewart, xa uzikisa ukucinga eli phepha-ndaba liphethe lukhulu.

Nomntu owalinika eligama lithi Vula-Amehlo ucingile mawethu ndingatsho ngelizwi elingoyikiyo ukuthi ngelinye igama eliphepha ngu vulindlela.

Siyakuthi siqonde mhlophe ukuba iziphathamandla zifuna ukuchophela imicimbi edla abaqeshwa. Ikhampani iye yaseka iikomiti kuzo zonke iziza zokwakha, apho umntu anokuphosa lonto ingamonwabisiyo emphefumleni ukuze loombandela uchotshelwe yikomiti kunye neziphathamandla.

Ndingalitsho phandle elokuba lekhampani izimisele ukuba mna mqeshwa ndonwabe nangawuphina umzuzu. Mawethu ithuba lelomntu wonke ukuba anike iimbono zakhe.

Mawethu kubuhlungu ukuba ukhwaze wedwa entlango uthetha izinto eziyinyaniso zekuthi kanti thina esiphulaphuli.

Masiwavule amehlo kuba nephepha litsho namhlanje ijoyini ilandwa phesheya naku mneno nciba ngenxa yokubonisana kwekomiti nabase-magunyeni.

Mawethu yeyele ifuna amadoda.

ALBERT SIDUMO

UKUDIBANA KWE KHONCO NOMZI OBOMVU

Vulanamehlo midaka kusile. Izithukuthuku zobumnyama zidlule imidaka ixhamla amalungelo ayo kumzi obomvu.

Phantsi kwentabetafile najikelele kwiphondo lwe ntshona koloni.

Iyahlangana imidaka nabaphathiswa bayo igwadla imicimbi edla umzi phakathi kwabaqeshwa nabaqeshi. Wazi mhlophe umqeshi okufunwa ngumqeshwa wakhe ngoku.

Lidibene ikhonco nabahlali ngaphambili izibane zombane zikhona ngoku e heyidefeld. Iqhinga lokunyobisa livelelwe phesheya naku mneno nciba. Babonelelwe abaqeshwa ngeentsapho zabo xeshikweni bekunzima ukuba zize kubo.

untlalo-ntle uzakuphuhlisa kumathafa ase heyidafeld akusentsuku zatywala nizibone niphumze imizimba yenu kulo magumbi mahle ale mihla.

Vula-Amehlo kuba le micimbi isonjululwa leli khonco ngokuphefumlelana nabahlali ngaphambili. Ndelela le bamanyene ngayo xa bebonisana ngemicimbi edlumzi.

ENKOSI V JAXA

ULWEZIHLANU WOKWAMKELA

Umqeshwa ngamnye othe wabona kukho isiphoso kwimvulophu yakhe yomvuzo ngalomhla wokwamkela, makancede angabi namsindo aye kumabhalana wesayiti kwangelo thuba egqiba ukwamkela ngalo. Makancede ayithabathe imvulophu agoduke nayo eze nayo ngomvulo kwi ofisi ka mabhalana wesayiti asandiale isikhalazo sakhe.

Abanye abaqeshwa abanayo inyameko nenkathalo, basuka kwangoko bakusibona isiphoso bangabi nakulinda, bangqale kumabhalana wesayiti bambuze ngesiphoso eso. Ngelo xesha umabhalana uxakekile uncedisa igosa lentlawulo mivuzo, okanye uncedisa iforomani, okanye unceda abo baqeshwa bangazaziyo iinombolo zabo zokwamkela, okanye abazilahlileyo, okanye uthetha ngomnxeba ne ofisi yentlawulo-mivuzo ngomvuzo okanye imivuzo yomqeshwa okanye abaqeshwa engathunyelwanga.

Uyabona ke umabhalana akanakho ukucaciso kwiimeko ezinjalo, kungoko ndisithi umqeshwa makeze nemvulophi yakhe ngomvulo. Ngelinye ixesha isiphoso eso sibangelwe ngumabhalana, ngelinye ixesha sibangelwe ngumtshini woku shicelela, ukanti ngelinye ixesha ikwa ngumqeshwa ongakwaziyo ukuyi funda kakuhle imvulophu. Zonke ezo zinto zifuna ithuba lokuba zicaciswe kakuhle.

Makuziwe ngemivulo nezi khalazo zemivuzo kumabhalana hayi ngolwezihlanu.

Ndiyathemba ukuba siya kumanyana ngalo mbandela.

KENNETH GOBELO

IXESHA LOKHUTSHISWANO

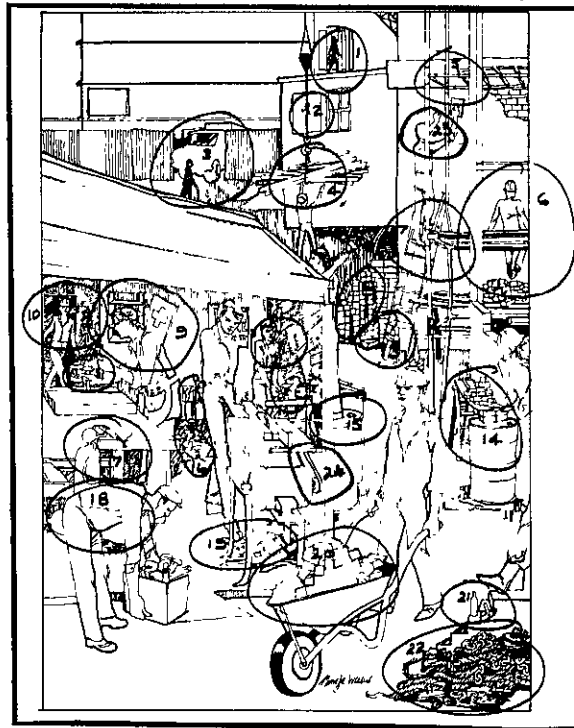
Kulo mfanekiso niboniswa indlela abasebenzi abonzakala ngayo lula. Uyakuqaphela ukuba wonke umsebenzi urangqiwe waza wanikwa nenombolo. Qaphela okokuba lendlela kusetyenzwa ngayo kulo mfanekiso ayikho semthethweni wokhuselo-ngozi, into ekufuneka uyenze kukubhala uxele indlela ebekufuneka wenziwe ngayo umsebenzi ngamnye.

Amabaso mathathu kolukhutshiswano, ibaso lokuqala laku funyanwa ngulo mgeshwa uthu wayichana yonke lemibuzo. Ukanti amabaso amabini ayakufunyanwa ngabaqeshwa ababini abasondele kancinane ekuyichaneni lemibuzo. Zonke iimpendulo mazithunyelwe kule dilesi Mnu A Perold, Murray & Stewart Senta. Ukususela namhlanje ukuya kumhla ka 31 Agasti.

Iziphumo zolukhutshiswano zakupapashwa ku Vula-Amhlo wenyanga ka Septemba. Umfanekiso walowo uthu wafuna ibaso lokuqala nalo lizakubekho kuvula-amhlo ka Septemba.

Nangu umzekelo.

Umbuzo wokuqala: Ipendulo - akukho gadi reyili.





UMQHUBI DBALULEKILEYO WASE DOUGLAS MURRAY HAWUSI

Lo ngu Mnu Christopher Mzamane ongumqhubi wenqwelo yengqonyela yeedayilekta zalapha. U Mnu D E Baker siza kuba nentetho ngalo mqhubi kwiphephandaba lethu lenyanga ezayo.

Workers

to get

RDM
10/6/75

4c rise

Own Correspondent

PORT ELIZABETH. — A wage increase of 4c an hour has been granted to unskilled labourers in the Eastern Cape building industry.

This was announced by Mr V. le Roux, secretary of the Industrial Council for the Building Industry, who said yesterday that the Eastern Cape industry had lost 2 200 from its labour force in the past year.

The pay rise, which still had to be approved by the Department of Labour and published in the Government Gazette, would affect about 11 500 unskilled workers.

The majority in this category were now receiving 44c an hour or R18,48 a week. By about August, if the new wages were authorised, they would be paid 48c an hour or R20,16 a week.

The wage increase was decided on as an interim adjustment by the employers' organisations on the industrial council. Mr Le Roux said.

31

African wages show a marked improvement

31

Financial Editor

ARGUS 17/6/75

THE two years following the outbreak of strikes in Durban in January and February 1973 saw a significant improvement in the real income of Africans employed in manufacturing, an analysis of figures issued by the Department of Statistics shows.

In the 12 months ended February this year, the average wage of Africans employed in manufacturing rose 23,3 percent to bring the increase in two-year period since February 1973 to 42,0 percent — from just over R65 a month to just over R95 a month.

As the consumer price index rose only 14,7 per-

cent in the 12 months ended February and 25,5 percent in the two years from February 1973 it is clear that African wages in real terms have shown a worthwhile improvement.

However, the Africans to gain the most have been those employed in mining and quarrying. Their average monthly wage rose by 85,5 percent in the 12 months ended February this year and by 186,4 percent in the two years from February 1973 — from R24,44 to R69,99.

Recently Africans working on the mines were granted another substantial pay rise.

Coloured and White workers employed in mining also enjoyed substantial pay rises in this two year period, with the average Coloured wage rising 64,9 percent and the average White wage by 40,6 percent.

Against this the figures show that the wages of Whites and Coloured people employed in manufacturing just kept pace with the increase in the cost of living over this period while the wages of Whites, employed in construction fell well behind the rise in the consumer price index.

The bureau's figures show that during this two-year period the number of Africans employed in construction and manufacturing rose by 88 000 to 1 035 000, while the monthly wage bill for Africans increased by R38-million to just over R100-million.

The following table shows average monthly wages and percentage changes in the two years since February 1973.

See WAGES

1973
1974
1975

AVERAGE MONTHLY WAGES — WHITES				AVERAGE MONTHLY WAGES — PERCENTAGE INCREASES — WHITES			
	1973 February rands	1974 February rands	1975 February rands	In 12 months ended February 1975		In 24 months ended February 1975	
Mining	584,63	517,65	415,93	12,9	40,6	15,8	26,0
Manufacturing	479,03	414,81	330,13	9,5	26,0	9,5	15,4
Construction	461,40	422,11	398,80				
COLOURED				COLOURED			
Mining	149,29	116,47	90,55	38,2	64,9	38,2	64,9
Manufacturing	122,45	107,32	98,44	14,1	24,4	14,1	24,4
Construction	181,70	151,51	133,00	20,1	36,6	20,1	36,6

① 31
② 174
③ 326

Go-ahead for Black job boost

STAR 14/7/75

Labour Reporter

An agreement in the Transvaal building industry — which opens the door to unprecedented Black job advancement — has been approved by the Minister of Labour, Mr Marais Viljoen.

The agreement — eight months overdue — provides for exemptions to

job reservation to allow Black operatives to perform work previously reserved for White artisans.

Among the tasks which may now be performed by operatives who receive such exemption are:

- Bricklaying, where unexposed brickwork is concerned.
- Plastering up to the pre-finishing stage.
- Rough woodwork.

The agreement more than doubles the top minimum wage for Blacks, with a minimum rate of 94c an hour for operatives grade 1 compared with R1.62 an hour for artisans.

As a result of a recent cost-of-living adjustment, artisans now get at least R1.76 an hour, and the operative wage has also been adjusted.

HANDOUT

News of the breakthrough — which followed a full year of negotiations — came after a meeting today between the Minister of Labour and a deputation of the Industrial Council for the Transvaal building industry.

Trade unions, employers and the Minister expressed their satisfaction with the agreement, the secretary of the council, Mr D. B. Ehlers, told The Star.

He expected the agreement to be ratified soon in the Government Gazette.

Mr Gert Beetge, general secretary of the White Building Workers' Union, said the concessions regarding Black operatives were "purely academic at this stage."

Since there was White unemployment at present — about 40 members of his union are out of work in the Pretoria-Witwatersrand complex — no exemptions would be granted, he pointed out.

BUILDING JOBS OPEN TO BLACKS

The Transvaal correspondent of the N.S.P.A.C. reports that the eight months' over-riding agreement in the building industry, which opens the way to unprecedented advancement for Black workers, has been approved by the Minister of Labour, Marais Viljoen.

The agreement provides exemption to job categories to allow Black operatives to perform previously reserved to (White) artisans the tasks which are now performed by operatives who receive no exemption are:

- Blacklaying where unskilled brickwork is concerned;
- Mastering up to the finished stage of rough masonry work.

The agreement more than doubles the top minimum wage level for Black workers, providing a minimum wage of 94c an hour for operatives (grade compared with R1.62 an hour for artisans in its traditional form.

As a result of recent cost-of-living adjustments artisans now get at least R1.70 an hour, and the operative wage has been adjusted similarly.

News of the breakthrough, which followed a half year of negotiations, came after a meeting yesterday between the Minister of Labour, Mr. Marais Viljoen, and a delegation of the Industrial Council for the Transvaal Building Industry.

The meeting, all concerned, trade unions, employers and the minister, expressed their satisfaction with the agreement. The secretary of the Industrial Council, Mr. D. B. Ehlers, said:

He expected the agreement to be ratified soon by way of publication in the Government Gazette.

A statement on the agreement was to be issued by the Department of Labour, Mr. Ehlers said.

Mr. Gerr Heester, general secretary of the White Building Workers' Union, said the concessions regarding Black operatives were purely academic at this stage.

174
31
3 / 220
31

More artisan jobs open to Africans

By JOHN IMRIE

THE Minister of Labour, Mr Marais Viljoen, yesterday finally approved an agreement between employers and the unions which will allow Africans to do "aspects" of artisan work under supervision in the building industry in the Transvaal.

The agreement is hedged about with protective and "sweetening" clauses for White artisans. For example:

- When an African is engaged to do such work, all artisans employed by the firm must immediately be upgraded to the status of "master craftsman", which carries a wage of R2,29 an hour instead of R1,76;

- Whites must be given preference for jobs, but if they cannot get work because of market conditions they will nevertheless still receive full pay from a special R1-million fund established by the industry.

This guarantee to run for 20 years.

Mr Gert Beetge, secretary of the White Building Workers' Union, said yesterday that agreement between the unions and employers for the introduction of Grade I Operatives, who could be Africans and who would be able to do aspects of artisan work under supervision, had been reached in June last year. It was held up by the Minister who wanted more clarification on the protection afforded to Whites.

"We made some changes and this morning saw Mr Viljoen who gave his approval," said Mr Beetge. "It now remains for the agreement to be gazetted."

The employment of Grade One Operatives, he said, would be strictly controlled. It could only be sanctioned by the Industrial Council for the Building Industry (Transvaal) which would conduct a survey every three months to establish the building industry's needs.

If there was a shortage, exemption for the employment of Grade One Opera-

tives would be given on a strict ratio basis.

"If, for example, 1 000 artisans are required and only 800 are available, firms will be given permission to engage two Grade One Operatives for every five artisans in their employ."

The purpose of upgrading artisans in both wage and status, where they worked with Grade One Operatives, was to "prevent the concession being exploited to take advantage of cheap labour."

The Grade One Operatives would earn in excess of R1 an hour and qualify for the industry's pension and sick pay schemes.

Mr Beetge said that if unemployment "gets out of hand" then all exemptions for the employment of Grade One Operatives would be withdrawn.

He did not expect any exemptions for the employment of Grade One Operatives to be granted in the near future as, at this stage, there was "slight unemployment" in the building industry.

① 31
2) 174
3) 326

(31)

Builders to get 3 wage raises

(1) 31

(2) 326

(31)

STAR
1/7/75

Labour Reporter

Three more half-yearly wage increases of 5c an hour—in addition to their half-yearly cost-of-living adjustments — are in the offing for the Transvaal's 12 000 White building workers.

By next May they will have a total 25c more an hour as a result of their new industrial agreement which now awaits final ratification by way of publication in the Government Gazette.

The agreement — which allows Black operatives to do less-skilled White work in the event of White labour shortages — also provides for substan-

tially increased fringe benefits, particularly in non-contributory pension scheme.

This was announced in Johannesburg today by Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

He pointed out that a 10c pay increase came into effect last November when part of the industrial agreement now completed went into operation.

Another increase of 5c will be payable next month and two more increases of 5c each are to come into effect next November and May.

In a statement issued in Pretoria today, the Secretary for Labour, Mr Ben Lindeque, made it clear that the agreement is temporary and subject to special safeguards to ensure that operatives are not employed at the expense of artisans.

Increases for unskilled

31
3) 377

A 10 PERCENT INCREASE OF wages for unskilled work has been announced by the Government. The increase applies to unskilled wages and were granted by the Minister of Labour, Mr. Van den Berg.

NEW HIGHERS: The increase is from 10 to 11 shillings per hour in most districts. The Cape, Walburg, and Bellville, the highest wages, are 12 shillings per hour. Most of the increases for other areas also are 10 per cent, but the highest wages are paid in the Cape.

The lowest wages are paid in the Newcastle and Lower Umfolozi districts of Natal where the hourly rate has been increased from 2s 6d to 2s 7d. London labourers gained an extra 8s an hour for the base of 100 shillings in the industries were last granted increases last July.

Mrs. D. van den Berg, Divisional Inspector of Labour, said that conditions were taken into account when wages were determined. The main considerations were the cost of living and the supply and demand of labour. The highest wages are paid in the Cape where most of the Bank workers are under contract and many of them have to keep two homes. Mr. Van den Berg said.

Leader ^{San Times} ^{Supplement} ^{20/7/75} sees end to labour shortage

THERE IS no shortage of skilled labour in the building industry. It only appears to be suffering from a shortage of skilled labour because it does not use its labour resources properly.

This is the opinion of Mark Lipshitz, managing director of Dougall and Munro in Durban, and the only man yet to have been president of both the Federation of Civil Engineering Contractors (FCEC) and of the Building Industries' Federation (Bifsa).

"Part of the reason for not using our resources to full advantage is the restrictions imposed on the industry by legislation.

"However, I am happy to be able to say that these problems are being overcome."

Mark Lipshitz said the Minister of Labour had assured the industry that he would not interfere in the training of Blacks to become skilled building workers, provided the industry could settle its domestic problems with its trade unions.

While he was its chairman in 1968, Bifsa made an offer to the trade unions: that the industry would guarantee full employment to all White artisans able and willing to work, for the rest of their working lives, in return for concessions for the greater use of Black labour on work then classed as skilled.

"But when we talk about skilled labour, I do believe that we are exaggerating, because I believe that there is no need for a great deal of skilled labour on the average building site," he said.

"I believe the design techniques we have at our disposal reduce the need for highly skilled labour, and that it should be the responsibility of the professions to simplify design and ease the labour shortage substantially.

"There is already evidence, that this is happening on the construction side, where there is an

almost complete disappearance of conventional beam and slab construction.

"It is being replaced by sophisticated shuttering techniques, which do not require skilled erection labour, and by flat slab design."

Mr Lipshitz said the Government has made funds available for the training of Africans.

The first centre, in Bloemfontein, is already operating. Other training centres are being set up by the industry in Port Elizabeth, Cape Town, Durban and on the Reef.

Both the civil engineering federation and Bifsa are financing the operation of these centres.

Bifsa co-ordinates all the training at the centres through its recruitment and training fund, which also controls all the funds.

Mr Lipshitz felt that research could simplify building even further, but that "the NBRI is still far too remote from the building industry, because many people in the industry still have the wrong picture of it.

"Too many still believe that their results are ivory tower stuff, and that their researchers do not have their feet on the ground," he said.

"This image is about as wrong as it can be. The fact is that NBRI is a research organisation that has got down to the basics.

"However, I feel it can get down still further, and become more a part of the building industry than it is now.

"I would like to see provision made for the interchange of staff between NBRI and the industry. This would certainly benefit both the industry and the institute.

"It is wrong to believe that all problems can be solved in a laboratory.

"Similarly, of course, it is possible to talk about research to some people, and it won't make sense to them until they have seen how problems are researched, and how the solutions are tested before they are recommended for application."

Thirteen Coloured artisans have been put off a Pretoria North building site days before the relaxation of job reservation on Monday.

The contractor, Mr J F Erasmus, proposes to put them back to work next week when it becomes lawful to employ Coloured artisans in most building trades unless they replace Whites.

The leader of the White Building Workers Union, Mr Gert Beegte, threatens: "If these Coloureds resume work I shall demand work for my unemployed Whites from the Minister of Labour himself."

Mr Beegte said he had six unemployed White bricklayers and more were registered with the Department of Labour.

Inspectors of the department and of the Industrial Council for the Transvaal Building Industry had followed up a complaint and established that Mr Erasmus did not have valid exemptions permitting him to employ the Coloured artisans.

REFUSED

Mr Erasmus confirmed that the exemptions had expired without his knowledge. When he applied for new exemptions this week, these were refused. He had to stop construction work at the site on a three-storey block of flats.

"Fortunately these workers were due to go on a week's leave anyway," he said. "As I understand it, there should be no problem if they resume work next week."

Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association, said about 500 Coloured artisans were now employed under exemptions in the Transvaal building industry.

Call on support for labour training

STAR 16/9/75

Franz Albrecht

In the endeavour to widen the field of training of White and Black workers in the civil engineering industry, the chairman of Grinaker Holdings, Mr Ola W Grinaker, seeks the support of consulting engineers as well as engineers in state, provincial and municipal departments.

He says in the annual report that they can make their contribution by producing more workable specifications, practicable tolerances, structural designs requiring less intricate formwork and by recognising that design should provide for greater use of plant and less labour.

The group's own training programme consists of several permanent schools properly staffed and equipped and trains all racial groups in a full spectrum of activities.

Mr Grinaker says that with the exception of a few activities, the day of the hand craftsman has been supplanted by production methods using more mechanised techniques.

Just as those in the field are making changes to their construction methods and techniques, to accommodate the newly trained semi-skilled Black worker so, too, must the people

who are responsible for the design and specifications, he says.

Unless this can be achieved, work will take longer to complete and must inevitably be more costly to the client and the country.

In time South Africa's civil engineering industry will have trained an efficient and productive work force that will sustain the expansion of this sector of the economy for as long as we care to look ahead, he says.

On the prospects for the group he says that it may be difficult to accept the idea of a long-term slow-down, but if this is the case, the group must be in a strong position at the end of it to take advantage of the upturn.

Given the right environment the group will go from strength to strength, he says.

In the year ended June the group's taxed profit was R4 295 000 (1974: R3 696 000), with earnings a share of 89,8c (77,3c), and a dividend total of 27c (25c) a share.

- ① 31
- ② 170
- ③ Mapower - Training

3 dead,

2 buried

ARGUS 22/9/75

as wall

collapses

Staff Reporter and
The Argus Correspondent

AT LEAST three Coloured workmen were killed instantly today when a retaining wall collapsed on them at a Vredenburg building site.

The bodies of two others are still missing beneath the rubble.

The collapse occurred soon after 10 am at the construction site of the new Homes Trust building at the corner of Hill Street and Main Road.

The workmen were clearing a trench before laying a reinforced foundation when the 2.5-metre high and 20-metre long brick wall weighing several tons fell on them.

Three bodies were recovered soon after the collapse, but two are still buried beneath a metre-thick pile of bricks and rubble.

RESCUE

Rescue operations began immediately and additional earth-moving equipment was moved to the site to assist.

Removal of the bodies was hampered by the extremely confined space of the trench and the weight of the concrete wall.

Spokesmen for the construction company at its Cape Town office and at the Vredenburg site today confirmed the disaster, but could not release the victims' names.

Work has been stopped at the site and the remaining workmen are moving the debris in an effort to reach the bodies buried in the rubble.

A representative of the construction company's Cape Town office has left for Vredenburg to investigate.

31

Handwritten scribbles

131

... Then there will be no builders left

UNLESS training is stepped up, there will be no builders at all by the year 2000; the number of White artisans is drying up, very few new apprenticeships are being entered into, and the labour shortage will become critical.

This was said by a delegate at this week's 1st National Congress of S.A. Home Builders, in Johannesburg, during discussion on a paper presented by Mr Martin van Achterbergh. Greater use of Non-white labour is regarded as the only solution.

Even now, the majority of work on home construction is being done by Nonwhite labour, both Coloured and Black, and Whites are mainly involved in supervisory capacities. In time to come, a delegate added, unless conditions are improved rapidly, Whites will no longer come forward as supervisors either and the whole industry will be Black.

While this is regarded as

ANDRÉ VILJOEN

almost inevitable, training of Nonwhites is fast becoming essential and Mr Van Achterbergh attacked the home-building industry for the insignificant role it is playing in training Non-white employees. He proposed that the industry should accept its responsibility for financing the due and proper training of its employees.

And, once trained, Non-whites should be given challenging jobs and paid the rate for the job. Proper conditions of employment would also lead to a more stable work force.

Unfortunately, a total change in attitude is necessary, said another delegate, not only from Government's point of view but also from White builders themselves, who have their backs against the wall.

Political considerations will have to be weighed against

housing needs. If Whites are not prepared to fulfil their traditional role, other steps will become necessary.

For, as Mr van Achterbach said, home-builders are not only going to have to build homes for Whites (an estimated additional 850 000 by the year 2000) but also a projected 26 000 for Asians and 80 000 for Coloureds, and to comparable standards.

This is going to put a tremendous strain on the industry which, at present, can just about cope. One delegate added that even the Coloured community is showing a lack of interest in becoming apprenticed so that reliance on Blacks is becoming a reality. Legislative changes are vital to keep the industry going. In terms of the existing dispensation, Blacks cannot be trained as artisans as such, but only as operatives and what they can do is strictly limited.

RAND D.M. 3/10/75

31

Viljoen approves big breakthrough for African builders

By CLIVE EMDON,
Labour Correspondent

FROM November 1, the building industry in the Transvaal is to give official recognition for the first time to skilled jobs done by Africans which were previously done only by White and Coloured artisans.

The recognition of these jobs which have been done illegally by Africans for some time in White areas, has the approval of the Minister of Labour, Mr Marais Viljoen, and is to be published in an agreement on a trial basis.

Mr D. B. Ehlers, secretary of the Building Industrial Council, said yesterday he had received about 300 applications from companies to have African builders classified in the operative grade.

For the first time, Africans will be allowed to lay bricks and blocks — as long as they are covered by plaster.

Other skilled and semi-skilled jobs include:

● Carpentry and joinery; cutting and assembling rough timbers to a templet, and fixing rough timbers, corrugated iron and roofing tiles.

● Drainlaying: laying of pipes to falls.

● Plastering: All plastering, including the preliminary finishing before final trowelling.

● Tiling: Cutting and fixing of tiles, excluding the setting-out and marking-out operation.

The number of artisans employed in the industry in the Transvaal has dropped steadily from 12 000 in 1970 to about 9 000 at present. Fewer than 1 000 are Coloureds and the rest Whites.

The president of the Witwatersrand Master Builders' Association, Mr Z. L. Pretorius, said yesterday the new agreement was a positive move towards curtailing inflation by making better use of Africans in skilled operations.

African labourers in the industry are paid a mini-

mum 50 cents an hour — R22 for a 44-hour week. Mr Ehlers said yesterday the minimum rate was generally applied.

The new operatives will be paid more than R1 an hour — R40 for a 40-hour week. Mr Ehlers said the minimum pay level would relate to the most recent Consumer Price Index.

Minimum rates for building artisans (Coloureds or Whites) is R1,92 an hour — R76,80 for a 40-hour week; and maximum rates of R2,42 an hour — R96,80 a week. Mr Gert Beetge, of the White Building Workers' Union, said 19 per cent of artisans in the Transvaal were on the minimum rate, while 35 per cent were on the top rate.

While Coloureds do about 10 per cent of the artisan jobs in the building industry in the Transvaal, they do 85 to 90 per cent of the jobs in the Cape Town area and, with Asians, 60 per cent of the Durban area jobs.

Strict controls regulating the ratio of African "operatives" to the number of artisans will be applied, with surveys every three months to ensure there is no White unemployment.

Though the change constitutes a breakthrough for Blacks, Whites in the industry will continue to be given preference and protection. This includes a R1-million unemployment fund for Whites, which will guarantee full pay for 20 years.

Builders first for pay curb?

Labour Reporter
The Transvaal's 60 000 building workers — more than 10 000 of whom are well-paid Whites — could be the first to be called on for sacrifices in terms of the manifesto.

"We are looking into

the possibility of applying the provisions of the manifesto," Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association, said today.

He was asked about the possibility of changes in automatic pay adjustments in line with the rise of the Consumer Price Index. Adjustments were due to be made next month.

Mr I J Els, assistant general secretary of the Building Workers' Union, said his union had not yet taken a stand on the matter. He felt the November increase would not be affected.

Artisans in the Transvaal building industry were to receive a 5-an-hour rise next month under a special provision of their latest agreement; this in addition to the cost of living adjustment.

Meanwhile, three trade unions representing almost 60 000 workers are meeting employers in Port Elizabeth next week to start negotiations on a new industrial agreement to replace the one expiring next June.

The collective programme against inflation and its bearing on the new agreement will be thrashed out first.

It was also learnt today that arrangements have been made for a meeting on pay between the South African Society of Bank Officials and the Standard Bank and Barclays Bank.

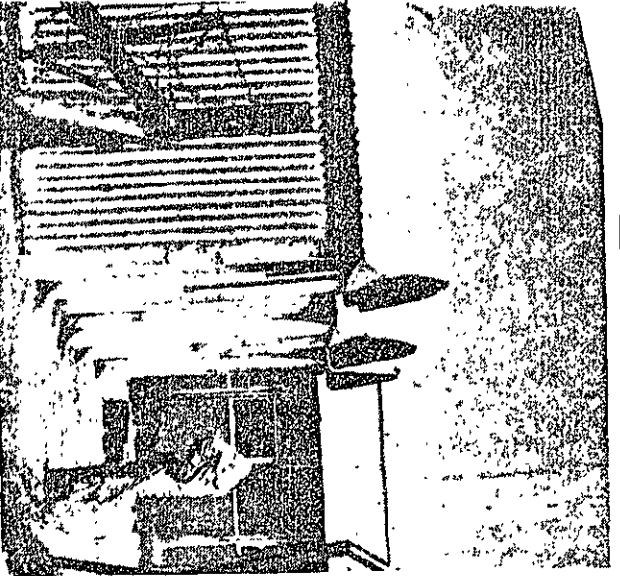
The negotiations are not expected to affect normal notch increases due in January.

(1) 31
2) 1504
3) 326

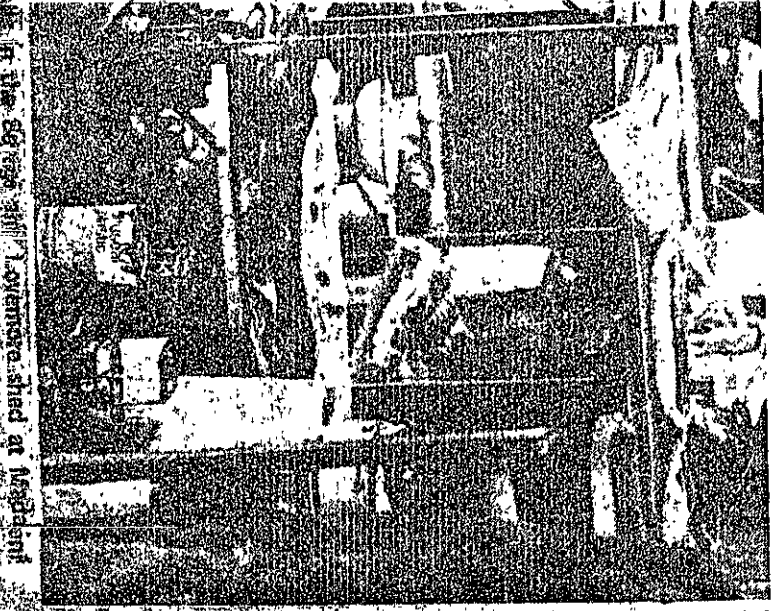
31

Workers who live in sheds

CLIVE EMDON: Labour correspondent *AdM 16/10/75*



Picture: PETER MAFUBANE



Mr. T. C. P. Troughton, divisional director of Fowler Construction, stands at Madadeni

SIXTY-FOUR men are living in a corrugated iron shed, sleeping on iron double bunks, some without mattresses.

The shed in some of South Africa's better farming areas would be regarded as too hot in summer to keep cows in, yet for the men living in it, it serves as home, day after day, month after month.

All their social life is conducted there, all their meals are made and consumed there.

Their company, Savage and Lovemore, top engineering contractors with contracts worth millions of rands a year, houses 350 to 400 men in similar style.

as do other equally prominent companies such as Fowler Construction and Roberts Construction.

The Savage and Lovemore shed and those provided by Fowler and by Roberts which together house some 1 200 men, are situated at the northern end of Madadeni Township in Newcastle — the bus boycott township.

The compound residents are mostly there on yearly contracts.

Mr T. C. P. Troughton, divisional director of Fowler Construction, said the accommodation provided in the compound was "standard" and "basic". The buildings and abutment blocks were acceptable and passed by the local Bantu Affairs Commissioner.

The Fowler compound housing 400 men in low corrugated iron huts — eight men to a 4 by 4 m room — closely resembles the ganger huts on the railways which the public accept as temporary. But Fowler's compound has existed since 1971.

The Savage and Lovemore compound has existed since 1971.

Construction compound.

The compounds are bleak. The iron huts are crowded together, surrounded by barbed wire fences. There is neither grass nor trees. The rooms are sometimes lit by one window, the floors are concrete. Some of the men have built waist-high cupboards for their cooking utensils.

One Savage and Lovemore shed houses at least 64 men on double iron bunks, each man sleeping an elbow's length from the next. Everybody does his cooking in the shed, his dressing and his own recreation after the working day.

The Roberts accommodation is similar with 20 bedrooms, with metal-framed double

bunks. The rooms are 4.5 m by 9 m. Outside the compound are pools and rivulets of stagnant water from the abutment blocks.

Mr France Ancillotti of Roberts Construction could not be reached for comment.

These compounds are a permanent home for most of these companies' labour. No charges is made for the accommodation.

Mr Troughton said his company had levelled off a piece of ground and put up soccer posts.

Mr Louw Nel of Savage and Lovemore said: "Yes, they play football, we have bought them equipment." And on a Sunday the teams turn out in bright coloured jerseys.

What other recreation is there? "I suppose," he said,

"they use the facilities in Madadeni."

Madadeni, which means "duck ponds", has little to offer.

There are no cinemas or sports complexes, and the 80 000 residents resent the slap-dash manner in which the construction firms dumped men in their township, says the township chairman, Dr Frank Malalose.

"We could do without those structures," he said, "they are not fit living conditions for hundreds of men."

A typical resident is Mr Andreas Zungu, 32, who makes concrete for Savage and Lovemore. He is a contract worker with a wife and three children back home. With overtime, working a six-day week

from 6 am to 6 pm each day he earns R30 a week.

His biggest expenditure is on sorghum beer — R5 a weekend. For food he buys a R2.60 bag of potatoes every fortnight and a 10 cent tin of fish each day. He says he cannot afford meat at current prices — it may be that he cannot bother cooking meal after a day's work.

He spends 50 cents a week on drycleaning and a moderate amount each month on clothing. Andreas Zungu tries to send at least R20 home each week. Sometimes he is able to send his whole wage home.

His recreation is to talk to his mates and to drink with them at weekends. Sometimes he plays soccer.

31

10324
2 40
3 125
4 31
5 108

31

1.2.1964

There

(Today's Scholar)

are

ARGUS
21/10/75

23

trades

FOR tough young school-leavers, with their feet on the ground and their heads in the stars, the building industry offers a choice of 23 registered trades.

The minimum educational qualification a would-be apprentice must have attained is Standard Seven, and the minimum age is 16.

A building company indentures the young man in his designated trade, and the Department of Labour issues a contract of apprenticeship binding on both the company and the apprentice.

There are 23 trades to choose from: Bricklaying, bricklaying and plastering, carpentry, carpentry and joinery, ceiling erecting, electrical wireman, joinery, leadlight-making, letter cutting and stone decorating, marble masonry, painting and decorating, plastering, plumbing, polishing reconstructed stone and terrazzo working, saw-doctoring, sheetmetal-working, shopfitting (architectural metal working), shopfitting (wood), signwriting, stone masonry, wall and floor tiling, and woodmachining.

THE TIME

The period of apprenticeship is four years for all trades except electrical wiremen (five years) and wall and floor tiling and ceiling erecting (two and a half years).

Apprentices attend a technical college for three months a year. They receive wages while at college, and the employer pays the fees if they pass.

While studying the technical subjects relevant to his chosen trade, the apprentice sits for the National Technical Certificate (NTC) — each year a more advanced examination.

A fully qualified artisan

period of indenture is longer or shorter.

Wages are calculated as percentages of the qualified artisan's basic rate of R1,59 an hour.

In his first year, an apprentice will earn 35 percent of the basic rate, which works out at R22,26 for a 40-hour week; 40 percent or R25,44 in the second year rising to 50 percent which is R31,80 a week during the third year, and R38,16 a week, or 60 percent, during the fourth year.

Wages are the same for White and Coloured apprentices, and as a reward for passing each of the NTC examinations, the apprentice receives extra remuneration.

The period of indenture can be shortened to two and a half years if the apprentice, in possession of the NTC 2, passes a trade test at Olifantsfontein. Normally, this practical test is done after the third year of apprenticeship.

IS SCOPE

There is considerable scope for artisans in the building industry. The T 4 (technician's diploma) certificate is the equivalent of four subjects towards the BSc degree at any university, and artisans may continue their studies towards this degree on a part-time basis.

For the enthusiastic and capable artisan, promotion to the position of foreman is often rapid, and the rise in wages is appreciable.

The Department of Labour in Thomas Boydell building assists all would-be apprentices with useful tips in choosing the right

Slapped for not saying 'sorry, baas'

RDM
24/10/75

~~31~~ (3)
(2) 31
~~(3) 27~~

Staff Reporter

A BUILDING foreman, Hermanus Max Broodryk, told Johannesburg Magistrate's Court yesterday he slapped a young African who was using a toilet because he failed to say "sorry, baas".

"It was a White toilet. I asked what he was doing and he told me. So I lost my temper and slapped him", Broodryk said.

He was fined R10, or five days, on a charge of assaulting Mr Izaak Moketa.

Mr Moketa said he was a surveyor's assistant working for the Johannesburg Municipality.

On September 5, a team of labourers was working on a building site near Eldorado Park. He used one of the toilets. His co-workers told him he could. Broodryk came in and assaulted him.

Broodryk said when he found Mr Moketa sitting on the toilet he asked him what he was doing. Mr Moketa told him—tersely. He slapped him.

"If he had apologised and said 'sorry, baas,' I would not have hit him," he said.

Broodryk said he was foreman of 180 men.

His firm provided separate toilets for Africans,

Coloureds and Whites. They were not marked. The two White toilets had white steel doors, while the others had only screens.

All the Africans knew these two toilets were only for Whites, he said.

The magistrate, Mr J. L. Marais, said it was possible Mr Moketa had not known for whom the toilet was reserved. "I feel you acted somewhat hastily," he said.

"You needn't have asked him what he was doing — you could have seen. Why didn't you put notices on your toilets? You were looking for trouble."

24/10/75 ①.131
Boulder ②31

31

kills man

Cape Times Correspondent

PRETORIA. — A man was killed and two others were injured when the side of an excavation trench at a central Pretoria building site collapsed about 1.30pm yesterday.

Reinforcing in the side of the two-meter trench apparently gave way.

Five of the six labourers at work in the trench scrambled out but a sixth, not yet identified, was crushed by a falling boulder

Firemen battled for more than half-an-hour to release the trapped man. but he was dead when they lifted the huge boulder off him.

ADM 30/10/75

Builders to improve training

By CLIVE EMDON
Labour Correspondent

AN URGENT bid is being made in the building industry to completely overhaul all apprenticeship training — particularly, because two-thirds of 1 666 apprentices failed trade tests last year.

Mr Thomas Pattullo, chairman of the National Apprenticeship Committee for the building industry, said this week new training centres for off-the-job institutional training would be established in all major cities.

Addressing the Building Industries Federation congress in Port Elizabeth, Mr Pottullo said the present "time-bound" system of training needed to become an "objective bound system with new emphasis on improving quality and productivity".

He said by 1980 the building industry would require an estimated intake of 3 450 men in skilled jobs each year as against the 1 600 in 1974.

Last year 616 Whites, 716 Coloureds and 334 Asians were registered apprentices.

Mr Pattullo released details of apprenticeship tests showing a decreasing pass rate since 1971.

In that year 39 per cent of the 1 094 apprentices tested, passed; in 1972 37 per cent of the 1 049 passed, 35 per cent of the 1 204 in 1973 and 34 per cent of the 1 666 in 1974.

~~10:45 pm - Training~~
(2) 31 - -

202 copy
2/31

WOMEN DO THE MEN'S

By Weekend Argus 8/11/75
Reporter

CAPE TOWN City Council is doing its share towards this Year of the Woman by employing Coloured women labourers on its building projects at Bonteheuwel and Mitchell's Plain.

And, to keep the feminists happy, the council is paying them the same wage as male labourers receive — 63,5 cents an hour, which works out at around R100 a month.

The advantages of women doing a man's work are numerous according to the council. The bonuses include:

- Reliability ('The women always come to work on Monday,' according to one Council spokesman.)
- Enthusiasm and keenness.
- A natural desire to be tidy and thorough.
- The women love their work. For them building site labour means
- Good pay.
- Exercise.
- An ideal opportunity to lose weight while they work.

Mr Gerhard Reich, the council's building director, said this week women had been used to clean up houses after building operations for a number of months.

'Then recently they approached us to ask if they could stack bricks and we agreed, mainly because of a labour shortage.

Good pay, exercise for Cape Town's feminine builders

'One of the reasons some of them gave for wanting to do the hard work was a need to lose weight.'

The council employs about 100 women at present on its building projects at Mitchell's Plain and Bonteheuwel. 'We don't need more women but if we did and I passed the word around we would have thousands ready to become labourers. It's a sought-after job.'

Mr Reich said that the council provided the women stackers with council overalls, hard hats and thick rubber gloves to protect their hands. 'They are treated like any other labourer,' he said.

The women are also provided with transport to Mitchell's Plain though not to Bonteheuwel.



SPOT THE DIFFERENCE in this picture of Cape Town City Council labourers at Bonteheuwel building site. The difference is that they are women. They are doing as good a job, says the council, they do as good a job.

'They are given an identity card which enables them to get a ticket on the Mitchell's Plain bus.'

Mr Len Beelders, as one of the council's general foremen, has the enviable task of overseeing the women — and he's as pleased as punch.

'They are a pleasure to work with. They are far more reliable than the men and are willing and

enthusiastic. And they work every bit as hard if not harder than the men.'

What do the women say? 'We love every minute of it,' said one group stacking bricks at Bonteheuwel under a blazing sun this week.

For Mrs Fatima Ismail, mother of five, the job is a joy. 'I used to work in a city department store canteen. It was boring, unhealthy and

the pay was not up much.

'Now I'm earning a real good wage, I keep healthy and, best of all, I lost a tremendous amount of weight.'

Mrs Ismail sends her eldest children to school and the three young ones are in a crèche.

Miss Fayroux Benito used to work in a factory. 'I'm earning much more money now and I really enjoy the hard work.'

Worker hit by crane jib fall

both sides of the paper

(1) 31
~~(2) 131~~

Do not write
in this
margin

Mercury 15 11-75
Mercury Reporter

AN AFRICAN construction worker was crushed to death under a crane jib and five others were injured in a scaffolding fall in separate accidents within an hour in Durban yesterday.

The man, who was employed by Cementation (Africa) Contracts Pty. Ltd. at Albert Park, was apparently walking past under the crane's jib when it fell on him.

Mr. Lofty Coetzee of Durban, who was watching the construction work, said that if the man had been less than a metre away the jib would have missed him.

"The jib was at 45 degrees. There was a cracking noise and it just snapped. Other workers nearby were dazed and just stood around stunned," he said.

A payloader was used to lift the jib so that ambulancemen could remove the body.

A Department of Labour inspector of machinery, Mr. J. P. Fouche, who was at the scene, said an inquiry would be held.

When a Mercury photographer and reporter arrived a man, who refused to give his name but said he was a representative of the company, told the team to go away.

Five other workers were injured when they fell from scaffolding during demolition work at the back of the Royal Hotel in Ulundi Place.

Four Africans were treated at King Edward VIII Hospital and Mr. C. Meth of Florida Road was admitted to St. Augustine's Hospital with leg injuries.

Mr. A. Hamilton of the Alexander Hamilton Construction Company which employed the men, refused to give any details.

He said he did not see why he should cooperate with any news papers when they referred to builders as "urban gorillas."

STAR
28/11/75

Cheques for Blacks call

Labour Reporter

Employers should give Black workers the option of receiving wages and bonuses by cheque to safeguard them

against robbery and possible injury.

But employers should explain the mechanics of cheques and savings accounts to workers and leave the individual worker to make his choice.

Black labour leaders approached by The Star welcomed the move by Roberts Construction to pay its 15 000 Transvaal-based Black employees' leave pay and holiday bonus by cheque this year.

"But it must be borne in mind that although most Black workers have savings accounts at banks or building societies, many have not received cheques before," said Mrs Jane Hlogwane of the Engineering and Allied Workers' Union.

"It could also be a disservice to low-paid labourers if they were expected to accept their weekly wages by cheque when these wages are so low that they are spent almost immediately on the week's requirements," she said.

Mrs Lucy Mvubelo pointed out that cheques deposited in building society savings accounts are held for up to 14 days before the account is credited.

A spokesman for Roberts Construction said these matters had been explained to the workers and the response had been favourable.

① 31
② 334

Cape Times 5/2/75
Worker dies in fall (31)

Staff Reporter

A BLACK construction worker fell to his death from the 14th storey of the new Cape Town Civic Centre block on the Fore-shore yesterday. The man, whose name is being withheld until the next of kin

have been informed, was taken to the Woodstock Hospital, but was certified dead on arrival. Details of the incident are not known. By last night no spokesman for the construction firm for which he worked was available for comment.

PS 23.9.1975

(1) 31
(2) 1504

Longer work week to fight inflation

Cape Times 14/12/75
Staff Reporter

THE Murray and Stewart group of companies has introduced a 5½-day working week for all monthly paid staff members as the giant construction firm's contribution to South Africa's economic fight against inflation.

This was announced by the managing director, Mr D. E. Baker, in a press release yesterday.

The scheme was started at the head office in Cape Town and the more than 50 subsidiary companies throughout the country have been asked to follow suit.

Two reasons were advanced for the decision to introduce longer working hours. The first was that it would be anti-inflationary and the management of Murray and Stewart wished to play an active part in the country's drive towards higher productivity. The longer hours would help in this respect, the release said.

The other reason was that the new scheme would bring white-collar workers in line with construction workers on all Murray and Stewart sites who already worked Saturdays and even on Sundays.

SURVIVAL

A Murray and Stewart spokesman had also said that such moves were not only anti-inflationary but essential to the survival of capitalism and freedom in the country.

"With Marxist states building up on our borders, it becomes imperative that we prove to labour forces as fast as possible that the individual is better off under a capitalist system than under any others yet devised.

"This can only be done by stepping up training, increasing productivity and giving them the chance to better themselves further."

13. General comment

12. Should there be more or fewer tests? Essays and tutorial exercises?

have you found staff and tutors. Comment



Beetge . . . government cut-backs mostly to blame

staff → reactions of smaller contractors reflected almost universal gloom. Some 20% of small contractors surveyed by the *FM* had apparently ceased to operate and those interviewed reported retrenchments ranging from 30%-60% of their labour force.

J B Grant, MD of Grant's Construction, told the *FM* that general contractors who relied on their own labourers as opposed to home-builders, who sub-contracted work out, were experiencing severe difficulties. His firm had been forced to lay off about 30% of its artisan staff and 2-3 labourers for each artisan. He could see no possibility of an upswing in the near future.

Other contractors echoed Grant's pessimism, most reporting even larger retrenchments. Among reasons cited were the ability of large companies to take on work at a loss, the uncertain situation in Southern Africa, and the inability of prospective home-builders to obtain loans for alterations.

11-3/5
 (2-37)

Amalgamated Union of Building Trade Workers, says: "We have 38 members in Johannesburg — mainly painters — out of work. The situation is particularly bad in Kimberley, where government cut-backs have left many of our members without work. Many have been forced to leave the industry. The situation is likely to worsen and continue well into September."

Retrenchment of artisans also involves retrenchment of labourers. Frank Mohlala, organiser for the Building and Allied Workers' Union, an African union formed last year, reports a large increase in retrenchment. He says about 100 labourers and 15 drivers have been laid off by Roberts' Construction alone, and claims the firm has issued a circular announcing planned retrenchment of more African and White staff.

John Steyn, group public relations manager at Roberts, denies knowledge of any circular, or that the company is planning a retrenchment campaign. Roberts is, however, engaged in an effort to "reduce wastage of labour". The labour force has been reduced by about 7% in the past year.

While bigger construction companies report no retrenchments at this stage — Schachat Cullum is actually looking for

DUNDANCIES *F.M.*
27/2/76
ilding — an omen?

employment in the building industry increased seriously in recent weeks. The situation likely to worsen in the future, both White and Black unions report retrenchments, and many small contractors are having difficulty obtaining work.

Bert Beetge, general secretary of the Building Workers' Union, told the *FM* that while the situation "is not yet at its worst", 60 members in Johannesburg and 20 in Pretoria are out of work. Beetge cites government cut-backs as the main cause and claims that refugees from other areas will be denied temporary work permits in order to protect local jobs.

Robert Beech, general secretary of the

1. (31)
2. 326

26/1/76

The Star Monday

Blacks in White jobs —official

Labour Reporter

There will be little change in Transvaal building operations or pay packets this week as a result of the official inception of the new industrial agreement for non-artisans.

From today the entire scheme, which allows Black operatives to perform previously White work, as defined in the agreement, goes into effect.

But the various provisions, including the minimum pay of R1,07 an hour for the new "grade 1" operatives, have been in effect since November.

"In practice the only change is that higher contributions are payable from today for the men's holiday fund, pension and other benefits," said Mr Z L Pretorius, director of the Witwatersrand Master Builders Association.

For grade 1 operatives that means a contribution of 5c a week, compared with the employers' contribution of R10,09 a week, he said.

Mr Pretorius warned employers to ignore the wage clause amendment which refers to a further 2c an hour to be paid to grade 3 operatives from today.

That was an error of duplication, he said.

The full amount laid down was in fact 57c an hour for grade 3 men on construction and 50c an hour for those not on construction, he said.

Mr Pretorius confirmed that Blacks had begun working as grade 1 operatives on previously White work where artisans were not available.

But, he said, it was too early to announce details about the number of men and the kinds of work involved.

5 000 builders quit, says union

RDM 10/3/76

By CLIVE EMDON
Labour Correspondent

THE Amalgamated Society of Building Workers, a national union with 13 000 artisan members, estimates that up to 5 000 artisans have already left the building industry as a result of the cutback in building plans.

At the normal ratio of one artisan to five unskilled workers in this industry, this would mean 25 000 Black workers have lost their jobs in the industry in the past few months.

The Building Industries Federation of South Africa

is sceptical of these figures and believes there is neither an unemployment problem nor shortages of labour at present, but has certainly indicated this might be the lull before the storm.

Mr Richard Beech, general secretary of the Building Workers' Trade Union, said yesterday he had been receiving reports of tradesmen being laid off in all parts of the country.

"There is definitely unemployment of 10 per cent of the industry," he said. The industry employs some 50 000 artisans.

"This does not mean there are 5 000 artisans out of work — most have found jobs in other sectors," he said.

(1) Construction - Labour
~~(2)~~

30 000 may lose jobs in building slump

By CLIVE EMDON

Labour Correspondent
THE building industry predicts that 30 000 workers will be laid off this year because of a slump in the industry — while one artisan union says 20 000 workers have already left. On the Reef the jobs of 6 000 African clothing-workers are threatened as the State has started prosecuting firms that have

hired workers illegally after 1968 when the numbers of workers allowed was pegged under the Physical Planning Act.

A spokesman for the Building Industries Federation said yesterday: "We estimate the industry is down 10 per cent on what it was last year and that employment will fall by that much during the year."

He said earlier that there were about 50 000 artisans in the industry and about 250 000 skilled workers — this would mean 30 000 men would be laid off.

Although many artisans would be able to find jobs in other industries this would not be easy for semi-skilled and unskilled Black workers at a time of employment cutbacks in most industries.

Mr Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, said yesterday artisans were being laid off at the rate of 200 a week on the Mitchell's Plain housing site in the Western Cape and at the rate of 80 a week in Port Elizabeth.

In the Transvaal about seven per cent of artisans had lost their jobs. He believes this is the position nationally.

This means 3 500 artisans and some 17 500 unskilled workers, who are employed at the ratio of five to one, artisan.

The Cape Town City Engineer says 1 733 men out of 5 000 have been laid off since the beginning of the year on the Mitchell's Plain site.

In the clothing industry on the Reef, the number of African workers allowed to be employed by firms was pegged in 1968 under the Physical Planning Act.

Since then about 8 000 additional workers were hired — some 6 000 of them illegally, in that they were not registered by employers.

Now the State has started a crackdown and is prosecuting firms which have gone beyond the 1968 quota.

The industry has appealed to the Minister of Planning to revise the quotas to allow firms to hire the same number of Africans as was their total labour force of all races in 1968.

This would allow them to hire many of their workers legally for the first time in years and provide room for growth.

The Cabinet is due to make a decision on the representations soon.

Mr J. H. Thomas, secretary for the Industrial Council for the Clothing Industry in the Transvaal, said yesterday there was a possibility of large-scale retrenchments if the State turned down the industry's representations.

RDM
26
29/3/76

By ANTHONY HOLIDAY

CAP TINES

25/3/76

SOUTH AFRICA is faced with the prospect of serious unemployment — with all that it implies in political and economic terms — as a result of the crisis in the building industry.

This emerged yesterday from a report by the University of Stellenbosch's Bureau for Economic Research, a statement by the Institute of Architects and comments by Mr Bernard

Moyle, president of the Building Industries Federation, and Dr Gideon Jacobs, United Party spokesman on labour.

The Minister of Labour, Mr S P Botha, declined to

comment on the situation yesterday. However, the Prime Minister, Mr Vorster, has stressed in the past that Black unemployment is one of the things he most fears.

The Stellenbosch survey not only revealed unsatisfactory business conditions, but said all indications were that "the situation is deteriorating progressively".

"The real value of building plans passed derived from the private sector, has already been declining for several years. Currently, the expenditure and even the planning on new public non-residential projects have virtually ceased," said the survey.

'Disastrous'

It added significantly: "Taken together with the decline in private work, this situation may prove to be disastrous for the building industry and, as a result of its key role in the economy, for the country as a whole."

Mr Moyle, in an interview from Johannesburg, said that from now on there would be a decline in building work to be done and that unemployment would increase.

Labourers in particular would be "drastically affected" said Mr Moyle, adding that his organization had approached the Departments of Labour and Public Works with a view to getting employment opportunities created for those who found themselves jobless.

He said the bureau's finding that the situation might be disastrous for the building industry was "nothing new to me".

Dr Jacobs, MP for Hillbrow, warned that the building industry was not only one of the pillars of the country's economy but also a very keen barometer of the economic situation in South Africa as a whole.

"It is a labour-intensive industry which gives employment to many African and Coloured people every year. One might ask now what is going to happen to them," he said.

Consequences

He warned the Minister of Finance, Senator Owen Horwood that if his Bud-

CAPE TIMES
30/3/76

LOST JOBS

Continued from page 1

tract, they would not bring a single worker from Durban to Cape Town.

"We will engage all the workers we need in Cape Town," he said.

Mr J H Heyns, MPC, chairman of the Divisional Council of the Cape, which is also involved in large housing projects, said it had not been necessary to dismiss a single worker.

"And I can't see us paying off anybody in the near future," he said.

Announcing the Pan Fabrics division close-down, a South African Nylon Spinners director, Mr M Odling, said Pan's operations would be phased out over the next few months. He said Pan had about ten percent of the market in this field.

Underwear

A SANS statement said the closure should not affect in any way the operations of Meritex underwear, Levinet and Paul Steiger, which share certain common services with Pan at Tervlei, nor would it affect the operation of Pan Knitwear and Footmaster.

Pan Fabrics, formerly Republic Textiles, was brought into the group when SANS took over the Alexander Sagov group of companies in 1973. The SANS group amalgamated this business with the west knitting operation it had acquired through the purchase of the Neckelmann group at Hammersdale.

Assets

The SANS statement noted the Pan operation was progressively adjusted to the changing requirements of the market for west knitted fabrics.

It is now clear, however, that considerable new investment would be necessary to align Pan's production with future market requirements.

SANS main assets lie in the field of yarn spinning, texturing and the manufacture of the cap

rial, polymer, from which these yarns are derived. The group considers that all new major investments should be directed to these activities.

No shortages of fabric are envisaged and other considerable investments will be taken over the business being done by Pan.

1733 lose jobs at Mitchell's Plain

CAPE TIMES
30/3/76

Staff Reporters

A TOTAL of 1733 building workers at Mitchell's Plain have been paid off since January this year and there could be further dismissals next month.

① 31
② 124
③ 8

This was disclosed to the Cape Times yesterday by Mr J G Brand, Cape Town's City Engineer.

He said that the present strength of the remaining work force at Mitchell's Plain was 2550. This means that between a half and a third of the men working on the giant housing scheme have been dismissed at a time when two other major employers have announced shutdowns which will lay off hundreds of Cape Town workers.

● Yesterday the giant Bellville-based yarn manufacturers, South African Nylon Spinners, said that it is to close down its Pan Fabrics division in a move which will put most of Pan's 179 employees out of work.

● Earlier this month one of the largest detergent manufacturers in South Africa, Lever Brothers, revealed plans to close its Cape Town factory towards the middle of this year — leaving 110 employees out of work.

Wastage

In his written reply to a question from the Cape Times, Mr Brand said the

VOCABULAIRE GRAMMATICAL

A. Active - actif, ive

Adjective - adjectif (m.)

- Demonstrative adjective - adjectif démonstratif
- Epithet - adjectif qualificatif, épithète (f.)
- Exclamative adjective - adjectif exclamatif
- Indefinite adjective - adjectif indéfini
- Interrogative adjective - adjectif interrogatif
- Numeral adjective - adjectif numéral
- Cardinal (numeral adjective) - (adjectif numéral) cardinal
- Ordinal (numeral adjective) - (adjectif numéral) ordinal
- Possessive adjective - adjectif possessif
- Relative adjective - adjectif relatif
- Verbal adjective - adjectif verbal

Adverb - adverbe (m.)

- Adverb of confirmation - adverbe d'affirmation
- Adverb of degree - adverbe de quantité
- Adverb of doubt - adverbe de doute
- Adverb of manner - adverbe de manière
- Adverb of negation - adverbe de négation
- Adverb of place - adverbe de lieu
- Adverb of time - adverbe de temps
- Interrogative adverb - adverbe d'interrogation
- Adverbial phrase - locution adverbiale

Agreement - accord (m.)

Analysis - analyse (f.)

Antecedent - antécédent (m.)

Apposition - apposition (f.)

Article - article (m.)

- Definite article - article défini
- Indefinite article - article indéfini
- Partitive article - article partitif

C. Case - cas (m.)

Nominative, subject-case - cas sujet

Object case - cas régime

Clause - proposition (f.)

Main clause - proposition principale

Co-ordinate clause - proposition coordonnée

Clause in juxtaposition - proposition juxtaposée

Subordinate clause - proposition subordonnée

Relative (adjectival) clause - proposition relative (adjective)

Noun clause - proposition substantive

Adverbial clause - proposition circonstancielle (adverbiale)

- Causal clause - proposition causale (de cause)
- Comparative clause - proposition comparative (de comparaison)
- Concessive clause - proposition concessive (de concession)
- Conditional clause - proposition conditionnelle (de condition)
- Consecutive clause - proposition consécutive (de conséquence)
- Final clause - proposition finale (de but)
- Locative clause - proposition locative (de lieu)
- Temporal clause - proposition temporelle (de temps)

Mitchell's force would be further reduced by natural wastage and no new appointments would be made.

"Further reductions may become necessary within the next month depending on normal wastage and revised programmes to match the reduced financial allocation for the year ending on March 31, 1977," he said.

The City Council's allocation of State housing funds for the new financial year was originally R38m but this was slashed to R15m in a bid to curb Government expenditure.

However, the Prime Minister, Mr Vorster, later announced that an additional R50m would be made available to the council over three years to allow it to accept a tender for building 4700 houses at Mitchell's Plain. Between R10m and R12m of this money would probably be spent this year.

Contract

This contract, which it is believed, has been awarded to the Durban firm of industrial builders, Ileo Homes, might provide some of the dismissed workers with jobs.

A spokesman for Ileo Homes said from Durban that his firm had not yet been awarded the contract.

But he said that if Ileo Homes did get the con-

Continued on page 2



The new Transkel administrative offices with its lift cores at their full height in advance of the rest of the structure. The first ten floors of the building have to be ready for independence day in October.

3/5/76
 Building ahead of schedule

EAST LONDON — A combined Murray and Stewart (Border) and Murray and Stewart (Cape Town) team have completed the fourth and last lift core for the new Umtata administration office block.

This has been one of the fastest projects undertaken by Murray and Stewart in recent years, as ten floors of the 12-storey office block are required in time for the October, 1976, independence celebrations.

To meet the programme requirements Murray and Stewart decided to take the lift cores up by specialist Murray and Roberts Group concrete sliding techniques.

Rig assembly for the first lift core began on the sixth October and sliding started 23 days later

From the staff Murray

off every six weeks. The Cape Town men reported, initially, that they were having great difficulty assimilating the local labourers, but as the slides progressed a "highly competent" team was built up around the 17 specialist labourers and ten artisans "imported" by Murray and Stewart (Cape Town).

"After the first month," said a company spokesman, "the rate of production was in fact better than what we often achieve in the Western Cape. If you have the right men on a country project such as this, it would seem that you can achieve more productivity per man than elsewhere because there is virtually nothing to live for except the work and because transport to and from the site is so fast."

ed some satisfactory slide rates, most notably, firstly, that of sliding six full slides (i.e. of at least one storey each) in one week and, secondly, of going 13 days without missing a slide.

At the start of the project Murray and Stewart (Border) had to set up a steel yard and precast yard. Ready-Mixed Concrete had also to establish a batching plant.
 — DDR.

(1) 703
 (2) 31

Mitchell's Plain

ARGUS 12/15/76

men may get

old jobs back

THE Government's scheme to allow foreign capital for Coloured housing may lead to the re-employment of workers who lost their jobs at Mitchell's Plain after cutbacks in State housing expenditure earlier this year.

This was said yesterday by Mr Stan Evans, acting Town Clerk of Cape Town, after the announcement by the Minister of Community Development,

Mr Marais Steyn, that, subject to certain conditions, foreign concerns could finance and tender for the construction of housing.

Mr Steyn told Parliament on Monday that the Treasury had approved the scheme in principle and it would be introduced once the conditions had been decided.

SPEED UP

He added that this could mean an additional 6 000 to 8 000 Coloured houses in 1976/77 in the Peninsula and vicinity and would speed up the provision of housing for squatters.

Mr Evans said the council welcomed any move that would allow a return to a building rate of up to 6 000 a year in the target the council set earlier in the year.

'We are also very grateful that the Government realises the urgency of solving the housing problem in the Western Cape.'

The council's Mitchell's Plain project received a serious setback when its request for R38-million to meet housing commitments for the year was cut by about 60 percent and only R15-million granted.

MORE MONEY

At the opening of Mitchell's Plain, however, the Government announced that another R50-million spread over three years would be made available.

Mr Evans said this concession helped substantially but it still meant a target of only about 4 200 houses would be reached.

The Government's latest decision, however, could mean a return to the level of productivity 'of which we are physically capable'.

If top production figures were reached 'we might be able to take back the labour put off at Mitchell's Plain. Hundreds of workers were involved, he said.

In addition, other works — such as the old age home in Green Point — could be reinstated.

1000 workers on site...

Continued from page 1

63 percent in some sections would be carried out.

Cape Town's City Engineer, Mr J G Brand, speaking from his home last night said he could not confirm these figures until he reached his office this morning.

Mr Brand said there were about 1000 workers left on the site yesterday. He said he had no comment on claims that more workers would be paid off on Friday.

CLAIMS DENIED

He denied claims by workers that they were being laid off because private concerns were taking over construction of the massive housing scheme.

They had said that foremen were told on Monday morning that they should stop construction on unfinished houses because private concerns were taking over.

Workmen claimed that it was intended that 80 percent of the construction at Mitchell's Plain was originally intended to be done by the City Council's building unit. This was slowly being reduced.

Mr Brand said this was not true and that no fixed percentage had been set for the division of work between the Council workers and private contractors. This percentage was

constantly changing.

At the end of March, Mr Brand told the Cape Times that 1733 workers at the scheme had been paid off since January and that further reductions might be necessary the next month.

This was caused by the reduced financial allocation for the year ending on March 31, 1977.

A workman said yesterday that when paying them off "the Council was politely shoving an unemployment card into our hands and passing the buck for our employment to the Government".

Mr Brand asked what the Council could do if the allocation of funds for the new housing complex had been cut back.

1000s lose Plain jobs

CAPE TIMES 16/6/76

By BRIAN O'FLAHERTY

APPROXIMATELY 1500 building workers at Mitchell's Plain have been paid off since April this year leaving about 25 percent of the building force the Cape Town Council employed to develop the Coloured housing complex.

This means that about 3200 workers have been paid off since January.

Workmen from the development scheme contacted the Cape Times last night to say that they had been informed that they would be laid off as from Friday.

When they were told, some of them were seen "crying like children because they had lost their livelihood", a workman said.

The work force is made up entirely of Coloured artisans. At the start of the project there were about 4000 men employed on the site.

They said they were told verbally on Monday that a staff reduction of at least 50 percent in all sections and as high as

Continued on page 2

(1) 31

~~12, 1244~~

Worse building crisis next year - Union secretary

CAPE TIMES 18/6/76

CAPE building workers will face an unemployment crisis next year far worse than that presented by the recent cut-back in staff on the Mitchell's Plain housing scheme, the general secretary of the Building Workers' Union, Mr R G Simmons, said yesterday.

Commenting on the fact that hundreds of workers at the Coloured housing project had been paid off by the Cape Town City Council since April this year, Mr Simmons said yesterday that the unemployment situation could be "very much worse" next year.

He said he understood from master builders and architects that there was "nothing on the slate for next year."

And the slackening of work in the private sector of the building industry, he said, would create problems worse than those created by the decrease of work on council projects.

About 9,000 skilled building workers throughout the Western Cape belonged to his union, Mr Simmons said, and more

than half of these were employed in the private sector.

"We would like to appeal to the Minister of Labour to take steps to ensure that there will be work for our men in the early new year", Mr Simmons said.

The release of more State projects and a Government relaxation of the financial position in the building industry, would help, he said.

Mr Simmons also appealed to all workers paid off from the Mitchell's Plain scheme to sign off at the union's offices. He could not approach the Minister of Labour, he said, till the union's figures had been brought up-to date.

paid off at Plain

Cape Times
22/6/76

~~235~~
~~3 2124~~
33

Staff Reporters

THE massive work force employed by the Cape Town City Council to develop Mitchell's Plain has decreased by 3 079 workers since mid-February — of these, 1 994 were paid off by the council.

This was revealed to the Cape Times by the City Engineer, Mr J G Brand.

In a letter replying to questions by the Cape Times, Mr Brand said that movements in staff engaged on the Mitchell's Plain project involved 3 079 workers between February 14 and June 18.

Of these, 218 workers absconded, 674 resigned, 499 were dismissed, 1 994 were paid off and four died. This brought a total of 3 889 workers from the original work force.

In the same period 310 workers were engaged and the net movement of staff was 3 079.

VARIATION

The variation in the number of men employed in the Services and Building Units would depend entirely upon the future departmental construction programme.

Mr Brand told the Cape Times earlier that staff reductions were caused by reduced financial allocations for the year ending March 31, 1977.

The present strength of the Services and Building Units was approximately 1 500 men.

"It is anticipated that this number will probably have to be reduced still further in the coming months."

REDUCTION

The reduction in funds for Mitchell's Plain earlier this year had resulted in a drastic cut back in departmental construction, the letter said.

"Additional authorities have, however, been received from the Department of Community Development which will enable the City to let further contracts, one of which has already been accepted by Council and the National Housing Commission."

It was hoped that the additional contracts would be advertised shortly.

Reduced financial allocations had not affected the proposal to build 5 000 low-cost homes at Mitchell's Plain.

The cut-down in staff should not affect the overall programme for the completion of Mitchell's Plain or the time limit, Mr Brand said in the letter.

~~12/21~~
~~12/21~~

Cape Times 24/6/76

More to lose jobs at Mitchells Plain

Staff Reporter

A FURTHER 30 to 50 workmen at Mitchells Plain will be paid off this Friday, bringing the total number of workers paid off since February to at least 2 024.

This was revealed yesterday in a letter from the City Engineer, Mr. J. G. Brand, replying to questions asked by the Cape Times.

Earlier this week Mr. Brand revealed in a letter that 1 994 workers had been paid off from Mitchells Plain since mid-February this year.

There are about 1 500 workers left at the site from the original massive force of more than 4 000 men who were employed to develop the housing scheme.

Between February 14 and June 18, 1 391 workers absconded, resigned or were dismissed. Four died. In the same period 310 workmen were employed.

A Labour Department spokesman said that the number of workers paid off at Mitchells Plain had affected the unemployment figures in the building trade to an extent but that there was a general slackness in the building industry at the moment.

New deal for workers

C. T. 24/9/76

Industrial Reporter

A NEW INDUSTRIAL agreement offering major fringe benefit increases to the 37 000 building workers in the Cape was yesterday approved by the Minister of Labour, Mr S P Botha.

death benefits of unskilled workers had also been doubled.

As in the past, wages would be adjusted bi-annually either upwards or downwards in accordance with the rise and fall of the consumer price index figures. The next adjustment, certain to be another increase, will be made when the figures for November are published. This normally takes place in January.

The Industrial Council for the Building Industry said in a press statement that in the case of the artisans' pension fund, combined contributions had been increased from R4 to R8 a week, creating doubled benefits of R6 000.

The council would circulate full details to all employers.

Retirement annuities and

Trustees call in police

SUN. TIMES
EXTRA
10/10/76

THE trustees of the Building Workers' Medical Aid Society — which served five trade unions — have called in the police to investigate their financial affairs following the sudden disappearance from Cape Town of the society's administrative secretary, Mr Edmundo Farber on September 7.

By HOWARD LAWRENCE

The five trade unions which are served by the same medical aid society are the Western Province Building Workers' Union, the SA Woodworkers' Union, the Western Province Building and Allied Workers' Union, the Amalgamated Society of Woodworkers' and the Operative Masons Society.

Twelve thousand artisans, accounting for approximately 75 000 dependents, belong to the medical aid society.

I understand that the assets of the medical aid society amount to R3 million.

Spain

A trade union official confirmed this week that the trustees had called in the police to investigate the financial affairs of the society when Mr Farber suddenly disappeared from his job. Enquiries revealed that he had left the country and the last officials heard about him, he was reported to be in Madrid, Spain.

A Portuguese, who became administrative secretary of the medical aid society about six years ago, Mr Farber was originally from Johannesburg, where he had been articled to a firm of accountants.

I understand that Mr Farber's wife and children are still in Cape Town.

The trade union official told me that when Mr Farber failed to turn up for work enquiries revealed that he had left the country and the trustees of the medical aid society, which comprises representatives of the unions as well as the Industrial Council for the Building Industry, held an emergency meeting where it was decided to call in the police.

Nine thousand of the 12 000 members of the society are Coloured.

The official said that they were not yet certain what precisely had happened, but that no matter what the police uncovered, the members of the society would not lose anything.

"We are covered by a fidelity fund" he explained.

Members of the affected unions expressed grave concern about the situation and some feared that they would lose their medical benefits if anything should be proved to be seriously wrong.

I understand that he gave

no indication to anyone that he intended leaving his job or the country and that colleagues, relatives and close friends were all amazed to learn that he was in fact no longer in South Africa.

Most of the officials connected with the various affected trade unions or the medical aid society refused to comment on Mr Farber's disappearance.

A statement is expected from the trustees of the society as soon as the police have completed their investigations.

Handwritten notes at the top of the page, including a date "13/10/76" and other illegible text.

33

CAPE TIMES 13/10/76

Fraud in medical aid fund alleged

By GORDON KLING

ALLEGED embezzlement in a medical aid fund serving most of the building workers in the Western Cape is under police investigation.

This was confirmed yesterday by a spokesman for the Commercial Branch in Cape Town.

The Industrial Council for the Building Industry had requested the investigation following allegedly fraudulent payment of money from the Building Workers' Medical Aid Society, which serves five construction trade unions.

The administrative secretary of the society, Mr E do C G Fava, left the council suddenly in early September. Reliable sources say he left the country at the same time and was last known to have been in Spain.

Extradition

This was confirmed by the Commercial Branch spokesman, who did not believe extradition would be possible.

The Industrial Council is to bring an application for the sequestration of Mr Fava's estate in the Supreme Court, Cape Town, today.

His wife said in an interview from the couple's Constantia home yesterday

was reportedly mentally ill in. Another man whose name for treatment. Mazza to a mental asylum

men mad

of But this does not excuse budgetary committee. told the General Assembly's delegate, Mrs Ersa Poston member states, a US intense pressures from

Order on estate of union man

SUN. TIMES (EXTRA) 17/10/76

THE estate of the former administration and systems manager of the Western Province Industrial Council for the Building Industry, Mr Edmundo Fava, was placed under final sequestration in the Cape Supreme Court this week.

Mr Fava, as reported in last week's Sunday Times, was responsible for the administration of the Building Industries Medical Aid Fund (WP) and he disappeared from Cape Town on September 7 after reporting at his office on the Foreshore, ostensibly for duty.

The application for sequestration was brought by the Industrial Council for the Building Industry.

In papers before the court, the council's financial controller, Mr John Siebrits, said Mr Fava is believed to be in Lisbon.

On September 7, Mr Siebrits said, Mr Fava left the offices ostensibly to attend to repairs to his car.

Phoned wife

Later, Mr Siebrits said, he was told that Mr Fava had flown to Madrid. He telephoned his wife from Lisbon on September 10 and told her he had no intention of returning to South Africa.

As manager of the Medical Aid Fund, Mr Fava requisitioned cheques which would be signed by authorized signatories.

Mr Siebrits said his investigations showed large amounts of money were re-

and only he knows what t
"We'll play it by ear," sa
How are they going to
it, the girls send it to her
hair, jeans, belts, earrings
"Well, it comes in all fo
fans?
And what about the gift
they will take a girl out b
says Molly. "Occasionally
bracelet, or something be
Some of the guys won
halfway with some of the
at least to meet their screa
thing has become a part of

Cape Times 21/12/76

3 hurt by falling crane

A MASSIVE tower crane crashed across the roof of the Nervi hall in Sir Lowry Road yesterday, injuring three workers and holding up work on the site.

The accident occurred at 1pm when the crane was being dismantled and a jib fell off the crane tower. Most of the construction labourers had been on holiday since Wednesday.

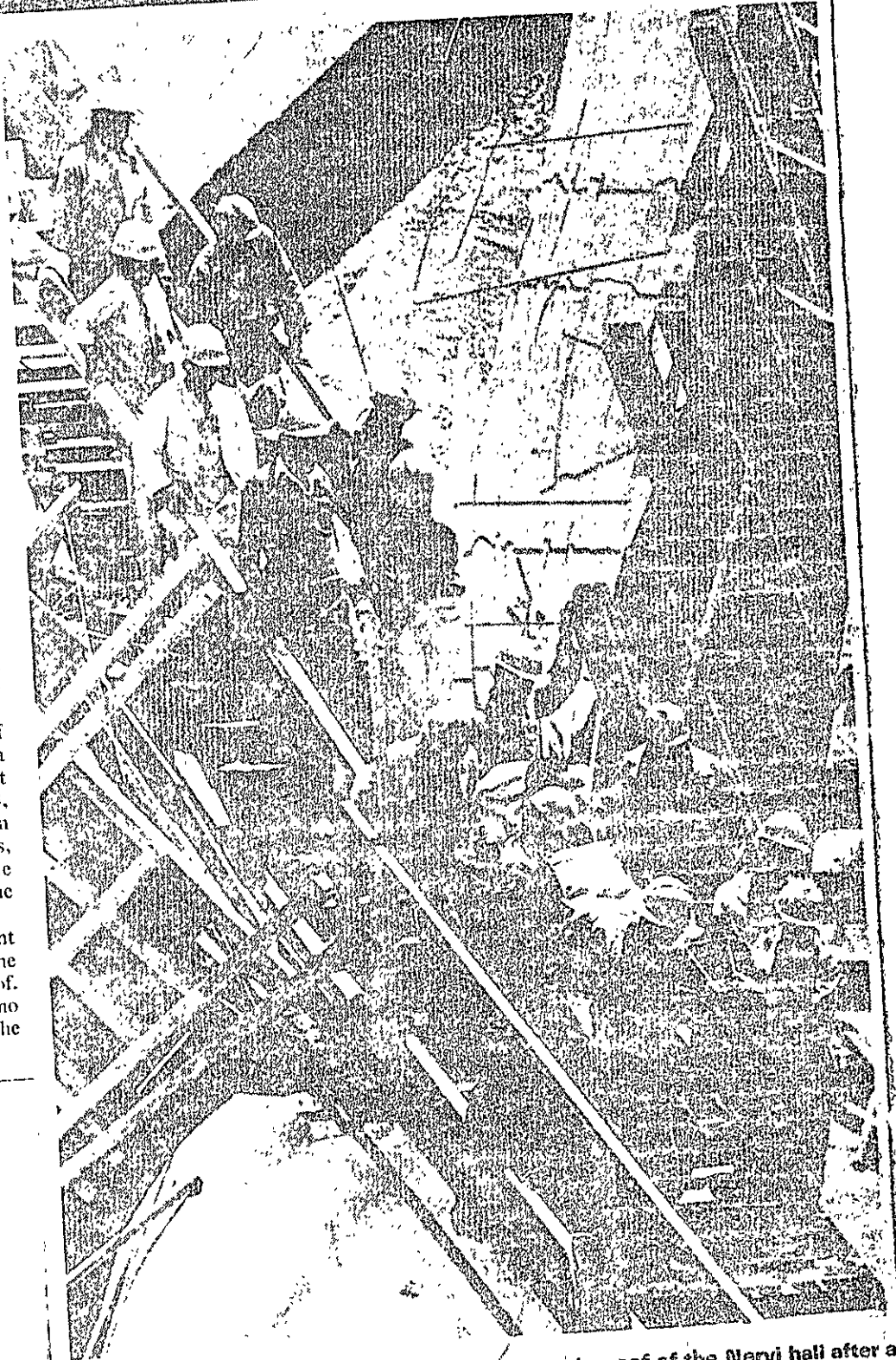
Workers still on the site climbed on the domed hall roof and freed the men from the wreckage.

Mr Paul Goebert who was at the scene of the accident said: "I was walking past the site when I heard a loud cracking noise. I turned and saw a man falling — he just flew through the air."

The three men were rushed to Woodstock Hospital, where a spokesman said they were in a good condition, although x-rays had not yet been done.

Mr Ernest Swile, 31, of Surrey Estate, Athlone, had a possible fracture of the right leg. His brother Ronald, 33, had cuts on his head. Mr Ivan Abrahams, 24, of New Fields, Athlone, had a possible fracture of the right side of the pelvis.

Soon after the accident workmen started clearing the wrecked crane off the roof. The project manager said no damage had been done to the building.



Two of three injured workmen are carried from the roof of the Nervi hall after a tower crane crashed on to the building at 1,00pm yesterday.

Recess for
threatens

BUILDING TRADE JOBS

83

In a Mercury survey most firms said they were not taking on matriculants in spite of being inundated by applications, often for non-existent jobs.

A city bank official said he had many more applications this year than in 1975-76. There were, he said, very few jobs for school-leavers.

Most of the city's banks and building societies thought more would be without work this year than last year.

Two employment agencies in Durban said they were turning away matriculants, mainly girls, by the score.

Miss M. C. Strachan of RSVP Employment Bureau said she had 83 school-leavers to place, 60 of them matriculants.

There was no longer any question of job satisfaction -- they took what they could get, Miss Strachan said.

Mrs. E. C. Kingston, principal of the Durban Employment Bureau, said the position was worse for boys because they had no commercial skills.

There were fewer opportunities for White school-leavers because other races were being drawn into the labour market.

Mr. G. C. Jackson, the divisional inspector of labour in Durban said he had 45 White school-leavers registered as unemployed, nine of them matriculants and he expected more to register as the year went on.

The Motor Assemblies factory in Durban, however, returns to a five-day working week when it reopens today following the Christmas holiday.

The factory operated on a four-day week during November and December last year.

Property Reporter

THE spectre of growing unemployment is hanging over the heads of artisans and unskilled labourers in the building industry who returned to their jobs this week after the Christmas holidays.

The industry has been in a steady decline for the past 18 months and more firms are expected to lay off workers as jobs they are currently engaged in are completed.

Accurate figures of unemployment in the industry are hard to obtain, but the number of workers -- skilled and unskilled -- registered with the industrial council of the building industry at the close of business last year shows a 20 percent decline over the previous year.

With an average of 40 000 employed in Durban and the surrounding areas, this means that about 8 000 lost their jobs last year.

And unemployment in the industry does not stop at the artisan level. It extends to middle and even senior management in some cases.

NO MORE

Mr. Pieter Rautenbach, director of the Master Builders' Association in Durban, says he has received a number of inquiries from job seekers -- including one as senior as a clerk of works.

"This year we were unable to place 30 building management students from the technical college with vacation work. Previously firms were prepared to carry people like these but not any more," he said.

Mr. Ken McLeod, president of the MBA and director of his own building firm, says employers are beginning to pick and choose from growing ranks of the unemployed.

"If you advertise for a bricklayer or a carpenter these days you can expect to find 50 applicants clamouring for the job the following day," he said.

As far as new contracts were concerned, he said few builders were pricing for a profit at present. Most were just hoping to keep their doors open until the situation improved.

Although there is little work at the moment, the good news, according to Mr. Rautenbach, is that a number of jobs held up by the Province last year might be going out to tender shortly.

PROSPECTS

But generally the recession has hit job prospects for last year's matriculants, many Durban employers said yesterday.

Big building group lays off 2500

13/1/78

More than 2 500 workers, 200 of them whites, have been laid off by the Roberts Construction Group.

Mr Bill Bramwell, the group's managing director, said today that of the 2 500 laid off some had been fired, and others had resigned or their contracts had expired.

Reasons for the layoffs were streamlining of group operations, productivity improvements and the slump in the building industry.

The group had a work force of 30 000 in construction and allied industries at the end of June last year.

DOWNTURN

A statement by the group reads: "The present downturn in the construction industry has led to a reduction in both staff and the labour force. In the past year we have streamlined our labour force and our staff in various organisations after a period of rapid growth in past years.

"The effect of the streamlining, our planning programmes towards pro-

ductivity improvement and the industrial downturn have all combined to enable us to reduce staff and labour.

"We have a broad-based group, that includes 48 companies, and while it is true that certain construction activities have tailed off this has enabled us to transfer people to other companies which had an upswing and this has cushioned the overall effect.

MORE TO GO?

Mr Z L Pretorius, director, Witwatersrand Master Builders' and Allied Trades' Association, said he expected more workers to be paid off this year "if things do not improve."

The number of white and coloured artisans registered with the Industrial Council for the Building Industry in the Transvaal, excluding Pretoria, totalled 8 180 last year - almost 4 000 fewer than in 1972.

Over the same period and in the same area the number of unskilled black workers dropped by almost 7 000 to 36 532 last year.

33

BUILDER: 'WE HAVE NO WORK PROBLEM'

14/11/77
Property Reporter

ROBERTS Construction in Natal has ample work on hand and will not be getting rid of any employees, according to the executive director, Mr. Ian Cole-
Pepper.

His comments follow reports from the company's head office in Johannesburg that 2,500 workers — some of them Whites — have been laid off in the past few months.

"We have no problem at this time," he said yesterday. "We have work on hand and our labour force is fully occupied."

Meanwhile, the South African Federation of Civil Engineering Contractors reports that its members paid off 8,000 workers between February and October last year — about 6 percent of its labour force.

At the same time about 4 percent of White construction workers and 7 percent of non-White construction workers in the industry lost their jobs.

According to Mr. Ian McGregor, local chairman of the federation, the percentage of non-White workers out of work in Natal could be higher, as Natal is by far the biggest user of non-White labour.

"Shire Construction's non-White labour force is down about 15 percent on last year and I am sure other members are in the same boat," he said.

He said that the industry was not advertising jobs and most members were doing their best to keep their qualified staff employed.

The federation's news letter says that if the situation continued to deteriorate there could be further unemployment this year.

Rap for bank over SA defence bonds 'unusual'

Cape Times 15/1/77

THE Minister of Finance, Senator Owen Horwood, yesterday criticized British Government action over the R10-million investment in defence bonds by Barclays Bank.

Mr Frank Dolling, senior general manager of Barclays International Bank, was summoned to the British Foreign Office two days ago to explain the investment by its South African subsidiary, Barclays National Bank Ltd.

Mr Dolling gave an undertaking that the bank would do whatever was possible to ensure that such an investment was not made again.

Senator Horwood said the Foreign Office action was "unusual".

He said, however, that no special steps to accelerate the required reduction of foreign shareholdings in South African banks to 50 percent was contemplated as a result of the development over defence bonds.

SA money

"The reported action of the British Foreign Office in regard to the recent investment by Barclays National Bank Limited in South African defence bonds is certainly unusual and cannot contribute to the furtherance of the long-standing financial relations which have existed between Britain and South Africa.

"I should point out that

Barclays National Bank Limited is a registered South African bank with its own South African board of directors, and that the funds which it invests are derived, to an overwhelming extent, from South African depositors.

"In terms of the Financial Institutions Amendment Act passed last year, every bank in South Africa which is a subsidiary of a foreign bank is required to reduce the shareholdings of the foreign bank to 50 percent within an acceptable period.

"This reduction will therefore take place in the normal course, and no special steps to accelerate it are contemplated at present." — Sapa

isfactory
hat better
d clarify
fication
ut any special
contributions
nt enter-
asure of and
act level and
provide for
idence on
ies' upon
in these

probably
themselves
cial reality.
xiology, the
ived doctrine
sical school

15/1/77

Building slumps

Mercury Correspondent

JOHANNESBURG — The building industry laid off between 40 000 and 50 000 workers last year and is going through its worst slump in 10 years, Building Industries Federation President Mr. Leo Fish said yesterday.

It is believed that thousands more workers who were employed illegally by contractors through the year and not registered with industrial councils in the industry have also been laid off.

He said that statistics just received from industrial councils for the in-

dustry in the major centres showed there had been a drop in employment of about 15 percent since last January.

Meanwhile, Natal's ailing building industry is about to be dealt another blow if negotiations between Corobrik and the Price Controller to increase the price of bricks are successful.

The chances are that the Price Controller will agree to pass on to the Natal public an increase of more than 10 percent following an announcement in yesterday's Government Gazette that in the Transvaal and Orange Free State the price of bricks would increase between 11 and 14 percent.

35

35

Building slump hits 40 000

By CLIVE EMDON
Labour Correspondent

THE BUILDING industry laid off between 40 000 and 50 000 workers last year and is going through its worst slump in 10 years, the president of the Building Industries Federation, Mr Leo Fish, said yesterday.

It is believed that thousands more workers, who were employed illegally by contractors and not registered with industrial councils, have also been laid off.

Asked about the prospects for the industry, Mr Fish said he did not expect significant improvement before 1978, but there might be a better job situation by the end of this year.

He said statistics just received from industrial councils for the industry in the major centres showed there had been a drop in employment of about 15 per cent since last January.

Excluding management and administrative staff, there were about 300 000 skilled, semi-skilled and unskilled workers registered this time last year.

Now there are between 250 000 and 260 000 registered.

The 15 per cent drop in employment affected skilled and unskilled workers in about the same proportions, Mr Fish said.

This means the industry lost between 8 000 and 10 000 artisans in 1976 — using the ratio of one artisan to four semi-skilled or unskilled workers.

Mr Fish said it was clear that many of these people had found jobs in other industries.

Capital

He said the slump in the industry was mainly due to a shortage of capital in the private sector, the more important sector to the industry.

Few commercial, industrial or domestic projects were being undertaken.

"We aren't the people who generate money, so if there is an upturn in the economy as predicted for the second half of the year, we will only benefit later.

"There tends to be a lag, and we could not expect a measurable improvement for the industry before this time next year."

Agreed

Mr Bernard Moyle, a former BIF president, agreed the situation in the industry was the worst it had been for 10 years and was "still deteriorating".

"There is a terrific shortage of work," he said.

Thousands of contracts of workers from the homelands had been cancelled — these workers were among the hardest hit by the slump over the past year.

The BIF says that in the Transvaal now more building contractors are cancelling their registrations than are registering. This meant they were leaving the industry or had gone bankrupt due to the slump.

In 1974, 83 registered, while 36 cancelled their registrations. In 1975, the figures were 72 and 53, and last year, 66 and 59.

"At the moment fewer are registering than are getting out," a spokesman said.

33

Cape Times, 18/1/77

328

33

Building slump: 20 000 laid off

By GORDON KLING
Industrial Reporter

THE CAPE building industry has dropped more than 20 000 men in the past two years and the president of the Cape Master Builders' Association, Mr W J Lea, does not believe that firms now locked in a battle for survival can expect any improvement this decade.

The president of the Building Industries' Federation, Mr Leo Fish, said yesterday in Johannesburg that the slump was the worst in 10 years.

Between 40 000 and 50 000 workers had been laid off throughout the country during the year. Thousands more workers, who were not registered with the industrial councils had also been laid off.

The worsening recession poses a serious threat to the industry's multi-million-rand training programme.

Mr Lea said the scheme was just beginning to bear fruit, but at the worst possible time. Hundreds of trained personnel from universities and technical colleges had just graduated and it would not be possible to place many of these in the industry.

More lay-offs

These workers would have to look outside building for jobs and it was unlikely they would ever return.

The situation was expected to deteriorate further with more lay-offs.

School-leavers intending to take up building apprenticeships would also be affected. Builders were having difficulty finding work for apprentices currently under contract and very few new men would be taken on.

"We've been so badly hit that it will take a long time to resurrect the building industry in this country," said Mr Lea.

"There has been a tremendous loss of confidence and I don't see any real improvement till 1980."

Build now

Now was the time for

~~278~~ 33

More out of work

Cape Times 18/1/77
THE federation of Civil Engineering Contractors says that employment in the civil engineering industries fell by 6 percent, or 8 000 workers, between February and October last year from the 135 000 employed in February of 1975.

There was little change in the numbers of technical, administrative and clerical employees, but the number of White construction workers declines by 4 percent from the 8 000 employed in February last year.

However, the number of Black construction workers fell by nearly 7 percent from 120 000 last February to 112 000 last October.

The federation's director, Mr K. Lagaay, says there is concern about the possibility of further unemployment, in the light of the degree of last year's unemployment and of present conditions and outlook. — Sapa

Construction cutback hits Transkeians

Own Correspondent

UMTATA. — Hundreds of Transkeians are jobless after a New Year cutback by the Northern Transkei construction unit of the Transkei Development Corporation (TDC).

A spokesman for the construction unit confirmed that 300 Black artisans and labourers were not taken back when the unit resumed work this month after the Christmas holidays.

"The men were not taken on because of a lack of new projects," the spokesman said. "We could not take more workers than we require."

The men elected a deputation to meet the Transkei Minister of Justice, Chief George Matanzima, to negotiate on their behalf with the TDC.

A spokesman for the deputation said "Chief George has promised to take up the matter with the relevant authorities at the TDC. He told us to

come back to his office on Friday."

An artisan who claimed to have the longest service with the unit said his dismissal came at a very bad time.

"When we closed for the holidays last year I spent almost all my money on shopping for my five children and my wife," he said.

"I am sacked from work at the time when I need money for schooling for my children to pay for books, fees, uniforms and rent," he said.

If he failed to pay rent "my family will be without a roof over their heads."

One labourer said "The TDC was established with one of its aims to provide job opportunities for Transkeians. The next thing for me to do is to become a migratory labourer again if the TDC fails to provide jobs for us."

Chief George Matanzima was not available for comment yesterday.

Skilled black jobs are threatened

8/1/72 JG

Labour Reporter

The jobs of higher skilled blacks in the Transvaal building industry may be in jeopardy as a result of white unemployment.

The Department of Labour, on instructions of the minister, has "reminded" the Industrial Council for the Transvaal Building Industry of its obligations under its agreement on black advancement, it was learnt today.

The minister indicated that if black workers were admitted as operatives "Grade 1" (doing tasks previously reserved for artisans) while white artisans were available, he hardly would be left any choice but to reconsider the exemptions which opened the door to such operatives, said a letter from the department.

UNDERTAKEN

The letter reminded the council that it had undertaken to implement the scheme for the employment of such operatives "with the greatest circumspection" to ensure that such employment would not lead to unemployment among white artisans.

The letter, from Pretoria, was dated January 27.

It was not clear today

whether the council had taken any decision in response to the reminder.

The president of the Witwatersrand Master Builders' Association, Mr. T. E. Pears, commented: "We have obligations under our agreement and we must meet them."

But he expressed concern about the frustration that would be caused among black operatives if they had to be downgraded or dismissed to make way for unemployed whites.

Building slump puts Black jobs in danger

From 9/2/29

By CHRIS CAIRNCROSS
Industrial Editor

CONCESSIONS allowing Blacks to work in semi-skilled building jobs are in danger of being withdrawn or cut drastically because of growing unemployment among White builders.

This threat follows a letter sent to the industry by the Minister of Labour, Mr S. P. Botha, in which employers are reminded of their obligations in terms of the supplementary agreement on the employment of Blacks in certain jobs.

As a result the Industrial Council for the building industry in the Transvaal has agreed to keep a close watch on the unemployment situation and take "whatever action is considered necessary" to ensure Whites are given job preference.

An Industrial Council spokesman said yesterday it was agreed that permits granted by the council for Black workers to supplement the shortage of

artisans would be reviewed because of growing unemployment.

The spokesman said the number of jobless White artisans registered with the council's Transvaal labour at the beginning of this month was 150.

Efforts were being made to find work for as many of them as possible.

But, because a further fall in building activity was likely, the prospect of more job opportunities

opening up was slim.

According to the president of the Master Builders' and Allied Trades Association, Mr T. E. Pears, unemployment in the building industry has reached alarming proportions and must be stopped if highly trained skills are not to be wasted.

He also warns the possibility of further unrest among lower paid Black workers cannot be ignored.

Blacks in building to lose permits

Mauss, M.:
Bohannan, P.
Sansom, B.:
Wilson, M.:

ogy New York:
3.)
. 5 in W.D. Hammond-
oples of South
Venda and Tsonga,
son (eds) Oxford

Various Ethn Essay 5: Due Date

(a) Describe and of the uncentral specifically, se order is maintai

(b) "It has bee wants to secure followers some in p. 160). Discu the importance o

- a Evans-Pritc
- ab Fortes and
- a Bohannon, E
- ab Mair, L.:
- a Middleton a
- ab Sahlins, M.
- b Barth, F.:
- b Bailey, F.:

Labour Reporter
All existing permits for blacks doing semi-artisan work in the Transvaal building industry are being withdrawn by the end of next month as a result of white unemployment.

"Unfortunately it looks as if some of these men will have to be dismissed or demoted," says Mr Z L. "Basie" Pretorius, director of the Witwatersrand Master Builders' Association.

Exemptions for 1020 black "operatives grade 1" had been granted, though only about 550 such men were still employed.

Employers could reapply for exemptions but would have to show that they tried to engage available white artisans first.

REGISTERED
At the beginning of this month about 150 artisans were registered unemployed in the Transvaal. Perhaps twice as many are unemployed but unregistered.

The move follows a re-
Stratagems and

reminder from the Department of Labour that employers underlook to ensure that black advancement would not lead to unemployment among white artisans.

Senator Anna Scheepers, president of the Garment Workers' Union of South Africa, said the dismissal of one racial group to make way for another could cause labour unrest and irreparable harm to delicate race relations.

But Mr Gert Beetge of the White Building Workers' Union commented: "It is an entrenched principle around the globe that the last man in should be the first man out."

Mr Pretorius said the situation could seriously affect builders who had tendered on the basis of labour costs of R1 an hour for black operatives and now had to pay at least R2.38 an hour for white artisans.

● Insight on black employment in building
Page 9

ical organization ocieties). More and show how

that a man who ble to offer his ve Government, the ethnography

al Systems

ganization of y)

Pathans (introduction-

Monographs.

Seminar 6: Discuss the ideological basis of the different approaches to misfortune taken by "Western" and "traditional" peoples. What social and cultural elements tend to be associated with these distinctive viewpoints? Is the categorical division between "Western" and "traditional" views valid or are various approaches present in most societies?

- Introductory texts and monographs
- Marwick, M.: Witchcraft and Sorcery (ch. 3, 4, 5, 21, 22, etc.)
- Mair, L.: Witchcraft
- Bernard, H.R.: The Human Way (p 240 ff)
- Middleton, J.: Magic, Witchcraft and Curing
- Jennings and Hoebel: Readings in Anthropology (ch. 38 and 50)

Essay 6: Due Date,

(a) What do you understand by Structure and Function Theory? Discuss its application in a single piece of ethnography.

/or

77, 37

Building letter a 'warning'

Political Correspondent

CAPE TOWN — Govern-
ment spokesmen have
reacted with surprise to
the outcry this week over
fears that it is considering
forcing black building
operatives to make way
for white building
workers.

Job reservation fears
flared following a letter
from the department of
Labour to the Industrial
Council for the Building
Industry in the Transvaal
a few days ago in which
the department reminded
the council that if blacks
were employed as operat-
ives (Grade 1) while
white artisans were avail-
able for such positions,
the Minister, Mr S P Bo-
tha, would have no choice
but to reconsider the
exemptions under which
the blacks were employed.

The council was asked
to act with circumspection
regarding these exemp-
tions.

LITTLE DEMAND

A senior Government
source said today there
was no special significance
to be attached to the
letter. This was the de-
partment's normal advice
given year after year to
organisations operating
under exemptions.

While admitting there
was a degree of unemp-
loyment in the building
industry at present, the
source claimed the exemp-
tion for operatives (Grade
1) affected a relatively
unskilled level of work
where there was little de-
mand for work among
whites.

Govt slated for leaving Black builders in the cold

10/2/75 *Blum*

Staff Reporter

WITHDRAWAL of the Congression allowing Blacks to do semi-skilled work in the building industry was condemned yesterday by employees, trade unionists and opposition politicians.

The step is being taken to give jobs now filled by Blacks to unemployed White artisans. It has been called retrogressive and a major setback to improving race relations and eliminating job reservation in the building industry.

Removal of the Congression on the instruction of the Minister of Labour, Mr Fanie Botha is likely to affect the

jobs of at least 550 Blacks, says Mr Basie Pretorius, director of the Master Builders and Allied Trades Association.

The outgoing president of the Master Builders Association in the Transvaal, Mr T. E. Pears, said race relations could suffer.

The United Party's chief spokesman on labour matters, Dr Gideon Jacobs, said the Government's decision was likely to exacerbate the existing sensitive state of affairs in the building industry.

It was a negative approach. The problem could best be solved by launching a housing programme that would provide more jobs.

The vice-president of the Trade Union Council of South Africa, Mr Steve Scheepers, said White workers had been protected for too long.

Workers in all industries should be chosen on merit. Colour should play no part when employers had to make a decision about laying off staff.

"It should be the survival of the fittest irrespective of colour. In my own union, the Leather Workers Union, the best man gets the job and we don't look at his colour."

"Nothing is more likely to embitter Black workers than to fire them and replace them with Whites."

"This mollycoddling of Whites in industry must stop."

Senator Anna Scheepers, a UP spokesman on labour, agreed that to favour one race at the expense of another could only deepen racial resentment.

Figures issued this week show that 150 unemployed White artisans are registered with the Industrial Council's labour bureau in the Transvaal.

It has been stressed that removal of the exemptions is not absolute. Employers may re-apply for permits to be renewed in certain trades and areas where labour is still short. In practice, however, it

appears that as long as there is a single White artisan out of a job it may prove difficult to get an exemption.

As a quid pro quo to the unions for allowing Blacks to do more skilled work, the industry undertook to give unemployed White artisans full minimum pay as long as they have no job.

A 20-year guarantee fund was established for the purpose. According to the Master Builders Association annual report, the Industrial Council in the Transvaal had already paid out R66 000 to unemployed artisans between April 1975 and November last year.

From pride—to poverty

16/2/71

33

het 'n hipotese
was nie. Daar-
socio-historiese
ge direkte taal-

itpad bly staan
die konklusie
kenmerke van
ns van kreo-
ksie, struktuur-
met 'n sosiaal-
Vanneer 'n kul-
as 'n sterk ver-
tot 'n winnige
ns Hesselings
ne wat gebro-
albei („Males-
n 'n vorm van
oldate en amp-
, n' 'n botsing
dikspianing 'n
Volgens Hesse-
s Hesselings 'n
ortuges-teorie
sy beroemde
C. Hesselings
oonthike kreo-
op grond van
aan Duitse in-
e wording van
rde en kenner
al weert. In
nse Hugonote
taan. Volgens
eleerdes soos
wys nie. Kort
an essential
y Germaanse
ewel hy vas-
die eerste po-
ontstaan van
anleiding ge-
herkoms en
ind is. Kort



Black in a White building job — Mr Johannes Nkosi at work.

ZWELAKHE SISULU

RIGHT now Mr Gideon Dube, 58, a plasterer and bricklayer, has a job. He earns R1,23 an hour and his standard of work, according to a spokesman for the construction company which employs him, is "reasonably good".

But Mr Dube could lose his job because it falls under the operatives Grade One category of jobs in the building industry, which means that he has special exemption from job reservation to allow him to do work done by Whites and Coloureds.

On the instructions of the Minister of Labour, Mr S. P. Botha, the Department of Labour has now reminded the building industry in the Transvaal of its obligation to give job preference to Whites.

If Blacks continue to hold down jobs in the skilled categories while there are Whites out of work, the Minister may reconsider the exemptions which allowed Blacks to do those jobs.

Mr Dube said in an interview: "It will be terrible if I lose this job which I enjoy and which pays well. It will be unfair if we Blacks are to lose our jobs because white builders have lost theirs. It means that it is better to have Blacks unemployed than Whites."

Mr Dube is divorced. He has seven children, four of whom are still at school, two daughters who are unemployed and a son who is working.

He started work as a bricklayer in 1955 with the ten Native Administration Board, building houses in Soweto. He joined the construction company in 1962. He said sadly:

"I am old now, and nobody is likely to employ me. I will stay with the company even if it means working for less money."



Mr Jonathan Ndlovu, second left, back, with his family after yet another day of job hunting. This is the hardest part of the day, when he comes to tell the family he still has no job. They understand. They will comfort him and urge him to try again. From left, Mr John Ndlovu, who is mentally handicapped, Mr Ndlovu, his son Paulos, Miss Zodwa Ndlovu, his sister, and his mother, Mrs Bella Ndlovu.

Money brings

CLIVE EMDON: Labour Correspondent

THE MONEY gap between earnings in the towns and cities and those in the homelands creates an ever-present pool of jobless people in the urban areas.

Low earnings in the rural areas drive people to the cities. They are prepared to wait for well-

particular, a rejection of the past emphasis on economic growth.

Rural underemployment — where people are technically at work but virtually idle — may well be more serious a problem than recorded urban unemployment.

HONORARY PRESIDENT: S. Well.
"BURHOSE"
Incorporated in the Republic of South Africa.
BURLINGTON HOSIERY MILLS (S.A.) LIMITED

paid jobs there, rather than return to subsistence farming.
The wider the gap between real earnings in the modern urban sector and the traditional rural areas, the longer people will wait for jobs in the towns and therefore the higher the unemployment rate.

Part-time

(Underemployment exists when people not working full time would be able and willing to do more work than they are actually performing. Or, when the income or productivity of people in employment could be raised if they worked under better conditions. Subsistence farming is an example of underemployment).

Dr Maasdorp quotes one study which put the number of underemployed rural Africans at 1.3 million in 1970 and which stated at the time that the problem was becoming increasingly serious.

More recently, it was estimated that 105 000 new people joined the African labour force in the homelands each year, and another 98 000 in the White areas.

This is almost double the number absorbed in wage employment each year — and from this it

Answer

But creating more jobs is not the whole answer to staving off unemployment, says Dr Gavin Maasdorp, principal research fellow in the Department of Economics at Natal University in Durban.

He believes a labour policy designed to reduce the rural-urban wage differences may be more effective in reducing urban unemployment than a policy designed to create more jobs in the cities.

He says the employment crisis requires a fundamental rethinking of development strategy and in

One man's tale

MONTSHIWA MOROKE

MR MOSES MPUFANE, 38, of Meadowlands, Soweto, a father of one, has been out of a job since October.

He was an office cleaner and was laid off with several other workers.

His wife is a domestic worker in the suburbs, earning about R50 a month. They have hired a room in a four-roomed house. His wife helps to pay the rent of R13,40 a month.

He has managed to survive through piece-jobs once or twice a week. The jobs include gardening in the suburbs and helping demolishing buildings. The jobs pay him from R1 to R3.

At times, he said, a week went past without getting a job. He uses a return ticket to travel to town, but when no money is available he stays home.

Mr Mpufane, too, has to be in town at 6 am, to wait at some strategic point, where he thinks he is more likely than others to come across an employer seeking casual. To get a job, he says, one has to be clever and on the lookout.

His family survived by buying a big bag of mealie-meal. At other times they had to depend on 20c packets bought from time to time. Whenever he had money for meat, he bought pieces of chickens in packets.

He doesn't have breakfast or lunch, only a meal at home in the evening. On a lucky day he will meet a friend, who out of sympathy will buy him a plate of food at a restaurant.

He described life for his family as one long struggle.

them to the towns

is estimated that unemployment of Africans is increasing at the rate of 100 000 a year.

The African labour market in South Africa embraces the whole sub-continent. Therefore the bargaining position of local African workers would be strengthened if foreign labour was excluded.

Dr Maasdorp says the consequences of using more South African labour on the mines might help to mop up rural underemployment.

But he warns that a slowing down in national

economic growth — in the wake of the fuel crisis and the world-wide recession — could more than offset benefits derived from the withdrawal of foreign labour.

Increasing

Also, the total African labour force is increasing at the rate of 203 000 a year, compared with the rate in the 1960s of 118 000 a year.

In such a situation, demands for higher wages by trade unions can worsen the employment situation.

Employers cut down numbers of workers, attempting to increase productivity with fewer men, or to stave off increasing wage budgets by introducing mechanisation. There are signs of this already happening.

Dr Maasdorp says the authorities, particularly those in the homelands should pay careful attention to wages policies, rural development programmes, the type of technology used in farming and industry and population control policies.

interne faktore. Besonder belangrik was die dialektiese skakerings van 17de-eeuse Nederlands; soos uit die oorsig blyk, is die meeste „kenmerke” van Afrikaans voortsettings van die een of ander dialektvorm of tendensie in 'n dialekt wat in Nederland self deur beskawingsfaktore teëgewerk is of verdwyn het. Daarnaas het die invloed van die talle vreemdelinge aan die Kaap 'n rol gespeel. Ook hier kan ons net by uitsondering een groep sprekers isoleer en vir die wording van 'n bepaalde taalvorm verantwoordelik hou. Ons kan bv. nie aantoon in hoever die Franse of Duitse immigrante die Afrikaanse sinsbou direk beïnvloed het nie, of in hoever hulle die vereenvoudiging van die vormstelsel veroorsaak het nie.

1. Teorieë oor die ontstaan van Afrikaans

Vroeër is daar wel aan die een of ander beslissende taalinvloed gedink. Dit was die geval voordat 'n taamlik groot hoeveelheid direkte ge-

wens van die na die stigting ontstaan van die Afrikaans. T

in ver- at Afri- our be- antot id- om kry- e Vries

eorie sou- aan het, i- wys Hug- Kreoolse t- kaans 'n ro- d; aan die- ennis van I- engsfaktore- dié gedagtes

Het Afrik- ngesit het. I- eerste wat w- moes daar- like botsing- n die 17de- re en die ta-

Portug- Portugees"). In- Portugees gepri- skielike komm- verandering va- eenvoudigde ta- tuurtaal in 'n t- laerstaande taal- verandering en- ring. Hesselings- kreolisering in- dat Afrikaans be- het om 'n Kreool-

Ongelukkig he- gegewens beskik- gegewens baseer- om was ook sy teorie ontoereikend en eensydig; dit het 'n hipotese gebly wat hy nie kon bewys nie.

CAPE TIMES 4/3/77

328
EJ

33

Jobless builders need help — union

Cape Times 4/3/77 Staff Reporter

MR R G SIMMONS, general secretary of the Building Workers' Union, which represents about 9 000 building workers throughout the Western Cape, yesterday appealed for an extension of unemployment benefits for laid-off workers.

Mr Simmons's appeal follows massive cutbacks in building projects throughout the country and a statement earlier this year by the president of the Building Industries Federation, Mr Leo Fish, that the slump was the worst in 10 years. It has been reported that in the past two years the Cape building industry alone has dropped more than 20 000 men.

Mr Simmons said that his union had been approached by many people who were obviously desperately in need. The 26-week term during which they could claim

unemployment benefits from the Department of Labour had expired, and they were desperately in need of employment and a means to support their families.

But, faced with hundreds of unemployed men and only one or two employers a week who approached the union, usually for a single worker at a time and for a short period only, there was little the union could do to help, Mr Simmons said.

The union's constitution made no allowance for funds to help members in distress.

Mr Simmons said he had no definite unemployment figures

but could gauge the drop in employment from figures released by the Industrial Council in the Cape, which found that between November 1, 1976, and January 31, 1977, stamp sales amongst the various categories of building workers dropped by 20 to 39 percent, compared to the same period for 1975/76.

The stamps were bought by employers from the industrial council and sold weekly to employees towards their holiday fund.

Mr Simmons appealed for an extension of unemployment benefits to building workers. The Unemployment Insurance Act should be amended, he said, to extend these benefits.

Meanwhile, Mr D G Lindeque, Secretary of the Department of Labour, commenting on Mr Simmons's appeal, said yesterday that individuals could apply locally to the Department of Labour for an extension of their unemployment benefits after the 26-week term had expired.

[Handwritten scribbles]

Workless builders want new extension

Staff Reporter

UNEMPLOYED building workers want an automatic extension of unemployment benefits, according to Mr R G Simmons, secretary of the Building Workers' Unions.

Under the present system, he said, workers could wait till too late before their applications for extended benefits were considered.

Mr Simmons was elaborating on his appeal last week for an extension of these benefits and commenting on a statement by Mr B G Lindeque, secretary of the Department of Labour, that individual workers could apply to the department for extended benefits if they were still out of work once the normal 26-week pay-out period had expired.

Mr Simmons said there should be an automatic extension of these benefits to prevent unemployed workers from having to go through all the "machinery" of applying. A worker could wait up to three months before his application was considered and for many this could be too late.

"We want an extension of benefits so workers can be as-

sisted immediately."

Mr Simmons was also adamant that, in spite of the unemployment situation in the building industry, his union - which represents about 9 000 building workers in the Western Cape - could not agree to workers accepting jobs at reduced pay.

While the State had the power to suspend wage agreements and to lower rates of pay, the union could not agree to lowered salary rates unless the Government agreed to curb cost-of-living increases.

Mr Simmons said he was beginning to wonder why the building industry, in particular, had been so hard-hit. It seemed to have been made the "Cinderella" of the economy, he said.

Councillors will attend meeting

THE ANNUAL meeting of the Ward 14 and Ward 15 Ratepayers' Association takes place at the Claremont Civic Centre tomorrow at 8pm.

Three of the four City Councillors for the wards (Mr R M Friedlander, Mrs Eulalie Stott and Mrs Joan Kantey) will be present.

150 demand pay action

Vereeniging Bureau

Senior officials of the Industrial Council took statements in Vereeniging today from about 150 employees of a building firm, who claim they have not been paid for two weeks.

Mr J L Koekemoer, senior inspector, and helpers, took statements from the workers, who are employed by G F Meyer Building and Civil Contractors.

The workers gathered in an angry crowd outside the Vereeniging office of the Department of Labour today hoping to get some action on the alleged non-payment.

They claimed there had also been irregularities with their holiday pay and that on occasions they were given half pay.

LOCKED OUT

Mr Koekemoer said he did not know whether or not the firm was in financial difficulties, as alleged by workers.

"It is normal to take statements from the employees in these cases, and

should the firm be liquidated, their statement of monies due to them are submitted as claims to the liquidators."

The employees said that when they arrived at work at the firm's two sites, the Vereeniging Technical High School and the Afrikaans primary school in Vanderbijlpark, they found the gates locked and "Government officials" inside, who were very reluctant to let them in.

Men had to plead for their toolboxes, they said.

It was not possible to get comment from the building firm.

23

15/1/77/ste

No mass black sackings likely

Fears have been allayed of large-scale dismissals and demotions of blacks because of white unemployment in the Transvaal building industry.

The jobs of blacks doing semi-artisan work seemed to be in jeopardy last month when it was announced that all existing permits for such jobs were being withdrawn.

The move followed a reminder from the Depart-

ment of Labour that the industry had undertaken to ensure that no white artisans would be unemployed as a result of its agreement on black advancement.

Following a survey of the industry's requirements, the limit to the number of operatives grade 1 has now been set at 820.

This exceeds the applications received and represents a reduction of

only 200 in the number of permits granted since the inception of the job category.

"There will be virtually no dismissals or demotions as a result of the new dispensation," said Mr Basie Pretorius, director of the Witwatersrand Master Builders' Association, after the announcement of the limit by the industrial council.

Mr Gert Beetge, general secretary of the White Building Workers' Union, also expressed satisfaction with the arrangement.

"There never was a real problem," he said.

Mr Beetge pointed out that the elimination of operatives grade 1 would have meant the elimination of tremendous benefits for white artisans which were created in terms of the agreement on black advancement.

TODAY'S WEATHER

TRANSVAAL — Till 6 pm tomorrow: Cloudy and cold with showers later. — See Page 5.

102

78+1

BUILDING COSTS

Labour slips back 33

The annual report of the Durban Master Builders and Allied Trades Association released last week shows that, for the first time, material costs have outstripped labour costs in the building of a house. November 1976 figures put the components at: materials 54%; skilled and unskilled labour 22%; and equipment 2%.

A table of average annual increase in the wholesale prices of building materials shows steel reinforcement and metal products -- including items such as geysers, stoves, baths, taps, nails, window and door frames -- went up by an average 22% a year between 1969 and 1975.

Stock bricks were up 25% and face bricks 18%. Timber was up 15%, cement 14%, glass 11%, sand 10%, and paint a modest 6%.

Material cost of a house:

	%
Steel reinforcement and metal products.....	29,7
Timber.....	13,3
Stock bricks.....	10,6
Face bricks.....	7,9
Cement.....	7,8
Non-metallic mineral products.....	6,7
Non-metal roof coverings.....	4,2
Petro-chemical products.....	4,1
Electrical contracting materials.....	4,1
Sand.....	3,2
Glass.....	2,6
Crushed stone.....	1,9
Paints.....	1,9
Ceramic and encaustic wall and floor tiles and finishes.....	1,7
Petroleum products and coal.....	0,3

The report notes that "the number of craftsmen and non-craftsmen employed in the Association's area of jurisdiction at the end of 1976 was 25 146 (33 520), a

Financial Mail March 18 1977

A balanced diet, adequate food and a healthy body ensures a productive labourer on any farm. Their purchases are carefully watched so that luxury overbuying does not occur from our farm shop. Advice is always given even though not sought at times. Basic good good comes first with adequate protein so essential where physical exercise is performed most of the day. We frown on sweets with low nutritional value and encourage whole-some chocolate types. We run a non profitmaking shop purchasing almost always at the best wholesale prices or where specials are offered. Fruit is given throughout the year from our coldstore and vegetables are bought when none is available locally. Medical and dental expenses are paid by the farm but with the newly established dental schools in the Peninsula we are

All wage scheduling is done on a productivity and organising abilities are the be given to them either in groups or alone to wages vary from R22.00 to R15.00 per 5 1/2 day tricity, water, medical and dental services. Wives are paid

With the high C.O.L. the wives are given ide use of the expensive items like meat and fis portion of the purchases. Powdered soups a as additional protein enriched food and a ma by the school teachers in the concentration

the whole staff. They now discuss family p a problem to get the men to allow their wives is held on our mountain regularly by the Div been of immense value to us. Maternity cas

substantial reduction of 24%." MBA director, Pieter Rautenbach, tells the *FM* that by the end of January the reduction had widened to around 33%. Moreover, the position is deteriorating and "many more retrenchments of skilled and unskilled labour are expected during 1977."

FIA MAIL 25/3/77

177 33

JOB COLOUR BAR Building's blackout

Despite claims to the contrary, Africans in the building industry doing semi skilled work previously barred to them are being replaced by whites and coloureds.

Their fate will be decided on March 31 when all exemptions from a Department of Labour job reservation order forbidding Africans to do Grade 1 operative work will lapse. Employers can re apply, however, and this has led some to argue that few jobs will actually be lost.

Nevertheless, it appears that some firms have already begun replacing African operatives with (white and coloured) trade union members. African unionists claim that some operatives have already been dismissed to make way for unemployed artisans.

Although some employers contend that this hasn't happened both the industrial council and the largest trade union say it has.

The problem started because of a long-standing agreement that union members should receive job preference in the event of unemployment.

"We conducted a survey which showed that only 50% of exemptions granted to employers were actually being used. As a result, all existing exemptions

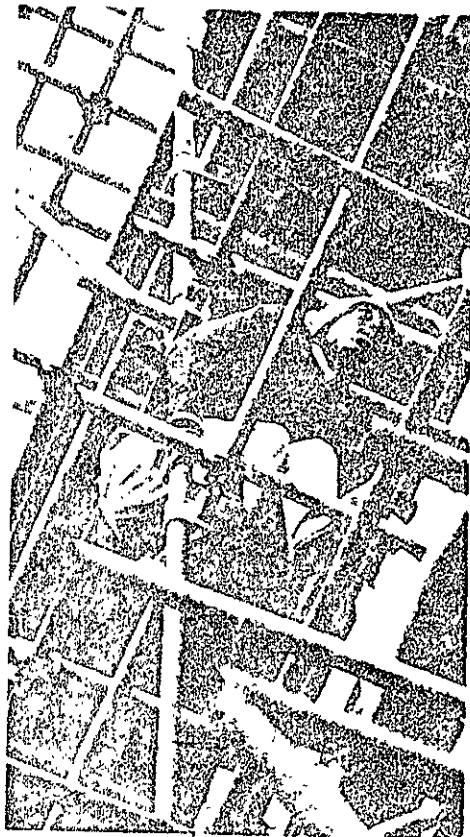
respective Departments which administer on which these schools are situated. schools for 'coloured' children: the typically, the farmer builds the class lump-sum subsidy, probably inadequate, a maintenance (cleaning) allowance. can be an economic proposition with re the building. Nevertheless, the Depa such matters as the site and layout, h insurance, the minimum acceptable num use to which the building is put. Al for departmental approval. This ensu The Minister of Coloured Affairs can a as a state school and transfer managen sation being paid to the landowner. single largest category.

State schools which constitute the second white-owned farms are not encountered located in poorer areas. Here a farm

are being reviewed," says industrial council secretary Daan Ehlers. He confirms that many firms "have sorted out the artisan unemployment problem by replacing operatives with artisans".

Amalgamated Union of Building Trade Workers' general secretary Richard Beech adds that "some employers have returned exemption permits to the industrial council of their own accord; 1 051 permits were issued and only 561 are still being used". All of these will now be re-examined.

He adds that he doesn't believe this is simply because operatives have been laid off because of the recession in the



Up and down the jobs ladder

industry. "Unemployment among our members has dropped from 108 to 70. Since no new jobs are being created, operatives are obviously being replaced."

Will all 561 exemptions whose renewal is now being requested be granted? Ehlers is sure that some will be. Employers are confident that all will be. "It's probable that no new exemptions will be granted but that all existing ones will be allowed to stand. We would oppose any move to do otherwise," say sources in the Master Builders' Association.

Beech, however, warns that this is not a foregone conclusion: "One party would be enough to block exemptions and there are four parties on the union side." The FIA understands that at least one of the unions is opposed to renewing the exemp-

the
n r
hoo
ut
rop

r sc
ie v
i of
shal
ese
seem
ie D
3 ST
een
n th

the
s
re,
d
ne
are,
n
er
la
cd
tion.
l
e
n
ce,

33

Offers of work are rejected

THE Labour Bureau, Barrack Street offered work for 100 labourers on a building site, at Mitchell's Plain, this morning, and for the first time, the Press was invited to witness the recruitment exercise.

Of about 73 registered work-seekers — most of them unskilled — 46 were interested in the work. The wage offered was generally considered to be good, at 77c an hour, for a 45-hour week.

Later a further 17 men volunteered for the job and a total of 63 men signed on for an interview with the construction company. When the transport left for the site, shortly before 11 am, only 45 men were present.

Divisional Inspector of Labour, Mr G. D. van den Berg, and Mr B. G. Lindene, Secretary for Labour, said they expected further applications down the way. Some men might jump off at robots on the way, Mr van den Berg said.

Mr Lindeque said people could not afford to be work shy, these days. He thought perhaps the men were 'too choosy'. One employment officer said:

12 men had rejected any work outright within less than an hour. They will not even be considered for benefits,' he said.

Of the men registering for employment, none who were unskilled labourers and had rejected the work offered, would receive benefits. While reporters were present this morning, a second opportunity of work, in Brooklyn, arose. Forty-seven labourers were needed at R24 a week. Not one man wanted the job.

He then released latest unemployment figures for the Cape. A total of 6224 people registered as unemployed last month, more than double last year's figure for March. The figure can be broken down as follows, and the number in brackets refers to February's figures:

Coloured Asiatic
9 (—3) 28 (—11)



MR C. van Rooyen, of the Labour Bureau in Barrack Street, signs on men for work at a building site at Mitchell's Plain.

W/T:ta Coloured Asiatic
9 (—3) 28 (—11)

33

Recruitment exercise is start of experiment

Cape Times
6/4/77

Staff Reporter

THE Divisional Inspector of Labour, Mr G D van den Berg, revealed yesterday that the recruitment exercise which he invited the press to witness on Monday was the beginning of an experiment to find out whether the coloured person was a reliable labour source for specific planning on certain projects.

At the Department of Labour's Cape Town employment office on Monday, Mr Van den Berg announced an offer from Ilco Homes, the firm undertaking construction of the coloured housing scheme at Mitchell's Plain, of 100 jobs for unskilled

work at a rate of 77 cents an hour.

Of the 63 men who initially volunteered for the jobs, only 50 stuck it out as far as Mitchell's Plain for final negotiations with the construction firm, Mr Van den Berg reported back later that day.

And yesterday, he said, after the firm had signed on all 50 of these men for employment, only 22 arrived for work in the morning.

Mr G Kotze, personnel officer of Ilco Homes, told the Cape Times that the 50 men were taken on for work without much of a "screening process" because the firm

needed the people.

The firm was building up its work teams and needed more and more people every day. In fact, it was going to need a further 800 workers in the next three months at the rate of about 256 a month. But if they battled as they did now, how were they going to get these men? he asked.

He said his wage clerks complained that some of the men they signed on on Monday wanted their papers signed as unsuitable, and were not interested in working.

(Mr Van den Berg explained later that if a recruit was rejected by an employer he could continue to draw his unemployment benefits without penalty.)

Cape Times 8/4/77

Only 16 of 63 men still at work on Plain

Staff Reporter
OF THE 63 men who responded to an offer of work announced at the Department of Labour's Cape Town employment office on Monday, only 16 were working by late yesterday, according to Mr G Kotze, personnel officer for the employer company, Ileo Homes.

from Ileo Homes, the firm undertaking construction of the coloured-housing scheme at Mitchell's Plain, of 100 jobs for unskilled work at a rate of 77 cents an hour. The recruitment process was followed closely by Mr Van den Berg, who later said that the exercise was an "experiment" to find out whether the coloured person was a reliable labour source for specific planning on certain projects.

Sixty-three unemployed men responded to the offer but only 50 actually reached Mitchell's Plain for final negotiations with the construction company. The firm signed on all 50 for employment but the following morning only 22 arrived for work. On Wednesday only 17 arrived for work.

And by late yesterday, according to Mr Kotze, the figure had dwindled to 16 — this time because the firm dismissed one of the men. Mr Kotze said the man wanted to start his tea break at 9.50am instead of 10am, and then shouted and complained that his foreman had chased him away.

Mr Kotze said the Industrial Council had laid down a 15-minute break for tea, which his firm gave from 10am to 10.15am. The firm could not afford to have employees acting in the way the dismissed man had done.

Mr Kotze said his firm was still looking for the remainder of the 100 men it required. By yesterday about 30 men (including the 16 who formed part of the Labour Department's experiment) were working for the firm in response to its offer.

"We are behind schedule," Mr Kotze said, "because we don't get the right people for the right jobs. We are more like a training centre these days than a business."

Unions reject 'do without' pay rise plea

Natal Mercury 15/4/77

Finance Reporter

THE building workers' unions in Durban have rejected outright a suggestion that they forgo a 13c an hour increase due to them this month under an industrial council agreement.

And yesterday the president of the Master Builders and Allied Trades Association, Mr. Bob Stevenson, warned that their hard-line attitude would force employers to make further staff cuts.

The Industrial Council Agreement of the building industry in Durban makes provision for twice-yearly adjustments in artisans' wages based on the Consumer Price Index.

The next increase of 13c an hour is due on April 28.

But because of the recession in the building industry, employers appealed to trade unions to forgo the increase on the grounds that it would have a crippling effect on the ailing industry.

It is estimated the increase would add approximately R18 389 a week to employers' wage bills.

Dropped

Eighteen months ago there were 5 500 artisans employed in the Durban area, but because of the recession the figure has dropped to 3 536.

"More artisans are likely to lose their jobs as a result of the increase and it should be remembered that for every artisan that leaves the industry, five non-artisans would become unemployed," said Mr. Stevenson.

The employers also feel the Consumer Price Index is not an accurate means of assessing the rate of inflation and that the concept of indexed wages should be scrapped.

Officials of the various unions could not be contacted for comment yesterday, but it was learned from a reliable source that at their last meeting with employers 24 hours previously their answer was still a firm no to doing without the increase.

33

~~339~~

Building unions hand hot brick back to bosses

By CLIVE EMDON
Labour Correspondent

THE president of the Durban Master Builders Association, Mr Bob Stevenson, dropped a hot brick this week when he asked the trade unions to forego an agreed wage hike in the interests of the industry.

Yesterday, the unions handed the brick back.

Union officials accused Mr Stevenson of "a deliberate, calculated blow at the system" and of doing irreparable harm to good labour relations on the industrial council of the industry.

On Monday, Mr Stevenson called on the unions to forego a 13c-an-hour rise on the minimum rate for artisans, due to be introduced on April 28.

He warned that employers would have to make further staff cuts, and said about 2 000 artisans had lost their jobs due to the recession over the past 18 months.

Yesterday, trade unions representing 21 000 building workers said Mr Stevenson was trying unilaterally to change an agree-

ment which had been reached after protracted negotiations, and which was mutually accepted and legally binding.

The unions, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers and the White Building Workers' Union, say that on Mr Stevenson's own admission, the 13c increase will only benefit a small minority of artisans who were on the minimum rate — "the ones struggling most to make ends meet."

"It is not an across the board increase and the majority of artisans are having to bear the effects of inflation themselves," said one spokesman.

The unions say the increase does not fully compensate workers for the loss due to the cost of living rise over the past six months.

The unions have asked whether the Master Builders' Association backs Mr Stevenson's proposal to dispense with an industrial council.

Such sentiments could have far-reaching implications, they say.

Building has

lost 70 000

STAR 26/5/77

workers

26/5/77
for

Labour Reporter

About 70 000 workers have left the building industry and the number getting out is growing.

During the year ended in February the industry's artisan labour force shrunk by 23 percent. The non-artisan labour force dropped by 20 percent.

From February to the end of last month there was a further reduction of about 10 percent in the artisan force and about six percent in the non-artisan force. Mr Johan Grotsius, director of the Building Industries Federation (Bifsa), announced today.

The latest drop occurred over a much shorter period.

"One has to be careful drawing conclusions for the whole of this year, but the deterioration is definitely accelerating," he said.

He said his calculations were based on a work force — excluding administrative, managerial and professional staff — 270 000 in normal times.

PESSIMISM

The Pretoria Bureau reports unemployment in the building industry is the highest in 20 years and more and more men in the industry are becoming jobless.

This gloomy picture was painted today by the general secretary of the white Building Workers' Union, Mr Gerl Beelge, who said he was pessimistic about the future of the industry.

23%


33

30/5/77
33

Crisis in building foreseen

STAR 30/5/77

33



Pretoria Bureau

Artisans are leaving the building industry "in droves," according to the managing director of a Pretoria construction company, Mr Willem Bester.

He said activities in the building trade had reached an all-time low and there were no signs of a recovery yet.

"The prolonged recession resulted in most contractors operating at lower levels while many smaller contractors are either forced into redundancy or into the insolvency courts," he said.

Mr Bester said that to prevent a housing crisis in the near future, the building industry should gear itself to meet the demand. A crash programme would have to follow a revival of the economy.

"Serious thought will have to be given to changing the present conventional systems of building to industrialised building

"Economics of scale play a vital part in the cost of housing. The same number of housing units erected by a number of individual contractors must necessarily cost more than would be the case if the same units were erected by a single contractor.

"If this principle is put into practice with a functional and practical design, the number of housing units which can be erected with a given amount of money can be doubled without sacrificing anything in terms of time, variety or aesthetics," he added.

Mr Bester said that the authorities would have to take cognisance of the worsening situation in the building industry "if we are to provide the buildings needed for social, economic and political stability."

Cut back on workers, says survey

CAPE TIMES

1/7/77

33

328

Industrial Reporter

ALMOST every factory producing building materials in the Cape has cut back on workers in the past three months, according to findings of the latest building survey by the Bureau for Economic Research at the University of Stellenbosch.

The survey, released yesterday, said the situation in the building industry was desperate, and when combined with the plight of the motor industry and furniture manufacturers, with the traumatic effects this was having on employment, it became obvious that the government's restrictive economic policy could not be afforded much longer.

Inflation was now the stumbling block to economic recovery and it was imperative that government actions be co-ordinated to combat it.

The survey found 93 percent of contributing manufacturers in the Western Cape reported a decrease in the number of factory workers employed.

Unemployment and smaller real incomes caused by inflation and higher taxation were forcing an increasing

number of families to double up in housing.

There was also the alarming development of a large number of vacant offices, shops, flats and houses. It was possible that the decrease in real incomes had led to postponed marriages and that fewer young people were leaving the parental home at an early age to find their own dwelling.

However, the surplus dwellings, office and shopping space could be occupied at an early stage of the next economic upswing, and this could happen sooner than expected.

This year could prove to be the trough of the building cycle with the actual turning point likely in or near the middle of the fourth quarter.

The wholesale prices of building materials were still increasing at an average rate of 16 percent a year, and this would continue until the industry commenced the upswing phase. The profit positions of manufacturers would improve when they began selling accumulated stocks and they would accordingly no longer succeed in applications for price increases.

Sharpening pencils

FM 29/7/77

33

The chill wind of recession appears to have blown away cobwebs in the Natal building industry. But although it's now more efficient and competitive, it has created a situation where problems will arise when economic conditions improve.

This emerges from an interview with Bob Stevenson, president of the Durban Master Builders & Allied Trades Association. How has it been done?

Labour costs have been pared. "Do you know," says Stevenson "that 2½ African labourers cost R5 000 a year? Save that amount of labour on each of, say, 20 contracts and you have a total saving of R100 000 a year.

"I'll give you another example. Up until the end of February this year in the Durban area, we employed only men as tea makers and office cleaners. They were paid R29 a week. Now women are employed at R10 a week." (The Durban Household Subsistence level is R127,62 a month, but when times are bad...).

Competition for the reduced volume of work has driven tender prices down. Stevenson cites Durban's proposed new telephone exchange, estimated to cost R1,5m. The lowest tender was R1 360 000 and five tenders were below estimated cost.

"Clients," he asserts "are not necessarily going for the lowest tender. They have become more selective and are awarding jobs to the better organised and financially sound firms whom they can

rely on to do good work and complete contracts without going bust."

Among firms which have run into difficulties are many who bought plant on HP or accepted extended credit from materials suppliers. Without work they are unable to keep up payments or to pay cash and earn discounts to give them a

competitive edge.

Stevenson feels, "we are presently experiencing the trough of the building cycle in the Durban metropolitan area, and this is reflected in the employment situation. At the peak in mid-1971 some 6 000 craftsmen and 35 000 non-craftsmen were employed. Now there are only 3 200 craftsmen and 17 000 non-craftsmen at work.

"The annual apprentice intake has dropped to an alarming low and for the first time in many years there are less than 1 000 apprenticeship contracts in the building industry registered in the Durban area. About 50 apprentices are unemployed and senior staff such as estimators, quantity surveyors and contracts managers have been retrenched."

Some trained staff have left the building industry for good and gone into other occupations. Stevenson doubts whether they will return when times improve.

He concludes that, come the upturn, "many contractors and sub-contractors will be hard-pressed to cope, as they will not only have to secure labour but will have to find capital to replace plant and equipment which has not been replaced during the recession".

Some tool companies, says Stevenson, are doing quite well. Not so much on account of the do-it yourselfers, but because contractors are paying more attention to maintaining their own equipment to make it last longer.



Stevenson . . . trimming the edges

35 000 lose jobs in civil engineering

Sunday Times (Business Times) 31/7/77

① 33
~~scribble~~

SOME 35 000 people have lost their jobs in the civil engineering industry in the last two years, and the slump has not bottomed out yet, says Kees Lagaay, director of the SA Federation of Civil Engineering Contractors.

"Things are getting worse," he said. "Every month the volume of work being completed exceeds the new contracts being awarded. And we can't see any upturn this year."

Employment was down to 110 000 in February, which was 20 per cent lower than

By TONY
KOENDERMAN

February 1976. Mr Lagaay estimates employment must now be below 100 000, compared with 135 000 during the boom of 1975.

Company failures have not so far been a significant element of the depression.

Keen tender prices are ensuring that contractors keep their margins very small, and there is little in them to cover unforeseen problems such as deal delays through

bad weather.

Two-thirds of the industry's work is done for the public sector, and budgeted Government and quasi-government expenditure on civil engineering contract work this year, at R1 125-million, shows no monetary increase on last year.

Builders are urged to recruit

By CHRIS CAIRNCROSS
Industrial Editor

THE building industry is heading for a critical shortage of skilled artisan labour that could hamper its ability to meet any upturn in demand with an economic revival.

The Building Industries Federation says that to counter the shortage, the industry must start a vigorous recruiting and training programme, even though present conditions are hardly suitable.

The problems stem from the protracted recession the building sector has experienced for two years and more. This has led to high levels of unemployment and a permanent and severe drain of artisans who have moved into other fields.

According to official statistics, the number of unemployed artisans has increased from 750 in 1975 to a current 3 500, while the total labour force in the building industry has declined from 305 000 to 245 000.

Artisans have dwindled from a previous 45 000 to about 35 000.

Many are unlikely to be persuaded to come back to the industry once it picks up.

A factory that spells out further labour shortages in the future is that apprentice recruitment in 1976 fell by 30%. This trend appears to have continued through the first half of this year.

Bifsa says it would be disastrous for the industry if it were influenced by the current unfavourable economic climate to assume that demand for building services would remain static or that a return to what is regarded as a normal level of activity would be so gradual that no pressures would be exerted on its productive resources.

"Experience has shown that a revival in economic activity invariably results in tremendous labour supply problems, leading to unhealthy bidding for labour and spiralling costs, partly because of wage increases and partly because of a loss of efficiency and standards."

The industry clearly has an enormous task ahead to get its work force back in a healthy state.

In the first place it has to try to retrieve more than 7 000 artisans who have moved out of the industry, with dubious chance of success.

Then to meet the industry's future needs, a gross intake of 4 100 artisans will be needed for the period ending 1980. A further 6 000 a year will be needed in the following 10 years," says Bifsa.

To overcome this situation, the industry will have to undergo structural changes in the composition of its labour force.

Job reservation controls will have to be eased to open up more categories of work to blacks.

But Bifsa warns that the fragmentation of work skills, allowing blacks to occupy higher category jobs, can be taken only so far.

A point will be reached where further fragmentation of skills would neither be practicable nor desirable.

Bifsa adds: "One of the undesirable side effects arising from the use of operatives is the adverse influence it has on the scope of training given to apprentices."

Bouer moet vakman betaal—hof

BURGLER 10/8/77

Van Ons Verteenwoordiger

STELLENBOSCH.

'N BOUER wat 'n bruin vakleerling — wat sy vakleerlingskap voltooi en die werk van 'n ambagsman gedoen het — meer as R2 000 te min betaal het, is hier deur die hof gelas om dit te betaal. Hy is Felice Bartolini van Provinsielaan, Uniepark, Stellenbosch.

Hooftlandros C. P. van Wyk het hom tot R150 boete of 50 dae gevangenisstraf gevonnissen.

Bartolini het die bepaling van 'n nywerheidsooreenkoms vir die Boland wat in die Staatskoerant van 13 April 1973 gepubliseer was oortree, deurdat hy van 7 Maart 1973 tot 2 Junie 1976 die klaer, mnr. Jacobus de Koker, lone betaal het wat laer was as voorgeskryf.

Die hof het bevind dat die klaer nie toegestem het om minder as die voorgeskrewe betaling te ontvang nie. Die volle bedrag van R2.235,30 moet ingevolge die Nywerheidsversoeningwet aan die sekretaris van die Bounywer-

heidsraad vir Wes-Kaapland betaal word. Dit moet aan mnr. De Koker terugbetaal word.

Die hof het bevind dat, hoewel mnr. De Koker in sekere eksamens nie geslaag het nie, hy ná Maart 1973 die werk van 'n ambagstimmerman gedoen het. Hy was 'n betroubare, geloofwaardige getuie. Besk aan die ander kant, was heeltemal onseker oor wat gebeur het in die tyd toe die klaer in sy diens was en het die indruk gewek dat hy baie min geweet het van wat in sy sakeonderneming aangaan.

Mnr. P. Ridemann het vir die staat verskyn.

① 33



JOBS COLOUR BAR

Going brick by brick

Statutory job reservation in the building industry is likely to go soon — but that doesn't mean that the racial allocation of jobs in the industry will change drama-

9 FM 12/8/77

583

33

98. Inkeles & Bauer: THE SOVIET CIVILIZEN

4.

Practices pp 116 ...
let Family Policy in Am. Jnl. Socio 56,

arity in the Soviet Urban Family in Am. 57-68

ttitudes in a Total itarian Society in -206

ology

tically as a result.

The Industrial Tribunal begins meetings this week aimed at probing determination 28 under Section 77 of the Industrial Conciliation Act, which provides for job reservation in building. Employer sources tell the FM the determination's main effect is to bar coloured people and Indians from supervisory jobs. This means that relatively few jobs are

affected in the industry.

Master Builders' Association director Basie Pretorius adds that, while the determination does formally bar a wide range of jobs for Africans, scrapping it won't make all that much practical difference.

"We still have the Bantu Building Workers' Act to contend with. This bars a wide range of jobs at the moment, and scrapping determination 28 will mainly

benefit coloured and Indian workers. Pretorius adds that builders in the Transvaal won't benefit very much because they employ relatively few coloured and Indian workers.

Nevertheless, the Master Builders are appealing to the Tribunal to scrap the determination and they are following this up with evidence to the Wiehahn Commission, which will be looking at the Bantu Building Workers' Act (which bar Africans from building trades in the "white" areas except for the townships.)

The largest trade union in the industry, the Amalgamated Union of Building Trades Workers, does not intend asking for the retention of the determination. "We believe we are protected as long as employers pay the rate for the job," says a spokesman.

And even arch-conservative Ge Beetge's Blanke Bouwerkers Vakbond resigned to seeing the determination go.

"We believe strongly in job reservation, but the way it's being applied now it's a political fraud. There's hardly a job reservation left in the industry a determination 28 itself has been watered down by exemptions that hardly matters any more," says Beetge.

He plans to tell the members of the tribunal that "if they want to apply job reservation properly, the determination should stay. But since they obviously don't, job reservation might as well go that white workers know where to stand."

Meanwhile, it appears that, if the tribunal does decide to scrap determination 27, which enforces reservation in certain jobs on the mines (FM last week), it will do so in the face of opposition from both sides of the unions which gave evidence to it.

Underground Officials Association secretary Doc Coertze tells the FM he opposed scrapping the determination at the Tribunal's meeting earlier this week. His members are prepared "to discuss controlled job changes with employers but we want the determination to stay in place until then". Not surprisingly, Arrie Paulus's Mine Workers' Union also opposed repealing the determination.

Also - relevant ethnography from the first series of options

Essays

For those presenting in the	first 2 weeks,	due date	11/10
" " " " "	third week,	" "	14/10
" " " " "	fourth " ,	" "	17/10

Suggested essay topics will be given to you by the end of the week. You will not be limited to these however and are welcome to suggest other topics provided you clear it with me not later than 16/9/77.

RDM 16/8/77

33

Business Mail

Engineering hit

More retrenchments can be expected

By CHRIS CAIRNCROSS
Industrial Editor

THE outlook for the civil engineering industry is bleak and a further substantial drop in activity is expected, says Mr Kees Lagaay, director of the Federation of Civil Engineering Contractors.

In a mid-year review, he warns that there is not enough work for the industry and a further curtailment of operations and retrenchment of staff can be expected.

Already about 35 000 have lost their jobs in the civil engineering industry in the last two years.

There is no indication yet of when the recession in the industry will bottom out.

However, the marked decline in construction activity showed signs of slowing during the April to June quarter.

There appears a slight improvement in contract work, which should become noticeable in the current quarter. The work becoming available is that for which tenders were closed during the second quarter.

A feature of the conditions is the fierce competition for whatever work is available.

According to Mr Lagaay, many building contractors, facing a severe slump in their own industry, have added to the

competitive element by putting in bids for civil work.

The federation has appealed to the authorities to abolish job reservation in the industry, as it now serves no purpose in protecting job opportunities for whites.

The nature of many of the occupations in the industry is such that, over the years, the number of whites interested in jobs has steadily declined.

Of more significance from the point of view of getting rid of job reservation was the fact that, with the increased degree of sophistication and standards of civil engineering contracts, a higher degree of supervision has

become necessary.

The federation says this has provided more opportunities for staff to be appointed to junior management posts.

It concludes that the appointment of black employees to senior operator posts should, therefore, offer no danger to white operators. Instead, it will give them the opportunity to better themselves.

The federation says: "Due to the shortage of white operators on all categories of plant, the introduction of black operators to operating posts has been a perfectly natural transition. Harmonious race relations have been maintained at all times."

Builders tell Botha: scrap job reservation

RDM 27/8/77
177
33

Own Correspondent

DURBAN. — The Durban Master Builders and Allied Trades Association has called on the Minister of Labour to scrap work reservation in the building industry.

The association said in a hard-hitting memorandum which has been sent to the industrial tribunal that it will be injurious to the State, the building industry and the public if work reservation continues.

The memorandum, which has been drawn up by the association's director, Mr Pieter Rautenbach, states that work reservation is having a petrifying effect on industrial development.

Mr Rautenbach urges the industrial tribunal to recommend to the Minister of Labour that work reservation determination No 28 be cancelled in its entirety.

Mr Rautenbach said this week that the memorandum had been drawn up to show that current safeguards against inter-racial competition between whites, coloureds and Indians working in Durban, Pinetown and Inanda were no longer desirable and necessary.

Giving statistics of the racial composition of the occupations reserved for whites under the Act in the building industry for these areas the report states that the number of

whites in reserved occupations now accounted for only 29% of the total work force compared with 40% some years ago.

In his report Mr Rautenbach said: "This deplorable situation cannot be ascribed to the present economic situation but rather to a lack of interest on the part of whites."

He believes that work reservation had served its purpose as a measure of protection against sudden disruption in the traditional labour pattern.

Another aspect highlighted in the memorandum is the result of a survey undertaken by the Association into racial friction in the building industry.

The report quotes employers as saying no racial friction was experienced where whites worked under the supervision of coloured and Indians.

From an extensive survey conducted by the association in which 74 members participated, the question was posed whether members had experienced the situation where a white craftsman and/or a white apprentice had ever taken serious exception to working under coloured or Indian general foremen.

The report quotes only one instance where a white apprentice objected to working under the supervision of another race group.

ing themselves at the Associations' 'odisia'. In addition, the W.N.L.A. in limited (originally entered into on in 1943), whereby W.N.L.A. would workers recruited for the mines but undisturbed. 12/ This agreement re A.N.L.L. folded up and ceased

between the two bureaux worked er wages stipulated on the latter's linant of the distribution of labour government limitations on permissible R.N.L.S.C. to secure a growing was periodically re-negotiated milar pattern of W.N.L.A. superi- D. recruitees from this country being the N.R.C. operated for the Chamber

eration in 1953, whereby Nyasaland power of Southern Rhodesian employers, aland foreign contract labour market. place most of its reliance on the D. did build up annual recruitment was reached in 1956 with a total

recruitment of 16 234 workers. AFTER 1958, with the onset of economic recession in the Federation, the growth of a substantial labour surplus in Southern Rhodesia and the adoption of a new foreign labour policy by the Southern Rhodesian government, the R.N.L.S.C. contract system faced steadily increasing supply constraints. Its annual throughput began systematically to be run down. This occurred as W.N.L.A. hegemony in Nyasaland became more easily asserted and as farm wages fell seriously in real terms in Rhodesia after 1963. By 1960 the Chamber of Mines (S.A.) had recruited 83 000 'Tropicals' (20,9 per cent of all their African mine-workers in South Africa). By 1973, as may be seen in the table below, the figure for Malawian workers alone had reached 106 638 or 27,7 per cent of the total complement.

/Table 1

Star 13/10/77.

Builders reject (33) 'in-house' deals

Labour Reporter

A leading employer organisation has rejected the system of "in-house" agreements for black workers advocated in the latest labour legislation.

"Untold harm can be caused if the industrial council machinery now in operation is disturbed," says the Building Industries Federation (Bifsa).

Bifsa is the first prominent employer body to speak out against in-company wage agreements which are supposed to be

binding in terms of the recently promulgated Bantu Labour Relations Regulation Amendment Act.

Enforcement of such agreements "may prove to be a physical impossibility," Bifsa writes in an editorial in its official journal, SA Builder.

The nature of the building industry is such that fragmentation of administrative procedures "will lead to chaos within the industry and even exploitation of labour in certain circumstances."

sciences especially

It was

the hypotheses

functioning

to 'individual'

ity has more in

ance between

. seems to fall

thropology and

; see Colon Leo
national

erstressing

vidence is

of personality

as one large

Williams ...

al forces he

tively control.

ould be an

ut them ...

and others

res of defiance

to have the power to be self conscious and to discover its past, yet powerless to determine its own way and future".

Bibliography:

- 1) Williams, T.R.: Psychological anthropology
- 2) Hsu, F.L.K.: " " (Introduction)
- 3) Lindesmith & Strauss: Critique of C&P writing (Am Socio., 15: 1950)
- 4) Mead, M.: Socialization & Enculturations (C.A. 1963: 14/184-7)
- 5) R.B. Edgerton: Deviance: A cross-cultural perspective (Introduction)
- 6) G. Spindler: Education and Culture.

IT'S HALF PAY— FOR KWAZULU

By **DICK USHER**

**WORKERS CAN'T
GET DURBAN
RATE IN UMLAZI**

BUILDING workers in Umlazi are being paid only half the rate applying in Durban — even though the job they are working on is barely metres from the Durban boundary.

This is one of the anomalies created by the formation of KwaZulu as a self-governing territory.

Although an Industrial Council agreement for the building industry in Durban lays down a minimum rate of 58 cents an hour for unskilled labourers, Umlazi in KwaZulu, is not covered by the agreement.

So workers building a filling station just across the border from Durban are getting barely half that rate.

30 cents

Workers at the site said this week they were getting 30 cents an hour as unskilled labourers, about R13,50 a week.

A spokesman for Roberts Construction KwaZulu, the company building the garage, said this situation had applied since KwaZulu got self-governing status.

"From that time the rates laid down by the Industrial Council no longer applied and the rate that is now being paid is probably the same for all contractors," said Mr. J. E. D. Bramwell, chairman of Roberts Construction KwaZulu.

"We, as all contractors, pay the statutory or going rate for unskilled labour. We give increments as a labourer gets more skill through training.

"Any company that paid more than the going rate would price itself out of the market and would find that it didn't work," he said.

Insurance

The statutory rate is the rate laid down in the Industrial Council agreement, while the going rate operates in areas not covered by an agreement.

The Black Sash advice office in Durban is trying to reverse a Durban City Council decision that has left about 1 000 workers in Umlazi and Ntuzuma townships without unemployment insurance for about four years.

They are taking advice on the legality of a Department of Labour ruling that Umlazi is a rural area and workers there are no longer eligible for unemployment insurance.

Following this advice the city applied for its workers in Umlazi to be withdrawn from the Unemployment Insurance Fund and all contributions — from both employers and workers — were refunded.

The workers have lost all benefits because of the refund.

traded. EDM 2/17/77 33

Bifsa sees 50 000 jobs

THE R250-million injection into the building industry would provide no more than an extra 50 000 jobs, said Mr J H D Grotsius, director of the Building Industries Federation of South Africa yesterday.

Reacting to a newspaper report in which the Minister of Finance, Senator Horwood, said that the provision of funds for low-cost housing would provide jobs for 500 000 workers, Mr Grotsius said that this was not the case.

The R250-million being spent on low-cost housing will, in effect, be spread over 24 months, giving an annual injection of R125-million.

It is accepted that the work schedule resulting from the extra finance will create jobs for about 6% of the work force. At today's figures, that means work for less than 20 000.

Big pay-out for building workers

AR 645 14/12/77

33

AT least R2-million will change hands this week in the vegetable hall at the showgrounds, Goodwood, as 10 000 men in the building trade collect their holiday bonuses.

About 20 000 other builders will receive their holiday pay direct from their employers but employees of small concerns have been queuing at Goodwood to collect their pay packets from the office of the Building Industrial Council.

According to a spokesman for the council the men are on a scheme which combines holiday pay, pension and medical aid.

They are issued with a special booklet with 48 spaces in which they paste stamps every week. The value of the stamps works out at R4,40 for labourers and R18,80 for artisans. Their holiday pay comes to R2 and R8,80 a week respectively.

At the end of every year workers hand in their stamp books to the Building Industrial Council. Calculations are made

and on presentation of identity documents the men receive their holiday cheques.

The pay-out started on Monday with several policemen at the door to ensure a smooth passage.

A clerk of the builders' council working at Goodwood estimates that between 2 500 and 3 000 workers a day are claiming their cheques.

A rush is expected tomorrow.

Industries which will be negotiating wages and working conditions this year include:

● **Mines.** Besides asking for R80 a month more (about a 10% increase according to Chamber of Mines' figures), the unions will almost certainly demand a full five-day week. Arrie Paulus's Mine Workers Union has already said it will, and the artisan unions, which withdrew their demands in 1976, will re-introduce them this year.

The industry has a torrid industrial relations history. This year should be no exception.

● **Steel and engineering.** Unions will decide on their demands on Monday. These are likely to be rejected, at least at first, by Seifsa.

Part of the negotiations could hinge around job changes. Seifsa is a signatory to the Urban Foundation's code of conduct, and director Errol Drummond confirms it is committed to attempting to write the code into the industry's agreement.

Drummond says the unions have

already been made aware of this at industrial council level and are considering their response. If Seifsa asks for job changes as part of its commitment to the code, these could be traded off against wage increases.

● **Railways.** Railway men were awarded a 5% increase in December along with other civil servants, but an arbitration commission is still sitting to discuss claims by the Artisan Staff Association (ASA) for a 15% rise.

The ASA's chances are slim. But if it does win an increase, government would probably be compelled to extend it throughout the whole public service.

The arbitrators' decision will be known at the earliest by April. ASA general secretary Wallie Grobler tells the *FM* the arbitrators will hear oral evidence at the end of this month and it will take at least a month after then for any decision to be made public.

● **Building.** Negotiations are on the cards for the industry in the Transvaal, Durban and Pietermaritzburg. The unions will be putting in fairly large

wage and fringe benefit demands.

Amalgamated Union of Building Trades Workers secretary Richard Beech tells the *FM*, however, that the union will concentrate on fringe benefit claims and may even be prepared to forego wage hikes to achieve these. "Our pensions are at present a mere R65 a month maximum. I have a mandate from my executive to push for them to be increased to 70% of salary. If we get this, and medical aid improvements, we could drop our wage claims."

Employers are obviously concerned about the situation. The unions usually bargain with the Master Builders' Association, but the larger Building Industries Federation has asked to meet the unions to discuss the issue.

● **Escom and Iscor.** Both technically fall under the ambit of the main Seifsa agreement, but separate "house agreements" are negotiated with the unions.

The unions are in the process of formulating their demands here too and talks will take place before the main bargaining with Seifsa.

Builders quitting

N.M. 07/2/78
Financial Editor (33)

THE NUMBER of employers in the building industry, registered with the Industrial Council of the industry in Durban, has dropped to 1 103 compared with 1 216 about 18 months ago.

These figures were stated by Mr. R. L. Stevenson, president of the Master Builders' and Allied Trades Association, when he addressed the Association's annual meeting in Durban last night.

Mr. Stevenson said he would be the first to concede that the industry needed stimulation. But, other than non-White housing, of which there was a backlog, where could the industry start?

"Offices are standing empty in all the major cities. Many developers are losing millions every year due to interest being paid on these empty buildings.

"I believe that in no area of Natal are the schools unable to serve the White population. However, this is not the case for non-Whites.

"With hospitals, other than in the non-White areas, wards are standing empty."

But tenders had been called to complete the hospital at Umlazi. This would relieve the congestion at the King Edward VIII Hospital. It would also create a certain amount of employment.

Empty buildings

Mr. Stevenson put the question to the meeting: "What type of work are we to ask the authorities to release if the buildings erected are not to stand empty?"

He suggested that members of the public sector inform private entrepreneurs of their requirements. The entrepreneurs could build for the authorities, who would rent the buildings.

This would be better than every Government department building its own "empire".

Turning to building costs, Mr. Stevenson said that owing to increases in wages and the higher prices for bricks, cement and steel plus high interest rates, a situation had developed where it was virtually impossible to embark on building projects which would be viable.

"It would be a tragedy for the industry if employers

Heavy loss of civil ^{star} engineers _{21/2/78} (33)

Michael Chester,
Financial Editor

An economic survey released today reveals that more than 10 000 jobs have been lost in civil engineering in the past eight months — and the total may be growing.

A count by the SA Federation of Civil Engineering Contractors shows the total labour force of the industry down from a peak of 135 000 two years ago to 100 000 in late 1977.

Mr K Lagaay, director, fears that a count in early 1978 will show substantial further retrenchment.

"The steady decline in employment and the intense competition appear to indicate that the industry's workload is still falling off as more contracts continue to be completed than new work is coming in," he said.

"The immediate outlook for the civil engineering industry is not favourable and it may still be some time before the turning point in the present recession is reached — let alone a significant recovery occurs."

Results of the survey are bound to add fuel to business pressures on Senator Owen Horwood, the Minister of Finance, to find selective stimulants in the 1978 Budget to help haul the economy out of the prolonged recession.

The squeeze on civil engineering is separate from the squeeze on home builders.

Civil engineering is the heavyweight of construction and deals with such as road and rail projects.

Mr Lagaay estimates that the volume of civil engineering work at the end of 1977 was down 15 percent on a year earlier and an even heavier 25 percent fall compared with 1975.

STAR 22/2/78

Union boss:

no black apprentices

**Steg Hannig,
Labour Reporter**

The general secretary of the White Building Workers' Union, Mr Gert Beetge, will fight "tooth and nail" to keep black apprentices out of the building industry — but he refuses to testify before the Wiehahn Commission.

He is the first labour leader known to have adopted this attitude.

"I cannot discuss the interests of whites before a multiracial commission,"

Mr Beetge said.

Referring to the single black member of the commission, which reviews all labour legislation, he added: "I would refuse to be cross-questioned by a black."

Sunday Times Business

Electricity

20/5/78 (33) (11)
men break

link with builders

**Business Times
Reporter**

THE Electrical Contractors Association has withdrawn its affiliation to the Building Industries Federation, taking out 600 companies representing 8,000 workers.

This ends a 30-year link and will mean a loss to the federation of some 16 per cent of its annual revenue.

The reason for the break, says association president Mr Ralf Pinto, was a feeling that the affiliation was stifling progress.

"All the interests of our members could not be adequately served while we were shackled by ties with the federation," he said.

The association is conducting an investigation into new techniques which it is hoped will cut the costs of electrifying Soweto.

"Within the federation progress on this project was very slow," said Mr Pinto.

The break becomes official on July 1.

Steel and engineering

FM 2/3/77

The steel and engineering industry will doubt live up to its reputation for tough bargaining this year.

The Confederation of Metal and Building Unions (CMBU) this week decides on wage demands which, so union sources say, average 12% to 13%, with higher percentage increases in the low jobs. But the CMBU is not seeking compensation for the fact that last year wage rise was below the CPI rise.

How will the industry's employer organisation, Seifsa, react? Says Ben Nicholson, secretary of the CMBU, "We're already confronted with the usual hurrings. The mines are pleading poverty if gold drops below \$170 and the Stellenbosch Bureau for Economic Research has warned of a high inflation rate unless employers don't hold down wage increases. But nobody bothers to mention the inflationary effect of measures like the railway budget."

On the African jobs front, Seifsa has already given notice of its intention to write the Urban Foundation/Saccola code of conduct into the industry's agreement. The unions say this means another attempt to move Af-

33
cans up the jobs ladder.

Says Nicholson: "We've nothing against a controlled movement of blacks up the ladder. But our members at the top must have their suspicions about their future allayed. Our proposals contain suggestions about how this ought to be done."

A key element in the unions' suggestions deals with "the fact that employers are still not keeping their side of the bargain by paying the same rates to non-union labour."

building industry negotiations it's the employers who have taken the offensive.

Black apprentices

Since 1948, building industry wage agreements have had a clause built into them whereby workers are compensated once or twice a year for increases in the CPI. Last week, however, the Building Industries Federation of SA (Bifsa) met the unions to demand the scrapping of the clause. Says Bifsa director Johan Grotsius: "It's been argued that it's inflationary and that it doesn't allow us any flexibility in determining wages."

The unions have reacted angrily and are drawing up their own demands. Unionists point out that Bifsa has recently called for the training of black apprentices, and they expect this to be an issue in the negotiations. But Grotsius says that this proposal is unlikely to be

discussed.

"This formed part of direct representations we made to the Minister of Labour and the Wiehahn Commission — it's not a matter we can resolve in an industrial agreement."

Union sources claim that some employers want the negotiations in the Transvaal postponed pending the commission's recommendations on the apprenticeship colour bar. Grotsius says they won't be postponed.

In Natal, Amalgamated Union of Building Trades Workers general secretary Richard Beech tells the *FM*, his union has already asked for a 20c an hour increase and for Africans to be given an attendance bonus system similar to that which artisans enjoy. The Transvaal negotiations will probably see similar proposals when they begin within the next few weeks.

FM 3/3/78

WAGE DEMANDS — 2 (33)

Employer offensive

Usually it's the trade unions who begin wage bargaining by putting their demands on the table. But in this year's

RETRENCHMENTS

Bottoming out?

FM 17/3/78

At last — some good news on the unemployment front. Most large manufacturing industries report that retrenchments are tailing off, and in some cases have stopped altogether.

In the steel and engineering industry, Seifsa director Errol Drummond reports that "the tempo of lay-offs has dropped considerably, but not dramatically." In some skilled trades, firms are actually looking for men.

Trade unionists confirm Drummond's impressions. The SA Boilermakers' Society notes that "the big problem has always been with semi-skilled workers and the trend seems to be smoothing out here." SA Electrical Workers' Association general secretary Ben Nicholson reports that short-time working has been dropping steadily.

The trend in engineering is confirmed in the motor industry. Motor Industries Federation deputy director Denzyl Vermooten tells the FM that both the repair trade and the components manufacturing industry "have reached the bottom of the trough." He adds, however, that any upturn in employment will be "slow but sure" and that "there are no real positive developments yet in employing additional labour."

Textile Federation director Stanley Schlagman says, "We hit rock-bottom round about October or November. It's not a very broad movement yet, but there is a reversal. However, there've been few re-engagements thus far."

The trend in the construction sector is less clear. Building Industries Federation director Johan Grotsius notes that artisan unemployment has dropped slightly but argues that this is chiefly the result of jobless men having left the industry — or the country. "There is still a drop in employment and the tempo hasn't slowed

over the past few months." The number of building plans passed has shown little increase. Even if it were to pick up, adds Grotsius, it would take six to nine months for the process to filter through into job opportunities.

By contrast, Richard Beech, general secretary of the Amalgamated Union of Building Trades Workers, says that his union has managed to place 132 artisans in jobs so far this year.

These few encouraging signs do not, of course, mean that total unemployment is decreasing. On the contrary, it is rising as new people come on to the jobs market. Nor is the decline in lay-offs going to help last December's school-leavers who are seeking jobs right now.

Moreover, firms would have to start re-engaging workers at a very rapid pace before a significant dent is made even in the numbers laid off during the recession who are now in the job queues. According to Department of Statistics' figures, manufacturing jobs were extinguished at the rate of 1 000 a month between September 1976 and September 1977. In construction, the figure was 466.

So the backlog is enormous. Nevertheless most industries canvassed by the FM seem confident that the situation has at least stabilised.

2. Have you asked for changes and been refused? If yes, give details.

3. What problems do you have with your work?

4. What do you do to solve these problems?

Do you discuss these problems with workers other farms? Have you ever thought of joining together changed?

To occasional and contract workers only

Will you try to come back to this farm?

Why/why not?

24/4/78 31/1

Black work

permit review

The Transvaal building industry is about to review the permits which allow a limited number of more highly skilled blacks to perform work previously reserved for whites.

Circulars telling employers that they must submit new applications for black operatives grade 1 by Friday have been sent out by the Industrial Council for the Transvaal Building Industry.

14/6/78

33



Mr Labius Mphwe (24) is a builder, building inspector, cobbler and self-made man who is prepared to travel anywhere to build a house or to do alterations. But he still finds time to give shoemaking lessons to 22 cobblers of all ages who are working at the Entokozweni community services centre, Soweto. JOBS has approved R185 to be used for materials and small tools at the leather workers' pension club.

He's busy building goodwill

Bob Keinaugh
Mr. Labius Mphwe (24), is a self-made Soweto man with skills as a building inspector, sub-contractor and cobbler.

He and his men have built 12 houses in Soweto, Bophuthatswana and elsewhere. His building "company" is well known in Soweto, but you won't find it in the telephone book — goodwill is his best advertisement.

Mr Mphwe learned all he could about building at the West Rand Administration Board and the South African Railways. This knowledge has been invaluable in his business.

"My two brothers, Cornelius and Simon, and cousin, Johannes, are pre-

pared to go anywhere to do building work," he said. "My proudest achievement is the R20 000 house of Mr Stephen Motsa, vice principal of a Soweto school."

News of the quality of Mr Mphwe's building work has spread by word of mouth and although he is very busy he still finds time to give shoemaking lessons to 22 cobblers of all ages who are working at the Entokozweni community services centre in Soweto.

One of his pupils is 16-year-old Kenneth Ngema who had to have his right leg amputated after thugs threw him from a train.

The JOBS address is PO Box 87459, Houghton, Johannesburg. Tel 41-5420.

'Striking' workers back on site

CAPE TIMES
30/6/78
133

THE Ilco Homes workers in Mitchell's Plain who were reported to be on strike again on Wednesday, were all at work yesterday and the situation at the construction site was described by a company spokesman as normal.

Mr. E. H. H. Keerseemaker, administrative manager of Ilco Homes, said yesterday that reports stating that nearly 100 workers were on strike, bore no relation to what actually happened.

"I still don't really know what the whole thing was about. A few disgruntled workers left the site because I believe there were certain things they had asked for and which they said they had not received," Mr. Keerseemaker said.

Asked what it was that the workers had asked for, he said: "Money, what else."

Mr Keerseemaker said all workers were back at work yesterday and that the situation had resolved itself.

He said the fact that it was raining on Wednesday may have helped to give the impression that the situation was worse than it actually was.

No real unemployment among civil engineers

3/1/78 etc. ~~etc.~~ (33)

I refer to the letter from "Disillusioned" ("Grim outlook for civil engineers" - The Star, June 21).

After discussing the letter with senior members of my institution's executive committee it was agreed that the letter in question warrants the following reply.

"Disillusioned's" letter is factually incorrect on a number of counts. Although the construction industry is going through a lean time, capital continues to be invested in the country's basic infrastructure, such as dams, water supply, power supply, sewage disposal etc. at a growth rate higher than the average for the country as a whole. This work is heavily dependent upon civil engineers and requires a certain minimum throughput of civil engineering students in the universities, quite apart from the fact that the intake of student, now governs the output which will take place in four to five years' time when economic conditions may be very different.

It is not contested that job opportunities for civil engineers are less plentiful than they were. However, a recent survey indicated that no real unemployment situation exists as there are still a number of vacancies to be filled.

It is, however, patently absurd to blame this on the SA Institution of Civil Engineers or on the employers (consultants, draughtsmen, technical assistants and others) to do the work that should be done by qualified civil engineers. Consultants are required by law (the Professional Engineers Act 1968) to be registered professional engineers. The Code of Professional Conduct that they are required to adhere to does not permit them to delegate work that should be done by qualified civil engineers to technicians and draughtsmen.

Moreover, referring to the closing paragraphs of "Disillusioned's" letter, it is important to note that the term "Professional engineer" is reserved for those registered in terms of the said Act.

Statistics provided by the SA Association of Consulting Engineers indicate that member firms on average have a ratio of about two technicians or draughtsmen to each qualified engineer.

I may also mention that my institution, as the largest (by membership) professional engineering society in the country, was largely instrumental in bringing into being the Professional Engineers Act.

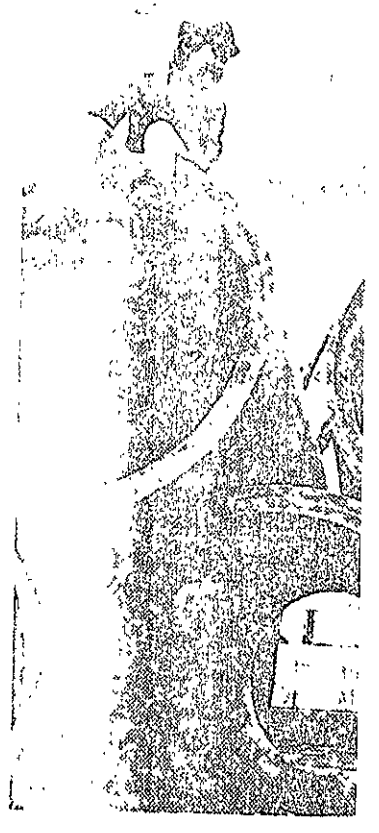
The minimum period of practical training after ob-

taining an acceptable university qualification is not less than three, with a possible reduction in certain circumstances.

"Disillusioned" also states that he is working for an amount of salary that is most recent salary data available is that earned out during last year by the Institute for Manpower Research of the South African Human Sciences Research Council. This survey shows that the median income for a civil engineer in the age group 25-34 (which is probably "Disillusioned's" age group - in view of the fact that he states he has 15 years' experience) for all sectors (private as well as public) is R15 000 a year. The ninth decile value for this age group is R26 680 a year.

Finally I would like to mention that the SA Institution of Civil Engineers is committed to serve and protect the interests of its members, and it will never condone any unprofessional conduct.

A J le Roux, the sea
Executive Officer,
SA Institution
of Civil Engineers
Marshalltown.



Showing an early interest in

at

into the simple sentences of which it occurs below. In one sentence you will indicate in each case whether the verb is transitive or intransitive.

1. _____ (trans. or intransitive)
2. _____ " "
3. _____ " "
4. _____ " "

(b) Explain the case of te: _____

(c) Explain the case of tibi: _____

(d) Write down the adjectives that agree with the following nouns:

adventum _____ flores _____ tellus _____

25. The Genitive

The standard definition of the Genitive is that it indicates possession. That this definition falls short of the truth, should be obvious from the following examples:

Labour force sacked

ARGUS
31/7/78

① 33
② 149
③ 151
④ 201

(Continued from Page 1)

sisted with their attempts to intimidate the workers by threatening their leaders with dismissal, the spokesman of the Workers Advice Bureau said.

Last Wednesday a dispute arose concerning overtime pay, with the workers claiming they had been forced to work overtime without any remuneration.

NO REASONS

On Thursday the personnel manager announced that eight workers were being dismissed. He refused to give any reasons for the dismissals.

On Friday afternoon the whole work force were told they had been dismissed and were paid off.

The Workers Advice Bureau spokesman said workers on other Dura sites in Malmesbury and Wetton had also been demanding works committees, but the company has refused to recognise their demands.

A spokesman for Dura Construction said today the dismissal of the men was not related to any dispute between them and management. They had been released at their own request.

HAD PROBLEMS

In a prepared statement, the spokesman said the firm had been having problems with labour on this site for some time. The men had recently refused to work in terms of their contracts and the Industrial Council agreement.

In an attempt to alleviate such problems we

have agreed to change from a liaison committee system to a works committee as requested by the men. The appointment of this committee has been delayed at their request.

“Since the completion of an adjacent contract at Stellenbosch we found we had too many men and decided to terminate the contracts of eight men.

CAME BACK

“When the others heard this they all said they wanted to be released from their contracts. We agreed to this. Accordingly they were paid off on Friday. But this morning the men reported for work.

“The company is prepared, if the men change their minds, to take out new contracts for the number of men needed by the company who would work normally and in accordance with their contracts.”

The statement said the company was unhappy about the situation, in view of its excellent labour record and in view of the fact that most of the contract workers returned year after year.

City firm sacks work force

ARGUS
31/7/78

① 33
② 149
③ 151
④ 201

THE entire labour force of 52 contract workers at the site of the new Coetzburg stadium in Stellenbosch were summarily dismissed by Dura Construction Cape (Pty) Ltd on Friday.

A spokesman for the Western Province Workers Advice Bureau said today the dismissals followed a five-month dispute between the workers and management. When the men reported for work today they were sent away.

The Advice Bureau official said the workers had demanded that management recognise their right to form democratically elected works committees in terms of the Bantu Labour Relations Act.

‘INTIMIDATION’

Dura Construction, however, insisted that they form liaison committees on which management and workers are equally represented.

At a meeting called by the employers about three weeks ago, the workers voted overwhelmingly in favour of forming a works committee rather than a liaison committee.

However, after the meeting the company per-

(Continued on Page 3, col 5)

133

Building firm charged with unlawful employment

A REPRESENTATIVE of a Mitchell's Plain firm of building contractors appeared in a Wynberg Magistrate's Court yesterday and today on a charge of unlawfully employing men other than artisans to do artisan work, and underpaying them.

Iico Homes Consortium (Pty) Ltd, represented by Mr R H Turner, a building manager, pleaded not guilty to both charges.

It is alleged that Iico Homes, who said they 'mass produced houses' in Mitchell's Plain, wrongfully and unlawfully employed 10 men, other than an artisan, apprentice or trainee, under the Training of Artisans Act of 1951, to do artisan work.

The second charge is that these 10 men were each underpaid R9,68 for eight hours' work on March 3. It is alleged the

men were paid R9,20 when they should have been paid R18,88.

Mr E R von Witt, for Iico Homes, said the basis of the defence is that the men allegedly found doing artisan work were in fact doing operative work and were paid the wages of an operative. The court was told that an operative was more experienced than a labourer, but not yet an artisan.

Mr Daniel Rossouw, an agent of the Industrial Council, told the court he visited the site at Mitchell's Plain on March 3 and found 10 men engaged in nailing battens.

Not one of these 10 men was registered with the Industrial Council as an operative or as an artisan. Some of the men were nailing battens to the outside of the roof

and others to the inside of the roof.

The court was told that predetermining the position of the battens is skilled work, which should be done by artisans.

Mr von Witt said the policy of Iico Homes is for an artisan to do the predetermining of positions.

Mr S J Steyn, for the State, said that some of the workers, who were of

artisans, had told the court they did the measuring themselves.

Mr von Witt argued that the company had instructed their foremen to ensure that operatives do not do the work of artisans. If artisan work was in fact done by operatives, then the company was not to blame, he said.

Judgment was reserved until September 25. Mr G Bachmann was on the bench.

'Illegal' laying of blocks alleged

A DEPARTMENT of Labour inspector today told a Wynberg magistrate that he found African labourers, employed by a Cape Town construction firm, illegally laying blocks at the Mitchell's Plain housing scheme.

Mr Frederick Johannes Botha was giving evidence in the trial of Ileo Homes Consortium (Pty) Ltd. represented by one of its directors, Mr Evghardus Frederick Hendrickus Keersemaker.

Mr Keersemaker pleaded not guilty on behalf of his firm to a charge under the Bantu Building Workers Act that between October 12 and 14 last year Ileo Homes employed 13 African men and blocklayers without the consent of the Minister of Labour.

He also pleaded not guilty to underpaying 13 African blocklayers between October 11 and 14 last year.

STATEMENTS

Mr Botha, said he took statements from three African labourers at Ileo Homes's site on October 14, 1977. He watched them laying blocks, which was skilled labour in terms of the Bantu Building Workers Act.

Under cross-examination by Mr H Snitcher QC, instructed by Findlay and Tait, for Ileo Homes, Mr Botha said he was not a building expert, therefore his evaluation of skilled labour was also not expert.

He said he had not observed that the labourers were simply filling in the blocks in a set pattern, predetermined by an expert, as suggested by Mr Snitcher.

The hearing continues.

Mr G A Dell is on the Bench and Mr S Steyn is appearing for the State.

Where have all the boffins gone?

Without lashings of foreign capital, the economy's growth potential looks unappealing, say the economic planners. No doubt they are right.

But what if enough capital were to be generated locally? What would our growth potential be then?

Presumably, it depends on the availability of another key factor of production — skilled labour. The planners have estimated that the economy can belt along at 5% 6% a year, provided more and more blacks are trained for work previously done by whites, and provided white immigration exceeds white emigration by about 30 000 a year.

Sadly, prospects on the immigration front are even less rosy than on the foreign capital front. In the seven months to July 1978, far from enjoying a net immigration gain, SA experienced a net emigration loss of nearly 3 000. In July net emigration was 595.

After last year's net loss of 1 178, this means only one thing: come the next proper economic upswing and SA is once again going to be short of skilled labour.

Of course, net immigration has slumped partly because the economy has been stagnant; in other words, because there has been little demand for skilled labour.

Most sectors have scrapped their previously active overseas recruitment campaigns. Errol Drummond, director of Seifsa, tells the *FM* that during the 40-month slump in the steel industry, only very specialised technicians and artisans have been imported. In the building industry, says Bifsa's Johan Grotsius, recruitment has completely fizzled out.

Meanwhile, with the economic squeeze has come a tightening up of immigration



The great South African skills exodus

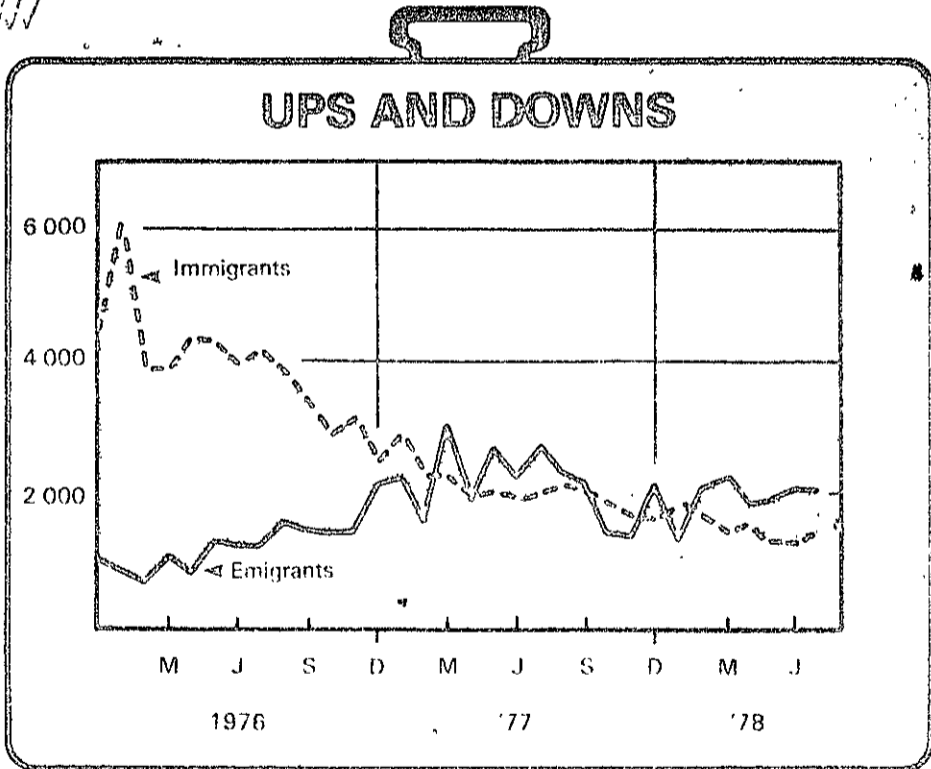
policy. Government gives priority to SA's workers and, accordingly, the Department of Immigration has only been admitting people whose skills are in demand.

Louis le Grange, until recently Deputy Minister for Immigration, told Parliament that about 10 000 of the 25 000 immigrants in 1977 were economically active, and all were placed in employment without difficulty.

But even active recruitment campaigns are encountering dwindling enthusiasm.

A spokesman for Wits University tells the *FM* that, despite attempts to attract foreign academics, the flow of applicants has sharply diminished, especially since June 1976. Also a contributing factor is the decline in the competitiveness of SA academic salaries.

SA residents are also seeking greener pastures abroad. Between 1975 and 1977 emigration increased by 250% and it scarcely seems set to decline in 1978. More than 2 000 people left in July alone, while only about 1 500 immigrated.



Emigrants are taking both skills and money with them. The first seven months of this year witnessed a net loss of 825 technical and professional people, as well as 113 administrative and managerial personnel. And while 822 clerks and 1 132 production workers settled, 973 and 1 415 of their colleagues departed.

In 1977, 152 doctors (whose training cost taxpayers R13 000 each) joined the exodus. And 6% of advocates, 1.6% of dentists, and 4% of architects followed suit. The 1977 outflow carried R80m with it.

The crucial question is: will a brighter economic horizon attract enough people back to sustain the recovery? Le Grange insists that the drain is purely due to economic factors. "There is every confidence that people who are emigrating from SA will return as soon as the economy is back to normal," he told Parlia-

ment. But political fears cannot be ignored. June 1976 marked a definite watershed in immigration figures, with the net gains of 40 200 in 1975 and 30 600 in 1976 diving dramatically to a net loss of 1 178 in 1977.

By April 1977, the monthly tally of ins and outs (which had peaked at plus 5 200 in January 1976) showed a net loss for the first time in 20 years.

If immigrants stay away, and South Africans continue to emigrate, will an economic recovery be impossible? SA's past reliance on immigrants has been substantial — since 1961 they have contributed 38% of all accessions to the white labour force. Without immigrants, SA's population growth of 2.2% among whites would have been only 1.39%.

According to some estimates, our dependence on foreign professionals has

been growing: between 1963 and 1969, professional men constituted 19% of all male immigrants; in the 1970-77 period, the figure was 35%.

Stellenbosch professor Jan Sadie argues that a drop in the immigration-over-emigration figure from 27 000 a year (the 1970-77 average) to today's minus quantity will cut the expansion of SA's white male labour force by 40% (see *Current affairs*).

Grotsius believes that a sharp upturn in the building industry would be severely hampered by a lack of skills. "We could only sustain a moderate recovery," he tells the *FM*. Likewise in the steel industry.

But Simon Brand, economic adviser to Prime Minister Pieter Botha, tells the *FM* that, although there would be a serious bottleneck, the barrier is unlikely to be absolute. "Employers faced with a shortage of skills will always improvise," he says.

Of course, the utilisation of black skills is the long term answer. Drummond says the recent removal of job bars in the steel industry has greatly lessened the need to attract immigrants. The building industry is awaiting the results of the Wichahn Commission.

But SA has been slow in shifting its dependence from foreign white skills to local black potential. It takes four to seven years to train an average artisan or technician, and immigrants are often needed to do the training.

Brand says attempts to train blacks have slowed down appreciably because of the recession. If a real recovery were to materialise in the near future, it is unlikely that there would be enough adequately trained blacks to fill the immigration gap.

"It is a vicious circle," Brand concludes. "Because of the recession we have not built up a stock of skills. But the lack of skills could slow down the recovery."

GENERAL NEWS

Appeal for relaxation of job bars

33
27/10/78 R.A.M.

By DEREK SMITH
SCOTTBURGH. — Skilled black workers in the building trade face the spectre of instant demotion to labourer if a white artisan is out of work.

The practical application of this system was immoral, said Mr Lou Davis, vice-President of the Pretoria Master Builders' Association.

Each man's position and future should be entrenched

in the building industry regardless of race, he said.

He was speaking at the annual congress of the Building Industries Federation of South Africa (Bifsa), in Scottburgh yesterday.

Black operatives working under a temporary exemption system were perhaps the greatest problem faced by the building fraternity.

The exemptions allowed black operatives to do cer-

tain limited aspects of artisan work. In practice a black trainee was brought to a level of skilled competence by expensive training methods, he said.

At this stage the man became a fully productive unit contributing in every way to general economic progress and stability, he said.

But after the advantages of personal status and job satisfaction he could then once again be reduced to the level of labourer.

This was simply because a white artisan with perhaps less work potential was out of a job, he said.

This problem gave the relevant State departments their greatest task, Mr Davis said.

Only in this way could commercial building survive in the face of impending labour shortages.

It was critically important for the State to actively involve itself in the provision of an adequate labour reserve, he said.

This would be achieved only by a relaxation of job reservation and a scientific approach to extensive training programmes.

Let us not delude ourselves when we talk of skilled workers as relating to a privileged white few.

"We must have the courage to acknowledge this fact, and the foresight to provide permanent secure employment opportunities for all interested people," he said.

Builders to put pressure on Government

Samuel Express

29/10/78

33

GROWTH in the building industry is unlikely to be more than 2% this year, although pressure is to be put on the Government to increase its spending on construction, according to newly-elected Building Industries Federation president David Mitchell.

Nonetheless, says Mitchell, for the first time in years there was a definite mood of optimism at last week's Bifsa convention in Scottburgh. Even the academics saw some improvement in the industry in the coming year.

Mitchell sees his role this year as that of a crusader to achieve a better image for the building industry in general.

This image, he says, has been tainted a little in past years through quarrels with the private developers' association, Sapoa, over the controversial Haylett formula (which basically determines whether builder or developer pays the bill for additional cost rises) as well as secession of the Electrical Contractors' Association (ECA) some months ago.

As far as future relations with Sapoa are concerned, Mitchell says that his association believes in communication and Bifsa will continue to



● David Mitchell
... better image

talk to developers.

But both sides, he says, should be realistic and realise that everything could not go their way.

Last week's Bifsa convention had as its central theme preparation and planning for the future, and Mitchell believes that this year must see a complete sorting out of problems before the industry starts to take off again.

He can't foresee much development yet from within the private sector, and much of the improvement, he believes, will come from Government.

So far, the industry believes that the Government has only spent about R50-m of the R250-m allocated to construction in

last year's budget. Bifsa intends lobbying the Government to double its spending this year.

Nonetheless, the Government is to be pressurised to allocate these contracts in smaller packages rather than award one large contract — as was the case with the Mitchells Plain contract — to one company alone.

As far as public works construction is concerned, he says, Bifsa understands that the Public Works department is working out a fairly big programme of construction this year and some of this has already worked its way through to builders.

But until the current oversupply position in commercial space is taken up, Mitchell is not too optimistic about any significant contracts from the private sector.

One resolution taken at the convention was to woo back members from the ECA into the association "where they belong", he says.

The better utilisation of labour without encumbering colour restraints, he says, is also an important objective and Bifsa hopes that the Wiehahn Commission (set up to investigate the whole labour position) will come out with some positive recommendations.

Construction Labour

(33)

20- 1- 79

23 . 12 - 79

UX

r shortage

Star 20/1/79

Crisis looms in skilled categories

32
27

By Sieg Hannig, Labour Reporter

South Africa is facing a crisis in skilled labour according to some of the country's major industries.

It is pointed out that applications for apprentices are down on last year in the steel and engineering industries — of a publicity campaign conducted among national servicemen before their duty ended.

Further, more than half of the...
...out of 10...
...shortage...
...satisfactory...

The R1.8-million training centre in Springs for the building industry has gone into operation without offering any courses in trades such as brick-laying and plastering.

"The reason is that there have been too few applications," said Mr Z L Pretorius, director of the Witwatersrand Master Builders' Association.

"And there is still room for trainees in the courses which have begun for electricians, carpenters, plumbers and painters."

Mr Pretorius said many of the skilled building workers who had left the industry during the slump were reluctant to return before there was a real revival.

But others had been lost to the industry forever.

The director of the Steel and Engineering Industries' Federation, Dr Errol Drummond, said an economic upturn would result in real problems.

Downturn

"Even during the economic downturn we were suffering from an acute shortage of skilled

WORKERS

field." The publicity campaign among national servicemen provided a disappointing response although the jobs offered covered "the total spectrum of production work," he said.

The downturn in the apprentice intake did not bode well because there was a lag of about three years between the intake and the qualification of apprentices, Dr Drummond said.

A Johannesburg hardware store owner who advertised for a shop assistant this week had "a few replies — but nothing worthwhile." He did not think there's an unemployment problem.

He asked how he could get in touch with some of the 12 000 national servicemen who returned home at Christmas.

Replies to his advertisements had been "pathetic."

Labour

Building trade is warned: use black artisans

33

The mock-warning that "liberation is not achieved by women, by equality, simultaneously, as discrimination and essentially exploitative forms of psycho-sexual on the other profound understanding reinforce each other.

By Sieg Hannig
Labour Reporter

The clamour for permission to train black artisans for the building industry reached a crescendo last night with the news that the Reef's builders were "heading for disaster."

The facts put before the annual meeting of the Witwatersrand Master Builders' Association revealed that:

- The number of building artisans on the Reef had dropped by more than half from 13 000 in 1971 to 6 000.
- During the past four

years the annual intake of apprentices averaged 100 while an annual average of 400 artisans died, retired or emigrated.

The outgoing president of the association, Mr A P Jacobsen, said he was "appalled," and the annual report said "We are heading for disaster."

The report showed that the number of white artisans dropped from 12 510 in 1971 to 4 919 last year.

In that time the Reef's coloured artisans rose to 716.

Those whites the industry was able to recruit had tried many fields of employment.

Over the whole country the skilled labour force declined by 21 percent in the year up to last June, reducing the number of skilled men to 25 121.

The number of semi-skilled (black) operatives on the Reef rose slightly to 788.

"This if nothing else must stress the need for us to recruit and to be able to indenture apprentices of all races," said Mr Jacobsen.

He hoped this year might see the training of the first black apprentices.

● Hupkes on interest rates — Page 23.

As a group of U.C.T. feminists we are appalled by the naivety of the S.S.D. editors in including the pretentious study entitled "A Critique of Bourgeois Feminism" in their latest newsletter. We would like to point out some of the combined illogicalities, misconceptions and muddled thinking that appear in their article.

The description of what a Women's Movement should be confines itself to stating the obvious; "A Women's Movement is a political movement", "it must, therefore, identify the women's position within the structures of society". To assume that factors such as the "pass-laws, the reserves, squatter-camps and the role of women in these" have not been explored, even theoretically, by the U.C.T. Women's Movement indicates that the writer of this article has no direct knowledge of discussions and projects currently in progress among Women's Movement members. A notable difference being that members of the Movement are perhaps more aware of the discrepancy between "examining the institutions that continually produce and reproduce the structural position of women in South Africa" and developing what the writer idealistically refers to as "adequate political practice" from within the context of such an undeniably bourgeois establishment as a white university. To theorize around the projected "integrated struggle for liberation of all men and women" is mere utopianism, organization of the movement. This article is a distorted attempt to stereotype the U.C.T. Women's Movement into an homogeneous radical-feminist group and attack its policies accordingly.

By a process of flawed the most erroneous of position in any women raising "as an involved catalogue of fact that "women's private problems and awareness from the per- consciousness there called of this is the "speaking peasant women, which pl The cultural conditions of their oppression in contradictions that exist as discrimination and essentially exploitative forms of psycho-sexual on the other profound understanding reinforce each other.

12

a p p e n d i x 3

Labourer killed in cement mixer

Mercury Bureau
 PIETERMARITZBURG — A construction site labourer died of multiple injuries when he was inside a cement mixing machine and it was inadvertently switched on, the Inquest Court heard here yesterday.

The accident occurred at the C.M.G.M. Construction site in Khan Road here on February 16 this year.

Mr. Thulani Jethro Phakathi (24) of the Izadi Higher Primary School, Edendale, had been detailed to clean the machine

every afternoon.

In order to do so he had to climb inside it.

Mr. George Mnguni (26) said in a statement before the Court that a colleague had asked him to switch the machine on so that the bucket could rise and be cleaned. On doing so he heard screams coming from inside the machine.

He immediately switched the machine off and removed Mr. Phakathi, who died later at the Edendale Hospital.

(6)

- (1) Current Profit
- (2) Net National Product
- (3) Personal Income
- (4) Disposable Income
- (5) Net National Product

11. If NNP were R360 million in 1965, measured in current prices, and the price level rose by 20% from 1960 to 1965, then the 1965 NNP, in 1960 prices, would be:

- (1) R300 million
- (2) R320 million
- (3) R400 million
- (4) R360 million
- (5) R520 million

25	Between 1974 and 1976 employment by Cape Copper producers contracted from 25,000 to 17,000. The Mining Statistics Building and Mining Statistics (1977) L.B.			
24	Interview at Anglovaal, September 1977.			
23	P.S. Please could you have your questions for supplementary papers for P.A. AH I and GRLP by 20th October if that is at all possible?	9	205	Ibid.
22	Copper	3	481	Ibid.
21	Iron ore		613	
20	Chrome		5	
19	Mining Statistics 1976, p. 602			
18	14.9 Percentage Owning up to and including Natal Mines are Nat 83 Coal Owners' Society members			
17	19. Chamber of Mines Annual Report 1976, p. 77			
16	17. Chamber of Mines Annual Report 1976, p. 77			
15	15. Chamber of Mines Annual Report 1976, p. 77			
14	14. Chamber of Mines Annual Report 1976, p. 77			
13	13. Chamber of Mines Annual Report 1976, p. 77			
12	12. Chamber of Mines Annual Report 1976, p. 77			
11	11. Chamber of Mines Annual Report 1976, p. 77			
10	10. Chamber of Mines Annual Report 1976, p. 77			
9	9. Chamber of Mines Annual Report 1976, p. 77			
8	8. Chamber of Mines Annual Report 1976, p. 77			
7	7. Chamber of Mines Annual Report 1976, p. 77			
6	6. Chamber of Mines Annual Report 1976, p. 77			
5	5. Chamber of Mines Annual Report 1976, p. 77			
4	4. Chamber of Mines Annual Report 1976, p. 77			
3	3. Chamber of Mines Annual Report 1976, p. 77			
2	2. Chamber of Mines Annual Report 1976, p. 77			
1	1. Chamber of Mines Annual Report 1976, p. 77			

See footnote 38.

SCHOOL OF ECONOMICS
 ECONOMICS 1A
 CLASS EXAMINATION : 6th November 1978
 This is a closed book examination. One mark per question.
 31
 30
 29
 28
 27
 26
 25
 24
 23
 22
 21
 20
 19
 18
 17
 16
 15
 14
 13
 12
 11
 10
 9
 8
 7
 6
 5
 4
 3
 2
 1

Builders awaiting new wage pact

Financial Editor NM

THE building industry in Durban can look forward to the publication of a new industrial council wage agreement within the next few months. This news was given at the annual meeting of the Master Builders and Allied Industries Association, Durban, last night by Mr. R. L. Stevenson.

Mr. Stevenson, who was making his presidential address, said that good progress had been made during recent negotiations for a new agreement. He expected the new agreement to be "fair and reasonable."

He was glad that Mr. Mark Lipshitz had been elected chairman of the Industrial Council.

Dealing with problems that had arisen recently with the placing of contracts, Mr. Stevenson said that it should not be overlooked that the commercial pattern for awarding building contracts was the same throughout the world.

"There is a main contractor responsible for coordinating the complete contract, including all sub-contract works, and this system happens to be favoured by building owners and their professional advisers in South Africa."

"It is blatantly unfair to place the blame for the risks in such a system on the sub-contract documents."

Builders face labour shortage

ROM
26/4/79
115

33

Prétoia Bureau
IF THE current upswing in building activity was intensified the industry could be faced with a serious shortage of artisans.

The director of the Building Industries Federation, Mr J H D Grotius, said yesterday that during the building slump of the past four years the industry lost 25% of its 43 000 skilled workers.

A large number were immigrants who had now returned to their home countries. Others had been taken jobs in other fields and were irretrievably lost to the industry.

He advised those thinking of building a house to do it now because costs would certainly continue to escalate.

The upturn in the industry was illustrated by the latest statistics, which indicated a more than 40% increase in the number of building plans passed during the first two months of the

year compared with the same two months last year.

The total value of buildings represented by the plans passed during January and February 1979 was R187,4-million. For January and February 1978 it was R131,3-million.

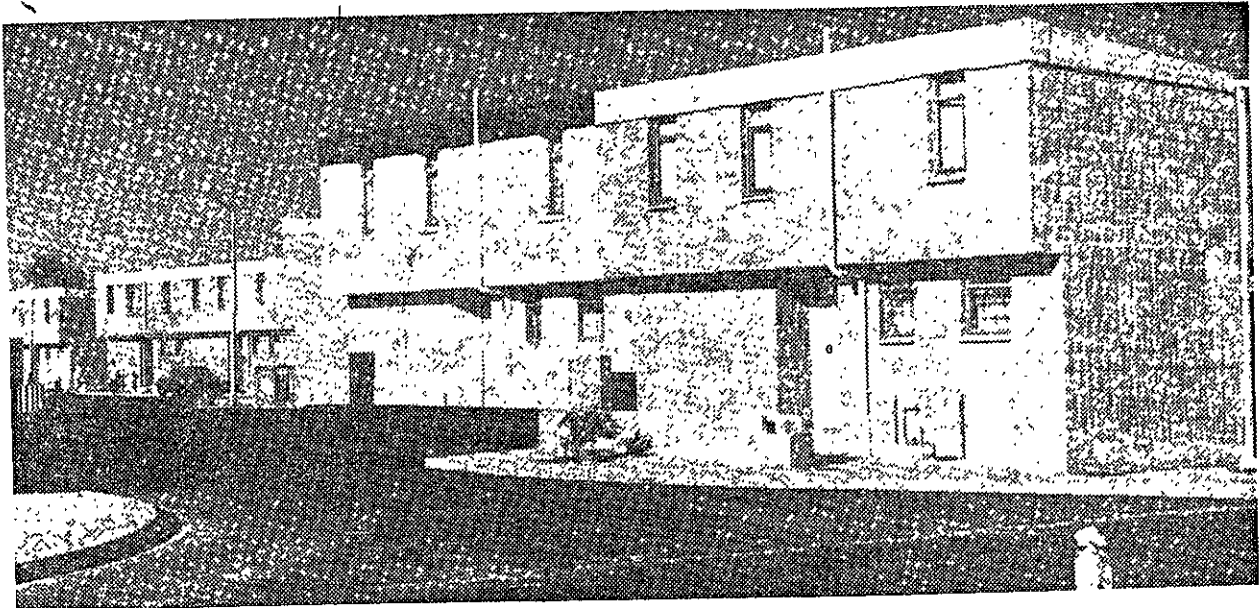
The biggest jump was for industrial and commercial buildings — a nearly 100% increase — from R24,6-million in 1978 to R48,6-million this year.

The plans for private dwellings increased by 23% to R74,3-million.

Commenting on the effect of the 6% increase in cement prices, Mr Grotius said it would account for only a R60 to R70 increase in the price of a R20 000 house.

But he warned that the Stellenbosch Economic Bureau had estimated that overall building costs would rise this year by about 17% because prices of other materials were rising constantly.

NOT ALL IT APPEARS TO BE...



CLUSTER housing in Belhar. The second house from the right has been plastered and painted. It shows what a difference improvements (at owner expense) make.

Belhar's residents air their grievances

argus 3/5/79 33

MANY residents in a cluster housing project sponsored by the Cape Town Chamber of Commerce for coloured home owners at Belhar have mounted a campaign to voice their dissatisfaction.

They are not satisfied with the quality of the construction and finish and aspects of the design, and they claim that some are paying more than they expected.

They say they have complained to little avail for more than two years. Now a protest petition has been signed, meetings held, politicians involved, employers appealed to and a lawyer consulted.

BID TO HELP

The scheme was conceived by the chamber to help to alleviate the acute coloured housing shortage. A consortium of 58 member companies was formed under its auspices to provide housing for employees in the lower-middle income bracket.

Housing experts at the University of Cape Town designed and administered the project but the first plan was found to be too

costly. The quality was then downgraded and the original price went up.

In 1976 the 193 units were sold at prices between R10 350 and R12 650 for two- to three-bedroomed houses.

GRIEVANCES

In an effort to solve the problem, the Belhar Ratepayers' and Tenants' Association (Brata) has formed a liaison committee to thrash out the grievances with the chamber.

The chairman of Brata, Mr Dennis Hendricks, said the scheme was supposed to have been low-cost but turned out to be high-cost at a time when prospective owners didn't have anywhere else to live.

What looked good on paper resulted in poor value for money. The main fear is that some houses are deteriorating from leaks and dampness.

Our intention is to bring this matter to a conclusion by having the houses made properly habitable without further cost to the owners, he said.

A spokesman for the architects said the number of complaints received for a scheme of 193 houses had not been excessive.

All complaints of genuine latent defects have been followed up.

He said he was impressed with the manner in which the builders had gone out of their way to rectify faults.

A chamber spokesman said at least one employer, whose employees own 50 of the houses, is about to plaster their houses. And other signs of improvements and self-help were evident.

The chamber concedes that the owners do have some cause for complaint, especially those not receiving financial help from their companies.

The spokesman added that as the housing market improved — as it was doing at the moment —

so the value of the homes should rise.

IMPRESSED

Mr Lofty Adams, Coloured Representative Council member for the area, said he would take the owners' grievances to ministerial level if necessary after approaching the chamber and the participating companies.

Mr H J Kriel, an MPC who toured the estate as chairman of the Cape Divisional Council two years ago, said he was impressed with the project, which he said compared favourably with similar projects he had seen in Britain and Israel.

Now I have some income
you one at a time, and I
whatever they make you
From First Interview
1. A woman likes a car that
2. A Ford is the car that

IN THE
INCOMPLI

Ciskei told to decide on Coloured builders

11/1/79
33
101

EAST LONDON — The Ciskei Government has been urged to declare whether Coloured building contractors are allowed to work in the homeland.

The question was raised here last night by the chairman of the East London Management Committee, Mr Peter Mopp, during discussion on the use of more skilled Coloured labour.

Mr Mopp said the critical situation in the building industry had left many artisans without work.

"I have now been informed Coloured artisans are being denied the right to offer their services as independent contractors in the Ciskei.

"I have also been informed that a major company closely connected with the building trade has entered into some sort of agreement with the

Ciskei Government which denies our artisans the right to sell their labour."

Mr Mopp said he understood this was being done on the reasoning that Coloureds could sell their labour anywhere in South Africa while Ciskeians could not.

"It must be made patently clear to the Ciskeian Government that we have never been part of the government machinery that decided such a policy, that it has always been our belief that every man must have the right to sell his labour to the highest bidder and not be confined to sell his labour in certain select areas."

Mr Mopp said if the Ciskeian Government was denying Coloureds the right to sell their labour, it was racialism in reverse.

"We living in East London know there is a battle going on for East

London to be part of the Ciskei. But how can we ever be convinced to support such a move if there already are clear signs that we will be the victims of reverse discrimination?"

"We expect Chief Minister Lennox Sebe to voice his government's policy clearly. Are Coloured artisans allowed in the Ciskei or not?"

Mr Dody Nash quoted a case where a Coloured contractor had built part of a house for a black businessman when he was ordered off the site.

Mr Nash said he had approached the Minister of Interior, Chief Lent Magoma, who had told him Coloureds enjoyed the right to sell their labour anywhere in South Africa and he had to reserve the work in the Ciskei for his people.

"I pointed out black labour was being used in Broadbush and we were

not complaining. We firmly believe in the right of any man to sell his labour where he pleases."

Chief Magoma was not available for comment and his secretary said he would only be back in his office tomorrow.

There was long discussion on how Coloured artisans could be used because of the large unemployment and it was suggested that whoever wins the tender for the new houses in the Coloured areas be approached to use 50 per cent Coloureds in their work force.

Mr Mopp said there were further difficulties because the Fish-Kat line was a black worker preferential area.

"We know this is a sensitive issue but we are being caught in this web and we are being kicked from both sides. We must also make a stand." — DDR.

LIDMATSIPAK

navorsings-tellings het aansienlik tot die Sentrum se program bygedra: dr Sheila T. van der Horst, afgetrede mede-professor van Fhonomie, U.K.1 en professor J.L. Boshoff, gewese rektor van die Universiteit van die Voorde.

Soos voorheen gemeld, is die Sentrum vir Intergrerestudies geregister as 'n maatskappy. In die Memorandum en Statute van Verhoudingskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

a) Drie stigterslede:

Mr J.G. Benfield
Mr H.L. Kennedy
Mr P.G.T. Watson

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beheerraad was (* dan stigterslede aan):

Professor E.V. Axelson
Professor J.F. Beckman
Professor J.F. Brock
Mr C.S. Corder
Professor W.H.B. Dean
Dr J.P. Dumany
Professor G.F.R. Ellis
Biskop A.W. Habelgaarn
Mr E.V.F. Howes
Professor F.F. Kiglan
Ds. W.A. Landmar
Mr C.N. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

Worried builders to see Minister

THE Minister of labour, Fanie Botha is to meet representatives of the Building Industries Federation (Bifsa) to discuss the shortage of skilled labour facing the industry.

The main problem which will be discussed is Sections 14 and 15 of the Bantu Building Workers Act of 1951, which prohibits the employment of a black artisan in a white area, and vice versa, except when the white is acting in a supervisory capacity. As long as these sections exist, the industry fears that it will not be able to cope with expected growth.

The vice-president of the Master Builders' Association, Mr J E Mason says: "We must face the fact that the building industry is no longer attracting white apprentices. The Act cre-

By PENELOPE MORGAN

ates a situation whereby we have the men in the black townships, but no demand for the highly skilled artisan — and in the cities, especially in the Transvaal and Free State, few potential trainees, but high demand for artisans."

General secretary of Bifsa, Mr U Bezuidenhout, says: "Either Sections 14 and 15 must be repealed this session, or the Minister must facilitate exemptions to the offending sections."

Mr M van Vliet, company secretary of Roberts Construction Building, does not see that the body of white artisans represented on the Industrial Council, would pose a serious threat to any changes that the Minister might make.

Koornhof to be witness?

By KEVIN STOCKS

THE Minister of Cooperation and Development, Dr Piet Koornhof, may be summoned as a defence witness by a man charged with employing a black worker illegally after the announcement that people would be given until October 31 to register their workers.

Mr Oliver Powell, of 11 Le May Court, Lombardy East, said his servant, Miss Sophie Magle, was arrested in a police raid on Saturday afternoon—the day after the moratorium was announced.

“When I went to the Lombardy East police station to bail her out I asked why she had been arrested in view of the announcement.”

Mr Powell said he was told he and his servant were to be charged.

“I will speak to a lawyer about the possibility of summoning Dr Koornhof to give evidence.”

Building industry worried about illegal workers

By KEVIN STOCKS

TOUGH enforcement of increased fines for employers of illegal black workers in urban areas is expected to follow the expiry of the moratorium giving employers until October 31 to register their workers.

“He was faced with a situation where thousands of blacks were illegally employed in white areas and where getting rid of them all would be highly disruptive and would cause massive, unfavourable publicity.

“When Mr M C Botha was minister the policy would have been sullen enforcement of the law and to hell with objections. Dr Koornhof adopted a stick-carrot-stick approach.

“First he frightened everyone by introducing and gazetting the new fines and the provisions for imprisonment.

“Then, with panic and objections at their height, the moratorium was announced. In terms of this employers can register illegally for them for at least a year and blacks who have been working illegally in urban areas for at least three years for different employers.

“The majority of illegal workers, outside the Western Cape where the concessions don't apply, should be legalised under the scheme.

“Once that is done strict enforcement will be used to ensure there will not again be a large buildup of illegal workers. Anyone with unregistered work-

ers after October 31 can expect trouble.”

However, the new concession does not remove all the worries about the new fines.

Some employers could have trouble proving workers have been with them for at least a year and this could apply particularly to the building and construction industries with their large and highly mobile black work forces.

The building industry employs about 175 000 blacks of whom about 20 per cent is estimated to be illegal.

The problem is that workers are taken on or laid off as contracts are obtained or completed.

A firm that has just started a large contract could have many illegal workers with less than a year's service who could have trouble proving they had worked in the area for at least three years.

A spokesman for the Building Industries Federation of South Africa (BIRSA) admitted to the Sunday Times that the industry was particularly susceptible to employing unregistered workers.

Bliss, he said, had received many pleas from members to approach the Government about the new fines.

Many householders could also have difficulty in proving their servants had been with them for a year.

In fact, the mere threat of the increased fines led to many workers being fired even before the new regulations were gazetted.

The national president of the Black Sash, Mrs Joyce Harris, reported that the Sash's advice office in Johannesburg had been overwhelmed with workers who had been fired.

“On Thursday alone we had to turn away 35 people,” she said.

According to an industry source the moratorium was granted in terms of a more subtle policy of “recognising realities” in black administration that has been introduced by the Minister of Co-operation and Development, Dr Piet Koornhof.

“Dr Koornhof will be accused of backing down under pressure,” one source said. “In fact, he did nothing of the kind.

“Then, with panic and objections at their height, the moratorium was announced. In terms of this employers can register illegally for them for at least a year and blacks who have been working illegally in urban areas for at least three years for different employers.

“The majority of illegal workers, outside the Western Cape where the concessions don't apply, should be legalised under the scheme.

“Once that is done strict enforcement will be used to ensure there will not again be a large buildup of illegal workers. Anyone with unregistered work-

ers after October 31 can expect trouble.”

However, the new concession does not remove all the worries about the new fines.

Some employers could have trouble proving workers have been with them for at least a year and this could apply particularly to the building and construction industries with their large and highly mobile black work forces.

The building industry employs about 175 000 blacks of whom about 20 per cent is estimated to be illegal.

The problem is that workers are taken on or laid off as contracts are obtained or completed.

A firm that has just started a large contract could have many illegal workers with less than a year's service who could have trouble proving they had worked in the area for at least three years.

A spokesman for the Building Industries Federation of South Africa (BIRSA) admitted to the Sunday Times that the industry was particularly susceptible to employing unregistered workers.

Bliss, he said, had received many pleas from members to approach the Government about the new fines.

Many householders could also have difficulty in proving their servants had been with them for a year.

In fact, the mere threat of the increased fines led to many workers being fired even before the new regulations were gazetted.

The national president of the Black Sash, Mrs Joyce Harris, reported that the Sash's advice office in Johannesburg had been overwhelmed with workers who had been fired.

“On Thursday alone we had to turn away 35 people,” she said.

CONGRATULATIONS
 NOSIPHILWOM
 REV D. and MRS MQUQO
 who has won an A. F.

- Master of Ceremonies
1. Devotions
 2. Music
 3. Mrs B. Dean
 4. Music
 5. Mr M. Kwini
 6. Music
 7. Mr C. Malangabi
 8. Music
 9. Mrs G. Fisanti
 10. Music
 11. Mr L. Qantolo
 12. Music
 13. Mrs M.F. Moltenc
 14. Music
 15. Mr J. Gerber
 16. Music
 17. Presentation
 18. Music
 19. Vote of Thanks
 20. National Anthem

REFRESHMENT
 REFRESHMENT

Order
 (chapelea)
 gh School
 . Dickson)
 r
 ei)
 arls (C. Benauti)
 ial
)
 per, Cape Province
 (. J. Strauss)
 d Boy)
 za)
 sene

MENTS

(33) 1577/77

(33)

Artisans want to discuss their stand

By LEN KALANE
THE 42 sacked Johannesburg City Council black artisans resolved at a meeting held in the city at the weekend that they would be meeting the personnel management of the council today.

The meeting was held on Saturday at the offices of the Industrial Aid Society, a legal group representing the 42. The men resolved to meet the personnel management of the council at the Avalon depot, where they were based before being put off.

The 42 said they wanted to clear up certain issues with the management before they could accept re-employment as ordinary labourers. They voiced their fear at the meeting that there might be a division among themselves if they were re-employed.

The men said they feared that the Council would only offer some of them re-employment and leave out the rest. They also said they were not happy to move away from the Avalon depot if re-employed.

Among the points they wished to make to the management are:

- ① That all 42 of them would be re-employed.
- ② That they get the same wages as before.
- ③ That, if the Government finally agrees that the Black Building Workers Act be scrapped, all 42 should retain their previous positions.

The 42 men also said they wanted the council

to take note of their pleasure at the way officials have been handling the matter of getting them back into work. They said they were pleased with the council's efforts and promised co-operation if reasonable prospects were offered to them in turn.

The artisans were giv-

en letters by the council last week terminating their services on July 20 because of the Black Building Workers Act which prohibits black men working as artisans in a nonblack area. The 42 were operating as qualified artisans in the coloured and Indian areas

of Lenasia, Kliptown, Newclare and City Deep.

After complaints about their retrenchment by the 42, an official promised at the end of last week that they would try to get alternative work for the men within the services of the council "as we were feeling for them."

Sacked artisans get a reprieve

35

THE 42 ARTISANS re-trenched by the Johannesburg City Council have been given a reprieve and will start work again on Monday.

The decision was reached at a meeting between the artisans and personnel management of the Council at Avalon depot yesterday morning. The management accepted all conditions laid down by the men before they are re-employed as ordinary labourers.

They were served with notices last week terminating their duties as artisans from the City Council as from July 20. The 42, all qualified, were said to be working illegally under

the Black Building Workers Act.

The Act prohibits blacks to work as qualified full-time artisans in non-black areas. The men were based at the building section of the Avalon depot and worked in Lenasia, Klipfontein, Newclare and City Deep.

Yesterday the 42 met personnel management of the City Council and discussed internal matters. The reprieve comes after complaints from the men who had sought legal advice with the Industrial Aid Society.

Conditions which the men laid down were that: ● all 42 of them be re-employed;

● that if the Black Building Workers Act be scrapped, all should retain their previous positions which they held before being re-trenched;

● that they get the same wages as before.

All conditions were accepted by the management and the men will start work on Monday and get their full pay. Most earned up to R60 per week.

Mr David Dixon of the Industrial Aid Society, said it was agreed that the 42 get back to work and be placed at different depots where they will start on unskilled work. He said the men were, however, not happy with the division.



Some of the 42 artisans at an earlier meeting.

Road-workers live on slave wages

EMPLOYEES of contractors building roads for the West Rand Administration Board in Soweto are being paid slave wages.

Added to that, the workers are not registered by their employer, although they do work for the West Rand Board.

The Board also employs its own labourers who work in conjunction with the sub-contractors and they earn between R80 and R103 a month — a difference of more than R40 in comparison to the lowest paid WRAB workers. A Board spokesman said the pay is to be increased to R133,33 from next month, retrospective from April 1.

Yesterday the chief information officer of Wrab said that he knew nothing about the "illegal" workers who have been sub-contracted by contractors. The men with services ranging from two weeks to 15 years work from 7,30 p m till 4,30 p m and earn a wage of R10 to R16 a week.

Douglas Vaza, originally from Lady Frere, lives in Orlando East and has worked for the same contractor for 15 years. He has no wife and said that he had no intention to marry because he could not afford to pay Jobolo for a wife. "I can hardly afford to look after myself, let alone feed a second mouth. I find it most difficult to live on R10 a week as man," he said.

Mr Vaza claimed that he was not registered and this made it impossible for him to look for a better job. He has repeatedly asked the man who has contracted him to register him as he could not move freely around the townships for fear of being arrested.

Thomas Khumalo has three children and a wife. He has been unemployed for more than two years. When he got a job on the roads three months ago he had no option but to accept it because his family was starving and he was in rent arrears.

He has not been registered and is earning R10 a week. "My wife cannot

By Sophie Tema

work because she is sickly. But I can tell you life is no bed of roses. There are times when I hardly afford to buy myself a loaf of brown bread to eat at work," he said.

Enoch Nhlapo has been in the same service for 15 months. He has not been registered like his co-workers and earns R10 a week. He has no wife nor children but claims that he is no better off than an unemployed person because he cannot live on the little money he earns.

Mr Joel Mathakgoe is a widower and has three children. He says that he was forced to withdraw his eldest child from school because he could not keep him there. "We live by the grace of God. We have become used to eating dry porridge without a piece of meat in our home," he said.

Christopher Tate, Phil Machitja, Raymond Nkosi, Sam Nyathi, Joseph Matunelo, Siphwe Mjingu and James Kune earn like their colleagues wages ranging from R10 to R16 a week and are not registered.

Sam Nyathi told POST that he has worked for the same contractor on various projects in Soweto for 15 years. He earns R16 a week from which he has to support his wife and three children.

When POST spoke to Mr Charles Molo, who has sub-contracted some of the workers, he said: "These people do not qualify to work in Johannesburg and therefore cannot find work. They have families to look after and this is why we have offered them jobs. We know of instances where some of them have committed offences which landed them in jail because they were trying to make a living".

Mr Molo said that at times there were lay-offs from work and this made it impossible for the contractor to pay their employees better money.



Four of the "illegals" who have been sub-contracted to build roads on Mofolo Village, busy at work. They earn a wage ranging from R10 to R16 a week.



Douglas Vaza, has been sub-contracted to the West Rand Administration Board to build roads in Mofolo Village. Mr Charles Molo, one of the contractors who have sub-contracted the "illegals" who are building roads in Mofolo. Raymond Nkosi earns R10 and is not registered. He helps to build roads in Mofolo Village.

Sacked workers camp at station

33
1979

About 30 black construction workers prepared to spend another cold night in the waiting rooms of Johannesburg station tonight after being sacked and allegedly left stranded without fares.

The men were recruited by S. M. Goldstein and Co of Wynberg, Johannesburg, from distant places such as Durban and Qwa-Qwa in the Eastern Free State.

They belonged to a group of 131 who were building hostels at the Amandelbult section of Rustenburg Platinum Mines, near Thabazimbi.

Last Thursday they were all paid off and driven to Johannesburg in trucks after asking for a pay rise.

They slept at the company's compound until yesterday when their dismissal was recorded on their passes and they were turned out of their quarters.

die bedryfskoste van die sentrum, ook vir die sentrum sedert sy stigting in kantoorruimte voorsien. Met die voorbereiding van personeel het ons die huisie op die laer

This makes them liable to arrest for contravening influx control legislation.

The men denied the company's allegation that they had broken their contracts by going on strike.

They said the mine manager told them to leave the compound at Amandelbult within two hours, and the site manager paid them off, after they had asked for a representative from the firm's head office to discuss a pay increase.

Only 19 of the sacked men have been re-employed by the company.

aanse
Weskaap-
ee en van
die Kaap,
oring
lattelend
die
Hy is

(c) Deelname aan Welsyns-Professionele en Openbare Organisasies
konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

Memorante Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandelings voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

navorsings-fellows het aansienlik tot die Sentrum se program bygedra: dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergrasieprosedures geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die benoeming van eenhonderd lede. Tans is daar 57 lede en hulle sluit die volgende in:

a) Drie stigterslede:

Mnr J.G. Benfield
Mnr H.L. Kennedy
Mnr P.C.T. Watson

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beheerraad was (* dui stigterslede aan):

Professor E.V. Axelson
Professor J.F. Beekman
Professor J.F. Brock
Mnr C.S. Corder
Professor W.H.B. Dean
Dr J.P. Duminy
Professor G.F.R. Ellis
Biskop A.W. Habekgaard
Mnr E.V.E. Howes
Professor M.F. Kaplan
Ds. W.A. Landman
Mnr G.K. Lindsay
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

Inquest on workers who fell 40 m from scaffold

THE Attorney-General has ordered an inquest on two construction workers who died at the Koeberg nuclear power station in May — they fell 40 m after a scaffolding plank broke.

The workers were Mr Norman Mpongo, who

lived at the Koeberg labour compound, and Mr A Fortuin of Ribbok Street, New Orleans, Paarl.

A spokesman for the Attorney-General's office said no date had been set for the inquest, which will be held in Malmesbury.

30 are sacked, ³³ and re-employed

Labour Reporter
A Johannesburg-based construction company has re-employed about 30 men who claimed to have been left stranded without fares after being sacked in the course of a pay dispute.

The men belonged to a group of 131 who were building hostels at a platinum mine near Thabazimbi until last Thursday.

They were paid off because they refused to resume work although they were warned that they would be dismissed, said Mr S. M. Goldstein, chairman of S. M. Goldstein and Company.

"Our management was prepared to discuss their request for more pay on its merits, but not while they were on strike," he said. "And they were offered re-employment after their dismissal."

Mr. Goldstein stressed that the men received three weeks' wages plus leave pay when they were paid off. And the company was under no contractual obligation to pay their fares, he said.

"It is regrettable that the workers did not make correct use of the negotiating machinery created for them," he said with reference to the works committee created in co-operation with the black Building, Construction and Allied Workers Union.

"We are fully in support of the right of all workers to collective bargaining," Mr. Goldstein added.

"We shall not discriminate against any one of the men concerned."

Crippling dearth of engineers

33
Sun Times
29/7/79

A CRIPPLING shortage of engineers will seriously hamper economic growth in South Africa, falling drastic steps to correct the crisis.

This message, from a recent survey by the Federation of Societies of Professional Engineers (FSPE), was reinforced this week by top men at the universities and by the country's leading executive and professional selection and placement companies.

Both pointed out that the need is now critical for drastic reforms in the processes for preparing technical graduates for industry.

With demand for so-called qualified engineers now calculated conservatively by the FSPE at 2 057 for 1979, it is estimated there will be frightening 1 118 vacancies.

And on present trends, the number of vacancies will still be above 1 000 a year in 1982, when demand could be as high as 2 356.

Main reasons given by the academics and FSPE for the shortfall are falling immigration (although latest figures suggest this trend has now reversed) a rising drop-out rate at universities, an outdated and simplistic system of qualifications (which fails to take account of the country's special and changing needs) and too few new entrants into engineering courses.

However, the selection and placement people say there is another, and equally worrying factor, which is chiefly responsible for the diminution in the

By **STEPHEN ORPEN**

existing ranks of good engineers.

This is simply that engineers, despite favourable remuneration, soon realise once they are in industry that the best prospects for mainstream promotion within organisations go to men with financial and other management qualifications, and to marketing men, rather than to technical specialists.

They realise that the men who get to the top have to "escape the chains of the profession in its pure form".

The ambitious engineers, who are usually also the best, therefore extend their formal education through the post-graduate business schools and work to climb the management ladder, rather than continuing with their technical careers.

This leaves a gap in the lower and middle ranks of the profession in industry, which the paucity of good people coming in from the universities is unable to fill.

Moreover, there is a high emigration rate to developing areas elsewhere — for instance, the Middle East — as well as to the advanced economies.

For instance, last year, the net emigration figure for engineers was around 750 — higher than for doctors, accountants or any other single profession.

Latest Department of Statistics figures for January to April this year, reflect a turnaround here. The country gained 216 engineers while losing only 147.

Nevertheless, the highest emigration figures continued to

centre among production people in general.

Martin Westcott, manager of the human resources division of the P-E Consulting Group, explains: "The trend in our placements programme, which covers a high number of senior and other technical people, shows clearly that the most valuable engineers are tending increasingly to go for consulting work rather than direct into industry.

"This reflects their desire to build a broad experience in management as well as technical fields, so as to be competitive in the management, as opposed to the engineering, race when they finally move into an industrial company or group."

He agrees with the academics that, given the enormous challenge of trying to induct a much greater number of black as well as white technologists into the economy, in coming years, there should be more intermediate qualifications which the blacks, in particular, can realistically achieve.

All those questioned, stressed that the sort of proposals recommended by the recent Goode Committee, which investigated the Training, Use and Status of Engineering Technicians in South Africa, will have to be implemented with much greater speed, determination and support if the bottleneck in skills is not to become critical.

More bridging and sandwich courses are necessary, as well as a larger number of steps towards the ultimate qualifications.

Also, incentives will have to be found to arrest or reverse the drift away from career engineering into management.

c) Ander lede:

Mnr K. Bosman
 Professor A. Cupido
 Mnr N. Daniels
 Mnr Achmat Davids
 Professor R.J. Davies
 Professor J.J. Degenaar
 Mnr René de Villiers
 Dr I.D. du Plessis
 Professor J.J.F. Durand
 Professor J.B. du Toit
 Mnr A. Fiederman
 Professor R.F. Fuggle
 Mnr G.J. Gerwel
 Professor A. Paul Hare
 Dr Gertrud Heydorn
 Mnr F.A. Jacobs
 Mnr H.M. Jimba

Mnr H.W. Middelman
 Eerw. M.T.L. Moletsane
 Professor A.D. Muller
 Sheik A. Najaar
 Mnr Victor Norton
 Professor N.J.J. Olivier
 Mnr L. Phillips
 Professor H.P. Pollak
 Mnr W.J. September
 Mnr Franklin Sonn
 Mnr P.M. Sonn
 Regter J.H. Steyn
 Mnr R. Tobias
 Professor R.E. van der Ross
 Professor J.H. van Rooyen
 Mv. S. Walters
 Professor F.A.H. Wilson

d) Twee Ere-Fellows:

Professor J.L. Boshoff
 Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die Maatskappy uitgenooi en kies elke drie jaar 'n verteenwoordiger op die Beheerraad. 'n Verkiesing is in 1978 gehou en die huidige ampsdraer is Biskop A.W. Habelgaarn. Terwyl geen verpligtinge aan lede opgelê word nie, word hulle geraadpleeg in verband met sake wat die Sentrum se program raak.

NAVORSING

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

A. Mobiliteit en Politieke Verandering in Suid-Afrika
 Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Department van Justisie van die Amerikaanse regering, van die American Friends Service Committee en 'n verbonde aan verskeie universiteite.

Road workers sacked

EAST LONDON — The company building the 33 km road between Cathcart and Stutterheim has sacked 498 workers following a dispute.

This was confirmed yesterday by the site manager, Mr C. Cuttita, of Imprefed, whose head office is in Johannesburg.

The labourers and drivers — who are mainly from the Cathcart and Willowvale area — were fired after they demanded to be paid on the 10th of each month.

"Our agreement is that they be paid on the 17th of each month," Mr Cuttita said. "We had no alternative but to fire them for their attitude."

He admitted work on the road due to be completed in 1981 would be affected but said they were busy recruiting new labour and they hoped to be full steam ahead this week.

"This incident won't affect our contract much," he said. — DDR

kontrak opgebou.

(b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon:

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede.
 Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Skilled labour shortage looms for builders

Star 28/8/79

33

Pretoria Bureau

New apprentices contracted into the building industry dropped by an alarming 75,4 percent over the last five years, the Minister of Manpower Utilisation, Mr Fanie Botha, said yesterday.

Mr Botha was opening a R2,2m training centre erected in Springs by the Building Industries Federation of South Africa.

He said perturbing was the fall-off of 65,8 percent in the total number of apprentices under contract in the industry over the same period.

New apprentices contracted to the industry in 1978 was 399 compared with 1624 in 1973. The total number of apprentices under contract dropped from 6243 in 1973 to 2135 in 1978.

SERIOUS

"This deteriorating situation is most serious. Should the industry experience even the slightest

upsurge, a dire shortage of skilled manpower is bound to arise and existing resources will in all probability be unable to satisfy the demand."

Mr Botha said it was a perplexing matter and no stone should be left unturned to make available sufficient skilled labour.

Repeating a statement made recently by the Prime Minister, Mr P W Botha, during a television interview with the BBC, he said: "We must train as many people as possible to take their part in the South African economy."

SUPPLEMENT

"It is an indisputable fact that sufficient trained workers cannot forever be drawn only from the white and coloured groups.

"If we want to maintain a relatively steady growth rate, we will be obliged to make use of the large number of black workers

at our disposal to supplement the skilled labour force."

Mr Botha said everything possible was being done to accelerate the introduction of legislation sanctioning massive tax concessions to employers for in-service training of whites, coloureds and Asians.

The tax concessions would exceed R10m annually.

Mr David Mitchell, president of Bifsa, said the Springs training centre would aim to develop training in multi-levels of competency beyond the present five sections — labourer, operative, craftsman, supervisor and manager.

The Springs complex is the prototype for three other centres to be built in Cape Town, Durban and Port Elizabeth by Bifsa's Building Industries Recruitment and training Fund at a further cost of R8m.

Desember 1978

Hendrik W. van der Merwe
Direkteur

Ten slotte is dit met innige genoeë dat ek my verpligtinge teenoor die ere-navorsingsbeamptes van die Sentrum vir hulle bydraes tot die navorsingsprogram, boekstaaf en teenoor die personeel vir die wyse waarop hulle hulle pligte gedurende die jaar uitgevoer het.

Ek wil weereens die Carnegie Corporation en die Algemeen Diakonaal Bureau van die Gereformeerde Kerken van Nederland bedank vir hulle gulle ondersteuning van die Konstruktiewe Program wat ons in staat gestel het om meer personeel aan te stel en om publikasies en werkgroepe te finansier. Ek wil ook graag weereens die ondersteuning deur plaaslike skenkers, firmas en trusts noem, kort nadat die program gestig is. Hulle hulp het dit moontlik gemaak om etlike publikasies gratis te versprei onder almal wat in die bevordering van 'n oop samelewings belangstel.

Kampus, waar ons gedurende die laaste vyf jaar gehuisves was, ontgroei. Daarom is ek besonder dankbaar vir die ekstra ruimte wat ons nuwe kantoor in die Leslie Social Sciences Building op die Grootte Schuur Campus aanbied.

15

'Greatest' news for builders

Property Editor

IN SPITE of trade union opposition, skilled black builders will now be allowed to work in white areas on the same rates of pay as coloured and white workers.

'It's the greatest news for the building industry ever' said Mr Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa).

He said that the Minister of Manpower Utilisation, Mr Tanie Botha, had granted exemption to the industry now to employ black apprentices and skilled black builders in urban or white areas. The Black Building Workers Act had prevented blacks from competing in skilled work in these areas, without exemption, which was rarely given.

SHORTAGE

Mr Stevenson, speaking from Durban, said that this exemption had been asked for by his federation to help to meet a growing shortage of skilled workers in the industry.

After the tabling of the Wiehahn Report, Bifsa had set out to coax the unions into accepting the policy of gradual exemptions of black apprentices from the Act.

Bifsa had suggested a trial scheme of 100 black apprentices to decide whether the scheme would work. Meeting after meeting with the unions was held without the unions agreeing.

'Bifsa then asked the Minister to repeal the Black Building Workers Act as soon as possible and in the interim to grant exemption to builders to train black apprentices.'

'This exemption will not affect the Western Cape a great deal' a spokesman for Bifsa said in the Western Cape. 'This area is a coloured preference area but it is certainly a breakthrough for the building industry.'

Dura in court

(2008)
FU 26/9/99

33

~~14/5~~

A prominent Cape construction company, Dura Construction, faces a civil court action in the Cape Supreme Court next month. The action has been brought by 42 of its contract workers.

The workers are claiming a total of R12 200 from Dura (R290 per worker). They allege that they signed contracts to work for the company at a rate of 77c an hour. They were subsequently paid only 57.5c an hour, they claim.

The workers, who work (or in some

cases worked) for Dura at a site in Atlantis, were all allegedly recruited in Transkei from three magisterial districts – Engcobo, Willowvale, and Cofimvaba.

The case has been set down for late October and will be heard in three parts corresponding to the three magisterial districts in which the workers were allegedly recruited.

The plaintiffs are all members of the Western Province General Workers Union, which has been actively organising at Dura and which claims that "the overwhelming majority" of Dura workers are union members. Dura, which is a subsidiary of a Dutch company, Dura International NV, and is one of the largest construction companies in the Cape, is contesting the case.

No.	C		B	
	M	F	M	F
19600	170	119,02	91,30	88,18
15374	22	16,21	10,23	9,93
2828	26	1,25	1,64	1,12
1967	80	4,96	4,78	3,70
16632	27	17,87	18,06	15,37
	90	71,79	53,38	45,89
	14,62	11,00	8,77	8,13
		12847	18348	13062

XVI

SYMPTOMS AND ILL-DEFINED CONDITIONS

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,62	19,83
1-4	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
5-24	0,01	0,01	0,09	0,06	0,08	0,03	0,21	0,23
25-44	0,05	0,05	0,28	0,17	0,42	0,31	0,72	0,78
45-64	0,44	0,18	1,73	1,04	1,73	1,02	3,80	3,64
65+	1,84	1,95	8,32	6,56	8,55	5,77	14,69	14,84
ALL	0,22	0,23	0,56	0,38	0,83	0,65	1,80	1,96
NO.	463	485	199	134	943	761	3765	3145

XVII

ACCIDENTS, POISONINGS AND VIOLENCE (EXTERNAL CASES)

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,85	0,69	0,70	0,31	1,18	1,24	0,32	0,19
1-4	0,49	0,21	0,31	0,27	0,63	0,61	0,21	0,20
5-24	0,71	0,22	0,68	0,20	1,40	0,36	0,68	0,12
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

Building bustles as costs rise

Rom
27/9/79
27/9/79

By HAROLD FRIDJHON

THE BUSINESS mood in the building industry continues to improve, according to the September building survey produced by the Stellenbosch University's Bureau for Economic Research.

Contractors, sub-contractors, manufacturers and merchants are all expressing optimism although the enthusiasm of contractors appears to be waning as they are beginning to encounter "bottlenecks" in the form of a shortage of artisans and, most surprising, unskilled labour.

Referring to the Witwatersrand area, the survey says the shortage of unskilled workers is "real notwithstanding the high black unemployment rate".

It is expected that building costs will continue to rise as the general upswing gathers momentum. Compared with the figure of a year ago, the BER building cost index for the second quarter of 1979 has gone up by 15.8%, and the preliminary figure for the third quarter shows the increase going up to 18.2%. It is at outpacing the CPI index -- as it usually does in a period of boom.

Building prices to the public can be expected to rise even faster than costs as the easing

of competition in tendering is enabling contractors to recover overhead charges which they had been prepared to forego when conditions in the trade were more severe.

Another definite factor which is affecting the cost structure is a shortage of materials and a decline in productivity which is a by-product of a scarce labour situation.

The BER sees more work coming to the building trade from manufacturing industry. It says that although most industries still have some surplus capacity, some are operating near to full capacity and many firms must be considering increasing their investment.

This surmise is borne out by the 42% increase in the total of non-residential building plans approved during the first six months of 1979, compared with the similar period of last year.

And a closer examination of the non-residential category reveals that "manufacturing and other buildings" contributed more to the growth than "commercial" buildings.

The BER observes: "This is a complete reversal of past trends and further strengthens the expectation that new private investment will at last start to accelerate."

A. 10

Push for black workers in white areas

By ANDREW MCNULTY

THE building industry has been urgently lobbying both Government and the trade unions for a repeal of legislation inhibiting training and employment of black labour in white areas.

The unions are co-operating in formulating a mutually acceptable package to present to Pretoria.

Such a joint formula — which could be a major step towards softening the constraints of the Black Building Workers Act if not its total repeal — is likely to be ready within weeks.

The outgoing president of the Building Industries Federation of SA (Bifsa), Dave Mitchell, disclosed this in an interview this week with Business Times.

Crises massively aggravated by the industry's worst depression in over 40 years face Bifsa as it opens its 75th anniversary national congress in Johannesburg this week.

Just emerging from 'doldrums' that drove thousands of skilled and unskilled workers from the industry, it remains drastically short of projected labour needs.

This shortfall is certain to exert a powerful pressure on wages, compounding an inflation rate for the industry that is

already accelerating at levels well above the Consumer Price Index (CPI).

In addition to those who left the trade, the industry has long fought a losing battle to attract enough newcomers.

New training schools are being established by Bifsa with the facilities to train 3 000 apprentices a year — which are the projected needs of the industry over the next five years.

The average annual intake during 1974 to 1978 was 1 077 apprentices.

During the height of the de-

pression years, 1977 to mid-1979, the intake was about 700.

Mr Mitchell says: "Bifsa would like to see the Black Building Workers Act repealed as soon as possible and was most disappointed that the subject was not dealt with in the first report of the Wiehahn Commission.

"The removal of this legislation is too urgent to wait until later reports of the commission.

"We do recognise that white

QUESTIONS

DEFERRED

A. Alpha on 1 strain tax p balan and t respe and 1

1. What of th

2. Show income statement for the ye assuming

a) deferral method

b) liability method

(assume there are timing difference

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%

nted inan

Plea to relax job curbs

From Page 1

defe

9.7.

d

od?

will

artisans must be able to feel secure and we have common ground with the unions in seeing a need for a controlled and responsible approach to change.

"But we are already training far too few people and this could have a direct bearing on the rate of inflation in the foreseeable future."

He recalls that the former Minister of Labour, Mr Marais Viljoen, who is to open the Bifsa congress tomorrow morning in his present role as State President, told the 1972 congress that the Government would be willing to remove legislation preventing training of blacks, provided that agreement of the white unions could be obtained.

To Back Page

50 000

11.12.19.6

n respect

the er 19.7,

sing

33 Feb 26/10/79

Manpower muddle

What's the use of an economic upswing if there are not enough skilled hands to do the work? It's a question plaguing many building employers as they gather in Johannesburg for the Building Industries Federation's (Bifsa) 75th anniversary congress.

While building men are confidently looking forward to a resurgence of their fortunes in coming months, they are more than a little apprehensive about the labour problems this trend will create. Skilled labour, they say, is scarce — even before the upturn employers complained of labour bottlenecks — and the number of apprentices entering the industry is slowing markedly.

Bifsa estimates that the industry will need 1 500 new artisans a year between now and 1984 and, on average, 3 000 a year between then and the year 2000. On the other hand, only 399 new apprenticeships were registered last year, compared with just over 2 000 in 1971. The number has been declining steadily since.

The skills shortage prompted Bifsa to call last year for the indenturing of African apprentices, and the industry has asked government for a whole batch of exemptions from the Black Building Workers Act (which prohibits Africans from doing skilled work in the "white" areas) to allow the training of some African apprentices. At the same time, unions and employers have begun talks aimed at finding a way out of the impasse. Both sides expect the talks to be concluded within six months, whatever the outcome.

The unions are sceptical about employer claims that the skills shortage is critical. "We may have a skilled labour shortage if the industry really picks up, but for the moment any employer can get the skilled labour he needs — if he's prepared to pay for it. What they are really saying is that they would like to pay less for skilled labour," says Richard Beech, general secretary of the Amalgamated Union of Building Trades Workers.

Adds HNP stalwart Gert Beetge, general secretary of the White Building Workers' Union: "They don't tell you about the

shortage of building materials. There's no skilled labour shortage and, even if they had more labour at the moment, there wouldn't be any materials for them to use."

But employers insist that the problem is immense. Indeed, according to Bifsa's annual report, the number of contractors and sub-contractors who are experiencing skilled labour shortages is increasing even "at this early stage."

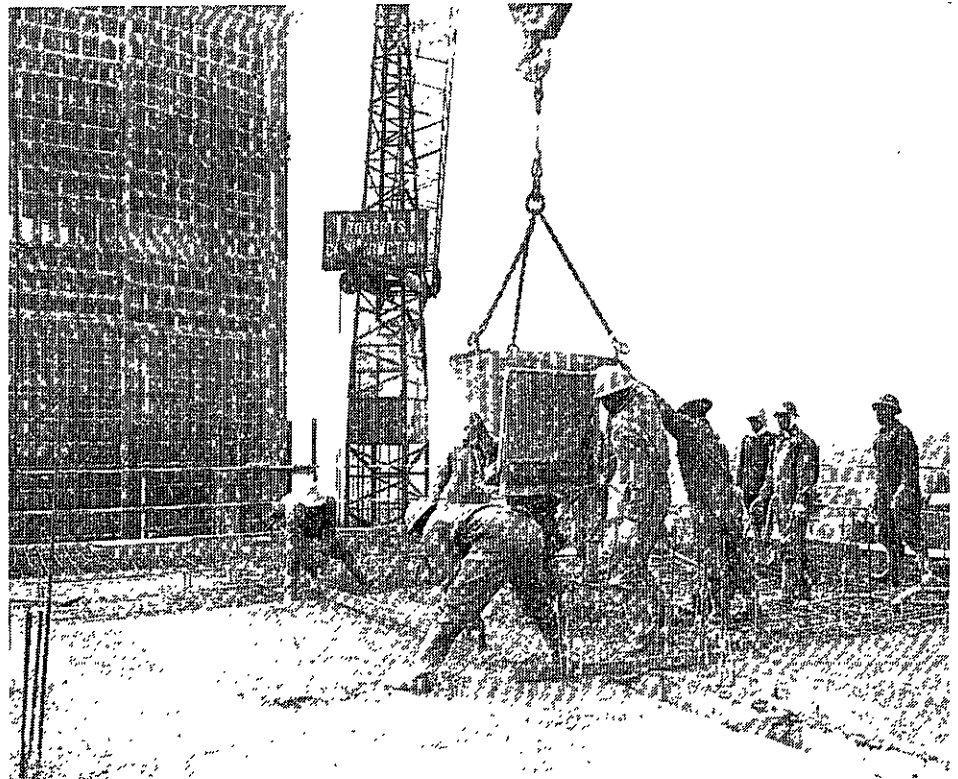
To an extent, says building men, the industry's labour problems are simply part of a nationwide shortage of skilled labour. But building does have special problems. The industry is especially sensitive to economic fluctuations. Each time it slides into a trough, artisans leave to find employment as bus drivers, traffic officers and the like. Others emigrate and foreign boom workers return home. Each

time there is an upswing, not all of them come back.

And Witwatersrand Master Builders Association director Basie Pretorius points out that even the weather makes building an uncertain occupation. Many artisans work on a contract basis and a rainy day can mean no work and hence no income, he says.

This uncertainty obviously makes building a less attractive career for some would-be artisans, and explains why some ex-artisans don't come back when things pick up. But it also, says Pretorius, makes employers less keen to train apprentices: "It takes a few years to train an apprentice. It's difficult to make that commitment if you don't know whether you are going to be in business once the man is trained."

There was a time when the industry



Building workers . . . is there a shortage of skills?

ow 0°C. Rainfall is restricted
icate topography of the area,
, more than 900mm per annum

t of them are seasonal. A few
Blyde and Ohrigstad Rivers.
RS, and figures obtained from
river has never been dry du-
itable. As these 18 years in=
sume that the river has a per=
is. Faunal evidence from the
d access to a permanent water
and reedbank are present in the

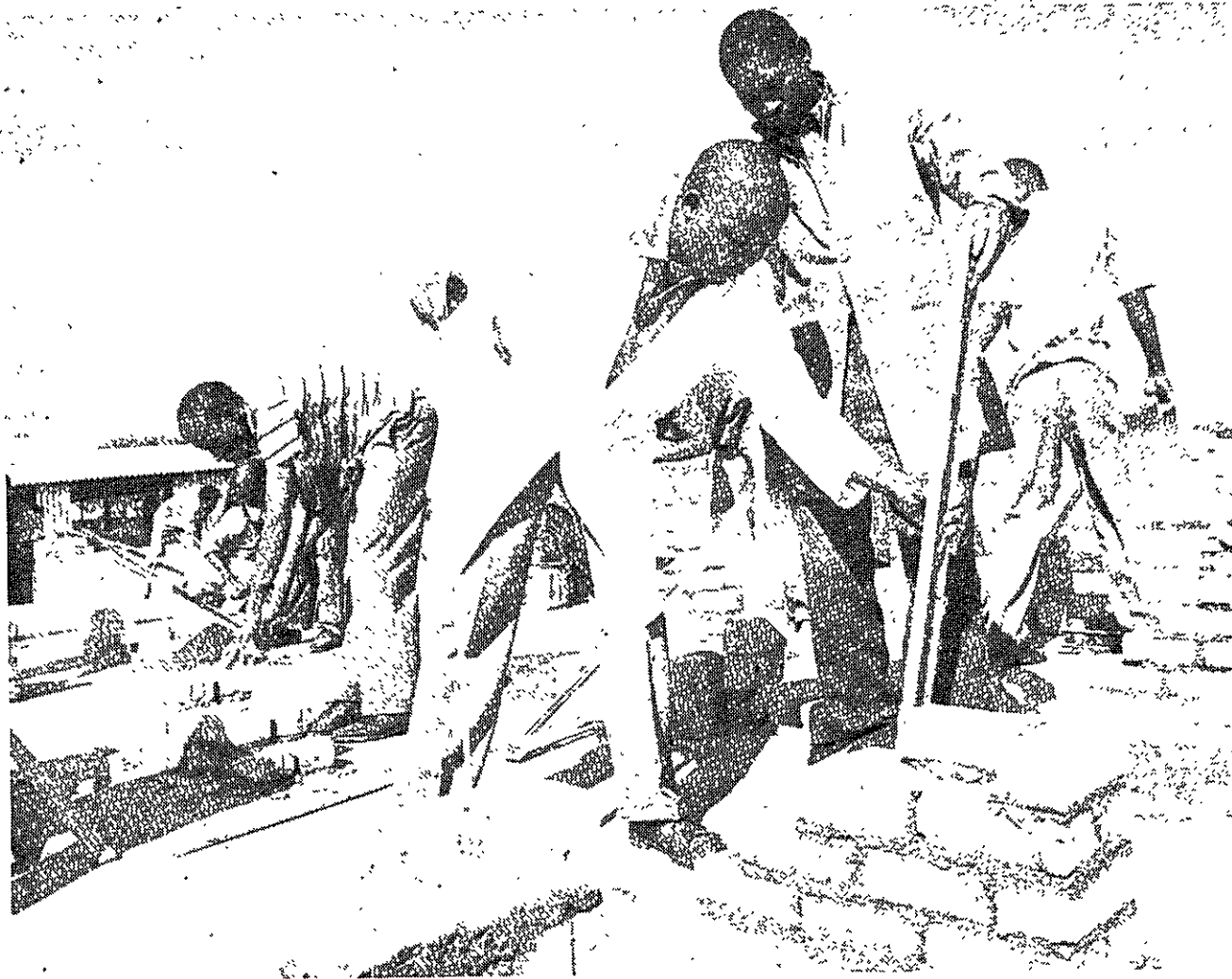
which forms part of the Trans=
stem consists of a series of
: lude the Escarpment, through
they are overlain by the
of sedimentary rocks are des=
llows:

sediment, and consists of con=
: are visible from Blyde River
e Wolberg sediments and consist
e visible at Bourke's Luck.
into three formations of which
is subdivided into six zones.
ixed zone as it is known. The
types: limestone, dolomite,
one.

3/...

P.T.O.

Bricklaying schools are very popular ³



A bricklaying school in action. More and more people are learning to lay bricks so they can improve their homes.

By The Housing Editor

MORE and more blacks are taking up amateur bricklaying in the townships. The reason? So they can help themselves cut costs, says the Brick Development Association.

The association is setting up more and more schools in the black townships to meet the demand from people who want to learn the trade and build in their spare time. In Soweto alone over the last two years three centres have been running two-month crash courses in bricklaying. These classes are conducted in Molapo and Orlando.

Another busy centre has been in Katlehong, Natalspruit, where several groups have already qualified as competent amateur bricklayers.

The aim of these lectures is to teach basic skills to a level where the amateur can handle small jobs very skillfully.

Additional centres will be opened in Dobsonville, KwaThema, Mamelodi, Sebokeng, Tembisa and Atteridgeville. The association will provide instructors and the necessary essential tools for laying bricks.

The ten-week course costs R35 and classes are held in the evenings or on Saturday mornings.

Building societies want guarantees

ALTHOUGH in principle desirous of lending directly to more owners in now-independent black states, building societies "mindful of their position of trust, are looking to the fulfilment of certain pre-conditions before they feel free to invest in the areas concerned".

This is stated in a letter released to the Association of Chambers of Commerce from Mr Wyndand Louw, registrar of financial institutions.

In the letter Mr Louw said he had recently discussed the matter of black housing finance with the Association of Building Societies.

"Since they accept that the non-independent homelands may develop towards full independence, they require an assurance at central government level in respect of the following matters:

- That homelands will not, after independence, nationalise land without compensating bondholders,

- That building societies will remain registered to carry on business in the ordinary manner, that is as regards both the accepting of investments and the granting of loans.

- That legal processes for recovery of a debt in the event of the default of the borrower will be efficient, and

- That there will be no possible loss as a result of currency changes."

Mr Louw says building societies are prepared to accept the commercial risk but feel that in respect of the risks mentioned, they need a satisfactory assurance or guarantee from the central government.

"Furthermore, they need satisfactory arrangements in regard to the following matters in order to carry on their business: That owners will have proper title necessitating proper surveys, that owners will have security of title, that there is in operation an efficient system of title registration, including registration of mortgage bonds and that there is a free property market."

He added that it had also been emphasised that building societies would only lend on solidly constructed houses in good conditions in recognised townships to borrowers who have an adequate income. — Sapa.

Three unionists fired

THREE members of a building construction company with 31 years service between them are not satisfied with the reasons given for their dismissal and allege that their membership of a trade union cost them their jobs.

The three members of the Building Construction and Allied Workers Union who were fired are, Mr Frank Makwana (15 years service),

Mr Martins Matlala (14 years) and Mr Seripane Banda (two years). The company which fired them is the Vereeniging Refractories which manufactures bricks.

On an Unemployment Insurance form which the employer had to fill the reason for Mr Makwana's dismissal was given as follows: "discharged immediately for refusing to go and work in another section."

Reasons for the dismissal of both Mr Matlala and Mr Banda were

given as: "loafing and very cheeky with the boss-boy and the foreman."

The personnel manager of Vereeniging Refractories, Mr G Karlsson did not comment of the allegations of the three workers that they were fired because of their union activities and that prior to their dismissal they were insulted by their foreman, Mr J J Malan. Mr Karlsson said they should have

• To Page 2



The three members of the Building Construction and Allied Workers Union who claim they were victimised. From left Mr Frank Makwana; Mr Martins Matlala and Mr Seripane Banda.

Three unionists fired

From Page 1

first approached the Department of Manpower and Utilisation which would have taken up the matter with them. He however promised POST that it will investigate the men's dismissal.

Mr Makwana, a father of three kids who is from Lydenburg said he was surprised when after 15 years with the company he was suddenly told on September 27, that he was going to be transferred to another department.

"I refused and told the foreman that I did not know the job done in that

department. All of a sudden he told me that I did not want to work. I was then handed discharge papers. On the discharge paper which was signed by Mr. Malan it was said that I was intimidating other workers. But prior to this incident the foreman was not well disposed towards my union activities.

Mr. Matlala who is from Nebo in Lebowa said he was threatened with dismissal a month before. "Much as we were sworn at we did not react. I was surprised when a day after Mr Makwana was dismissed the foreman gave me a discharge form whereby it was said I was loafing and cheeky to the foreman. I have

never loafed since I joined that company 14 years ago."

Mr Banda said he was once told that union members are cheeky because they pay insurance.

Mr Frank Mohlala the National Organiser of the union said on several occasions he has been getting in touch with Mr Karlsson to get his version of the dismissals. "All my efforts were in vain as he always promised to investigate and come back to me. But he told me that if workers are union members it does not mean they should take advantage. I did not fully understand what he meant by this," he said. Mr Mohlala also revealed that they are still battling to gain recognition for their union from this company.

Cosmetic change

ss.

12
15
23

Minister of Manpower Utilisation, Fanie Botha is keeping his word. He has started phasing out the five remaining statutory job reservation orders. But it hasn't been difficult for Botha to fulfil his promise, since the reservations are purely cosmetic according to many employers and unionists.

On December 1, three of the five orders will be scrapped. Two apply to the motor assembly industry and one to building. According to Jaap Cilliers, Secretary of Manpower Utilisation, "very few people are covered by these determinations, because there have been so many exemptions."

Recently, Gert Beetge, general secretary of the White Building Workers Union, asserted that job reservation in the industry is "meaningless" — the authorities do not enforce the Act and the job reservation order does not effectively protect workers. According to Beetge, the only effective protection comes from industrial agreements, in which there are provisions barring African job advancement.

On the other hand, Basie Pretorius, director of the Witwatersrand Master Builders' Association, says he welcomes the move. "We have been battling for this for a long time. And right now the building industry needs people," he claims. But, he adds, the Black Building Workers Act, which prohibits Africans from doing

skilled work in white areas, must be repealed.

Those in the motor industry confirm the determinations afforded white workers little protection, and the scrapping will not have much impact on the composition of the labour force. At Ford, because of exemptions granted by the authorities, blacks comprise over 10% of supervisory staff. And a large number, which is climbing, are welders.

The two remaining determinations are determination 27, which covers surveyors, samplers and ventilation officials on the mines, and the bar on black ambulance drivers and traffic police in Cape Town. The Underground Officials Association has agreed to the dropping of determination 27 on condition that blacks filling these jobs can join their union. Cilliers says government is presently negotiating with the union.

During the next parliamentary session, Botha will be meeting with the SA Association of Municipal Employees to discuss the abolition of the Cape Town job bar. According to a spokesman for SAAME, "it has been necessary to get this reservation and it is important, but with the new legislation we may come to an understanding with the Council." Again some exemptions have been granted, watering down the effectiveness of this bar.

Cilliers is quick to point out that workers have not lost all their protection. He says protection will now be provided by the Industrial Court.

954

re
fi
o

Directors' emoluments and pensions.—(1)

1. In so far as the information necessary for the purpose is contained in the records of the company or is otherwise available to it, contain particulars showing—

- (a) the aggregate amount of the directors' emoluments;
- (b) the aggregate amount of directors' or past directors' pensions; and

continued on page 701

Bricklaying has ceased being a man's preserve

By CHRIS MORE

WOMEN are fast breaking into what was known as "the man's world."

Mrs. Lynky Malebo (68), a Krugersdorp school-teacher, is one such woman.

She has enrolled for a special bricklaying course at the Chaudor In-Service Training Centre, Krugersdorp, and will complete her course tomorrow.

Mrs. Malebo yesterday told POST that she enrolled for the course because she had always been keen on building.

"Our grandmothers used to build the walls of their mud houses. I cannot see why we should not do the same. We even have a slight advantage over them in that we have most of the material we need at our disposal and it is more sophisticated," she said.

At first she thought the work would be strenuous for a woman and has since discovered that it is not so. She had difficulty in handling the building instruction in the initial stages of her training. But that was because she did not have the experience. The situation is different now. She can start a structure on her own and reach the stage just before the roofing.

There are 59 other students enrolled for the course who include Mrs. Malebo's husband, the Rev. John Mabelo.

Mrs. Malebo attended the course after her husband had attended the first lesson. He told her how interesting the course was and without wasting time, she enrolled.

The course is held under the instruction of Mr. Frans Ramasi of Wolapo Technical College. It is held on Saturdays and lasts 12 weeks. Students pay R10 for the entire course. They are subsidised by the Urban Foundation, which pays the instructor and buys the material used.

In a previous course, 60 other students qualified from the course. There was also one woman in the last group, Mrs. Mary Modise. She is also a school teacher in Krugersdorp. This group included the principal of Tshobetsa Higher Primary School, Mr. Ntsu Tama-nane.

The graduation ceremony for the 60 students will be held at the Chaudor Centre on Saturday, December 1, beginning at 5.00 p.m. The Urban Foundation Education manager, Professor Bob Lessani will be the guest speaker at the ceremony.



Mrs. Lynky Malebo at work.

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Employers welcome ending of job bars

27/11/57
192
177
33

By Sieg Hannig, Labour Reporter

Confirmation of the scrapping of job reservation in the building and car assembly industries was welcomed today as badly needed relief by spokesmen for both industries.

"We hope the Government will move as quickly and efficiently on the Black Building Workers' Act," said Mr Z. L. Pretorius, director of the Witwatersrand Master Builders' Association.

This Act still prevented the employment of skilled blacks in white areas, he said.

Mr S. S. Lemmer, personnel director of South Africa's biggest car group, the Sigma Motor Corporation, said: "It was virtually impossible to run our business without coming in to conflict with the law."

He did not foresee any replacement of white by blacks.

A sole protest came from Mr Gert Beetge, general secretary of the White Building Workers' Union.

He said the new labour legislation did not reveal any new protection as claimed by the Minister.

No court will prevent the replacement of whites by non-whites," he said.

But Mr Wessel Bornman, secretary of the 200 000-strong white Confederation of Labour, denied this.

Mr Beetge had stated that job reservation did not work - even before the Wiehahn Commission recommended its scrapping and new job protection by way of the industrial court, he countered.

"I have no reason to believe that the new court will not deal with matters objectively if the situation should be abused (by employers)," Mr Bornman said.

are presented in Fig. 6. s is speculative and is different demographic profiles and 'coloureds' between 1941 and 1970 are of unimportance.

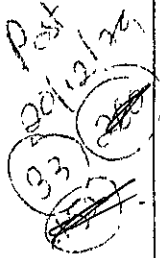
different expectations of life have been included: (1) e₀ - the expectation of life at birth, and (2) e₄₅ - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and so marked is this difference that at e₄₅ 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom female deficit of 1,0 years in 1941 at e₀ has become 6,9 years in 1970. For whites a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females...

1. White, K.I., and Henderson, M.M. eds. (1976) : Epidemiology as a Fundamental Science, its Uses in Health Services Planning, Administration, and Evaluation, Oxford University Press, New York.
2. South Africa (1929-1940) : Report on the Vital Statistics of the Union of South Africa. Annual 1926-1938, Government Printer, Pretoria.
3. South Africa (1961-1965) : Bureau of Census and Statistics, Report on Deaths, South Africa and South West Africa, Report UG 26/1961, RP 17/1961, RP 45/1965, RP 63/1965, Government Printer, Pretoria.
4. South Africa (1971-1977) : Department of Statistics, Reports of Deaths, Reports 07-03 - 01 to 07 - 03 - 12, Government Printer, Pretoria.
5. South Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.
6. Van Tonder, J.L. and Van Eeden, I.J. (1975) : Abridged Life Tables for all the population groups in the Republic of South Africa (1921-1970), Report S-34, Human Sciences Research Council, Pretoria.
7. Preston, S.H., Keyfitz, N. and Schagen, R. (1977) : Causes of Death: Life Tables for National Populations, Seminar Press, New York.
8. Sade, J.H. (1970) : S. Afr. J. Economics, 38, 1.
9. Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. Ibid.

Pay date row



SECUNDA — About 700 construction workers at the SASOL II Plant here gathered at the construction site yesterday to complain about the date of their pre-Christmas pay-out, a company spokesman said.

Mr C Keyter, the corporation's public relations officer, said the construction site was to be closed from tomorrow until January 7 for the holiday recess, and it had originally been planned to pay the workers on Saturday. Later this date was put forward by one day, to tomorrow.

Yesterday morning some workers had asked to be paid immediately. This was not possible for administrative reasons, but the workers had accepted this.

Labour squeeze threatens building boom

S. James
23/12/79 (33)

FORECASTS of a building industry mini-boom are bringing maxi-headaches for construction companies.

Their prediction is that there are just not enough craftsmen around to do the job. Four slack years in this beleaguered sector have seen an artisan drift unlikely to be reversed quickly enough to keep up with new manpower demands.

Wimpey Homes managing director Trevor Chapple tells me that 50% of registered journeymen have left the trade.

He adds: "One of the biggest inhibiting factors is going to be lack of people. We are already experiencing considerable shortages of good bricklayers and good plasterers."

Schachat Cullum communications director Blair Ewing says: "I can't put a percentage on the artisan shortage but there's no doubt there are serious bottlenecks. We are taking up the slack quickly and the artisan situation is going to be critical."

Stellenbosch Bureau of Economic Research statistics show a relentless nationwide drop off in the number of building artisans still on site. Between 1974 and mid-1979 the total plummeted 42% from 31 720 to 18 198.

Worst hit is the Durban region with a 50% fall to 2 413. This is followed by Southern Transvaal, down 40% to 5 667; the Cape Peninsula, down 43% to 5 161; Northern Transvaal,

By BILL CAIN

down 43% to 1 590; Port Elizabeth, down 35% to 2 059; and Kimberley, down 18% to 598.

Least effected is the Bloemfontein region, down only 2% to 710.

These figures take into account a dramatic upturn of activity and taking on of men from mid-1978 around Kimberley and Port Elizabeth. Without these boosts the drift would be even more depressing.

Building Industries Federation (Bifsa) president Bob Stevenson says: "Labour leaving the industry seldom returns. It can be expected that 1980 will see the reappearance of skilled labour shortages. This must lead to the payment of premium wages."

Construction companies are already preparing for bigger payroll payouts.

"We are all in competition with each other for labour and there just isn't enough to go round."

"In addition to normal pay increments there'll be a considerable increase in the cost of securing labour. This will have a bad effect on prices over and above normal inflation. We're going to be paying premiums."

Normal increments, according to Mr Ewing, have already pushed up the price of a home considerably this year.

He adds: "We've meticulously measured cost increases of 23.8% on new houses in the past 12 months not counting land. The total package must be nearer 30%."

Bifsa's Mr Stevenson says 1979 building activity shows a significant increase on last year with demand for 1980 likely to be up more than 7%.

He adds: "Bifsa's positive answer to inflating labour costs is planned, intensive training for every level of its labour force in a programme scheduled over the next two decades."

"Our chief aim is a more efficient labour force leading to a productivity figure equal to that of any other industrial sector."

Construction companies are also hoping for early Government dispensations so that skilled blacks can be called on in more areas to help fill the white artisan gap.

The historical flow of immigrant craftsmen has virtually dried up and Bifsa estimates another 1 500 new artisans annually are needed over the next five years.

Despite the fact that there are prospects of apprenticeship periods being cut from four years to three years, fewer young men are being attracted to building and construction. Last year only 400 school leavers signed indentures compared with 2 000 in 1971.

25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

ALL CAUSES

	W		A		C	
	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	133,70
1-4	1,17	0,94	2,42	2,39	17,22	17,22
5-24	1,05	0,46	1,31	0,74	2,26	2,26
25-44	3,02	1,47	4,33	2,48	8,80	8,80
45-64	17,46	9,49	26,27	18,72	24,27	24,27
65+	73,62	54,55	92,20	82,93	96,90	96,90
ALL	9,44	7,40	8,03	5,51	14,62	14,62
NO.	19600	15374	2828	1967	16632	16632

R5m plan gives new hope for Indian workers

33

STRIB. 23/12/79

THE PHOENIX Industrial Park, which should give employment to hundreds of Indians who live in the neighbouring township north of Durban, gets under way next year, it was disclosed this week.

The general manager of the developers, Dallas Reed said a contract had been awarded to Grinaker Construction worth R3 850 000, with another R750 000 to be spent on such items as high rise lighting.

All in, the first phase of the scheme would cost about R5 million allowing for escalation in building costs.

Reed said the first phase would involve earthworks and preparations for rail links. Four more phases would follow.

One of the major construction tasks will be the building of a rail bridge over six rail lines.

With the completion of the first phase, marketing will begin on the planned 50 or so sites which will cover 34 of the saleable 160 hectares in the park.

Reed is convinced the timing is right as reports from estate agents confirm that the existing stock of industrial property is rapidly drying up.

The developers have undertaken a survey among the Indian community living in Phoenix to see what skills the residents have. The results of this survey will then be used to encourage industrialists to take advantage of the ready-made work force.

Reed believes that many Indians will opt to work for factories in the park and cut out the long and expensive trek to work in Moveni or Jacobs or the city centre.

The sites are being sold at R255 000 a hectare with rail links and R215 000 without a rail spur.

A number of companies are reported to have taken an early interest in the proposed

33

CONSTRUCTION -labour

1-1-80 - 31-12-80

Sasol discharge

11 after arrest

Nov 7/1/80

33

By Sieg Hannig,
Labour Reporter

Eleven alleged rioters have lost their jobs at the Sasol 2 and 3 construction sites.

But construction work was resumed peacefully today after the riots which preceded the Christmas shutdown.

With a large number of the 26 000 construction workers still officially on leave, Sasol today report-

ed a return of half the work force.

This was a better attendance than that after last year's shutdown, said a Sasol spokesman.

He described the 11 sacked men as "those pinpointed as ringleaders of the unrest."

Sasol estimated losses of R30 000 as a result of the looting and damage in the dining facilities of the coloured living quarters.

Traditional economic analysis passes over, in more or less embarrassed silence, the problem of uncertainty. The central elements of economic reasoning have been shaped into models of ever-increasing precision, but models that presume a degree of knowledge on the part of economic decision-makers that is perceptibly unreasonable -- for example, that the firm knows its demand function, not merely in the present but up to the economic horizon. Such an unrealistic picture of the actual decision-making situation means that economic theory is of little help to a business man facing an actual marketing choice. At best the law of large numbers operates to reduce the importance of uncertainty at the market level, thereby allowing the fiction of the average or "representative" individual.

Much more fundamentally, models postulating behaviour-al certainty are completely inconsistent with observable real-world activities of the first importance -- among them insurance, speculation, research, advertising, and even education. In the past twenty years, however, an exciting new literature has addressed the problems of decision and market equilibrium under uncertainty. This

UNCERTAINTY AND INFORMATION IN ECONOMICS

October 31, 1978

J. Hirshleifer
J. Riley

(52)
Sasol put
off 11 8/1/80
CT

JOHANNESBURG. — The employment of 11 black workers at the Sasol 2 and 3 construction sites was terminated yesterday when work began for the first time this year.

A Sasol spokesman said the 11 were believed to have played a part in instigating riots at the plants in mid-December, which caused damage estimated at R30 000.

More than half the construction workers returned to work yesterday, the spokesman said — a larger number than at the beginning of the previous working year. Many workers were still officially on leave.

“Work started without a hitch,” he said. — Sapa

33

...about And ...
these problems is that you have power."

Sasol sacks 11 'instigators'

THE EMPLOYMENT of 11 black workers at the Sasol 2 and 3 construction sites was terminated yesterday when work began for the first time this year.

A Sasol spokesman said the 11 were believed to have played a part in instigating riots at the plants in mid-December, which caused damage estimated at R30 000.

More than half the construction workers returned to work yesterday, the spokesman said — a larger number than at the beginning of the previous working year. Many workers were still officially on leave, he explained.

"Work started without a hitch this morning," the spokesman said. — Sapa.

8/1/75
103
33
103

TABLE I
MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)
(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,13	0,00	0,21	0,06	0,16	0,04	0,06
1-4	0,03	0,07	0,07	0,00	0,07	0,05	0,03	0,04
5-24	0,09	0,05	0,07	0,05	0,06	0,04	0,05	0,04
25-44	0,26	0,33	0,21	0,26	0,54	0,54		

I
INFECTIVE AND PARASITIC

	W		A		N
	M	F	M	F	
0-1	1,99	2,2	9,81	6,60	55,2
1-4	0,16	0,13	0,76	0,79	8,2
5-24	0,02	0,02	0,07	0,08	0,2
25-44	0,06	0,03			
45-64	0,25	0,13			
65+	1,04	0,72			
ALL	0,19	0,15			
NO.	399	315			

Builders seek end to labour race bar

Argus 8/1/80

Property Editor

THE Building Industries Federation of South Africa (Bifsa) was negotiating with the Government and the trade unions to enable the industry to meet labour needs irrespective of colour.

This was said today by the president of Bifsa, Mr Bob Stevenson.

His organisation has said 'restrictive legislation' was preventing the building industry from eliminating the growing shortage of skilled labour in South Africa.

The main stumbling block to the full use of black labour was the Black Builders Workers Act 27 of 1951 which specified that no employer could employ, except with the Minister's consent, a black on skilled work in an urban area.

Exemptions

Mr Stevenson said it was Bifsa's policy to seek exemptions under the Act, but negotiations were taking place to eliminate the need to apply for exemptions.

Bifsa had already pointed out that the skilled labour shortage was being felt throughout the country.

The industry would experience difficulty in eliminating this shortage and in creating employment opportunities for a large number of people entering the industry if it were restricted by legislation, the executive of Bifsa said.

Disappointing

The executive estimates that the industry would require 1 500 skilled artisans every year until 1984, 1 900 yearly from 1985 to 1989, 4 400 yearly from 1990 to 1994, and 2 700 yearly from 1995 to 2000.

Yet the intake of apprentices had been disappointing.

The figure fell from 2 014 in 1971 to 399 in 1978. Only the printing industry, of all the other major industries in South Africa, showed a lower rate of apprentice intake.

To help counter this shortage, Bifsa was speeding up the work of its four training centres.

25-44	0,02	0,02	0,08	0,08	0,08	0,05	0,06	0,07
45-64	0,09	0,12	0,39	0,88	0,28	0,42	0,24	0,61
65+	0,39	0,59	1,61	2,59	0,81	1,28	1,04	1,44
ALL	0,05	0,08	0,12	0,18	0,28	0,26	0,22	0,33
NO.	114	173	43	63	316	307	455	530

18/1/80 Star
337
338

Wage gap closing, says bank survey

By Sieg Hannig
Labour Reporter
The average real salaries and wages of black South Africans rose by 23,8

percent from 1974 to 1978, while those of whites dropped by 6,2 percent. Volkskas reports in its latest Economic Spotlight. But blacks are paying

for their higher increases by way of higher unemployment.

While white employment kept pace with population growth, black employment increased by only 0,8 percent over the four years and actually dropped in 1977 and 1978, causing a sharp rise in unemployment.

"Hopefully, the consequences of a too-rapid narrowing of the so-called wage gap over the past few years have by now been realised by everyone," the bank says.

Its figures show that blacks have been getting better percentage increases than all other races for a long time.

From 1970 to 1974, black pay increases, after allowing for inflation, amounted to 28,8 percent while whites got real increases of 6,4 percent, coloured people 14,9 percent and Indians 19,7 percent.

In the 1974-78 period, white pay increases exceeded the rate of inflation in only four out of 16 employment sectors.

Bonanza ahead for building workers

Labour Reporter
The wages of building workers this year will increase at about three times the rate of last year, the Bureau for Economic Research of Stellenbosch University has forecast.

The bureau's latest building survey expects wages for skilled labour to rise by 17 percent this year, compared with the 5,4 percent rate of increase recorded in August.

Its forecast for the rise in the wages of unskilled labour is 20 percent, compared with 7 percent last August.

The bureau names the emerging shortage of

labour as one of the problems facing builders now that large numbers of skilled workers have left the industry.

It holds out the possibility of "wage increases considerably in excess of statutory wage levels or, indeed, the average of actual wages paid."

The relaxation of certain stringent labour laws might allow contractors to stretch skilled labour by means of job fragmentation.

The better employment of skilled labour for skilled work only might help the industry to cope with the sudden increase in demand, the bureau said.

18/1/80 Star X
35

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

However, in this context, what requires emphasis is that by using the major disease classification a certain amount of detail is lost. For example, despite the fact that the overall rates for diseases of the circulatory system are comparable for whites, Asians and 'coloureds', within this broad category the mortality rates for specific diseases vary markedly.

find themselves in a Catch-22 situation over black labour and housing requirements. The iniquities of the migrant labour system have been compounded by the fact that for many years rigorous attempts have been made to reduce the African labour quotient in the Peninsula.

"As a result the board (Peninsula Administration Board) does not supply housing for migrants and the onus is on the employer.

"The employer has no rights to the land. He may erect a structure which he has the right to use, and to sell the use of it to another employer, but after completion the building becomes the property of the board. Employees pay R6 a month rental to the board, but the employer must shoulder the maintenance costs."

Overcrowded

The FM says the housing can only be described as minimal. "Large overcrowded draughty sheds, concrete floors with occasional meagre or patchy covering, offer scant comfort during the Cape winter, though occasionally a coal heater is supplied.

"Only one dormitory was seen to have an interior ceiling and often the asbestos roofs leak.

"In summer they are hot, stuffy and smelly. And there is no privacy."

• The Financial Mail's investigation shows that living conditions of migrant workers at Langa have undergone no appreciable change since the Cape Times, in 1965, conducted a similar survey.

In a reference to the "bachelor" quarters at the time the Cape Times said: "These hostels are simple brick cottages housing 16 men, two or three to a room in six interleading bedrooms without separating doors.

"A striking feature of these barrack blocks is their bleak, military-camp appearance and their lack of homeliness . . ."

The feature was illustrated by a photograph depicting the spartan, squalid conditions in which the migrant workers were living at Langa 15 years ago.

Council to see black dormitories

Chief Reporter
THE City Health Department began a detailed inspection yesterday of reportedly squalid living conditions in hostels provided at Langa township for their black workers by some employers in the Peninsula.

The dormitory-type hostels have been referred to by some of their occupants as "stables" and as "pigsties".

The Financial Mail, in its latest edition, quotes a senior official of the Peninsula Administration Board as saying the dormitories are "unfit for human habitation".

And the South African Labour and Development Research Unit (Saldru) at the University of Cape Town says the dormitories look "more like a temporary relief disaster area than a permanent home for anyone".

The City Medical Officer of Health, Dr R J Coogan, said yesterday he had ordered an immediate inspection of living conditions at the hostels and that any reported defects would be followed up.

Dr Coogan said that in his opinion accommodation provided for black workers at Langa and also at Guguletu had never been satisfactory, but he added that the legal position was "difficult and nebulous".

The Financial Mail's investigation showed that up to 2 000 "single" migrant workers are housed at Langa in 38 large warehouses accommodating between 30 and 50 men each.

Squalid

The journal says conditions are "uniformly squalid", but that certain companies in the building and construction industry accommodate their men in some of the worst units.

"These companies rely heavily on black labour and are, surely, in a position to provide superior housing," it says.

The FM says the dormitories are the only employer-provided housing for single men in Langa. They have been erected by employers exempted from the stipulations of the Western Cape labour preference policy on condition that they provide "suitable" accommodation for employees at their own expense.

"Employers in Cape Town

OF these are 1:0,91:0,86 for males and 1:0,79:0,85 for females. The 'coloureds' are less disadvantaged at e₄₅ as compared to e₀ for both males and females, a difference which is largely attributable to the high infant mortality rate in this community. It is also noteworthy that Asian females have the worst expectation of life at age 45 of the three communities, which is in marked distinction from both males and females at e₀ and males at e₄₅. The fact that for the 65+ age group, Asian women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

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

Employers to probe living conditions

23/1/80

124
100

33

Chief Reporter

SEVERAL employers in the Peninsula of black contract workers living in hostel dormitories at Langa said yesterday they were looking into the living conditions of their employees, which in an article in the latest edition of the Financial Mail were described as "uniformly squalid".

A detailed inspection of the dormitories, referred to by some of their occupants as "stables" and as "pigsties" was started on Monday by the City Health Department.

The Financial Mail said certain companies in the building and construction industry — Steele Dale Reinforcing, Hugh Tyler, Joseph Rubbi, Railway Construction, Slingsby and De Jager, Roy Beamish and Dura Construction — accommodated their men in some of the worst units.

Schemes

Heads of these firms who were contactable yesterday either said they had already embarked on schemes to upgrade their employees' accommodation at Langa or that they were looking into their workers' living conditions with a view to improving them.

They also pointed out the difficulties under which they said they had to operate in this matter.

Mr C H de Jager, a director of Slingsby and De Jager, said "The single building we erected at Langa for our workers in 1971 was a solid, steel-and-concrete structure, to take 45 to 50 men in one dormitory.

"We will certainly be looking into the present situation there and will be getting in touch with the board (Peninsula Administration Board), which we wish to remind about the agreement entered into in September 1974 in terms of which employ-

ers were required to erect their own hostel accommodation at Langa and then cede it to the board.

"In terms of this agreement the board accepted responsibility for maintenance and insurance of the hostels, as though the board had itself erected the buildings. Also in terms of the agreement, employers must pay R6 a month to the board, as a form of rental.

'Attention'

"Since 1975 we have because of this agreement referred to the board all complaints we have received from time to time from our employees living at Langa, and have on each occasion been assured by the board that these were receiving attention."

Mr Roy Svenson, Cape Town managing director of Steele Dale Reinforcing and Trading, said "We are investigating what we can do to improve conditions at Langa and are taking the matter up with the board. This is a course we were already embarked on before the Financial Mail article appeared."

Mr H Stuart, managing director of Dura Construction Cape, said his company had already upgraded two of its five hostels at Langa and that the upgrading of the other three would be completed by the end of the year.

"The upgrading includes the provision of ceilings, vinyl flooring, hot and cold running water, a good standard of lighting and construction of cubicles to take four men each, to provide more privacy.

"Where we had 40 workers in one unit before, we are putting only 24 to 28 men in the upgraded units, which are being brought up to a standard we feel is a reasonable one.

with selected major categories of disease. Clearly, there is an entirely different situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease categories to both the overall mortality experience and also to expectation of life of the three communities, but also, since there is an approximately linear relationship between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement in the expectation of life. Thus, if the mortality associated with any of the diseases included in Fig. 6 are reduced by 50%, then the increase in the expectation of life will be 50% of the improvements indicated.

With the exception of Negligible Diseases and Eicosas of the Circulatory System in men, the 'occurred' community stand to gain most from resources directed at the control of any of the selected diseases included in Fig. 6. Of particular importance are the Infectious and Parasitic Diseases, diseases which are frequently amenable to the implementation of relatively simple methods of prevention.

REFERENCES

1. Department of Statistics (1977). Census of Hospitals and Establishments for Inpatients. Report 20-06-01. Government Printer, Pretoria.
2. Department of Statistics (1977). Report on Deaths 1974. Report 07-03-10. Government Printer, Pretoria.
3. Department of Statistics (1976). Report on Bantu Deaths in Selected Magisterial Districts 1974. Report 07-03-06. Government Printer, Pretoria.
4. Department of Statistics (1976). South African Statistics 1976. Government Printer, Pretoria.
5. Department of Statistics (1974). Report on Bantu Deaths in Selected Magisterial Districts 1968 to 1971. Report 07-03-04. Government Printer, Pretoria.
6. South Africa. Act 58 of 1970.
7. Department of Bantu Administration and Development (1975). Report of the Department 1974/5. Report pp 114/1975. Government Printer, Pretoria.
8. Chang, C.L. (1968). Introduction to Stochastic Processes in Biostatistics. Wiley, New York.
9. City of Cape Town (1977). Annual Report of the Medical Officer of Health 1975. P.110. Cape Town.
10. Department of Statistics (1976). Population Census 1970: Age, Marital Status and Type of Residence by District and Economic Region. P.12.

Statistics for 1974. Research. Research

Productive Efficiency of

Classification of
1971 07-03-00. p.v.

Health Act, No. 630 of

Water in South Africa

data, births and deaths, 30.
 collection, 32.
 limitations, 227, 244, 361.
 throughput, 361.
 type required, 247.
 see Statistics, Information Transmission.
 Day Hospitals,
 Ch.15

16ff, 22, 28.
 Bishop Lavis, 328ff.
 Dr Abduruman, 32, 338ff.
 Elsie's River, 328ff, 338ff.
 Grassy Park, 338ff.
 Guguletu, 322ff, 331ff.
 Heidelberg, 321, 328, 338.
 Lotus River, 328ff.
 Retreat, 328, 338ff.
 decentralisation,
 of health care, Ch.15.
 centralisation, 191ff, 195.
 decision making, 208ff, 217.
 decentralisation of, 219.
 degenerative diseases,
 mortality from, 66ff, 265.
 dehydration, 349ff.
 see also Gastro-Enteritis

Housing taken up with govt

Chief Reporter

THE ENTIRE question of housing in the Peninsula for black migrant workers, regarded by industrialists as essential to the economy of the Western Cape, is being taken up with the Department of Co-operation and Development by the Building Industries Federation of South Africa.

This was disclosed yesterday by Mr David Allan, past president of the BIF and also of the Master Builders' Association, when he was asked to comment on an assertion by the Financial Mail that the living conditions of building-industry and other contract workers at Langa were "uniformly squalid".

Mr Allan said there could be no doubt that employers were anxious to remedy the situation, but government co-operation would be essential to any move to improve and upgrade living conditions for black employees.

"We have already been in touch with the department in this matter and are hoping for further discussions. One of the points we make is that the smaller contractor should not be called on to provide housing for a relatively small number of employees.

"This is not economically viable, and we feel the State should be responsible for such housing."

Employers of contract labour mentioned in the Financial Mail article said when approached yesterday that they were investigating the living conditions of their employees, with a view to improving them.

One of the employer companies mentioned by the FM, Fraser and Chalmers, has through its British-owned parent company, Mitchell Cotts, subscribed to the European Economic Community's code of fair employment practice.

Not unaware of living conditions

Mr Ivan Soll, managing director of Mitchell Cotts, said from his Johannesburg office yesterday that the company was not unaware of the living conditions of contract workers at Langa, and he conceded that, although the Fraser and Chalmers living quarters had been upgraded from time to time, "we do need to improve on present conditions".

"I have asked for a full report on the situation at Langa, so far as Fraser and Chalmers are concerned, with a view to ensuring that what we are providing in the way of accommodation for contract workers conforms with the EEC code of practice."

Mr Soll said Fraser and Chalmers had tended to cut back on its black labour force and where it had originally had two dormitories at Langa with a capacity of 40 men each, the company now had only 20 contract workers in one dormitory and had allowed an associated contracting company to use the other unit.

Mr D H Devine, managing director of Candac Construction (Pty) (Ltd), a member of the Murray and Roberts group, said the company was examining its labour requirements for future planning, and if it was decided that its present dormitory accommodation at Langa should be retained, this would be improved and upgraded.

Dick, Bruce, 32, 238.
 diet
 see Nutrition
 digestive system,
 diseases of, 90, 128.
 diphtheria, 127.
 discount rate,
 social, 216, 237.
 see also Cost-Benefit.
 disease,
 see also Morbidity

contact tracing, 30, 32.
 international classification of, 2.
 patterns, 281.
 priorities, 245.
 spectra in developed and developing countries, 62.
 types:
 chronic, 287, 323, 329, 331ff, 345, 350ff.
 circulatory, 82ff, 89, 94, 95, 128.
 degenerative, 66ff, 265.
 digestive system, 82, 90, 128.
 esoteric, 218.
 genito-urinary, 90.
 infant, 66ff.
 infectious, 7, 30, 62, 82, 95, 117ff, 179, 215
 (see Infectious Diseases)
 metabolic

impetigo, 179.
 ischaemic heart disease, 83, 94.
 kidney disease, 374, 377.
 malaria, 211ff, 216.

Improve squalid housing order

Own Correspondent

CAPE TOWN. — Employers of contract labour in the building and other industries whose workers are housed in 40 dormitories at Langa, described by the Financial Mail as "uniformly squalid", are to be given three weeks in which to correct defects found in an inspection this week by the City Health Department.

The Medical Officer of Health, Dr R J Coogan, accompanied by a reporter, inspected some of the dormitories yesterday.

Dr Coogan said he would send detailed lists of defects to the employers, and that another inspection would be carried out after the 21 days.

The single men's quarters at Langa stand in featureless, sandy wastes; the gutters are filthy and the place looks run-down.

Inside, most of the dormitories look like military barrack blocks which although neat and clean are also run down. Their occupants have made pathetic efforts to effect some little privacy with scraps of material, cardboard and newspapers.

In some dormitories, bare bulbs inside the ceiling-less roofs are the only form of lighting, and only cold water is supplied. Cooking is done on spirit stoves.

Dura Construction's two "upgraded" dormitories are luxurious by comparison. They have brick-walled cubicles for four men each, which afford a degree of privacy; they have ceilings, vinyl flooring and hot-and-cold water. And they house only 24 to 28 workers as against the 51 in some open dormitories at Langa.

Dr Coogan said copies of the list of defects could also be made available to the Peninsula Administration Board, for their information and, hopefully, their co-operation.

"If all these defects are put right I see no real health hazards apart from overcrowding which as far as I am concerned is the main defect in these dormitories.

"There seems to be some confusion among employers about who is responsible for maintenance and it is my opinion that the ultimate responsibility rests with the Peninsula Administration Board, which owns the land."

● Employers of contract labour are required to provide their own housing at Langa for their workers, but have to cede these quarters to the PAB, as whites may not own property in black areas.

450 workers sent packing after dispute

CAPE TOWN 6/2/80

By PADDY ATTWELL

ABOUT 450 workers from a construction site in Saldanha Bay were sent to Cape Town station by bus last night following a dispute over a dismissed worker.

The workers, who refused to return to work unless the worker was reinstated, arrived in about seven buses from a compound near a site being worked by the civil engineering contractors CMGM.

A spokesman for the workers, who put the number of those at the station at about 450, said they were not told by the company where they were going when they were put on the buses.

They expected to spend the night on the station. The next train from Cape Town to Transkei which could take the workers was said to be leaving at 6.15 pm today.

Some workers wondered how they would afford a train ticket. They said they were paid out R15 while they expected the train fare to be R25.

In a statement, the Western Province General Workers' Union said it had been organizing at the site for about five months at the workers' request. The union estimated the number of workers at the site to be about 800.

It said the workers did not consider that adequate reasons for the dismissal had been provided.

Following his dismissal, a further seven workers, who are leading union members, demanded that he be reinstated.

"Contracts of these seven workers were terminated, al-

though all eight refused to acknowledge their dismissal and refused to accept their pay."

Yesterday morning, 500 workers had refused to start work until the management had reinstated the eight workers and agreed to recognize a committee representative of the workers. The management had agreed to the latter demand.

The statement said the management at first refused to accept the demand that all eight workers be reinstated, but had "now agreed" to reinstate seven of the workers, but not the one initially dismissed.

The union supported the "reasonable demands" of the workers. It said: "It is nonsense on the one hand to dismiss the existing workers' leader and on the other to suggest to them that they elect new leaders."

A union spokesman said the company had dismissed the first worker because he had allegedly threatened a foreman. This had been denied.

Spokesmen for CMGM could not be contacted for comment early this morning.

Earlier yesterday, Mr P Hodge, managing director of CMGM, had declined to comment when approached to do so at the compound.

It was estimated about 200 workers were addressed by Mr Hodge near Saldanha Bay.

● Picture, page 2

Fem baqashe abasebenzi abangabanye ukuze kubekho imveliso, kodwa imveliso yehle.

Unzi abangama - 88 bakwa Fattis & Monis efektri bangele ukuba bagwayimbe kukugxothwa kwabathathi unobangela wokugxothwa kwaba basebenzi s Unions La union be izama ukwenza uphando mali ibeyi - R40 ngeveki yay kusetyenzwe efektri leyo uthe ezizinto bazifunayo zingashululu efemini.

alungu ayi 10 000 (amawaka alishuni) obizwa Union bathi abo bagxothiweyo bebesayinile abenze uthethwathethwano ngemeko ezibetele. Ifektri leyo ilalile oluthethwathethwano amatshini ekusetyenzwa ngabo bathathe indawo kuphungulwe abasebenzi.

Bala uninzi lwabo bagwayimbelelo ngamagoduka ogriwa ngokugxothwa babuyele emphandleni abalabeBala ababathatha ngokuba bangabantakwabo. mele icala lomsebenzi izame ukubohlula ahandle kweFektri. Abasebenzi balile ukwahlulwa, injongo zethu zinye."

leyo nabasebenzi abagwayimbelelo. Kwenye kwive-i ephelileyo kubekho abafundi base kwe - 500. Ababafundi bavela kwezi zikolo illege, Peninsula Training College. Ababafundi kungenjalo yonke imveliso yakwe Fattis & Monis

Association uthe uza kuxelela onke amalungu Fektri de bavume uthethwathethwano.

Sports SACOS ucele onke amalungu awo nazo ye nabo ukuba zixhase abo bagxothiweyo de bathenge imveliso yale fektri.

bo intlanganiso bebonakalisa uhunye nabasebenzi. s Monis zingathengwa okanye zingasetyenziswa.

kho ngxabano nakungevani kulefektri. Kodwa ke athazekile xa kusithiwa imveliso yabo mayinga ok enkulu ivela kwabo bemnyama. Abaphati bale

ukuba basebenze endaweni yabo bagwayimbelelo,

Ngubani uFattis & Monis? UFattis & Monis yifektri enezimvaliso zilandelayo: Record - self raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour; Philadelphia flour; Koeberg Mille packed mealie meal; Fattis & Monis icecream cones, cake cups and wafers; Fattis & Monis macaroni, spaghetti, shells, ribbons, rings, dilatines; Princess, Pick 'n Pay, Pot o' Gold, Checkers and Roma - macaroni, spaghetti, shells, ribbons, rings, dilatines; Vrench Town Bakery in Observatory; Ultra Bakery in Somerset West; Good Hope Bakery in Elsie's River.

Some economists make a distinction between output gains brought about by increases in the quantities of some or all inputs, and gains from an advance in knowledge and in the state of the art. This is controversial and the smoke has yet to clear from the battlefield. But in the medical sector, interestingly enough, there may be a dwindling number who hold that in rich countries simply expanding the inputs of a given kind and given quality (general practitioners, specialists, hospital structures, equipment, drugs) will increase output, i.e. raise the health status of the recipient population as measured by some set of indicators. Two decades back, a plateau was reached and the massive increments in expenditure during the sixties and seventies are not matched by marginal improvements in basic mortality and morbidity figures. The inference drawn is that incremental resources if forthcoming must be directed towards research aimed at increasing the output per unit of medical input.

Two comments are called for, if we accept these propositions at face value. First, for us in South Africa it does not follow at all that the saturation of medical care for the rich leads on to the same conclusion. The allocative choice does not reduce to either producing a greater quantity of the same again or raising the pace of qualitative improvement, and nothing else. Such a constraining of alternatives takes the profile of

Jobs offered to fired workers

THE construction company CMGM indicated today it would be prepared to re-employ workers from its Saldanha site who were paid off yesterday in a dispute over a dismissed employee.

Mr Paul Hodge, managing director of CMGM (Cape) (Pty) Ltd, said the firm's personnel officer Mr Jerry Ndikinda was speaking to the workers at Cape Town station today.

About 300 workers were brought to the station in buses yesterday, to be sent to the Ciskei and Transkei by train.

DISMISSED

In a statement today, Mr Hodge said one worker, Mr M Sodladla, was dismissed by the foreman, Mr D Nyathi, on Monday for refusing to work.

After being dismissed Mr Sodladla threatened the foreman, Mr Hodge said.

On Tuesday morning 450 workers refused to work. The Western Province General Workers' Union told the firm workers believed Mr Sodladla had been dismissed because of his union activities.

FAIR

We assured the union and the work force that this was not so and we believed the dismissal to be fair.

Mr Hodge said management spoke to the workers yesterday, offering to take back all but Mr Sodladla and asking them to return to work.

He said 280 refused to accept this offer and took all money due to them. Leave pay for the New Year period would be paid to them at the station.

FREE TICKETS

In addition we are providing free train tickets for those who have worked for such a short period that they do not have the means to pay for their fares home.

The Western Province General Workers' Union issued a statement today deploring the way in which the labour dispute had been resolved by the CMGM management.

The manner in which the workers were escorted on to the buses by armed police after their dismissal and then dumped on Cape Town station is a severe attempt to intimidate the workers and to prevent them from establishing a representative channel through which to discuss their grievances, the union said.

"...most likely, in the real world, to lead to significant improvements in human health, and at low cost... When medicine has really succeeded brilliantly in technology, as in immunisation for example, or antibiotics, or nutrition, or endocrine replacement therapy, so that the therapeutic measures can be directed straight at the underlying disease mechanism and are decisively effective, the cost is likely to be very low indeed. It is when our technologies have to be applied halfway along against the progress of disease, or must be brought in after the fact to shore up the loss of destroyed tissue, that health care becomes enormously expensive". (Thomas 1977: 170).

HEALTH CARE EXPENDITURE AS A PERCENTAGE OF GNP

COUNTRY	PERCENTAGE	SOURCE
United States (1975)	8,3	Marmor (1977:75) Klarman (1977:215)
(1976)	8,6	Marmor & Tenner (1977:21)
Canada (1976)	7,1	Marmor & Tenner, ibid.
West Germany (1971-2)	5,8	Kaser (1976:20)
(1976)	8,0-9,0	Chester (1976:70)
Netherlands (1971-2)	6,7	

(1975)	3,1	Kaser ibid.
	5,4	OHE (1976:1)

Czechoslovakia		
Hungary, Poland (1971-2)	4,8-5,1	Kaser ibid.
South Africa	3,6	McGrath (1978:11)
USSR, Bulgaria, Rumania (1971-2)	2,4-2,8	Kaser ibid.

Note: These are selected, unadjusted estimates culled from a range of miscellaneous sources; they may not be fully comparable.

BUILD YOUR FORTUNE ON BRICK-LAYING

Post 311188 (33) (1/2)

THE building industry will employ many more artisans this year with the increase in building activities, especially in black housing in the urban areas.

There is an acute shortage of qualified bricklayers at present, which means that more and more people need to be trained.

The part-time bricklaying courses provided by the Brick Development Association in the Pretoria-Witwatersrand-Vereeniging area can be an important stepping stone to a new job.

Mr Jack Haskins, executive director of the BDA, stressed that people completing the courses would not become qualified artisans.

"However, the successful student can take formal training to become a fully-fledged artisan — if he finds that bricklaying is a job that he likes.

"In addition, people completing the course can make money in their spare time by building for their friends."

Mr Haskins said that homes built of brick have to buy tools. These would be available on loan to everyone taking the courses, which are held on Saturday mornings outside normal working hours.

Mr Haskins said that homes built of brick have many advantages over those built from other materials. "Clay bricks have a wide range of different colours and finishes which can give a most attractive appearance.

"It is not necessary to paint the external walls and, therefore, the maintenance costs over the years are much less. Brick homes are also weatherproof, solid and have a long life."

Anybody entering these courses has a chance to win all the materials and plans needed to build his own house. There are also several consolation prizes.

For details write to: Brick Development Association, PO Box 31156, Braamfontein 2017, stating which of the following brick schools you wish to attend: Dobsonville, Oriando, Kattlehong, Molapo, Mamelodi, or Sebokeng.

Workers 'brutally treated'

AR645
7/2/80
125
152
33

Labour Reporter

THE rejection by contract workers from the CMGM construction site in Saldanha of a re-employment offer was very understandable in view of their 'brutal treatment' by management, a spokesman for the Western Province General Workers' Union said today.

About 300 workers were paid off after a stay-away from work on Tuesday in protest at the dismissal of a fellow worker and union member, Mr M Sodladla. They left for the Ciskei and Transkei by train last night after spending nearly 24 hours on Cape Town station.

CMGM offered to reinstate all the workers, the union said, including Mr Sodladla, but refused to

re-employ Mr Sodladla at the Saldanha site.

'If such an offer had been made earlier, it may well have been accepted. But management's attitude and conduct hardened the workers,' the union said.

'Management's actions on Tuesday, in escorting the dismissed workers on to buses with riot police and dogs, and dumping them on Cape Town station, can only be seen as an attempt to intimidate the workers.'

The union expects about 20 more paid-off workers from the Saldanha site to arrive in Cape Town today.

The managing director of CMGM, Mr Paul Hodge, was not available for comment.

Sacked workers refuse jobs back

10M

7/2/80

33

CAPE TOWN. — About 280 employees of a construction company at a Saldanha site, who were paid off in a dispute over a dismissed employee, have refused an offer to be re-employed.

After taking the money due to them from CMGM they were bussed to Cape Town station to return to the Ciskei and Transkei.

Yesterday, the company offered to re-employ the workers.

Mr Paul Hodge, Managing Director of CMGM (Cape), said yesterday the company would provide free train tickets for those who could not pay their fares home.

He said he had not been prepared to take back the man who was initially dismissed, allegedly for refusing to work and threatening his foreman.

The Western Province General Workers Union issued a statement yesterday deploring the way in which the labour dispute had been resolved by the CMGM management.

"The manner in which the workers were escorted onto the buses by armed police after their dismissal and then dumped on Cape Town station is a severe attempt to intimidate the workers."

A spokesman for the Saldanha Police confirmed that police in riot uniforms had been on hand yesterday, but said they had played no active part in the dispute. — Sapa.

By FRANK JEANS

THE authorities will have to speed up the implementation of the Riekert and Wiehahn reports on labour if the building industry is to make up the workforce leeway caused by the recession.

Addressing the 75th annual meeting of the Master Builders Association (Witwatersrand), the president Robbie Robinson said:

"The Riekert and Wiehahn reports offered great promise to our industry, but to date we are little, if any, further forward.

"Legislation still prohibits the use of labour other than white in ways that are essential if the building industry is to repair the damage to its trained personnel caused by the recession that has reduced numbers drastically."

Robinson said that unless the industry is soon allowed freedom to train all races to artisan level and to employ them in all areas where the industry operates, the industry could find itself moving out of recession, with too few skilled workers for the tasks to be performed.

"This," he said, "will result in the poaching of labour at ever-increasing cost, and an acceleration of the rise in the general cost graph of the industry without any effective way of preven-

Builders worried

SUN TRIB (FIN) 10/2/80

33

178

ting it except with more trained labour."

Turning to the home-building sector of the industry, Robinson said the immediate future looked bright, although the home-buying public had not reached the point of reconciliation between what one desired and what one could afford.

Colin Vincall reports: A five percent increase in building productivity could save the country R54 million this year — or reduce expected building cost increases by two percent, says an editorial in SA Builder, official mouthpiece of the Building Industries Federation (BIFSA).

Commenting on the prospects for 1980, the magazine lists increased productivity as one of the important matters that will have to receive attention from Bifsa and its ancillary industries during 1980 "to accommodate the expected increase in building activity."

The magazine says that

should the total investment in building amount to R2 700 million in 1979, a five percent increase in building activity in 1980 would require 1 500 more artisans and almost 10 000 additional semi-skilled and unskilled workers; roughly R180 million worth of cement, R190 million worth of timber, R220 million worth of bricks, and R360 million of iron steel and metal products (excluding electrical material and equipment).

Bifsa lists important matters to receive attention as:

Increased productivity not only through intensified supervisory, artisan and non-artisan training, but probably more importantly through management development and training. The National Productivity Institute has found that the relatively low productivity in the building industry results to a large extent from in-

adequate site organisation, lack of correct instructions, and insufficient supervision and control — in other words, management deficiencies.

Ways and means of reducing the rate of price increases for most building materials by innovative and more effective distribution and production and by promoting competition.

Methods of encouraging and increasing labour-intensity in the building process to reduce the aggravating unemployment situation.

Possible ways and means of ensuring greater physical involvement of the private sector in the building of low-cost housing.

Improved efficiency and effectiveness of not only individual companies through such methods as intensified loss control programmes, but also of their representative bodies at both local and national levels.

Breakdown in talks on training of black artisans

33

178

N. MERCURY 16/2/80

Mercury Reporter

NEGOTIATIONS between the Building Industries Federation and the two national building trade unions aimed at the gradual introduction of black artisans in white areas have broken down.

Both trade unions leaders walked out of the meeting in Johannesburg earlier this week when they were asked to approve a pilot scheme by the employers to train 100 black apprentices to do skilled work in white areas.

Bifsa is now planning to write to the Minister of Manpower Utilisation

The South African schools affiliated and a boycott of t

At a meeting at U. Fattis & Monis pro

Fattis & Monis in says he is worrie blacks as much of production going However productio

asking him to repeal the Black Building Workers Act — one of the last stumbling blocks to the removal of job reservation in the industry — and, in the interim, to grant builders exemptions to train black apprentices.

Mr Bob Stevenson, Bifsa president, said the unions' attitude towards the training of blacks had taken them 'completely by surprise'.

Earlier meetings with the union in the form of a joint labour study committee appeared to be progressing 'favourably' until the annual congress of the Confederation of Labour after which the unions seemed to adopt an 'obstructive' attitude.

The federation is hopeful that the Black Building Workers Act or parts of it will be repealed during the current parliamentary session.

In conjunction with its established training facilities Bifsa intends to implement a modular system whereby various skills will be categorised with rates of pay applied on merit.

Who are Fattis & Monis? Fattis and Monis is the factory which produces the following products: All Record flour products including self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Vjeatie Treat flour; All products with the Fattis & Monnis brand name including icecream cones, wafers, cake cups, macaroni, spagetti, large & small shells, ribbon noodles - broad, narrow, plain and green, rings and dilatines; All the above noodles and spagettis under the following brand names: Pick 'n Pay, Pot o' Gold, Princess, Checkers and Roma; Philadelphia flour and Koeberg Mille pack mealie meal; Fattis and Monis also control a number of Bakeries including Wrench Town Bakery in Observatory, Good Hope Bakery in Elsie River and Ultra Bakery in Somerset West.

s & Monis factory in Bellville Sout have f the fellow workers were dismissed. The 1 five were members of a trade union. er pay and hours of work - P40 a week he factory says these demands are "out ould lead to "disruption" in his firm.

Food & Canning Workers Union) say the g the union rights to negotiate for better gotiate with the union. It says the men is part of a cut-back of staff.

more than half the men on strike are e threat of being endorsed back to the d firm with their 'Coloured' brothers and men from the Department of Labour tried to o had gathered outside the factory. The d, "We were all there for the same purpose."

orkers are increasing. At a solidarity ty and college students from U.W.C., Hewat, e Technical College called for workers to is & Monis products.

ion says it will instruct its members not there is negotiation.

(COS) has called on all sports bodies and the call for re-employment of the workers ts.

ts supported a call for a boycott of all

o 'dispute'. However a director of the firm or a boycott of the factory's products by is with blacks. The management have kept orkers in the place of the stiking workers. own.

Between the hammer and the anvil . . .

Thousands of jobless Blacks, but SA has to call on immigrants

BOSSES in the building industry were stunned this week when trade union negotiators walked out of Johannesburg talks aimed at the introduction of Black building artisans into White areas.

"We were taken completely by surprise," says Bob Stevenson, president of the Building Industries Federation of South Africa. "What we were expecting was the OK from both unions to a test group of 100 Black apprentices exempt from the Black Building Workers Act to see whether our plan for the gradual introduction of Black apprentices would work."

The walkout put an end to six months of discussions between Bifsa and the two national building trade unions on the issue.

It also spotlighted the incredible chaos that exists over skilled labour — chaos which, a Sunday Express investigation showed this week, is making nonsense of hopes that labour concessions by the Government would go far towards solving the grave shortage of skilled labour on the one hand and massive Black unemployment on the other.

A survey by the Sunday Express showed that even Blacks trained for skilled work have little hope of finding employment — and when they do the chances are it will be at pay well below that earned by White artisans in White areas.

The probe revealed some frightening statistics:

- South Africa has a shortfall of about two million workers.

- Despite that, Black unemployment is estimated at between 1.5-million and two-million.

- Despite THAT, the country is training no more than 110 000 skilled workers annually.

- Since 1975 only 633 Blacks and 39 000 Whites, Coloureds and Asians have obtained artisan certificates.

- Because of the severe shortage of skilled workers in White areas the Government is proposing that White immigrant artisans be imported.

- At the same time skilled Black artisans are being endorsed OUT of those very same White areas — where the law does not permit them to work — to their own Black homeland areas where, in most cases, there is no work.

S. EXPRESS
17/2/80

335

174

178

33



● Workers atop the scaffolding . . . a head for heights is an advantage.

By JEAN LEMAY



WHAT KIND of planning has produced a situation like the one sketched above?

Sunday Express investigators spoke to various people about it and found that although there has been much talk by Government and private business about the need to train Blacks to fill the jobs, little has actually been achieved.

Even the centres established to train Blacks to semi-skilled positions are operating at only 60% capacity, despite the manpower crisis.

Why? Perhaps the answer is clear from what the Sunday Express found when it tried to establish which jobs were available to skilled Blacks in the "Black areas" where, by law, they have to work.

The survey found that 8 500 Blacks qualified as semi-skilled "artisan assistants" last year at the In-Service Training Centres established jointly by Government and business.

Those involved in the centres say industrialists are not making enough use of them to train workers.

Professor P J van der Merwe, deputy chairman of the Manpower Utilisation Commission, calculated in a recent paper that South

Africa trained only about 110 000 people of all races in private and State training schemes in 1978. He concluded that the total impact of training was "inadequate".

He said training schemes should be co-ordinated, labour laws reviewed, and industrial training and the present education systems be more closely linked.

But whatever concessions the Government is prepared to make, it is insisting that skilled Blacks should work in Black areas — and that the skilled manpower gap in White areas should preferably be filled by immigrants.

Dr G de V Morrison, deputy Minister of Co-operation and Development, is adamant that allowing skilled Africans to work in White areas would be a contradiction of National Party policy. "We want these people to be employed in their national States."

The stand is being challenged in a letter which the Building Industries Federation (Bifsa) wrote "with regret" to the Minister of Manpower Utilisation after the breakdown of talks with the unions this week.

In the letter the Minister is asked to repeal the Black Building Workers Act as soon as possible and, meanwhile, to exempt builders from the Act to train sufficient Black apprentices.

The federation anticipates all or part of the Act being repealed during the current Parliamentary session, but stressed it had no intention of letting this cause chaos in the building industry or prejudice artisans by using semi-skilled labour as artisans.

The director of the Master Builders and Allied Trades Association, Mr Z L Pretorius, told the Sunday Express double the current number of skilled building workers was needed.

"We now have 5 500 artisans employed by members and non-members on the Witwatersrand alone, compared with close on 10 000 in 1974 when the building recession started," he said.

"Now the economy is picking up and people are building again we shall need more than 10 000 artisans on the Witwatersrand in this area if we are going to maintain growth.

"We haven't got them and we're not getting apprentices. The thousands who left since 1974 are not coming back."

Mr C A Robinson, association

president, said at the annual meeting last month: "Unless we are soon allowed freedom to train all races to artisan level and to employ them in all areas where the industry operates, we shall find the industry, only now moving out of recession, with too few skilled workers for the tasks ahead."

A spokesman for Murray and Roberts said his organisation, with countrywide construction contracts, would prefer to fill their labour needs with local Blacks rather than immigrants.

"The flight from the industry during the building recession was irreversible, and unless we use Blacks as artisans, and in higher positions, we shall not meet the country's needs."

He was unable to give a breakdown of pay scales for Black workers, but said the company paid according to merit and "there are some very highly paid men in senior positions".

Many members of the Master Builders and Allied Trades Association run their own schemes to train workers. In addition, during the last three years nearly 1 000 Blacks employed by members of the association were trained to

semi-skilled level through the In-Service Training Centres on the Witwatersrand.

Mr J A Vorster, national training manager of Bifsa, said Bifsa had trained 2 309 men through the In-Service Centres in 1979, representing more than 25% of those trained by the centres.

"The building industry is making full use of the centres, but I can't say as much for other sectors," he added.

Mr Marius Krige, chief planner in the Department of Education and Training, told the Sunday Express the In-Service Training Centres were used to 60% of capacity.

The centres trained men only to "assistant level in the various artisan trades" in courses lasting six to 10 weeks.

Artisan training of Blacks was done by training within industry itself, he added, through Industrial Conciliation Agreements and, in the case of builders, the Black Building Workers' Act.

Spokesmen for two of the training centres confirmed the centres were not used fully. Mr A Ferreira, director of the Sebokeng Centre, said his centre trained only 730 men in 1979,

although its capacity was 200 a month.

Some industries run private schemes for in-service training of Blacks. The Timber Industry Manpower Services at Sabie trained 513 Blacks in 1978, and the Industrial Council for Motor Transport trained 474 at its Lui-paardsvlei centre.

A spokesman for the motor industry said many members also sent Black workers for training as repair shop assistants at the in-service centres.

The Sunday Express was unable to contact the centre at Chamdor, on the West Rand, where men are training to use and maintain business machines — but it is understood this centre is well patronised.

Professor Van der Merwe calculated in his paper that in 1977 more than 72 000 Blacks received training in 328 private industrial training schemes, and that there were 10 Industrial Council training schemes.

"Appreciable numbers are trained . . . but there is plenty of room for an increase in the number of schemes," he commented.

Inquiry told of wall collapse

THE clay bank that collapsed and killed two workmen on the Nasionale Koerante building site in Lekuwen Street, Cape Town, had been undercut by workmen that morning.

A carpenter, Mr Daniel Cozyn, told a Department of Manpower Utilisation inquiry today that workmen had been instructed by the site foreman, Mr D Dyers, to trim the embankment back from a trench which had been excavated for a foundation.

The workmen were cleaning out the trench when the bank collapsed, Mr Cozyn said.

Two labourers, Mr Makalamo Isaac Ntwezolo and Mr Fumiselo July Ngoyi died in the accident shortly before noon on February 6 this year.

Another labourer, Mr Douglas Tshatei, suffered a broken leg.

RESPONSIBLE

Mr Cozyn told machinery inspector Mr M Jaffe, who is conducting the inquiry, that the bank looked safe enough.

On the morning of the accident, he had been instructed to add more shoring and props to the embankment.

Mr B S Brice, a director of Brice Brothers building contractors, said he was solely responsible for anything that happened on the site.

He told Mr Jaffe that in his opinion heavy rain on the night of February 5 and the vibration set up by a heavy truck which passed the site just before had caused the bank to collapse.

Mr Brice said he and his foreman Mr Dyers had considered the bank to be safe. It had been standing two to three weeks before the collapse.

The record of the inquiry will be sent to the Attorney-General.

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the whites have shown a changing spectrum of mortality which is classically associated with an improving health status. Infectious diseases have become less important and the major causes of death are increasingly related to Cardiovascular and Neoplastic diseases. The 'coloureds' and Africans, however, have a persistently high proportion of deaths caused by infectious diseases. The Africans exhibit a spectrum of mortality which is characteristically associated with developing communities, whilst the 'coloureds' appear to occupy an intermediate position between the whites and Africans, although it is clearly much more similar to the Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

(iv) Proportional Mortality, accounted for by specific conditions.

(v) Expectation of Life. This was calculated both at birth (e_0) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

The infant mortality rates (IMR) and standardised mortality rates (SMR) for whites and 'coloureds' are provided in Fig. 2 and Fig. 3. Whilst the whites have experienced a steady decline in both of these indices since 1929, the 'coloureds' after an initial decrease, show a comparatively static IMR since 1950 and an increase in their SMR since 1960.

From 1941 to 1970, the white IMR has decreased, this is IMR, the SMRs 'coloureds',

The age is inevitable in mortality amongst elderly persons.

Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

Building cost more

Municipal Reporter

A NEW administrative block for the City Electricity Department, to be built on the vehicle testing ground site on NMR Avenue, is now expected to cost R7 100 000.

The figure is R2 350 000 higher than the amount budgeted for in 1979.

A new building is needed to replace the department's offices in Alice Street.

Works Committee chairman Mr Nick Steyn said yesterday it was recommended that the City Engineer should go ahead to prepare working drawings, tender documents and invite tenders for construction of the building, which was intended to be completed by 1982.

to a corresponding increase

White union leaders walk out on Bifsa talks about blacks



Bob Stevenson

... accused of bullying

TWO trade union organisations have torpedoed advanced plans for the introduction of black artisans into the building trade — despite the huge lack of skilled manpower in the industry.

And now Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa) says that if the Government does not do something the

building industry grind for a halt.

Bifsa had been negotiating with the Pretoria-based Building Workers' Union and the Johannesburg-based Amalgamated Union of the Building Trade Workers over the past four months on the question of the gradual introduction of black artisans into white areas. It had expected to

reach an agreement at a meeting on February 11, but to its shock and amazement representatives of the two unions staged a walk-out at the meeting.

Stevenson said in an interview the walk-out had put Bifsa in a difficult spot as the building industry was suffering from a huge lack of young men to be trained as artisans. Pressure had increased, especially in the Wit-

watersrand, since late last year.

"I am disappointed they stalled us for four months. I had been pressured by my members that we should go ahead but I wanted to bring in the unions so as to avoid any friction."

Stevenson said that Bifsa was under the impression that Gerit Beeche, president of the all-white Pretoria union,

had come under the influence of the Confederation of Labour and that he was under instructions to adopt an obstructive attitude.

He did not know why R. Beech, president of the Johannesburg-based union, also had the same attitude.

He said that because of the "about turn" attitude of the union officials he had no option but to write to the Minister of Manpower Utilisation asking him to repeal the Black Building Workers Act as soon as possible and, in the meantime, to grant builders exemptions from the Act to train black apprentices.

He said the shortage had come about because white youths were no longer coming forward and there were not enough Coloured youths in the Transvaal with the required educational standard.

They were fortunate in Natal, because now even matriolated Indian youths were joining the trade.

"We have asked the unions to provide us with white artisans but they have not produced a single candidate," he said.

Asked to comment, Beech said he had walked out because he had used a "bullying attitude".

"He spoke to me as if he was the senior and I was a junior. I am a trade union official and I expect to be treated as an equal," he said.

His union had no objection to blacks becoming artisans but they first want a guarantee that white, Coloured and Indian workers would not be swamped.

"Until they show good faith in taking on Coloured artisans I will refuse to negotiate," he said.

The Deputy Secretary, Sakhile Els of the all-white union said: "This union is not prepared to sell out white workers in the building industry or in any other field in the Republic of South Africa."

(126)

ARRIE'S DREAM

S ALL-WHITE SHATTERED

By MAUREEN GRIFFIN

THE rift that split the 200 000-strong white Confederation of Labour this week was caused by one man's impossible dream: arch-verkrampte Arrie Paulus thought he could keep trade unions white.

This was in spite of the Wiehahn Commission's recommendations and subsequent legislation granting union rights to blacks.

While all around him were howling to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen: "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr Fanie Botha, of committing "treason" towards white workers by accepting the recommendations of the Wiehahn Commission.

Never reticent about his feelings, his outspoken condemnation of the Government and his undisguised determination to oppose it have now resulted in the almost certain disintegration of the SA Confederation of Labour, the conservative umbrella body whose affiliates are in many instances unions representing either Government or quasi-Government concerns.

His union is one of the largest affiliated to the confederation. He enjoyed the support of its head, Attie Niewoudt, and the comradeship of right-wing hardliner Gert Beetge, HNP supporter and secretary of the Blanke Bouwerkers Vakbond (White Building Workers' Union).

Together Paulus and Beetge led the confederation's verkrampte faction with their 18 000 MWU members and about 6 000 BBWV members solidly behind them and the president, "White Attie", firmly on their side.

But when Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble.

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employee's Association,

Union leader predicts
Paulus extremists

will quit Confederation

the report — marked "strictly confidential" — was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13-11 in favour of his implementation of the Wiehahn recommendations," said Mr van den Berg.

This week the South African Association of Municipal Employees, with 41 000 members, summarily withdrew from the confederation.

SAAME's president is Attie Niewoudt, and he has been forced out of the position of president of the confederation by virtue of his union's withdrawal. SAAME has dissociated itself from the Paulus report.

There is speculation that

the five Railways Staff Associations affiliated to the conference will be the next to withdraw. They have a joint membership of about 50 000.

Mr Andre Mallerbe, president of the Trades Union Council of South Africa, said his umbrella body would welcome any unions that broke away from the confederation.

"It is very heartening to me that the executive of SAAME and obviously the membership are enlightened enough to see that change is necessary and inevitable."

Arrie Paulus, the man who started it all, could not be contacted for comment.

Attie Niewoudt refused to comment when the Sunday Tribune called him at his office.

"There is nothing I can say. I have decided to make no comment at this stage."

See Union leaders walk out on Bifsa — Page 1 Finance.

Housing shortage,

By Frank Jeans

Prospective home buyers face a housing shortage if black apprentices continue to be barred from white-dominated work areas, according to Mr Bob Stevenson, president of the Building Industries Federation.

This follows the breakdown in talks between Bifsa and trade union leaders on the introduction of black artisans into the unions.

Bifsa is now pinning its hopes for alleviating the chronic labour problem on the repeal of the black Building Workers Act

Funde esi sicatshulwa singezantsi uze

Yonke imihla abafundi bavuka kusasa b' imizimba yabo, batye isidlo sakusas' (umqeshwa) uqokelela izitya, iimela esinkini ekhitshini, ngamanzi ashushu abafundi bathabatha / bathatha iincwadi zabo, neminye imithwalo, baye emagumbini okufundela.

Eklasini/ egumbini lokufundela utitshala / umfundisi ubafundisa ukuthetha nokubhala isiXhosa kakuhle. Abafundi bathanda ukubuza imibuzo utitshala ayiphendule lula. Xa utitshala abuza umbuzo abanye bawuphendula nzima, abanye bawuphendule lula. Isizathu sesokuba abanye abamameli kakuhle, xa kufundiswa. Utitshala uthanda ukuthi, "Bafundi mamelani kakuhle." Uyathanda nokubuza athi, " Niyaqonda? " Baphendule bonke abafundi bathi, " Siyaqonda "

Abafundi bafundela izinto ezahlukeneyo, abanye bafuna ukuba ngoogqirha, injineli, emagowetha, iititshala, onocanda njalo-njalo. Utitshala uya bakhuthaza abasithandayo nabasifundayo isiXhosa. Akabatyhafisi phofu, abangasithandiyo nabangasifundiyo. Wena ukoluphi udidi / uluhlu? Uyaku-zikhethela.

Phendula Le Mibuzo

1. Abafundi bavuka nini, benze ntoni ?
2. Ngubani oqokelela izitya ?
3. Zihlanjelwa phi izitya ?
4. Zihlanjwa nganto ni, enantoni ?
5. Bathatha iincwadi neminye imithwalo abafundi, baye phi?
6. Utitshala ubafundisa ntoni, baphendule njani.
7. Uthanda ukuthini utitshala, athande kubuza athini ?
8. Aba bafundi bafundela ntoni nanto ni ?
9. Ngabaphi abakhuthazwayo ngutitshala ?
10. Uyabatyhafisa phofu abo bangasithandiyo nabangasifundiyo isiXhosa?

Negate these Sentences to give the given English translations

- i. Umfundisi ubafundisa ukuthetha/The teacher does not teach them to speak.
- ii. Bathanda ukubuza imibuzo/They don't like to ask questions.
- iii. Bavuka kusasa yonke imihla/They don't wake up in the morning everyday.
- iv. Umfazi oncedisayo uzakuvuzwa/The woman who does not help will not be paid.
- v. Abafundi bathatha iincwadi nemithwalo/ The students don't take books and baggage.
- vi.ayiphendule lula/he does not answer them easily.

PHILIP STEN 2.7.1980

Unless black artisans are introduced

(B3)

ing the current session
parliament.

Unless this happens,"
Mr Stevenson, "the
ire building sector,
icularly in home-
ing, faces a disaster
tion."

While the industry,
the "deep recession
the seventies" is on the

way to revival, there are
no boom conditions yet.

But the big backlog of
the slump years has built
up accumulated demand,
especially for houses.

"The public does not
realise how many artisans
drifted out of the indus-
try during the recession.

"They found other em-

ployment with no inten-
tion of ever returning to
building."

Attempts last year to
replace the labour short-
fall were "gravely disap-
pointed" and during the
whole of 1979, only about
200 white apprentices en-
tered the industry
throughout the country.

To meet the industry's
requirements for 1980 the
intake this year should be
in the region of 1 600.

"All we lack are suffi-
cient apprentices to come
forward and undergo trai-
ning," says Mr Stevenson.

"If the white and

coloured communities can-
not supply enough rec-
ruits, Bifsa will have to
indenture blacks as soon
as possible."

The threat to home-
building is all the more
disturbing as building so-
cieties are flush with
funds for homes.

Th
Re
Elect
Co
Grou
Co
Re
Sales
Sp
News
Co
Bill
Cust
re

Housing shortage, unless black artisans are introduced

Handwritten: J. J. 2/12/80

Handwritten: 93

By Frank Jeans

Prospective home buyers face a housing shortage if black apprentices continue to be barred from white-dominated work areas, according to Mr Bob Stevenson, president of the Building Industries Federation.

This follows the breakdown in talks between Bifsa and trade union leaders on the introduction of black artisans into the unions. Bifsa is now pinning its hopes for alleviating the chronic labour problem on the repeal of the black Building Workers Act

during the current session of Parliament. "Unless this happens," says Mr Stevenson, "the entire building sector, particularly in home building, faces a disaster situation" while the industry, after the "deep recession of the seventies" is on the way to revival, there are no down conditions yet. But the big backlog of the slump years has built up accumulated demand, especially for houses. "The public does not realise how many artisans drifted out of the industry during the recession. They found other em-

ployment with no intention of ever returning to building." Attempts last year to replace the labour shortfall were "gravely disappointed" and during the whole of 1979, only about 200 white apprentices entered the industry throughout the country.

To meet the industry's requirements for 1980 the intake this year should be in the region of 1600. "All we lack are sufficient apprentices to come forward and undergo training," says Mr Stevenson. "If the white and

coloured communities cannot supply enough recruits, Bifsa will have to indenture blacks as soon as possible." The threat to home-building is all the more disturbing as building societies are flush with funds for homes.

(Green pages)

Friday, 22 June	1075
Thursday, 21 June	1063
Wednesday, 20 June	1048
Tuesday, 19 June	1036
Monday, 18 June	1033

QUESTIONS AND REPLIES

Government of House—Motion	9963
Advocate-General Bill—Consideration of Senate Amendments	9961
Appropriation Bill—Third Reading resumed	9765

Post 4/3/80

More go to brick classes

THE Brick Development Association reports a significant increase in the number of blacks who enrol and pass the various amateur bricklaying classes in the townships.

The association believes that an important function of the course is to give the man-in-the street enough skill to handle most household jobs efficiently.

Very often students on the course discover they have an interest and the aptitude to become professional builders and then go ahead for formal training to become fully-fledged artisans.

The part-time bricklaying courses being run by the BDA are held in various centres in the Pretoria-Witwatersrand-Vereeniging areas and are attracting scores of eager amateurs.

ON SATURDAYS

The classes are run on Saturdays at a nominal fee of about R40 for a complete set of lectures and practical lessons.

Students bring tools to use during instruction, but can buy at very low prices should they so desire.

So, if you want to do all those odd jobs around the house, you can take up some of these courses and start your own house!

But before you excitedly tackle that job to save on building costs, remember these points:

- Never tackle any job unless you are absolutely sure you can do it competently.
- Never make any structural changes to any administration board structure without prior plans and approval from the local authority.

You can have a good time and fun building such improvements as walls, driveways, patios, garden fixtures and small house repair and maintenance jobs that do not require prior board approval.

That will save you a lot of money and give you much satisfaction at the same time.



80 000

STAR
4/3/80

workers

to get

pay rise

33

44

250

Eighty thousand workers in the civil engineering industry are to get a pay rise.

The increases, ranging from 3c to 5c an hour, came into effect yesterday and take the top minimum wage in the industry from 61c to 65c an hour and the lowest from 39c to 42c an hour.

The pay proposal was made by the 250-member South African Federation of Civil Engineering Contractors (Safec), in terms of the Black Labour Relations Act of 1953.

It was sanctioned by the Department of Manpower Utilisation in consultation with the Wage Board and Central Black Labour Board.

ATTACK

The pay rise follows an increase in September when the previous minimum wage of 33c an hour came under sharp attack from the former president of the Steel and Engineering Federation (Seifsa), Mr Doug Ellis.

Today the director of Safec, Mr Kees Lagaay said his federation wished to reduce the gap between wages in the civil engineering industry and building and metal industries.

The increases affected unskilled workers, he said. Wages paid to trained workers — such as plant operators — went higher to R1 or R1.50 an hour.

"A leader of promotion in the industry ranges from labourers through four grades to operator Grade 1," he said.

INFLATION

Mr Lagaay said inflationary pressures still existed and a second increase later in the year was possible.

In Bloemfontein, the president of the South African Association of Municipal Employees, Mr A I Nieuwoudt, said yesterday the deletion of section 77 of the Industrial Conciliation Act meant that the crisis hour had

Building industry faces big problems

DM 5/3/80

PROPERTY REPORTER

THE upsurge in the building industry, bringing big problems with it, according to Mr Bob Stevenson, president of the Building Industries Federation, Bifsa.

He says the breakdown in talks between building trade unions and the Building Industries Federation (BIFSA) which aimed at gradually introducing black artisans into white areas, could prove a disaster for the whole building sector.

He says prospective home buyers could be particularly hit if the Black Building Workers Act remains on the statute book and the Minister refuses to grant exemptions for black apprentices to work in white areas.

Mr Stevenson believes the problem results from the best news for the building sector in five years.

"The building industry has really taken off," he explains. "We can now safely say we have finally pulled out of the deep recession of the '70s."

There is no boom yet but the big backlog of the slump years has built up accumulated demand, especially for houses. Earnings from gold and other exports should easily finance this demand.

"The only bottleneck in sight is skilled labour," adds Mr Stevenson, "and that's what six months of negotiations with the trade unions was all about."

To save a disastrous situation developing on the labour front BIFSA had no alternative but to ask for a repeal of the Black Building Workers Act and, in the interim, for exemptions from the Act, so that builders can indenture black apprentices in white areas in the numbers required.

"The public does not always realise how many artisans drifted out of industry during the recession. They found other employment with no intention of ever returning to building. Attempts last year to replace them and find additional labour to cope with increasing work were 'gravely disappointing'."

"During the whole of 1979 about 203 white apprentices entered the building trades throughout the entire Republic.

"We had hoped for at least 500 to meet demand. Coloured and Indian recruitment also fell far short of expectations, being about 236 and 34 respectively, instead of another 500."

"To meet our full requirements for 1980 the intake this year should be 1 600."

In the trough of the recession BIFSA already foresaw that a dramatic leap in the need for skilled manpower must follow any marked rise in building activity.

"We have established modern training centres in the four provinces for intensive training in all the building crafts," says Mr Stevenson. "The most spectacular is the R2-million institution which opened last August."

BIFSA has engaged trained staff to give the new kind of

craft instruction devised by its training experts.

"All we lack are sufficient apprentices to come forward and undergo training. If the white and coloured communities can't supply enough recruits BIFSA will have to indenture blacks as soon as possible."

"BIFSA has gone out of its way to obtain the support of the National Trade Unions in this important matter," says Mr Stevenson. "In fact, it has been subjected to severe criticism from its own members for the inevitable delay in implementing the Wleahn proposals."

When the Minister addressed businessmen in May last year on the implications of the Wleahn report, BIFSA's representatives pointed out that builders could not benefit as long as the Black-Building Workers Act of 1981 remained on the statute book. Professor Wleahn reassured builders that repeal of this law would be recommended in the second and third report of the Commission "early in 1980".

BIFSA emphasised that the industry could not wait that long because the shortage of trained manpower required urgent action. The Minister appealed to BIFSA to win support of the National Trade Unions as the matter was most delicate and any change under the Wleahn report must be done in a controlled and orderly manner to ensure that proper standards were maintained.

On August 2, 1979, BIFSA chiefs met trade union leaders, Mr Gerrit Beetge and Mr R Beech, and told them BIFSA felt committed to the Minister's policy of negotiation. At a meeting with the Minister on August 9, he stressed again the desirability of getting union support as the basis for consensus between employers and employees.

BIFSA accepted that every possible avenue for reaching consensus should be explored and continued its efforts to

meet union leaders. The upshot was the formation of a Joint Labour Study Committee representing employers and trade unions whose object was to investigate the restructuring of craft training so that trainees could progress upwards as their competency improved.

At a meeting of the Joint Labour Study Committee on October 4, 1979, both parties agreed that any investigation of the manpower needs of the building industry should be scientific and free from outside interference. Following this decision a letter was sent to the Minister on October 16, signed by the leaders of both unions and BIFSA, advising the Minister that a serious attempt was being made by both parties to find a solution to the labour requirements of building.

The Committee expected to make meaningful progress within six months. If not, the Minister would be asked to take whatever steps he deemed necessary.

Several meetings of the Joint Labour Study Committee followed the BIFSA meeting and it was sincerely believed both sides were moving towards acceptance of the plan for a trial group of 100 black apprentices to be exempted from the Black Building Workers Act.

"At a meeting on January 31, 1980, Mr Beetge dropped a bombshell," says Mr Stevenson. "He told the committee he had been instructed by his union to take no further part in the deliberations of the committee."

Nevertheless, Mr Beetge did ask BIFSA to delay its reply to the Minister, while he put its proposals again to his executive. "At the final meeting with union leaders on February 11, BIFSA members gained the impression that following the Congress of the Confederation of Labour held the previous week, Mr Beetge was under instructions to adopt an obstructive attitude," says Mr Stevenson.

Neither was prepared to discuss further the repeal of the Act, or any interim exemptions from the law to train black apprentices.

In fact, both walked out of the meeting," adds Mr Stevenson.

STAR 15/3/80 (33)

'Register (133)

all trade (139)

unions' (137)

The Building Industries Federation of South Africa (Bifsa) has called for compulsory registration of all trade unions — including black ones.

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration.

It says that for many years black unions were not allowed to register. Now that they are the attitude of those which ignored the door which has been opened is "intolerable."

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not.

Bifsa has appointed a sub-committee to look into the question of unregistered black trade unions.

Doctors battle to save arm

Staff Reporter

GROOTE SCHUUR doctors were battling in a marathon operation last night to re-attach the severed arm of a road construction worker.

Late last night Mr Samuel Keute, who lost his arm inches from his shoulder in an accident involving road machinery yesterday afternoon, was still in the operating theatre.

The medical superintendent on duty said the operation began at 5 pm and was not likely to be completed before midnight.

Mr Keute's condition was satisfactory.

According to an ambulance spokesman, Mr Keute who lives at a road construction company compound in Langa, was injured about 3 pm while working in Mitchell's Plain.

Black Building Workers Act may be repealed

By STEVEN FRIEDMAN
Labour Reporter

CONTROVERSIAL changes allowing black building workers to do skilled work in "white" areas — if only on a "temporary" basis — are on the cards.

It is understood that Government labour advisers will soon recommend the repeal of the Black Building Workers Act, which prohibits skilled work by blacks in "white" areas.

And employers are likely to soon be granted exemptions from the Act which will operate until the Government responds to this proposal.

If the Government accepts, the colour bar in the industry will become a matter for negotiation between employers and registered trade unions.

Registered unions would, therefore, still have some power to forestall change through industrial agreements with

employers.

Such a move would have immediate political implications. One of the registered unions in the industry is the White Building Workers Union, whose general secretary is Mr Gert Beetge of the Herstigte Nasionale Party.

The union is certain to fight any attempt to repeal the Act.

Although employers expect the repeal of the Act, the Building Industries Federation has asked for temporary exemptions to allow employers to train black artisans.

A Government decision on this request is now imminent.

Recently, talks between employers and trade unions aimed at securing a relaxation of job reservation in the industry, collapsed when trade unions walked out of negotiations.

Yesterday, Die Vaderland reported that Mr Fanie Botha, Minister of Manpower Utilisation, was investigating allowing blacks to perform skilled work in the "white" areas on a temporary basis.

It said that the Minister was considering granting "temporary" exemptions "to try to save the situation in the industry."

The matter was enjoying "the highest priority", it said.

A spokesman for the Department of Manpower Utilisation said yesterday that a statement on the matter would be issued soon.

It is understood, however, that some form of exemption is certain.

RDM 20/3/80

~~177~~
33
~~177~~

Black artisans can cut costs claim builders

By Frank Jeans

Spiralling costs which are pushing house prices to unrealistic limits could be checked if the way were cleared for black artisans to enter into white-dominated areas of the building industry.

And there is little doubt that Government action to ease or repeal the Black Building Workers' Act is imminent. It is hoped that the Act will be altered to allow black builders into white areas.

According to reports, representations by the Building Industries Federation (Bifsa) urging "top priority" for the training of black skilled workers are also being considered by the Minister of Manpower Utilisation, Mr Fanie Botha.

A decision is said to be expected "within days."

A Bifsa spokesman today saw the pending change in the law as a "positive step to grant the industry relief" from its chronic labour shortage.

He emphasised, however, that the industry would not be in favour of endangering white labour relations, and saw the need for proper control of the use of black workers.

"We have no choice but to look to blacks to provide the manpower the industry needs if it is to fulfil the challenges which lie ahead," the spokesman said.

UJET

DEAN

REGISTRAR (ACADEMIC)

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

15036

SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	MARKS
15-740 MANDER	GREGORY MAHKA	602101	PUBLIC INTERNATIONAL LAW	ARS	(67)
1330696 LEHIM	DIANE	603202	ROMAN LAW & JURISPRUDENCE I		(76)
1003440 LEHIM	DIANE	603202	ROMAN LAW & JURISPRUDENCE II		(53)
1003440 LEHIM	DIANE	603202	ROMAN LAW & JURISPRUDENCE IUP		(50)
1003440 LEHIM	DIANE	603202	ROMAN LAW & JURISPRUDENCE IUP		(50)
* TOTAL NUMBER OF STUDENTS					7

SPAC 1/80
35
175
129

38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

EXAMINATION RESULTS IN FACILITY ARTS

YEAR : 1

AS AT 29 02 80

PAGE 1

15016

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
1542304	ARR	MANS-ERIN	105105	LATIN FLEMMENTARY	1542304
1577958	RANKETT	MICHAEL COURAN	117101	POLITICAL SCIENCE I	UP (59)
1535620	HUGHILL-SAY	GLENN JARAC	102101	AFRIKANS	UP (-57)
156581X	COMEN	PETER DAVID	117101	POLITICAL SCIENCE I	UP (57)
155602E	COLECO	RODNEY JAMES	105105	LATIN FLEMMENTARY	UP (-54)
157855G	DE KOCK	RODNEY JAMES	105105	LATIN FLEMMENTARY	UP (56)
154395U	IKOVEN	MICHAEL ALEX	102101	LATIN FLEMMENTARY	UP (-54)
155823Y	FISHER	MICHAEL ALEX	102101	LATIN FLEMMENTARY	UP (56)
158190A	GHURRA	STEPHEN MICHAEL	105104	AFRIKANS	UP (-54)
155710F	BOUDOU	STEPHEN MICHAEL	105104	AFRIKANS	UP (-54)
153603L	JACKCASTLE	OSWALD ERANK	105105	AFRIKANS	UP (-54)
056176W	HARRIES	ROSEAN EZA PAUL	107101	AFRIKANS	UP (-54)
115420W	HEMLOCKAS	ROSEAN EZA PAUL	105105	AFRIKANS	UP (-54)
159727C	KALE-BERMAN	DIANA LOUISE SUZART	117101	POLITICAL SCIENCE I	UP (56)
152529U	LEAY	EDWARD WALLACE	105105	LATIN FLEMMENTARY	UP (-54)
161080M	LEAHN	MERVIN BERNARD CHARLES	105105	LATIN FLEMMENTARY	UP (-54)
157636A	MAHALEY	MERVIN BERNARD CHARLES	105105	LATIN FLEMMENTARY	UP (-54)
155155Y	MCQUEEN	STEPHEN	105105	LATIN FLEMMENTARY	UP (-54)
154583Z	REILLYS	OLYMPIA PEARLEY	105105	LATIN FLEMMENTARY	UP (-54)
153752X	MCNARIS	WYNE MILES LUTHER	102101	AFRIKANS	UP (50)
158331E	NIEMAN	WYNE MILES LUTHER	105105	AFRIKANS	UP (-54)
154745B	POITTS	ADAMVED FAIG	105104	LATIN I	F (34)
156056B	ROSTON	ADAMVED FAIG	102101	LATIN I	UP (-57)
154272M	SHALALA	EDWARD EDOR PETER	105104	LATIN I	UP (50)
154933E	SWITCHER	LARENZ REBEK	105104	LATIN I	UP (-57)

STAR 24/3/80
Meeting is Watershed
 By Elizabeth Wilson
 Labour Reporter

The Minister of Manpower Development, Mr Fanie Botha, has called leaders of the two national building unions to a meeting in Cape Town on Wednesday. This is believed to be in response to a letter sent to the Minister by the two trade unions in which they expressed grave concern at rumours of the "imminent removal of the Black Workers Act from the statute book."

Mr Richard Beech, general secretary of the Amalgamated Building Trade Workers, said today that his union planned to submit a memorandum outlining its opposition.

Mr Beech said he would be attending Wednesday's meeting. It was possible Mr Gert Beetge would represent the White Building Workers' Union.

Mr Beech said he viewed Wednesday's meeting as "a watershed", crucial to the future of the building industry.

UCT

Plain rail link ready in 3 months

Staff Reporter

THE long-awaited R12-million rail link between Cape Town and Mitchell's Plain is progressing smoothly and is expected to be in full operation by the end of June. Tram fares have already been decided on.

The railway line, which extends from Nyanga station, has four stations which have been named Philipp, Lentegour, Mitchell's Plain and Strandfontein.

An SART spokesman said a train journey from Cape Town to Mitchell's Plain would take 45 minutes on average.

The train fares will be:

A first-class return ticket — R1,28 and a third-class return ticket — 46 cents.

A first-class weekly ticket — R5,65 and a third-class weekly ticket — R1,71.

A first-class monthly ticket — R17,75 and a third-class monthly ticket — R5,64.

A third-class worker's weekly ticket will cost R1,30.

The two main routes will be from Cape Town via Pinelands and Meliland and from Cape Town via Yslopshat.

The routes will have 41 trains. Train services will be increased during peak hours.

The general foreman of the construction company building the railway stations, Mr. Buster Eacheer, said he was confident they would meet the June deadline.

On the Mitchell's Plain station site 250 workers are employed and Mr. Eacheer said the project cost "over R2-million".

There are large parking areas and the station is being built with rustic face bricks and will have slate roofing.

A multi-million rand business and shopping complex containing as O K Bazars, a Pick 'n Pay and a Woolworths, is being built adjacent to the station.

The site is in an advanced state of construction and it is hoped the complex will be opened at the end of September.

The complex will be connected to Mitchell's Plain station by covered ramps.

STUD NO	12010
LOVER DIPLOMA IN LIBRARIAN	
SURNAME	
GROUP NUMBER	159075H
ELEPHS	
* TOTAL NUMBER	
DEAN	



Construction work on the railway line linking Mitchell's Plain to Cape Town is progressing well. This maze of brick, mortar and steel will soon be turned into the Mitchell's Plain station. In the background will be the multi-million rand shopping complex of O K Bazars, Pick 'n Pay and Woolworths.

UCCT	50
	48
	46
	44
	42
	40
	38
	36
	34
	32
	30
	28
	26
	24
REGISTRAR (ACADEMIC)	22
	20
	18
	16
159075H	14
140980P	12
SYMBOL	10
12010	8
PAGE 1	6
	4
	2

31/3/80
33
26
27

New black labour rights

Own Correspondent

JOHANNESBURG — Government concessions allowing blacks to do skilled work in "white" areas will be announced this week

They are expected to spark off protest from non-black unions in the industry, one of which is the White Building Workers Union, whose leader is the HNP veteran Mr Gert Beetge.

The concessions are a response to representations made to the government by the Building Industries Federation (Bifsa), which asked the Minister of Manpower Utilization, Mr S P Botha, to grant exemptions from the Black Building Workers Act. The Act prohibits skilled work by blacks in "white" areas

Bifsa approached the minister after talks between it and building unions on the relaxation of job reservation in the industry had broken down.

The Secretary for Manpower Utilization, Mr Jaap Cilliers, said yesterday that a decision on the Bifsa recommendations would be announced this week.

While he was unwilling to give details of the concessions, he said that the department was "acutely aware of the need for more hands to do the work in the industry"

Observers regard his remark as confirmation of earlier suggestions that concessions would be granted.

According to some sources, the concessions will be of a "temporary" nature as the Black Building Workers Act is expected to be repealed soon

The concessions will be opposed by both Mr Beetge's union and the Amalgamated Union of Building Trade Workers, which represents white and coloured workers

Observers regard the pending concessions as evidence of the government's increasing alienation from sections of the white trade union movement and its increasing sympathy with employer representations on labour issues

Builders hail black curbs removal

STAR 10/4/80

32 33

177

178

179

By Sieg Hannig

The building industry was overjoyed today at the news that major restrictions on the use of black labour in "white" areas are being lifted in the face of trade union opposition.

"It's the greatest news for the building industry ever," said Mr Bob Stevenson, president of the Building Industries Federation (Bifsa).

Mr Z L "Basie" Pretorius, director of the Master Builders' Association, said: "This is particularly welcomed by our association as we are the hardest hit of all areas."

The restrictions lifted are those under the Black

Building Workers' Act.

Mr R Beech, general secretary of the 19 600-strong Amalgamated Union of Building Trade Workers, said the building industry was now no better — or worse — off than any other.

Restrictions under the machinery provided by the Apprenticeship Act had allowed only four blacks to become indentured in "white" areas so far, he pointed out.

But Mr Lou Davis, executive director of Bifsa, said: "We are now able to use our wealth of training facilities in extending the labour force we so critically need."

"Now the use of black labour in white areas depends solely on cordial

negotiations between trade unions and employers.

"We are confident that the unions, within the limits of their philosophies and ideals, will assist us to the benefit of the whole building industry to broaden the availability of labour."

Mr Beech said many coloured youths would become building apprentices given the opportunity — but employers wanted blacks.

Mr Davis denied this. "My industry will make a place for anybody."

He also promised "fair reward for adequate skills."

The lifting of restrictions is to be published in the Government Gazette tomorrow.

The Minister of Manpower Utilisation, Mr Fanie Botha, said the shortage of building artisans had become so acute that certain building projects were in jeopardy of being suspended or delayed.

This could have had a serious effect on the economy.

Mr Botha said the number of building apprentices had dropped from 1 597 in 1975 to 473 last year.

He had consulted the trade unions but these had refused to agree to overcome the shortage by training blacks.

If any worker feared unfair competition or improper labour practices, he could resort to the protection of the Industrial Conciliation Act.

Govt lifts restrictions on black builders

33
10/4/80 80

JOHANNESBURG — The government has decided to allow black building workers to do skilled work in "white" areas — a move which is certain to evoke sharp protest from registered building unions.

The decision was taken despite opposition from both registered building unions, one of which is run by Mr Gert Beetge, a veteran HNP official.

Until now, the Black Building Workers Act has prohibited skilled building work by blacks outside the "black" areas.

Yesterday, however, the Minister of Manpower Utilisation, Mr Fanie Botha, announced he had decided to approve ex-

emptions to the Act "so that blacks may also be engaged in skilled building work outside the black areas."

A notice to this effect will appear in tomorrow's Government Gazette, he said.

Control over black advancement in the industry will now be a matter for negotiation between unions and employers.

No details of the impending notice were given, but Mr Botha's statement implied that all legal restrictions on the use of skilled black building workers outside the black areas would be removed.

This would mean that the restrictions in the Act

have been effectively repealed by a ministerial proclamation. The Minister is entitled to grant exemption to the Act and will be acting in terms of this provision.

The present economic upswing, Mr Botha said, meant that "the shortage of artisans was becoming so acute that certain building projects were in serious jeopardy." — DDC.

V
I

BLACK BUILDING JOBS: CURBS LIFTED

10/4/80 Argus
33

PRETORIA. — The Minister of Manpower Utilisation, Mr Fanie Botha, announced here today that blacks could in future also be engaged in skilled building work outside black areas.

Mr Botha said he had come to the decision after careful consideration and because the serious shortage of skilled building artisans was worsening.

This shortage, he said, could possibly result in delays or suspension of building projects that could cause serious social and economic problems.

A notice to give effect to his decision would appear in tomorrow's Government Gazette, Mr Botha said.

Requests

The statement issued here today said the Minister had received urgent representations, especially during the past year, from the building industry, as well as from individual employees, to repeal the restrictive measures of the Black Building Workers' Act which prohibit blacks from skilled build-

'Greatest' news for builders

Property Editor

IN SPITE of trade union opposition, skilled black builders will now be allowed to work in white areas on the same rates of pay as coloured and white workers.

'It's the greatest news for the building industry ever' said Mr Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa).

He said that the Minister of Manpower Utilisation, Mr Tanie Botha, had granted exemption to the industry now to employ black apprentices and skilled black builders in urban or white areas. The Black Building Workers Act had prevented blacks from competing in skilled work in these areas, without exemption, which was rarely given.

SHORTAGE

Mr Stevenson, speaking from Durban, said that this exemption had been asked for by his federation to help to meet a growing shortage of skilled workers in the industry.

After the tabling of the Wiehahn Report, Bifsa had set out to coax the unions into accepting the policy of gradual exemptions of black apprentices from the Act.

Bifsa had suggested a trial scheme of 100 black apprentices to decide whether the scheme would work. Meeting after meeting with the unions was held without the unions agreeing.

'Bifsa then asked the Minister to repeal the Black Building Workers Act as soon as possible and in the interim to grant exemption to builders to train black apprentices.'

'This exemption will not affect the Western Cape a great deal' a spokesman for Bifsa said in the Western Cape. 'This area is a coloured preference area but it is certainly a breakthrough for the building industry.'

Unions plan firmer grip on artisans

33

~~ST 177~~ RDM 11/4/80

By STEVEN FRIEDMAN
Labour Reporter

ANGRY registered unions in the building industry yesterday warned that the Government's decision to allow blacks to do skilled building work in white areas would endanger peace in the industry.

Unionists also said the decision "blatantly broke a promise that blacks would not become artisans in white areas" and said they would attempt to increase their control over jobs in the industry as a reaction to the decision.

But in a further development yesterday, it emerged that black workers will not become building artisans in the "white" areas — at least for some years.

And there are no plans as yet to train blacks as apprentices.

The two registered unions in the industry still have the power to control change through building's industrial council.

While stressing that the unions were angry about the decision, Mr. Richard Beech, general secretary of the Amalgamated Union of Building Trades Workers

(AUBTW) said yesterday they still controlled access to the job and would "work out ways to increase our control".

The director of the Building Industries Federation, Mr Lew Davis, yesterday said employers would consult the unions before introducing changes, making clear the need for more skilled workers. They were confident the unions would agree.

But he stressed that employers were not planning to train black apprentices.

Rather, the industry's existing "modular" training scheme would be stepped up, where blacks are trained to do parts of an artisan's job only. They gradually learn more parts of the job until they have full artisan skills.

This could take from three to 10 years, "depending on a man's proficiency".

The industry's plans have fuelled suggestions that a segregated "two-tier"-skilled training system will be introduced throughout industry.

Observers believe the black scheme will be inferior although Mr Davis said

yesterday: "We are not interested in colour, only in a man's merit."

A joint statement from the AUBTW and Mr Gert Beetge's white Building Workers Union yesterday expressed "deep dismay" at the change. "The trade unions are convinced that the only motive for the demand for blacks is cheap labour," the statement said.

It added that the decision "places in danger the peace which has characterised the industry for more than 30 years" and accused the Minister of Manpower Utilisation, Mr Fanie Botha, of "weakening the trade unions' bargaining power."

The unions said that there was no shortage of artisans in the industry, but that there was definitely a shortage of building materials and accused employers of not training sufficient artisans over the past 10 years.

● The Minister's announcement, published in the Rand Daily Mail yesterday morning, had in fact been embargoed for late yesterday afternoon. Unfortunately the embargo notice was dropped in transmission. The Labour Reporter wrote his report in good faith.

PLANS PASSED SHOW BUILDING BOOM AHEAD

Financial Editor

Apr 11/1980

THE Government's decision, announced yesterday, to allow blacks to undertake skilled building work in white areas could not have come at a better time for the industry for the latest figures show that it is heading for a rip-roaring boom.

In the first two months of this year the country's municipalities and local authorities approved plans for R283,3-million worth of new building work, the Department of Statistics reports.

This is 51,2 percent or almost R100-million more than the figures for the same two months last year.

One area where there will be a marked increase in building activity will be in flat and hotel construction.

FLATS, HOTELS

Plans for flats and hotel buildings with an estimated cost of R32,3-million were approved in January and February, almost two-and-a-half times last year's corresponding figure of R13,2-million.

There has also been a jump in the value of new houses planned to R124,5-million in the first two months of this year from R74,3-million a year ago.

However, while the estimated cost of all new houses planned rose 67,6 percent, the number of new houses planned increased by only 35,4 percent, from 3,322 to 4,498.

SHARP RISE

This reflects to a great extent the sharp rise in building costs. The average cost of the houses for which plans have been approved this year is R27 700. This is 24 percent above last year's corresponding figure of R22 400 and 33,8 percent above the 1978 figure of R20 700.

Compared with a year ago there has only been a small increase of 14,3 percent in the value of non-residential buildings planned from R48,6-million to R55,5-million. But the value of additions and al-

from £1,500-million to £71-million in the first two months of this year.

MORTGAGES

Meanwhile, other figures issued by the Department of Statistics show that the building societies advanced an average of £108-million a month in the first nine months of last year for mortgages on residential property, of which almost £20-million a month was for houses and flats.

In 1977 and 1978 the average amount advanced monthly on residential property was £70-million.

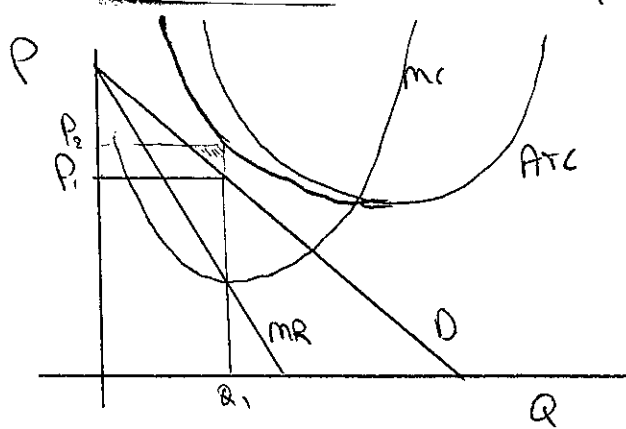
Wall St golds

	ASA	Home sales
April 10	41,513	44,675
April 9	41,500	44,625
April 8	41,000	43,025
April 7	40,575	42,075
April 6	38,000	41,000
April 5	37,300	40,000

b). Price different monopolies where the monopolist to or find him

is the charging of different sets of prices for a good or service. It is possible under only one or a few cooperative sellers, and readily definable into classes between which either very difficult or impossible. Then the higher prices for the people who are able to pay them.

price discrimination a monopolist might following equilibrium situation, at price P_1 and quantity Q_1 .



and quantity Q_1 . At this point, his costs are greater than his revenues. P_2 being the level of his costs. Clearly with no price discrimination he is making losses. But he is not exploiting

the amount of possible revenue known as the "consumer surplus" which is the triangle enclosed by the vertical axis, the price line and the Demand curve. This represents the revenue which it would be possible to obtain from consumers who would be willing to pay for a higher price for the good than they are currently paying. If the monopolist could charge a different price for each consumer and thereby fully exploit the consumer surplus the added revenue would more than cancel out the losses he is making on the present level of operating with no price discrimination. This works on the theory that under no price discrimination some of the consumers are giving over to the monopolist, because they're paying less than they are actually prepared to. But by taking advantage of this the monopolist converts the consumer's gain to his own.

[Handwritten mark]

Builders can build anywhere, but . . .

By RIAAN DE VILLIERS
Labour Correspondent

33 177 RDM 12/4/60:
BLACKS and whites may now perform building work "of any nature" in any area in South Africa, according to a notice published in the Government Gazette yesterday.

The notice followed an announcement by the Minister of Manpower Utilisation, Mr Fanie Botha, earlier this week that restrictions on blacks doing skilled building work outside the "black" areas in terms of the Black Building Workers' Act would be lifted by exemption.

In the notice, the Minister

said he had given his consent to all employers in the building industry in the Republic to employ blacks at skilled work, also in urban areas outside black areas, and to employ whites otherwise than as supervisors or instructors on buildings in black areas.

The notice grants exemption from Section 15 (1) of the Act to the effect that blacks may perform skilled work in urban areas outside black areas, with immediate effect.

Despite the nature of the exemption, it has emerged that blacks will not become building artisans in "white" areas for

some time.

The director of the Building Industries Federation of SA (Bifsa), Mr Lew Davis, said earlier this week employers would consult unions — which have strongly opposed the exemptions — before introducing changes.

He stressed employers were not planning to train black apprentices and the industry's "modular" training scheme, whereby blacks are trained to do parts of an artisan's job only, would be stepped up.

Blacks would gradually learn more until they had full artisan skills, which could take from three to 10 years.

Barriers

12/4/80

to change

THE exemptions announced this week to allow black building workers to do skilled work in "white" areas are an illustration of how the Government hopes to introduce change through economic expansion — and also of the limitations on that policy.

It is clear that Mr P W Botha, having got bogged down by verkrampste resistance on the political front, has decided to leave that till later and lead off instead on the economic front.

His strategy, epitomised by the Budget, is to stimulate growth which will increase the need for skilled manpower, which in turn will force down racial barriers and lead to increased economic integration.

In time this will create a *de facto* socio-economic situation, to which the political system will then have to adjust.

The lifting of barriers on black building workers is the first example since the Budget of this strategy at work.

The Minister of Labour, Mr Fanie Botha, stressed in his announcement that it was the economic upswing which made the exemptions necessary. The increased growth rate, he said, meant "the shortage of artisans is becoming so acute that certain building projects are in serious jeopardy".

But if this move showed the strategy at work, it also showed up its limitations. Because the process is already running into difficulties.

The trouble is that there are so many institutionalised layers to the apartheid system that as soon as one gets through one barrier one crashes into the next. And since most of the barriers are entrenched in the legal system, they can only be removed by political action. A Catch 22 situation.

In this instance the process has run immediately into the barrier of white trade union resistance — and the fact that these unions can use their position on the building industry's industrial council to block or control black advancement.

They can also refuse

will give the result because the different MPCs and causes a change. The only time when will not affect all people in the same MPC. There as custom, wealth Consumption Function

tices. Secondary barriers are beginning to appear elsewhere in industry too. The Government wants to increase technical training for blacks: but the apartheid system prevents their admission to the technical colleges. They must go to separate institutions, which means they will get a separate training - which inevitably will mean a two-tier system of first and second-class artisans.

There are enormous dangers of frustration and anger in such anomalies, as people have their expectations raised only to be blocked again.

In the end Mr Botha will simply have to face the fact that change must come on the political front too.

in the consumption function in the community have change in Income Distribution ($C = MPC \times \text{Income}$), in Income Distribution Function is when ~~the~~ B have the other minor factors such such like that affect the

but the main one is the MPC and Income Distribution. (i.e. These other factors, or changes in them, cause changes in the MPC of individual consumers.)

Now Investment is a function of expectations. Investment is total autonomous of Saving & Consumption and is made by people with a view of the Rate of Return or that investment in mind. So if the investors in a community feel that the rate of return on a investment is lower than the Rate of Interest they will not invest but if it is higher than the Rate of Interest they will invest (Marginal Efficiency of Capital.). So the Rate of Return governs the amount of investment. Now the Rate of Return depends on the expectations of the investors, what they feel the economy will do, what sort of a yield the investment will give, what the interest rate will do and so on. So it can be seen how subjective the investment function is.

Now it is this subjectivity of the investment function that makes it subject to wild fluctuations and very unstable and as such the cause of wild fluctuations in the economy. Conversely however the

Builders ³² *Star 1/4/80.* optimistic despite problems

Prospects for the building industry are more promising now than at any time in the past five years, says the latest building survey of the Bureau for Economic Research of the University of Stellenbosch.

On the Witwatersrand optimism among manufacturers and merchants is attributed to increased sales and orders received. The inadequate demand for their products seems to be over.

In the Pretoria region the general air of optimism among builders and related industries is attributed to more work which has come, in part, from increased private investment in buildings.

But, according to the survey, all the problems of the building industry have not been resolved by the air of optimism and the increase in orders.

Cost restraints, such as a shortage of labour and materials which would lead to higher prices, could tax management to the utmost in the coming months, the survey says.

Contractors and sub-contractors on the Witwatersrand are paying more for materials and labour than in the previous quarter. Face bricks and stock bricks are scarce as are plumbing materials.

The survey also reports a bottleneck in the availability of skilled labour and finds this surprising in view of the unemployment problem. Almost 70 percent of the contractors who took part in the survey have insufficient black labour.

Contractors in Pretoria and other parts of the country have similar problems.

U
C
S
T

* Cannot graduate H Dip Lib as she has failed B.A.

REGISTRAR (ACADEMIC)

STUD NO	SURNAME	FIRST NAME(S)	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
14340	BACHELOR OF ARTS/HIGH.DIP.LIBRARIAN.	YEAR : 4				29 02 80	1
14340	HARDY	JENNIFER ANNE	14202 111706	ARCHAEOLOGY II PRINCIPLES OF LIBRARIANSHIP 3	(41) (50)	5	14340
TOTAL NUMBER OF STUDENTS 1							

32

Star 1/4/80.

31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

45
44
43
42
41
40
39
38
37
36
35
34
33
32
31
30
29
28
27
26
25
24
23
22
21
20
19
18
17
16
15
14
13
12
11
10
9
8
7
6
5
4
3
2
1

PLANS PASSED SHOW BUILDING BOOM AHEAD

Financial Editor

THE Government's decision, announced yesterday, to allow blacks to undertake skilled building work in white areas could not have come at a better time for the industry for the latest figures show that it is heading for a rip-roaring boom.

In the first two months of this year the country's municipalities and local authorities approved plans for R283,3-million worth of new building work, the Department of Statistics reports.

This is 51,2 percent or almost R100-million more than the figures for the same two months last year.

One area where there will be a marked increase in building activity will be in flat and hotel construction.

FLATS, HOTELS

Plans for flats and hotel buildings with an estimated cost of R32,3-million were approved in January and February, almost two-and-a-half times last year's corresponding figure of R13,2-million.

There has also been a jump in the value of new houses planned to R124,5-million in the first two months of this year from R74,3-million a year ago.

However, while the estimated cost of all new houses planned rose 67,6 percent, the number of new houses planned increased by only 35,4 percent from 3 322 to 4 498.

SHARP RISE

This reflects to a great extent the sharp rise in building costs. The average cost of the houses for which plans have been approved this year is R27 700. This is 24 percent above last year's corresponding figure of R22 400 and 33,8 percent above the 1978 figure of R20 700.

Compared with a year ago there has only been a small increase of 14,3 percent in the value of non-residential buildings planned from R45,6-million to R52,1-million. But the

2/4/80

33

HOW serious is the government about removing race discrimination in labour? Is the new labour deal ushered in by last year's Wiehahn Commission report in danger of self-destructing?

Those questions would have seemed absurd to most labour observers a year ago. But they are increasingly being asked, albeit in private, by some of those who believed firmly this time last year that major change was on the way.

They have been fuelled by speculation that black skilled workers will be relegated to "second class status" compared to their white counterparts.

"If we do this, I don't see how we can justify it to anybody. It would be simply indefensible," a prominent businessman complained recently.

"You cannot tell black workers that they can become artisans in the 'white' areas and then add, George Orwell fashion, that some skilled workers are more equal than others," he argues.

In other words, you cannot tell people that they are allowed to do the work but are not allowed to fully reap the benefits of doing it.

Fears about the future of black artisans seem inexplicable to many.

Besides recommending the recognition of black trade unions and the end of job reservation, the Wiehahn Commission last year approved the training of blacks for skilled work in the "white" areas.

A new Wiehahn report on training is due soon and is expected to reiterate this proposal, while recommending the repeal of the Black Building Workers Act, which excludes blacks from skilled building jobs in the "white" areas.

And, while black unions have complained that the new labour dispensation is simply a new way of weakening them, it has been assumed, even by government critics, that the training of skilled black manpower is one area to which the authorities are totally committed.

After all, the government continually announces new plans to train blacks.

But allowing people to do skilled work doesn't have to mean affording them skilled status.

Wiehahn — and the government — have thus far spelled out principles. As so often with change in SA, it is the details of how principles will be applied which are often more important than the principles themselves.

Last year, the heady post-Wiehahn days saw the announcement of principle. This year, the small print will begin to emerge. And there is more than a little concern about what it might say.

But how real are these fears that skilled blacks may be welcomed aboard, but then told they have to sit at the back of the bus again?

They are based primarily on information that the government will be asked by its advisers to allow skilled black training — but in separate institutions.

And that, observers insist, will lead to the development of two training systems — a superior one for whites and an inferior one for blacks.

There are already signs that two systems are in the offing. The government is planning to build 12 new technical institutes for blacks. According to officials, these institutes will

be used for artisan training.

At present, there are only two such institutes in the "white" areas and the plans show a marked stepping-up in facilities for black artisan training.

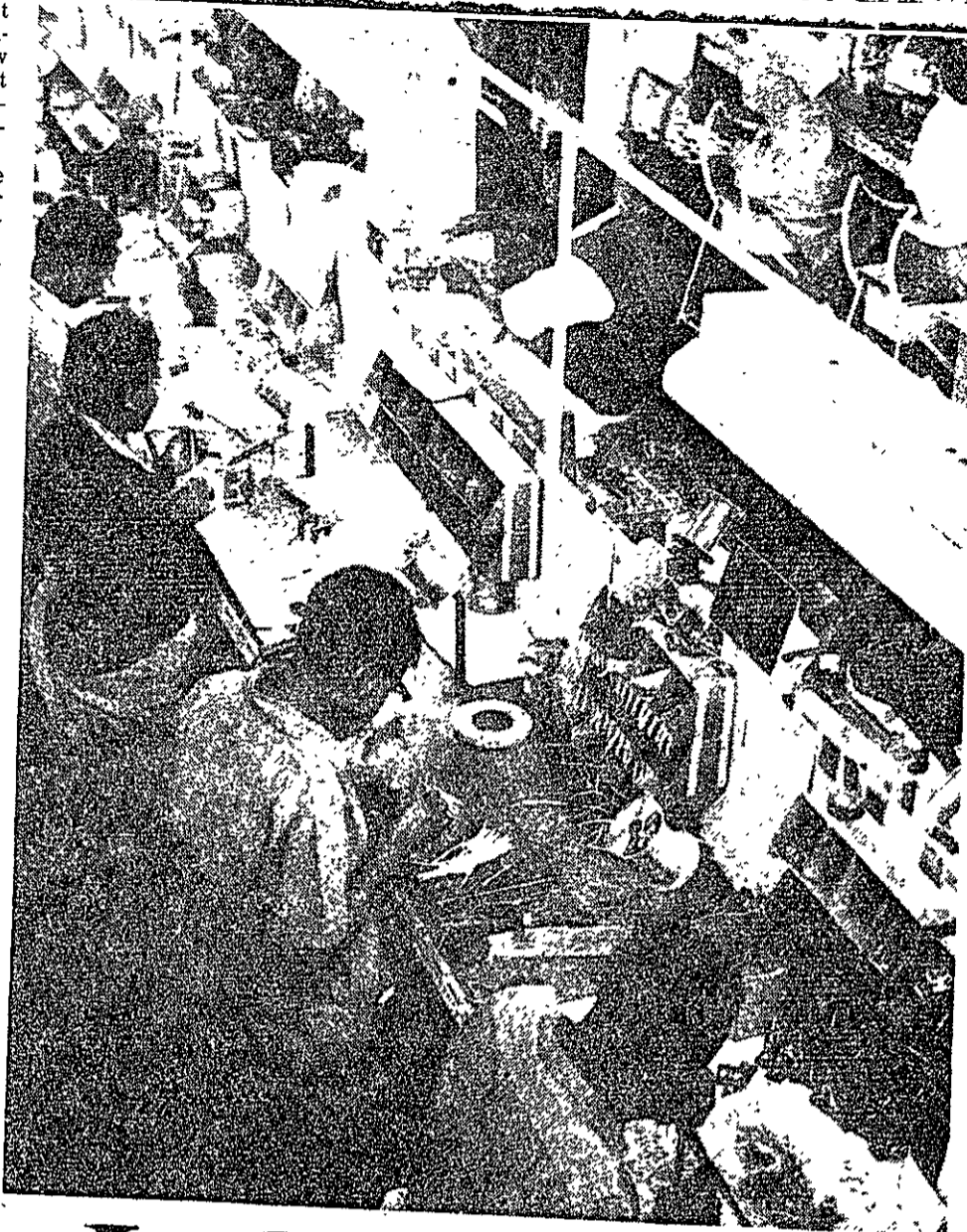
But they also show a long-term commitment to separate black training.

In addition, trade unionists report that some employers are already introducing an "artisan aide" system in some factories.

This system, currently in use in a few industries such as the mines, allows blacks to do parts of an artisans job, but denies them artisan status.

A "two-tier" system is, then, definitely more than an idle thought.

At present, the chief obstacle to black artisan training is the fact that blacks cannot attend technical colleges where apprentices receive their all-important theoretical training.



Labour deal for blacks in danger?

Cape Times 2/4/80

33

33

33

33

The government last year agreed that blacks could be trained for skilled work in the "white" areas. But the "small print", which is expected soon, could relegate skilled blacks to "second-class status". **STEVEN FRIEDMAN** analyses expected developments.

Government labour advisers are expected to recommend that blacks only be allowed into these colleges as "a transitional measure", and then only if there are no other facilities for them.

That would exclude them from the training facilities enjoyed by whites who are trained in terms of the Apprenticeship Act.

While apprentices spend much of their training learning the nuts and bolts of their job from a skilled man, it is their theoretical training which wins them their artisan's "ticket".

Instead, "workers who for some reason do not have access to technical colleges" (blacks in non-official areas) will be trained either in In-Service Training Centres or in centres established under the Training of Artisans Act.

The In-Service Centres — there are now 16 — were set up some time ago to cater for

black workers.

At present, they are not equipped for full artisan training and many observers believe they would not be equal to the task.

The Training of Artisans Act enables whites who have missed the apprenticeship boat to become artisans. Men who have worked in industry for some years are offered a year's training and then become artisans.

The proposed technical institutes could become centres under this Act. This would mean that blacks would by-pass the full apprenticeship route.

It is accepted by observers that those white workers who miss this route do not have the same status in employer eyes as ex-apprentices.

This "second-class" status would become the lot of black workers simply because they are black, observers argue.

Other expected developments

would entrench the "two-tier" approach. Firstly, the government is likely to be asked to increase the educational qualifications for apprentice status from Std 7 to Std 8.

This is a long-standing trade union demand, suggested as a means of improving standards.

But it would put apprenticeship out of the reach of many black workers, making it easier to slot them into the "second-grade" system.

There will be a "decentralization" of trade tests. This could enable "lower-level" centres to issue their own certificates, making it unnecessary for some workers to be trade tested. But employers would, of course, be aware of the difference in standards.

In addition, there is a widespread belief that standards of apprenticeship training will be increased while those of the second system would be eased.

It is possible now for apprentices to become artisans without passing their trade tests.

The authorities would apparently like to decrease the number of apprentices who by-pass the tests, thus increasing ex-apprentices' status.

But perhaps the most significant expectation is that the government will be asked to order an investigation into the "deskilling" of skilled jobs.

Part of the artisan's task would be removed from his job definition and handed over to semi-skilled workers.

It would thus be easier to enable black workers to perform skilled tasks, while not granting them skilled status.

There is even a suggestion in some official circles that a distinct "graded artisan" system be developed.

Officials are likely to argue that separation does not mean inferiority.

The black training centres and the in-service centres could be upgraded to offer the same theoretical training as technical colleges now offer whites.

Indeed, black workers could be fully apprenticed and attend theoretical classes at separate, but equal, institutions.

The deskilling proposals could be defended on the grounds that technology has rendered some tasks which were skilled no longer skilled.

In other words, the separation principle need not mean that blacks will be relegated to becoming second-class skilled workers.

But men like Anglo American vice-chairman Gavin Relly — and many white unionists — insist that training can only be equal if it is integrated.

The standards in the black centres can never be the same as those in the white ones, they say.

In crude terms, the (white) man with the full certificate will always get the job first.

But some white unions are also likely to see such a system as a danger for their members because it would "dilute" skills and make it easier for employers to replace them with semi-skilled workers.

Blacks, of course, would simply see a separate system as inferior. After two decades of Bantu Education, that is hardly surprising.

If the authorities really are considering this system, they would, therefore, be provoking the wrath of important groups.

It seems inexplicable that they would do this. But so many signs are pointing in that direction.

Blacks Builders

Joy and Anger

11/14/80 AA 33

178
191

JOHANNESBURG
The granting of exemptions to enable black artisans to work in white areas in skilled building work was both welcomed and deplored yesterday.

The Minister of Manpower Utilisation, Mr Fanie Botha, said he had come to the decision after careful consideration and because the serious shortage of skilled building artisans was worsening. This could possibly result in delays or suspension of building projects that could cause serious social and economical problems.

A notice to give effect to his decision would appear in today's Government Gazette.

The Minister said he had received urgent representations, especially during the past year, from the building industry, as well as from individual employees, to repeal the restrictive

Building Workers Act which prohibits blacks from doing skilled building work outside black areas.

The director of the Building Industries Federation, Mr Lou Davus, said the announcement was the most positive reaction in years.

He said the building industry had been frustrated for years in its attempts to extend its work force because of difficulties in attracting white workers.

For this reason it became obvious to us that we would have to employ the services of all race groups, white, coloured and black, in serving the economy of our country.

The industry was not able to train black workers to do artisan tasks and help them to make a contribution to the economy. This would further augment the country's total labour force and work to contain present inflation by preventing artificial wage demands because of

Angry registered unions warned that the decision would endanger peace in the industry.

Unionists also said the decision "blatantly broke a promise that blacks would not become artisans in white areas" and said they would attempt to increase their control over jobs in the industry as a reaction to the decision.

But it emerged yesterday that black workers will not become building artisans in the "white" areas—at least for some years.

And there are no plans yet to train blacks as

actual productivity of any and perfectly. First, natural

apprentices.

The two registered unions in the industry still have the power to control change through building's industrial council.

While he stressed that the unions were angry about the decision, Mr Richard Beech, general secretary of the Amalgamated Union of Building Trades (AUBT) said: "We still control access to the job."

He added that the unions would "work out ways to increase our control of the job. We have control, but we want to exercise it more effectively."

Mr Davis, said employers would consult unions before introducing changes.

"We realise we would be endangering industrial peace if we did not try and work out a formula with them. We are confident they will agree," he said.

But he added that employers "will make it clear to the unions that we must have more skilled workers. We have a real and pressing skills shortage."

A joint statement from the AUBT and Mr Gert Beetge's White Building Workers' Union yesterday expressed "deep dismay

at the change. "The trade unions are convinced that the only motive for the demand for blacks is cheap labour," the statement said.

It added that the decision "places in danger the peace which has characterised the industry for more than 30 years and accused Mr Botha of "weakening the trade unions' bargaining power."

The unions said there was no shortage of artisans in the industry, but that there was definitely a shortage of building materials and accused employers of not training sufficient artisans over the past ten years.

than on shore, thereby reduce the catch on board would, a n on the boat? Or the sock the number on board? In c welfare" interpreted? In c ggs, or the post office.) How might be a nonprofit corporate limitze public welfare and ben

plainable.

even"—with consequences are instructed to "serve the r the water, electricity, gas, ructed to maximize profits: ss. But hardly any govern- similarly instructed to maxi of land (such as how con- pplied to federal forests, eff beaches, airports, harbors service, highways, national agnetic spectrum, air space rol access to the television ly mandated for government nce of measuring perfor e the authorities wide latitude dy and widespread, because oal "maximum public benef- a social waste.

Builders' association hits at unions

N.M. 12/4/80

33

134

235

264

Mercury Reporter

THE director of the Master Builders' Association in Durban, Mr Pieter Rautenbach, yesterday denied allegations by the two registered unions in the building industry that many white building workers were unemployed and that the situation would be aggravated by the Government decision to allow blacks to do skilled building work.

Mr Rautenbach said while there had been a decline in the percentage of whites employed as craftsmen in the Durban area in recent years, this had been due to a combination of other factors.

The percentage of white craftsmen had declined from 40 at the end of 1975 to 25 at the end of 1977 and to 20 at the end of last year.

He explained that there was a general move in the white community away from blue-collar towards white-collar jobs.

In addition, employers, if given the choice between an older white man and a younger coloured or Indian artisan, would plump for the latter. This had nothing to do with race.

Whites also were faced with a two-year period of military service. Many did not want to commit themselves to an apprenticeship.

Mr Rautenbach said the trade unions no longer had the protection of statutory job reservation legislation. The building industry was being most responsible about the situation and he appealed to the trade unions to be equally responsible.

Mr Arthur Grobbelaar, general-secretary of the Trade Union Council of South Africa (Tucsa), explained yesterday that no other legislative measure applicable to manufacturing industry had had the restrictive provisions of Sections 14 and 15 of the Black Building Workers Act.

33 178

Builders don't see blacks as threat

EAST LONDON — Black artisans would not suddenly flood the local building industry, the president of the East London Master Builders' Association, Mr Graham Dodd, said yesterday.

The fact that restrictions on blacks doing skilled building work outside black areas had been dropped was "obviously good news", but it would take time before they started entering the industry here, he said.

There was not a great number of blacks equipped for skilled work in the area "because there wasn't much incentive to train them as they could not work here".

Mr Dodd dismissed

speculation that the entry of black skilled workers would pose a threat to Coloured and white artisans saying "any man worth his salt in the industry has no fear of losing his job".

The bulk of current building activity in the area took place in the Ciskei and Transkei and there black workers were already being used for skilled work.

There was neither a surplus nor a critical shortage of skilled labour in the East London area.

Practically no whites and very few Coloureds in the area had been taking up building apprenticeships in recent years and there was a shortage

of top class artisans, said Mr Dodd.

The local chairman of the Amalgamated Union of Building Trade Workers, Mr R. A. Mathieson, said the scrapping of restrictions on black artisans would have little effect on East London.

The building industry here was very depressed and only a very big upsurge would create openings for skilled workers.

A large number of building artisans had left the industry and he understood their apathy as there was nothing to entice workers to return to the industry in East London, said Mr Mathieson. — DDR

regard-
than
are
em-
rd ar-
t value
stock-
risks of
rrange-
ver, but
arily as
is not
(instant
in wage
demand
transient,
ces) face
d wages.
a longer-
the re-

tions. In a
ability of
and social
part of the
tical alle
one's poli
in which
losses cor
crease th
(b) stimu
losses th
risks of
against
property
profits at
of risky,
how the
changes
Attitu
situte!

prospects of success, and the
ences in attitudes toward risks, beliefs about the
each contract the risk-bearing depends on differ-
equipment; they lease it; they hire (rent) labor. In
resources as well as use their own. They buy
The so-called owners of the firm borrow or hire
Risk Allocation by
Contracts within a Firm: Wage
and Employment Security
termine the uses of resources are more likely to
bear the (upward or downward) capitalized value
effects of future events.

source of future income—not a surprising sub-
them. These *ejidos* invest in more children as a
ferred to those most optimistic or willing to bear
prospects of value increases cannot be trans-
or invest in the farmland is weakened, since the
allocation. Furthermore, the incentive to improve
permit as much discretionary risk-sharing and re-
rights. Those restricted rights to resources do not
ban on sale of the land.) They have only *usufruct*
ting the lender take the land—circumventing the
the land, they could borrow and then default, let-
against the land. (If they could borrow against
sell the crop, but they cannot sell or borrow
land they farm and occupy. They can use it and
farmers (called *ejidos* in Mexico) cannot sell the
in some countries (Mexico, for example) some

EDITORIAL OPINION

33

Thwarting the Minister

Is the Minister of Manpower Utilisation prepared to get tough with trade unions intent on thwarting his purpose of overcoming the country's skilled labour shortage?

Within hours of the Minister's announcement that black building artisans would be allowed to work in white areas, a union secretary said: "We will control access to the job".

Which means effectively that, through the building industrial council, the union will try to prevent black workers being admitted as artisans or training as apprentices.

The union's power in these directions has virtually been admitted by the employers' spokesman, the director of the Building Industries Federation.

While welcoming the Minister's announcement, he said employers would have to consult unions about changes.

"We would be endangering industrial peace if we did not try to work out a formula with them."

And if the unions stall on a formula, intent on maintaining all skilled building tasks for whites only? Must everything stand still?

Obviously the government needs to give more legal force, through legislation, to relaxing apartheid practices.

Otherwise there will be no real

changes at all.

No government can rule by good intentions. It must give legislative enforcement to changes it deems necessary for the country's benefit.

For a start it should re-examine every statute that leaves loopholes for practising racial discrimination in economic spheres, or in sport or social activity.

Such statutes must be revised and there should be fresh legislation making it possible to prosecute individuals or organisations denying anyone equal opportunity of advancement purely on grounds of colour.

It may be that in the building situation, the employers' confidence that they can reach agreement with the unions may be justified. Particularly now that the employers are assured of the Minister's encouragement.

But this still leaves the onus on the building industry to sort out its problems as best it can. The employers' new right to use black skills is countered by the unions' right to call whites off the job if they don't approve.

No-one would advocate ending unions' bargaining power in matters relating to their calling. But there must be an end to "bargaining" for white preference.

ge-
other
apt by
lic or
risks
ment
re-
in the
ion of
lose)
/ it it
Postal
ll your
are or
at con-
govern-
ic can
r gov-
o, who
a good

wh
per
size
pay
four
(ass
pect
calc
boat
of 1
and
(2
caug
bore
three
(1
tion
tions
on fl
tere

men or rents fishermen by paying them respect-
fied wages.
(3) Under the communal system (Scene Three of our scenario), with anyone entitled to come on board, the risks are borne equally by everyone on board. And the total social catch will, as shown earlier, be smaller because of overcongestion.
(4) Under the government authority (Scene Four of our scenario), payments could, in principle, be arranged exactly as with private-property rights. Crewmen could rent the boat and bear the risks of the size of catch. Or the government authority could hire the crew for an assured wage with risk borne by everyone via their government, according to the political system, taxes, and gov-

causes after the catch: good weather, few schools of fish in the area that day, etc., are causes no man can control. Secondly, members working as a team can shirk and affect the outcome, often letting others bear some of the consequences. Since performance is not perfectly predictable or controllable, it is difficult to know whether it is a team member's negligence or everyone's bad luck that altered the outcome from what was expected. To allow for, or to control, those forces, institutional and organizational arrangements have been developed. In the remainder of this chapter we shall consider responses to the unpredictability caused by sheer luck or nature. We examine the way shirking or opportunism by team members or agents is coun-

AFRICAN BUILDERS Bricked up

Government's ruling that Africans in the building industry can do skilled work anywhere in SA will have very little effect if registered building unions dig in their heels.

All government has done is show where its sentiments lie and stepped out of the firing line. The battle over employing skilled African labour is now between employers and the registered unions. And unless the two parties can come to some agreement, Pretoria's decision will only affect Africans who have the qualifica-

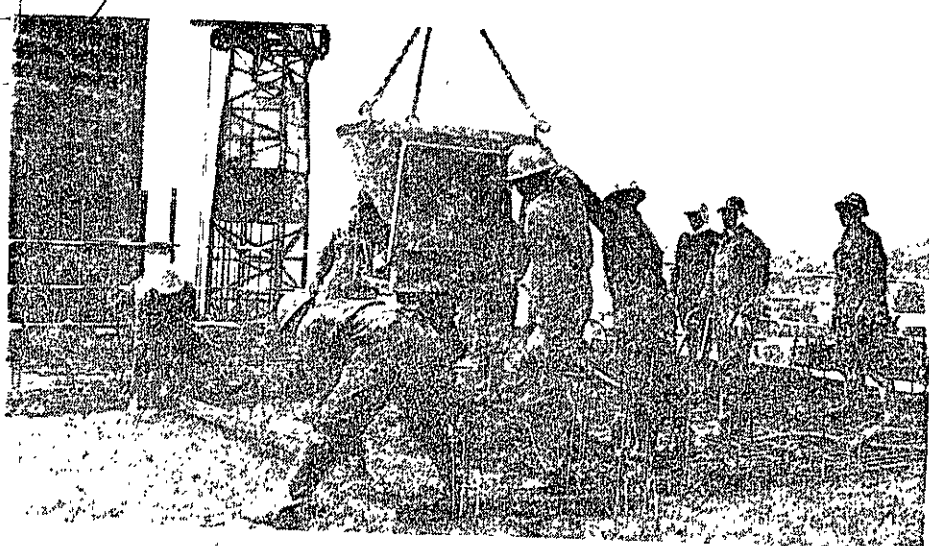
tions to become apprentices — a handful of the African workers employers hope to train for skilled jobs.

On African apprentices, Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, says: "We have got to accept government's decision. But we will control this through the Apprenticeship Board by making sure that Africans without the legal qualifications are not allowed to be indentured as apprentices." Working to the letter of the law would drastically cut down on the number of potential African apprentices.

On the other side, Lou Davis, executive director of the Building Industries Federation (Bifsa) says: "We have got to de-

pend on the goodwill of trade unions in not blocking the influx of African apprentices."

But the bulk of the industry's African skilled labour will not be apprentices or artisans, if Bifsa has its way. Davis says it hopes to step up "modular training," which means employees without the qualifications to train as artisans will do only part of an artisan's job. "Once a person has become skillful in a particular section he can move on to another, ultimately qualifying for a whole trade." But, unless such an employee performs full artisan work for a number of years, he cannot become an artisan — and so will not be entitled to earn the artisan rate.



Building workers . . . paying the right price

However, Bifsa is tied by industrial agreements, so the fate of its "modular training" plans — which the unions claim purely job fragmentation under another name — is in the hands of the unions. Says Beech: "They (employers) can say what they like. But, unless the trade unions agree to fragmentation of artisans' jobs, they can do nothing. And my union will be fully opposed to any fragmentation. Employers are just doing it to get cheap labour."

Beech adds: "To prove my point, in 1975 the unions agreed to allow Africans to do 90% of painting at 90% of the artisan's wage because of a shortage of painters. Within two weeks, the employers complained that they couldn't pay them that wage. Today they are paid 60%-65% of an artisan's wage."

Frank Mohlala, national organiser for the unregistered Building Construction and Allied Workers Unions, notes: "Quite a number of our members are doing most of a full artisan's job, but they are even earning a third of the supposed artisan's salary."

Davis insists cheap labour is not the issue. "They (the unions) are playing with numbers. It is unfortunate that public attention is being focused on the apparent majority of operatives receiving lower wages than a skilled artisan might receive, without taking into account the fact that the productivity levels of these operatives is, in most cases, far below that of a skilled artisan."

Davis adds: "Bifsa wants the establishment of a free enterprise system which allows the forces of supply and demand to dictate the economic requirements for the building industry."

If Bifsa can convince the unions of a real labour shortage — which the unions dispute — it might win some concessions from them. A spokesman for the Amalgamated Building Workers Union says: "I don't maintain there are enough skilled workers, providing the bid is high enough. Employers are not prepared to pay the

right price." Beech points out that the industry has lost 40% of its builders since 1974, and 1 500 artisans are presently unemployed.

But Davis says that those who left the industry during the recession have either emigrated or have found other jobs, and many will be unwilling to return to building. The unemployed 4% of the total artisan complement, he says, is a perfectly acceptable level in terms of normal economic principles.

Davis says that "according to surveys, there is a shortage of about 2 700 competent, trained and willing skilled workers. And that will worsen unless an intake of 1 500 skilled workers a year can be maintained until 1985."

The unions reckon artisan salaries are too low; employers are looking for cheap labour, and there is no skills shortage. Employers, on the other hand, reckon artisan rates are pitched too high; they do not want cheap labour, and there is a skills shortage.

With this huge gap between the two parties' stands, it will not be easy to reach a compromise. Bifsa will have to offer some attractive concessions if "modular training" is to be theirs.

Silverton: 9 in court

PRETORIA — Nine self-confessed members of the banned African National Congress appeared briefly in the magistrate's court here yesterday on charges of treason, murder, attempted murder and participation in terrorist activities.

All the men pleaded not guilty.

Two charges of murder and 21 of attempted murder relate to the siege at the Volkskas Bank at Silverton on January 25 where two women were killed and 21 people held hostage. — SAPA.

Full details, page 14.

20

...the case of perfect competition to me well look
...for competition. Advice to freedom of
...entry, new firms enter driven by
...might be targeted to gain. Firms
...be greater than demand. There are
...a lot of movements for this to happen.
...could make camp land for this to enter.

700 builders at Mdantsane down tools

EAST LONDON — More than 700 workers employed by the Mdantsane Special Organisation in the construction of houses in the township near Bere, downed tools yesterday over complaints about the attitude of management. But by 2 pm all were back at work.

The end of the 'strike' came after negotiations between management and the Ciskei Central Intelligence Services (CCIS) on the one hand and workers on the other.

Workers in the organisation's depot and stores did not start work yesterday morning while others on construction sites joined more than an hour later.

General grievances were that the treatment of workers was bad and that the attitude of management was poor.

Two allegations of workers being fired or suspended unfairly involved Mr Aron Mkanzama, a security guard, who was allegedly fired after he had reported the loss of two glasses, which they found missing when they went on shift, and Mr Stanford Sikit, a plumber who said he had been suspended because he had reported earlier than his unit mates for his pay last Friday.

Mr Sikit said he had left his place of work after they had stopped at 3 pm to go for their pay. When he arrived at the pay point he was told he would be suspended for a week because he had reported ahead of his work mates.

"I explained I had got a lift in a colleague's car but the man would not listen," Mr Sikit said.

"I went back to plead with him on Monday and he told me I was fired because I was pestering him."

"I then appealed to the project engineer, Mr Ray Hassall, who told me the decision would be a week's suspension. I was still not happy about it," Mr Sikit said.

Another employee said the administrative officer, Mr L. C. Clark, had called him this week and showed him a footprint on a lawn and said: "If you look there you can see why farmers do not like Kaf-firs. When they see Kaf-firs on their farms they get their guns and shoot them because their feet are poisonous."

The man said Mr Clark asked him to tell the "Kaffirs" anyone found walking on the lawn would lose two days' pay.

The workers said they had appealed to Mr Hassall to look into the matter but that he had told them he would have to refer it to the Chief City Engineer, Mr G. B. Kope.

The four men were then brought back and Mr Magwanja and Mr Mhambi addressed the workers and told them to return to work as they had been misled by Mr T. Gweta of SAAWU.

They were asked to return to work by 2 pm. All did but some claimed it was incorrect to say they had been misled.

Their complaints were based on incidents they could quote and they had brought all these to the attention of management through their trade union leaders.

Commenting on the matter after all workers had returned to work, Col Sebe said "It is significant that there is an element of racial friction. This is clear from the reports of the workers."

"I feel this should be resolved before any further problems occur and we shall be failing in our duty if we do not recommend that our Government appoint some commission to inquire into this racial ill-feeling which we feel is rather belated at this stage."

Mr Clark was not available for comment yesterday and Mr Hassall referred all calls for his comment on the complaints and allegations against Mr Clark to the Chief Commissioner, Mr J. Hitge, in Queenstown.

Mr Hitge could not be reached for comment.

It was surprising to hear many people saying it is attitudes they were concerned about, Col Sebe said.

He said he was surprised the MSO had had no liaison committee since 1976.

Forward planning for the MSO allowed about R9 million for expenditure last year, but it was believed that the organisation received only R4.2 million on which to operate during the year.

The organisation was the centre of a controversy last year when it was believed to be in serious financial difficulty and workers were working short weeks.

The chairman of the committee is the Chief Commissioner of the Department of Co-

Operation and Development, Mr D. J. Hitge.

The organisation is a Government-funded body responsible for building houses and laying services at Mdantsane.

The MSO allowed about R9 million for expenditure last year, but it was believed that the organisation received only R4.2 million on which to operate during the year.

The organisation was the centre of a controversy last year when it was believed to be in serious financial difficulty and workers were working short weeks.

The chairman of the committee is the Chief Commissioner of the Department of Co-

Operation and Development, Mr D. J. Hitge.

The organisation is a Government-funded body responsible for building houses and laying services at Mdantsane.



MR GWETA

How the MSO is controlled

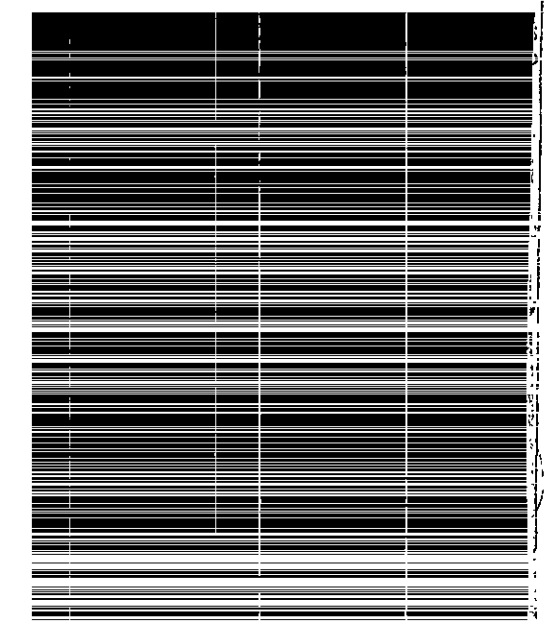
EAST LONDON — The Mdantsane Special Organisation is a Government-funded body responsible for building houses and laying services at Mdantsane.

It is run by a control committee consisting of members of the East London City Council, the Department of Co-Operation, and Government, the Ciskei Government and the Mdantsane township manager.

The chairman of the committee is the Chief Commissioner of the Department of Co-

Operation and Development, Mr D. J. Hitge.

The organisation is a Government-funded body responsible for building houses and laying services at Mdantsane.



Is used, that is, how many are allowed on board and (b) how is allowed to charge a price for access to the boat. The receipts. A private company would permit these conditions. Private ownership of fish is dominant in most socialist countries and will be examined in more detail later.

... could be described differently. Instead of saying fishermen rent the boat, you could say the boat owner hires the fishermen. In the latter case, he must pay them a fair price for the fish catch, which is those wages. A total catch of 60 fish with five people, each catching 12 fish, a total wages bill of 20 fish, leaving him 40 fish. There is no difference in this simple between fishermen renting the boat or boat owner hiring fishermen as employees.

Is there, then, no difference between Macmillan's clerks as employees or the clerks renting Macy's building and facilities and paying (and inventory-use costs) to the owners of the total daily sales—leaving the clerks with same income. In either case? No difference there is certainly about the output performance but someone must bear the consequences of mistaken estimates of the catch, and that make a difference. For the moment, the important point is the identity between the two pay methods, renting and hiring—assuming certainty about performance.

Uncertainty about the prospective catch introduces a major difference. If fishermen rent boat, renters bear the consequences of not catching the fish.

One dead, four injured as blast rocks JSE

57AK 18/4/80

Colleagues weep for blast dead

By Iain McDonald and Pat Devine

Business continued as usual at the Johannesburg Stock Exchange this morning as workmen on the mezzanine floor wept openly for their dead and injured colleagues.

Starting at the smoke-filled room where a paramedic team was fighting to save the life of one of his workmates, a coloured supervisor choked back tears as he said: "I went out to make a phone call, otherwise that might have been me there."

"I don't know which of the other chaps in the room is the dead man," he said, staring in horror at a bandaged figure being put on a stretcher.

Nearby two black workmen in red overalls wept unashamedly, overcome by shock and grief.

A stock exchange security man gulped down a sedative to steady his nerves as firemen, traffic and medical men with ox-

igen equipment, drips and stretchers rushed up and down the elegant stairs to the mezzanine floor.

"There was a helluva explosion and our salon filled up with smoke," a hairdresser on the mezzanine floor said.

A paramedic at the scene said the explosion "was definitely not caused by terrorists."

"It's a workmate's compensation kind of accident. Four men were apparently painting in a small room in a passage when there was an explosion. We don't know the cause yet," he said.

The bright orange lifts went up and down as usual. But one carried up a group of businessmen and came down with a blanket-covered body on a stretcher.

Crowds pressed against the glass doors of the building, and police cordoned off the street battling to keep back curious onlookers.

The cause of the explosion is not yet known, but it is believed that wall primer fumes ignited and detonated an adhesives container.

Fire engines and ambulances rushed to the scene and traffic police cordoned off the area. Stock Exchange security men stopped spectators from rushing up to the smoke-filled mezzanine floor.

Medical teams fought to save the life of a critically-injured workman who was given emergency treatment for severe burns covering most of his body.

One of the workers, Mr. Fred Opperman of Carletonville, whose hand was injured in the explosion, said he and another man were fitting a ceiling in a toilet when flames engulfed them.

"Then there was an explosion in the next room where four other men were priming the walls," he said.

The injured were rushed to the Milpark Hospital for treatment. The names of the dead and injured are not yet available.

More pictures — Page 3.



One of the workers injured in a killer blast on the mezzanine floor of the Johannesburg Stock Exchange is helped to a waiting ambulance by a bystander. One man was killed and four injured in the explosion believed to have been caused by glue primer fumes. Picture by Mark Peters.

Manual labour is hired locally from week to

MISO workers may act

33
18/4/80
DD

EAST LONDON — Workers from the Mdantsane Special Organisation, who went on strike here this week, are to meet soon to discuss possible action against the administrative officer, Mr L. C. Clark.

This was announced by a representative of the South African Allied Workers' Union, Mr T. Gqweta, here yesterday.

"We are not fighting the employers in the Ciskei - our duty is to rehabilitate people like Mr Clark who are suffering from racial insanity," said Mr Gqweta.

Mr Clark was alleged to have said any of the workers who walked on the lawns at the MISO would lose two days pay,

and also to have referred to workers as "kaffirs".

Mr Gqweta criticised the Ciskei security police for allegedly interrogating the workers' executive at the organisation, saying the executive were instructed to tell the workers they had been misled by Mr Gqweta.

"Mr Mhambi (the trade union secretary) could not utter such words and broke down in tears," Mr Gqweta claimed.

"The police's so-called intervention at the MISO, to resolve the workers' problems, turned out to be an interrogation of the workers' executive.

"Mr Hassell (the project engineer) and Mr Clark

were never interrogated, yet they were the cause of the dispute."

Mr Gqweta said the Ciskei government owed workers an explanation as to what they meant by "looking after the problems of workers".

Mr Hassell and Mr Clark earlier referred all queries to the Chief Commissioner, Mr J. Hitge. Mr Hitge was not available for comment last night - DDR

Company

UK ban on vodka

LONDON — The British Government, to show displeasure over the Soviet intervention in Afghanistan, has banned Russian vodka from official gatherings.

Insurance: Possibilities

Because of risks of damage (and people often insuring them over the form of such insurance) premiums are supported by insurance traders.

large loss of the certainty of a small loss in insurance premiums.

Insurance also may induce people to change the probability of the contingent event. Each insured person is often required to take special precautions as a condition of getting insurance. Otherwise, precautionary incentives might be reduced with insurance; for without insurance, we may devote more resources and care and anxiety to protection than with it. So insurance may either decrease or increase total social accidental losses. Yet even if total losses are greater with insurance than without (as they may well be), the avoidance of precautionary resource-use and the reduction of anxiety may exceed the increase in accident losses.

Some accidental losses are not insurable because they are not accidental enough. Insurance against bad business or loss of customers would entice a retailer to be less productive while relying on the insurance to indemnify him for his increased shirking. He could too easily and covertly "influence the chances of the loss." This "moral" hazard diminishes the feasibility of insurance. Claims for indemnity against losses would exceed

from your services, or divorce, or dual children, or marital infidelity. You can't buy insurance against these risks, yet you can insure for some of these events. For example, the risk of an oil well's unexpectedly drying up can be transferred to someone else. Just sell the well to him. You will get the present value of that oil that other people expect is there. If the oil well does dry up, the buyer bears the loss, not you; if it lasts longer he gets the profit.

By choosing not to own certain goods, you avoid the hazards of changing values (profits and losses) of those goods. With a private-property system, risks can be transferred to the most willing, optimistic people—the new owners. People can exchange ownership entitlements to goods and the risks to bear on them on a selective, discretionary, personally preferred basis. By renting a house monthly instead of owning one, you avoid having so much of your wealth depend on the future service potential of that house. By renting goods, a person can select his ownership of goods and risk bearing more independently of his consumption patterns.

Argus 21/4/80
Health (124)
33 (194) (155)
Warning
by union
leader

Labour Reporter

ALL possible health precautions and the strictest Government supervision should be applied at the asbestos textile factory under construction at Philipp, according to a local labour leader.

'We welcome any move to boost the economy of the Western Cape, but we don't want a boost at the expense of human lives,' said Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union.

He was reacting to an Argus report on the Raspsit Asbestos factory and the hazards of working with asbestos, a known cause of lung cancer.

'The factory is a fair accompli. But all the people going to work there should be fully aware of the risks they might run,' Mr Daniels said.

MEDICAL HISTORY

'Although I have been assured by officials that all tests and safety precautions will be applied, I still fear that the health of workers will be endangered.'

Mr Daniels said the medical history of workers should be closely followed after they left the factory.

'Workers could pick something up which might show itself only in five or 10 years' time.'

Workers fall off lorry

Post 234/80

33 121

AT least 49 workers were injured yesterday morning after they fell off an open lorry which was taking them to work at an Eersterust brickfield.

The injured were taken to Kalafong Hospital.

The accident happened after the lorry with passengers had rounded a sharp curve.

One of the steel standards holding up the sides of the vehicle gave way.

The names and condition of the injured have not yet been released.



Courtyard of the De Vos Malan High School in King William's Town. The school has just been renovated and extended at a cost of R1 million by LTA Construction (East Cape).

R1 million extensions at De Vos Malan

EAST LONDON — The De Vos Malan High School in King William's Town has been extended and renovated at a cost of R1 million and the Director of Education in the Cape Province, Dr P.S. Meyer, will officially open the extensions today.

The extensions and renovations were carried out by the East London branch of LTA Construction (East Cape).

Meanwhile, LTA Construction (Ciskei), a tripartite company founded by LTA Construction,

the Ciskei National Development Corporation and Ciskeian shareholders, has capitalised on the resurgence in the building industry and is sitting with a full order book.

In recent weeks the company has successfully tendered for contracts worth more than R6 million.

These include the R840 000 Mquoma Technical Institute at Alice; R3,2 million Mdantsane Magistrates' Courts, R15 million Dr Rubusane Teachers' Training College at Mdantsane, and R530 000 on numerous Dumbaza factory units.

The company, in fact, has won 14 of the last 17 projects for which it has tendered. A company spokesman attributed that to LTA (Ciskei's) knowledge of local conditions and its extensive training programme —
DDR

DD 24/4/80
105
106
33

D.D. 26/4/80

Two got R1m ⁽³³⁾ contracts

KING WILLIAM'S TOWN
— Contracts worth R1 million were last year given to two black contractors "as a matter of policy" by the Ciskei Department of Works, for the erection of a 13-classroom school at Ntselamanzi, Alice, and a 10-classroom school at Zwelitsha.

This was revealed yesterday in the Ciskei Legislative Assembly by the Minister of Works, Chief P. Z. Siwani, who said both projects were completed in a period of three months.

Chief Siwani also said salaries in his department had been restructured in a bid to attract more technically qualified staff for the dual purposes of training and production.

He announced his department had sent Mr Alfred Ngonyama to the University of Cape Town — he is studying for a degree in architecture.

DM 29/4/80 (33)

Bifsa drive for skilled workers

Pretoria Bureau

A BACKLOG in building is inevitable because of a heavy demand and the shortage of skilled workers in the industry, the president of the Building Industry's Federation of SA (Bifsa), Mr Bob Stevenson, said yesterday.

He was reacting to building statistics released in Pretoria, which showed that during the first quarter of this year, building plans valued at R474,6-million were passed.

This is an increase of R183,5-million compared with the same period last year. Buildings completed also increased in the first quarter, by R38,5-million to R210,9-million.

Mr Stevenson said Bifsa had launched a drive to attract skilled immigrants from Europe to train black and white

workers.

The Minister of Labour, Mr Fanie Botha, had announced that the industry would be exempt from provisions in the Black Building Workers Act, which prevented them from training black apprentices in white areas.

"We have started recruiting black apprentices in co-operation with the Trade Union, and we believe this, with immigrant workers to help train them, is one of the major long-term solutions to the industry's labour problems," Mr Stevenson said.

The Minister of Co-operation and Development, Dr Piet Koornhof, said recently that by the year 2000 the industry would have to build more than 4-million black housing units by the year 2000.

STAR 1/5/80 (33)

Setback for blacks in building industry

SYL
EUCES
-RECS

By Sieg Hannig
The use of black labour in the Reef's building industry has received a setback.

Trade unions are refusing to allow employers to use semi-skilled "Grade 1" operatives — a matter to which they agreed formally and in practice some years ago.

This was revealed today by Mr Z L "Basi" Pretorius, director of the Witwatersrand Master Builders' Association.

"The trade unions are demanding changes in the method of prosecution against employers who do not adhere to regulations," he said. "Until such changes are intro-

duced, they will deny us their co-operation in the use of the operatives."

Mr Pretorius said employers were concerned because unions were thwarting arrangements under an existing agreement.

The employers suspect that unions were being obstructive because of the recent removal of restrictions on the use of black labour.

Mr Pretorius refuted union claims that 1500 building artisans were unemployed. "On the Reef, the average number of artisans looking for work is no higher than 10 a week," he said.

SYL FILE (4).
SYL
EUCES FILE (5).
DN-RECS

SYL
EUCES
FILE
EUCES
TOTAL-OCCURRENCES

- 83 01 POINT-LINE.
- 84 01 POINT-LINE
- 85 *
- 86 *
- 87 WORKING-STORAGE SECTION.
- 88 *
- 89 †
- 90 01 SOURCE-TABLE.
- 91 05 ORTHOGRAPHY
- 92 05 PHONETICS.
- 93 05 SYLLABLE OCCURS 9 TIMES
- 94 *
- 95 *
- 96 01 TARGET-TABLE.
- 97 05 ORTHOGRAPHY
- 98 05 PHONETICS.
- 99 05 SYLLABLE OCCURS 9 TIMES
- 100 *
- 101 *
- 102 01 SORT-LINE.
- 103 05 BLOCK-SPACE.
- 104 05 BLOCK-SEQ-NO
- 105 05 BLOCK-LABEL
- 106 05 SOURCE-SPACE.
- 107 05 ORTHOGRAPHY
- 108 05 QUALIFIER
- 109 05 TARGET-SPACE.
- 110 05 ORTHOGRAPHY
- 111 05 QUALIFIER
- 112 05 COMMENT-SPACE
- 113 *
- 114 *
- 115 01 FLAG-REGISTERS.
- 116 05 END-OF-FILE-FLAG VALUE 'NO'
- 117 05 END-OF-FILE-DETECTED VALUE 'YES'.
- 118 05 RECORD-ALREADY-READ-FLAG VALUE 'NO'
- 119 05 RECORD-ALREADY-READ VALUE 'YES'.

GENI

33

246

Building

STAR 1/5/80

wages up

Building trade wages go up officially by an average of six percent today, the Master Builders Association has announced.

The director of the Witwatersrand MBA, Mr Basie Pretorius, said minimum rates for artisans go up from R3 to R3,18 an hour.

Operatives grade one go up from R1,26 to R1,33 and unskilled labour from 76c to 81c.

Fringe benefit rates are being renegotiated and will be increased in November.

Black artisan barriers crumble

STAR 2/5/80

178
33

By Sieg Hannig

There are no more barriers to black apprentices and artisans, says the Secretary for Manpower Utilisation, Mr E A Cilliers.

"Any obstacles that still exist are the same for all races," he told The Star in an interview yesterday exactly a year after the publication of Part 1 of the Wiehahn Report.

Mr Cilliers said: "Blacks who have acquired artisan skills on the job can now attain full artisan status by passing trade tests in terms of the Training of Artisans Act.

"And the major obstacle of trade-union resistance to the indenturing of black apprentices has been largely overcome.

"Standards of trade testing and training will be identical for all population groups," he said.

Mr Cilliers admitted his department had taken note of objections by some trade unions to the admission of black apprentices.

The unions' approval was necessary to ensure proper training for the apprentices, he said.

"In most cases this obstacle has been overcome

Builders putting 'new deal' to the test

Employers in the Reef's building industry are about to put South Africa's "new deal" for black labour to the test.

They have employed 12 blacks whom they have found suitable to be indentured as apprentices.

"Applications to indenture them are in the process of being submitted," Mr Z L "Basie" Pretorius, director of the Witwatersrand Master Builders' Association, announced today.

"We do not expect any obstacle to be placed in the way of these applications," he said.

The applications for apprenticeship of blacks in the industry — which face perhaps the stiffest opposition from artisan trade unions — are seen as a crucial test of the Wiehahn reforms.

"If these applications are passed, we can say that South Africa's colour bar is crumbling," said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

and the indenturing of black apprentices can now be normalised."

"Trade unions are in no position to prevent the indenturing of blacks on racial grounds," Mr Cilliers emphasised.

"If unions should abuse their negotiating power in apprenticeship committees any interested party is entitled to appeal to the Minister of Manpower Utilisation.

"These committees only make recommendations. The decision to indenture apprentices is taken by the Registrar of Apprentices. And even he can be overruled by the Minister of Manpower Utilisation."

Earlier the Minister, Mr P. J. Botha, said he would seek guidance from the National Manpower Commission in cases where apprenticeship committees acted unreasonably.

Mr Cilliers said applications for the indenturing of 40 black apprentices had been referred to the registrar so far.

Of these 14 had been approved and 26 were under consideration.

Asked why so few applications had been submitted, Mr Cilliers said it seemed employers were slow in coming forward with applications.

He said employers should not be deterred by the lack of theoretical training institutions for blacks in their particular areas.

In the absence of such facilities, apprentices could receive theoretical tuition by means of correspondence courses, he pointed out.

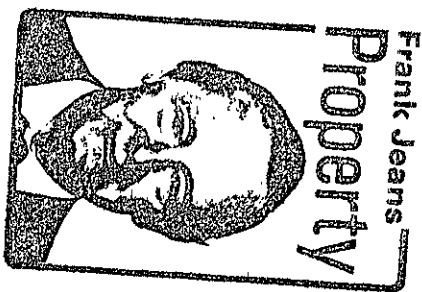
Construction group helps blacks in homelands

STAR 5/15/80 32 33

One of the country's major construction groups, Murray and Roberts, which has multi-million rand contracts throughout the country, is also laying strong foundations for black self-determination in building.

And with the removal of restrictions in the Black Building Workers Act, M and R's homeland policy of full utilisation of black labour resources has been given added weight.

This is evident from the group's projects in Gazankulu, where a 15 000 sq m shopping centre has just been opened — a black-built Rlm complex of 15m bricks — a junction of M and R's design and approach without the hindrance of apartheid.



And it is on that very point that black training techniques in the homeland areas rests. For these are the places where nobody needs an Eastgate and its wide diversity of trades to start with.

The fact that the shopping centre at Nkawkawa is an all-brick construction brings the basics in building to the Gazankulu worker.

Says Mr J J du P Scholtz, spokesman for the architects: "This project, labour-intensive one as opposed to a highly mechanised undertaking.

"As we used a local labour force, the construction was a relatively simple one, thus removing the chance of errors in dimension which could have been serious as well as costly. If it had been a concrete structure, there would have been a great deal of work with a large number of pieces such as Gazankulu are only too well aware of."



The official opening of Gazankulu's new shopping centre — Chief Minister Professor Hudson Ntsanwisi and Mr J E D Brawnell, managing director of Murray and Roberts.

Chiefly, with Murray and Roberts firmly entrenched in the homeland with other major projects carrying a total value of close to R4m, which has created job opportunities for about 1 000 black workers, the greater turn of money internally is also assured.

Nearby to the Nkawkawa centre, the company is building a R750 000 soft-hum brewery, and in Givani, the capital, a similar shopping centre is being built.

Sewerage reservoir and abattoir projects at a total cost of R1,85m are

also part of the Murray and Roberts involvement in Gazankulu.

The group is also building seven new homes for the Chief Minister of Gazankulu, Professor Hudson Ntsanwisi and Cabinet members at an overall cost of R730 000.

At the official opening of the Nkawkawa centre, Professor Ntsanwisi said: "We have had to start everything from scratch and to do our own grass root development.

"We have had to toil to achieve many of the things which are today the envy of neighbouring eyes who would now like to colonise and annex the fruit of our labour."

"It has only now dawned on the white public of South Africa that a further neglect of the homelands will impair their political and economic security and future.

"It is only now that the central Government has started to allocate more funds — however insufficient — to homeland development to encourage the private sector to participate in it."

Certainly, the private sector with groups such as M and R are doing much in participation to encourage not only capital investment, but in stimulating a country's most precious asset — a stable workforce.

END OF

PAPER

- 720
- 721
- 722
- 723
- 724
- 725
- 726
- 727
- 728
- 729
- 730
- 731
- 732
- 733
- 734
- 735
- 736

- 768
- 769
- 770
- 771
- 772
- 773
- 774
- 775
- 776
- 777
- 778
- 779

Aim is to keep the costs down...

MR BOB Stevenson, president of the Building Industries Federation (BIFSA), intends holding meetings with leaders of all the different industrial sectors with a view to bringing them together for a top-level meeting aimed at finding ways and means of raising productivity in South Africa.

"The problem of low productivity in every category of South African industry is probably the largest single headache of the national economy," he said in Johannesburg recently. "In fact, it is one of the chief causes of double-figure inflation in the Republic."

What Mr Stevenson envisages is a committee made up of representatives of BIFSA and all its allied employers' organisations which would hammer out positive and practical proposals.

"What South Africa needs right now is a national strategy to lift productivity in every sector. And we can't make a start of anything so urgent too soon."

It was no use leaving the problem of low productivity to the Government. Every industrialist had to play his part in finding a solution.

Sadly, no industry was more handicapped by low productivity than building. One reason being that it was such a labour intensive activity.

"During my 35 years in the construction industry, of which 20 have been in management, I have long recognised this problem. After I became a contractor in my own right with sole responsibility for making a profit or loss on every contract it became more and more important for me to find ways of raising the productivity of every worker on my team."

Economic experts had predicted that building costs would rise from 20-25% this year alone. That meant any house built now would cost twice as much in four years time.

"I am left with a nasty fear that building, especially for the average family contemplating a new home, could price itself beyond the reach of many clients, if not the majority."

To stay in business, builders had to keep down costs.

The only way to contain costs was to raise the output of everyone who worked in the industry.

"That is why I have made it the prime object of my presidential year to beat inflation by cutting the cost of building by raising the productivity of everybody in the industry."

One obvious method was to improve skills by training. Such training was aimed not only at artisans and operatives, but also at supervisors and managers up to the highest level.

"BIFSA is very fortunate in that it does not find itself in the awkward situation of having to start right from scratch. During the four-year recession BIFSA anticipated a need for better skilled, more productive labour force."

It planned and built training facilities for every level of labour before the economy moved into top gear, and had plans for more facilities in the future, as they became necessary.

Fifth

ARGUS
1/5/80

(55)

worker

(120) 33

killed at

Koeberg

A BUILDING worker was killed when he fell 30 m at Koeberg nuclear power station yesterday — the fifth accidental death on the site in the past 12 months.

He was Mr F H Swart, 28, of Blouberg Heights Flats, Bloubergstrand.

A police spokesman said Mr Swart slipped and fell while walking on the ridge of the nuclear reactor.

He is survived by his wife, Esther and a three-year-old daughter, Eve.

SHAFT

On March 27, Mr Mustapha Arendse, 28, of Reform Street, Cape Town, was killed when he fell down a shaft,

On May 22, Mr Norman Mpongo, of the Koeberg labour compound, and Mr A Fortuin of Ribbok Street, New Orleans, Paarl, fell 40 m to their deaths. Mr M H Simonile, 27, of the Koeberg labour compound, died when a scaffolding jack fell on his head.

Laid off ⁽³³⁾ staff still waiting for pay

Staff Reporter

A JOHANNESBURG construction company which retrenched administrative staff after a "takeover" by a large brickworks, has still not paid them for their final month's work.

Last month Homequity Building Contractors advised staff that in future its administration work would be handled by Vlakteplaats Brickworks.

About 10 were given two weeks' notice, but continued working in that time while looking for other employment. When they failed to receive their salaries at the end of the month, one of them, Mrs Isa Greenberg, decided to take action.

She said that the next day she telephoned the company director, Mr Chris Hattingh — who is also chairman of Vlakteplaats — and asked him what was happening about the salaries.

"He said he couldn't help as he did not run the company," she said.

Now, after waiting for more than a week, Mrs Greenberg and the other sacked staff fear the company will go into liquidation and they will never be paid.

When Mr Hattingh was approached this week by the Rand Daily Mail, he said he was only a shareholder of the company and was not in a position to comment about anything. However, after repeated questions, he confirmed that former staff of Homequity had not been paid for April.

Asked if they would be paid, he said he could not comment.

The Veld is their home

By DERRICK LUTHAYI

WORKERS for a construction company building some of the houses in the posh township of Selection Park in Pimville sleep in the veld because they have no accommodation.

This week the men claimed that they were ordered out of shacks built for them, and these were instead used as storerooms for the company's building implements.

The workers are now forced to sleep in some of the houses still being constructed. Some of the houses are only half built and they have to sleep there without cover, they said.

When SUNDAY POST visited them this week, they were seated around fires in the open, shivering. To fight off the cold spell which has been sweeping over the Transvaal this week, they chopped the wood intended for use for roofing the houses, to make fire.

They claim that they have been forced to stay apart from their colleagues, who sleep in shacks, by the site foreman.

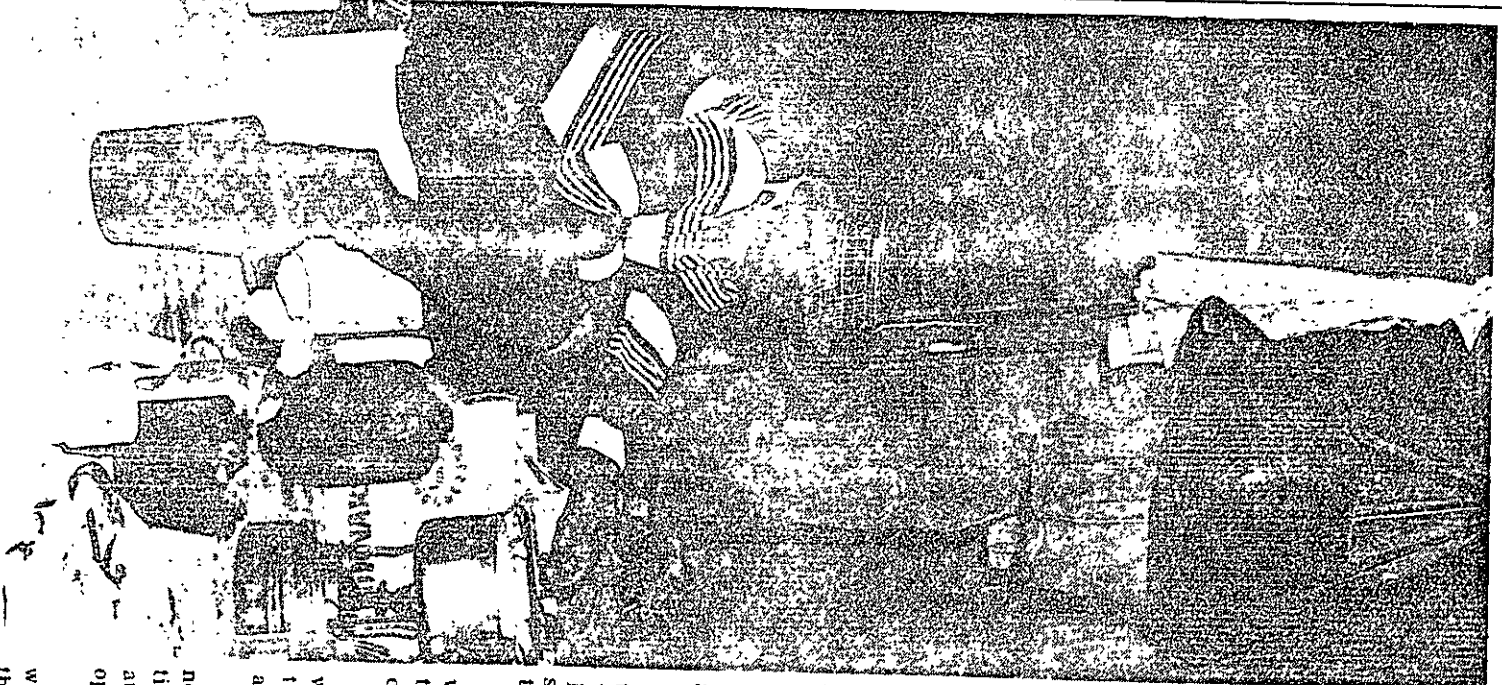
They alleged that the foreman, Mr S C Smit, told them to get out of the shacks, and that they were not given alternative accommodation. Following his orders, they left their clothes with friends in the shacks and moved into the half-built houses.

Last Sunday night the workers were attacked by thugs but managed to chase them away.

Since the attack, the workers sleep in turns to guard against the thugs and a possible police raid.

They also say there are no toilets and most of the time they are forced to answer nature's call in the open.

They are not provided with wood or coal, nor do they get food as promised by the company when they were contracted.



One fortunate worker not ordered out of the shack prepares his meal on a primus stove.



Ordered out — a warm cup of coffee on an open fire.

POSH SUBURB'S BUILDERS SUFFER

THROUGH NIGHTS OF COLD FEAR

The workers use duckets as pots for cooking and also use the same for washing. Some of them had never had a bath since they moved out of the shelters.

They also claimed that R12 was deducted every fortnight for food and the accommodation which they did not get.

Ms Linda Valentine.

The Nancefield officer of the company, said she knew nothing about what was happening at the site and referred us to the foreman Mr Smit.

Mr Smit denied that some of the workers were ordered out of the shacks and said he had no knowledge that some were sleeping in the half-built houses.

"My clerk has gone to

the Nancefield hostel to find out if we can get accommodation for the workers," said Mr Smit.

When told that SUNDAY POST saw the workers sitting around fires in the open veld and some were sleeping in the half built houses, Mr Smit said angrily: "There is nothing further to say and I am not going to argue with you." "Cheerio," and banged the phone down.

A sympathetic Pimville resident who saw the workers washing in the open and using the veld as a toilet has allowed them to use his facilities at weekends.

"I am sorry I cannot let them use them during the week, because the house is locked. I wonder what type of service their employers hope to get in return when they treat their workers in this manner," he said.

11/5/80
1054
33

RDM 1515 20
Builders
appeal to
Koornhof

THE Building Industries' Federation (Bifsa) has asked the Minister of Co-operation and Development, Dr Piet Koornhof, for an urgent meeting to discuss the 99-year leasehold proposals and the problems of migrant labour.

The newly-appointed executive director of Bifsa, Mr Lou Davis, said yesterday he had informed Dr Koornhof that the control of migrant black building workers presented "important challenges for decision and direction".

This was particularly true in the areas of accommodating migrant labour and the 99-year leasehold proposals, he said.

Mr Davis said that for some time now the federation had been trying to consult Dr Koornhof on "various pressing problems which some of Bifsa's members are experiencing with black staff". He had now asked for a personal interview to discuss Bifsa's course of action.

He was determined that none of the problems of migrant labour should be allowed to obstruct the building industry as it moved into top gear. — Sapa.

UCT

64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4 2

WILLINGS OVER HOME COSTS TOLD

By June Barzi

Unscrupulous building contractors have used soaring building costs to grossly load prices after contracts containing price escalation clauses have been signed, several prospective homeowners claim.

But there is a scientifically compiled, nationally acceptable formula which can protect the man in the street from being exploit-

ed in the current building boom, Star Line was told. The Haylett formula is a list of indices drawn up and published monthly by the Department of Statistics in Pretoria which shows all aspects of price increases in the building of a house.

When a builder submits claims for increased labour and material costs he should define them clearly and produce the Haylett index to substantiate these increases, unless the contract states otherwise, Star Line was told.

As more and more builders will be including escalation clauses in their contracts because it is almost impossible to gauge price increases in the present climate, the buyer should safeguard himself by checking the increases against the formula," Mr A Goede, owner of a large building firm told Star Line.

Members of the Master Builders' and Allied Trades Association are compelled to abide by the Haylett formula, Mr Z L Pretorius, managing director of the association, told Star Line.

Non-members, however, would have to be tackled through legal channels, he said.

STAR 14/5/80

(33) (123)

RES OF A BANTU FRANGED ACCORDI L W. LANGUAGE 30,000 MAIN ENIT

OF SHONA)

RUITS,

ORE,

NATIONS,

'Stood for truth' - then axe fell

C. Hester

1978

33

WE stood for the truth . . . so we were sacked,' says electricians' union official Mr Brian Williams, who, with co-official Mr Cecil They, seems to have become the object of a victimisation campaign.

Mr Williams, who is chairman of the Western Cape branch executive of the Electrical and Allied Trades Union, and Mr They were dismissed from B Joffe and Company (a subsidiary of the Murray and Roberts conglomerate) a month ago.

The men, both in their twenties, assumed office last year when the new branch executive came into being, causing considerable resentment among the 'old guard' union officials.

The reason given for their sackings was reduction of staff.

Two weeks later, however, B Joffe and Company advertised vacancies for electricians. Then, two weeks ago, Mr Williams found a job with a Parow firm, Technoform, at a substantial pay increase.

APOLOGIES

But when he arrived for his first day at work he was given a wage packet containing one day's wages (R26) and told he would have to go, amid profuse apologies from his new would-be employer.

The reasons for the sudden dismissal were, the employer admitted after a few weeks' delay, that the men were not qualified for the job.

two mysterious telephone calls warning him not to take on Mr Williams. And, according to Mr Williams, when he turned up for work on that first day another electrician (who just happens to be the son of one of the 'old guard' union officials) was waiting for a job at the offices.

Earlier B Joffe and Company had twice tried to have Mr Williams's apprenticeship contract cancelled — without success — because of his outspoken views and criticism of running of the union and the low wages paid to electricians.

Mr They, the only source of income for his family, has had to consider taking a job in the security industry a few weeks' later.

^{As} Blacks are now refusing to accept their inferior and stigmatised status.

They are forced upon their own abilities and resources and the BCM directs the oppressed towards an attitude of self-reliance. They must become a closer knit people, conscious of their own struggle as a people. The BCM philosophy tries to conquer the myth of black inferiority by saying 'I am somebody' and 'Yes, I can'.

cannot experience

A white man ~~knows nothing about~~ my suffering. We cannot leave the fight for our liberation in the hands of the white man only. ~~if this happens we will end up with them wanting a guarantee for their white skins.~~ Here Black consciousness is not an end in itself but a means towards the attainment of a just and open society where every person, irrespective of colour or creed, will have access to economic, political and social rights.

At this stage of our history, where ~~everything is still made exclusively~~ *the system is geared towards* maintaining position of

3/1/80
400 strike
over pay

ABOUT 400 construction workers downed tools today at a water-treatment plant site of UFA Construction Company in Blackheath because of a wage dispute.

This was confirmed by the managing director of UFA, Mr A W Smith, who said negotiations were continuing.

Most workers left the site in buses. They included contract labourers.

It is believed the demand for higher wages is because of the big-fare increases.

360 LTA

workers CAPE TIMES 4/6/80 strike (33)

Staff Reporter

ABOUT 360 LTA workers at a water purification plant in Blackheath are striking for higher wages.

The managing director of LTA Construction (Cape) Limited, Mr A W Smith, said the workers had stopped working on Monday. He said discussions had been held with the workers yesterday "but the situation has not been resolved".

The Cape Times was yesterday prevented from speaking to the striking workers by the site manager.

Mr Smith said all the workers on the site were striking. This included coloured and black workers. A large proportion were unskilled but all the skilled workers, such as the carpenters and artisans, were also on strike.

The workers' minimum wage was 61 cents an hour. They worked a 46-hour week, which means a total of R28,06 a week.

4/6/80
Workers

return

ARGUS

23

ABOUT 400 workers at the Blackheath water purification site of LTA Construction returned to work today after a two-day stoppage.

The construction workers were demanding an increase in wages because of the rising cost of living. Minimum wages are 61c an hour.

The managing director of LTA Construction (Cape), Mr. A W Smith, said workers were told yesterday that the firm would do its best to see that wages were increased.

An immediate increase was problematic, however, and workers would have to wait until the next Wage Board determination in September.

80 000 Cape workers to ^{C. Times} 7/6/80 get increase ~~7.5%~~

Staff Reporter ~~2/3~~ 33

PAY RISES and other allowances have been granted to more than 80 000 clothing and construction workers in the Cape to compensate for higher bus fares.

The week-long bus boycott has had a negligible impact on worker attendance.

The secretary for the Industrial Council for the Clothing Industry (Cape), Mr "Hardy" Nel, said that the next pay increase in the industry was originally 7.5 percent, due from December 13. In view of the higher bus fares and other increases in the cost of living, however, the Garment Workers Union had appealed to employers to grant an immediate 10 percent increase.

Mr Nel said that the announcement of higher pay for 51 000 workers in the industry would appear in the Government Gazette soon and would take effect officially from July 1, but most firms had agreed to implement the rise immediately.

Attendance at factories normal

Worker attendance at factories was normal. "Obviously, more people are showing up late, said one clothing company director, "but given the circumstances we think they've been absolutely tremendous."

A spokesman for the 30 000-member Industrial Council for the Building Industry said employers had agreed to double the hourly travel allowance from 3c to 6c from last Monday to offset the bus price increase.

Since a nine-hour day was normal in the construction industry, the new travel allowance would mean an extra 27c a day.

The chief executive of the largest construction group in the Cape, Mr Geoff Knudsen, said the bus fare increases affected all workers and the group was taking a "very hard look" at a pay increase for monthly salaried staff who were not members of the Industrial Council. A decision was expected next week.

A spokesman for City Tramways yesterday said the bus company did not want to comment on the financial implications of the boycott.

● Sapa reported from Johannesburg yesterday that the basic salaries of officials on gold mines and collieries and members of the Chamber of Mines would, on average, be increased by 16 percent from the June pay month.

Draughtsmen shortage threat to growth plans

Sum TR 10 8/16/80 (33)

UNLESS there is a marked pick-up in the number of draughtsmen and technicians in South Africa, the planned growth in the economy is unlikely to be realised, as the existing workforce will be unable to cope.

This is the message from a recent manpower study conducted by the South African Association of Consulting Engineers.

The association ex-

By FRANK JEANS

amined current and expected shortages of draughtsmen and technicians among its 210 registered companies.

Present staff of all races in the categories is 2465. The assessed shortfall is 546, while the expected deficit by March 1983 is an additional 1054.

In a call to employers

and Government agencies to increase the amount of "in house" training and the financing of training, the association points out that the contribution its members are making.

About half of the draughtsmen and technicians in training are receiving financial assistance, while 44 percent of firms are contributing financially towards training.

... but the X industry ^{SUN TRIB} ^{8/6/80} strides ahead ⁽³³⁾

DESPITE the brick and artisan shortage, the building industry is striding into the new decade full of confidence of renewed prosperity and sustained activity. It could scarcely have got better reassurance from the latest figures of the Department of Statistics.

The value of building plans in every sector surged. The most significant advance is in home-building. The January-April figures reveal that new homes are being built at 92.3 percent more than the rate for the corresponding period last year.

For the four-month period the total value of building plans passed hit R661.1 million — a 72.6 percent increase over the R383.9 million for the same time in 1979.

The most significant boost in building activity emerges in the residential property market. This trend will obviously be welcomed by estate agents who are operating in a buoyant but understocked market.

Plans for all forms of residential buildings — the figures represent about 90 percent of total building work in South Africa — have peaked at more than R352 million compared with R183.9 million last time.

And here again, the figures indicate a stronger thrust coming from the flat block developers, who are taking advantage of the opportunity of greater return on capital investment now that rentals are moving upwards.

For the first four months of this year plans for new homes were valued at R286 million as against R160.2 million previously. While much of the increase can be put down to building cost rises and inflation, it is a sizeable increase in home-building which

must augur well for the rest of the year.

"Residential" plans passed for the whole of 1979 totalled R677 million, which means that the comparable figure for 1980 so far is more than double the annual 1979 amount — and there are still eight months of this year to go.

BRICK SHORTAGE

By COLIN VINEALL
Property Editor

... AND ARTISANS SORELY NEEDED

AN in-depth statistical review of the building industry that has just been published puts the total shortage of artisans at a conservative 2 730 and shows that the shortage of bricks is critical.

The review is published in the SA Builder, official organ of the Building Industries Federation of South Africa.

The survey shows that bricklayers and painters are the people most sorely needed. Hennie van Zyl, the Bifsa economist, commented that of particular significance was the shortage of foremen, particularly in view of the foreman's key role on the building site and his pronounced influence on productivity.

Statistics show that the shortage of bricks affects 70 percent of building contracts sufficiently to cause problems. Van Zyl said that in view of the shortage's disruptive effect on building activity, it is bound to push costs up.

He writes: "It is significant that although bricks are being imported to the Transvaal from Natal, a graph showing the intensity of brick shortage per area showed that approximately 32 percent of building contractors in the Durban-Pinetown area are experiencing brick supply problems.

"The graph leads one to believe that the present brick shortage is indeed a national problem.

"It is feared that especially the smaller builder in the Transvaal and OFS will have to rely on bricks from Natal."

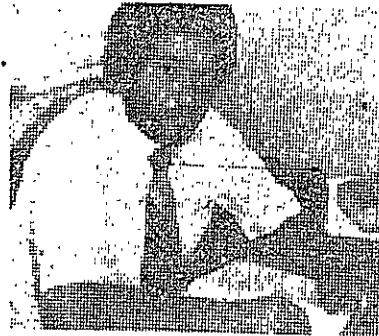
Because of normal SAR transport tariffs, this will have a cost-increasing effect.

"We have reason to believe that the brick industry is fully aware of the gravity of the problem and is taking emergency remedial action.

"A large manufacturer has indicated that they have virtually daily discussions with the major building companies in order to arrive at equitable allocations.

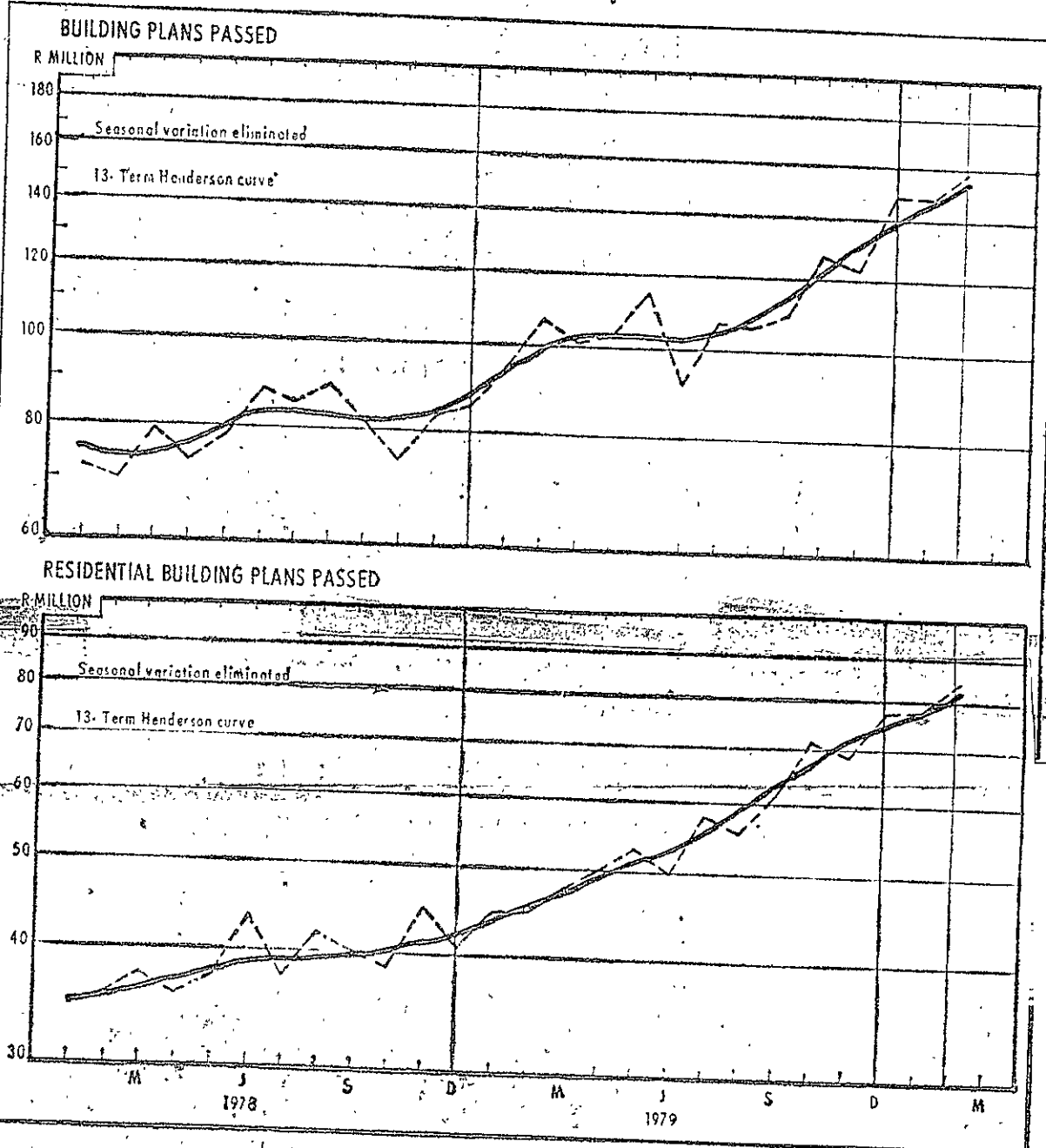
"It would be wrong to ascribe the present serious situation solely to the action of one or a few large manufacturers.

"It is rather due to a substantial under-estimation of the future demand for their product by the brick industry as a whole."



Hennie van Zyl, Bifsa economist

These graphs reflect the value of building plans passed in the private sector. They provide clear indication that building activity is increasing rapidly and will continue to do so for the next 18 months and most probably well beyond this period. The graphs also indicate that the increase is substantial and it is estimated that the year 1980 will witness a real increase of at least 10 percent in building activity. The graphs were compiled by the Department of Statistics.

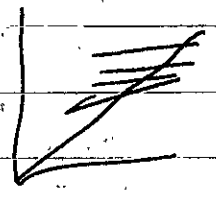


SUN. TRIB.
8/6/80

**Man detained
in Paarl**
A CONSTRUCTION firm em-
ployee, Mr. Theodore Haupt,
was detained by Paarl security
police under Section 22 of the
General Laws Amendment Act
at the weekend, according to
Mr. Haupt's father, Mr. J. J.
Haupt of Crawford.

T ↑ E ↑

↑ ↑



800 building workers strike over wages plan

Cape Times 11/6/80

Staff Reporter

33

152

ABOUT 800 workers at a Mitchell's Plain construction site downed tools yesterday in the third strike by Cape Town construction workers in 10 days.

The workers — from Roy Beamish Contractors (Pty) Limited, R H Morris (Cape) (Pty) Limited, Model-Morris (Pty) Limited and Murray and Roberts (Cape) Limited — all went home after lunch yesterday after a unanimous decision by the men to down tools.

The site on which they are working is the new Mitchell's Plain business centre.

A meeting will be held today between officials of the Building Industrial Council, the Department of Manpower Utilization, representatives of management of the firms concerned and the workers to discuss the dispute.

Last week there were strikes by about 600 Dura Construction and LTA Construction workers at sites in Diep River and Blackheath.

At a meeting at the site yesterday between workers and management before the decision to down tools, workers said they had heard that a new Industrial Council agreement had been made in terms of which their holiday fund stamps would be paid directly by employers and their wages would be decreased.

"Workers in the construction industry have been simmering for a long time now. So far, we have been very patient, but we can't live on our wages any more," a spokesman for the workers said.

They said the wages of artisans would be decreased from R2.80 to R2.31 an hour, while those of unskilled workers would be decreased from 90 cents to 80 cents an hour.

The managing director of Roy Beamish Contractors (Pty) Limited, Mr P Crafford, confirmed that "hundreds" of workers employed by his company had downed tools yesterday.

© Picture, page 2

11/6/80 ~~ARMS~~

No cuts ~~150~~ in wages, ~~33~~ workers assured

HUNDREDS of workers at the construction site of the new Mitchell's Plain business centre stopped work and went home yesterday afternoon.

They downed tools after a meeting with management on wages and a new Industrial Council agreement.

They believed the employers' contributions to medical aid and holiday funds would be increased but wages would be cut.

NO QUESTION

However, the secretary of the Industrial Council for the Building Industry, Mr. J. J. Kitshoff, said there was no question of wages being reduced.

He said travel allowances were being increased by three cents an hour from the end of June and workers would receive a wage increase in November.

Workers on the site are employees of Model-Morris (Pty) Ltd, R. H. Morris (Cape) (Pty) Ltd, Roy Beaumish Contractors (Pty) Ltd, and Murray and Roberts (Cape) Ltd.

They were to meet management representatives on the site again today.

Construction group may take over Tollgate

CAPE TIMES 17/6/80
Staff Reporter

232
33

MURRAY AND ROBERTS, the giant construction group, are negotiating a possible takeover of Tollgate Holdings, which includes City Tramways, the bus company presently being boycotted in the Peninsula.

The announcement took the form of a joint statement by the two groups.

Tollgate Holdings are the largest privately owned transport operators in the country, with 1 317 buses operating in Cape Town, Port Elizabeth, George, Malmesbury, Mossel Bay, Oudtshoorn, Paarl, Somerset-West, Stellenbosch, Strand and other areas.

Tollgate Holdings was suspended on the Johannesburg Stock Exchange and the London Stock Exchange on May 22, as negotiations could affect share prices.

The joint announcement means that negotiations between Murray and Roberts and Tollgate Holdings could be long and drawn out. Tollgate's share listing is likely to remain in suspension till July 31.

Apart from the bus division, Tollgate has a financing arm consisting of Golden Arrow Finance Corporation; an insurance company, Shield Insurance; a property subsidiary, Tollgate Property Corporation, and a touring group, Springbok Atlas Safaris. Other companies include a computer bureau, advertising company and a concrete block manufacturing company.

The Tollgate share price stood at approximately R4 before it was suspended, which puts a stock market valuation of approximately R44 m on the group.

Murray and Roberts has over the past few years been diversifying extensively out of construction and already has stakes in the food and automotive component industries.

Construction workers to go back to work

CAPE TIMES 12/6/80

33

152

ABOUT 800 construction workers who downed tools on Tuesday will resume work today, according to a statement released by the Master Builders' Association yesterday.

According to the statement, representatives of the MBA, four registered building trade unions and the Industrial Council for the Building Industry, met the workers of five build-

ing firms yesterday and "after having listened to their requests and queries, spent the afternoon in discussion with spokesmen for the workers."

"At the conclusion of these discussions, the representatives of the MBA agreed to discuss at Industrial Council level the matters raised by the men which would be formally presented to them by their trade unions and in turn, the workers agreed to resume work on Thursday," the statement read.

"The report in the Cape Times of Wednesday morning regrettably gave incorrect information which was corrected during the discussions and the men now fully understand that there will be no reduction in their take-home pay when the new agreement comes into force."

• The Cape Times yesterday reported that the workers had said at a meeting with members of management before the decision to down tools that they had heard that a new Industrial Council agreement had been made in terms of which their holiday fund stamps would be paid directly by employers and their wages would be decreased.

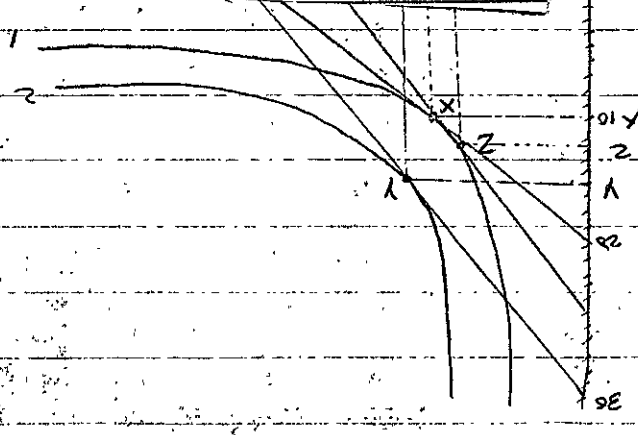
The Cape Times subsequently spoke to the managing director of Roy Beamish Contractors (Pty) Limited, Mr P Crafford, who said he knew only that the workers' grievances "had something to do with the new agreement."

Attempts made to get comment from the management of Murray and Roberts (Cape) Limited, Model-Morris (Pty) Limited and the Industrial Council for the Building Industry were unsuccessful.

5 000000

B

*000-2000
diagram*



12/6/80 AR 9/15

Workers at Plain again down tools

Labour Reporter (23)
A NUMBER of workers on the building site of the Mitchell's Plain business centre again stopped work today, after returning to work this morning.

About 800 workers downed tools on Tuesday in a dispute over a new Industrial Council agreement for the building industry.

AGREED

They agreed yesterday to return to work after a meeting with representatives of the Master Builders' Association, trade unions, and the Industrial Council.

The MBA said in a statement that the matters raised by the men would be taken up at Industrial Council level.

A spokesman for one of the construction companies said it was not clear how many workers were involved in today's stoppage.

OFFICIALS

Union officials were again on site for discussions, he said.

● About 25 artisans at the new police flats building site in District Six stopped work for a few hours yesterday.

A spokesman for Bruce Dundas (Pty) Ltd, said they went to the offices of the Industrial Council on the Foreshore to try to clarify implementation of the new agreement, which comes into effect on July 1.

They were all back at work, he said.

Long-service awards

33
14/6/80

C. Times 14/6/80
Staff Reporter

ABOUT 500 employees of LTA Construction (Cape) Ltd, who downed tools between Monday and Wednesday last week, will gather at the company's yard in Epping today for a long-service award presentation ceremony.

The strike was part of widespread unrest among construction workers in the last two weeks.

Mr Arthur Rogers, speaking

for LTA, said 69 workers would receive long-service medals, watches and cheques. Among the recipients is a carpenter, Mr Richard Milton, who has served the company for 40 years.

Teargas used on strikers as more join in

By RIAAN DE VILLIERS
Labour Correspondent

POLICE used teargas and dogs to disperse striking workers in Uitenhage yesterday as labour unrest spread, bringing the number of workers on strike to more than 5 000.

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following a rejection of a management wage offer.

And a construction company, Link Construction, closed both its depots in coloured and black townships after workers at one depot went on strike.

In another development, the Volkswagen plant, where the strike wave began on Monday, was closed down until further notice.

Borg-Warner is the third major motor component factory to be affected, the others being Hella, which manufactures electrical equipment, and SKF Bearings, a ball-bearing plant.

Sources in the motor industry yesterday expressed fears that the strikes could soon affect production at other motor manufacturing plants.

A spokesman for Borg-Warner said yesterday 250 black and coloured workers walked out after lunch and the rest of its total black and coloured workforce of 285 was not expected to turn up for night-shift.

Workers gathered on the lawn outside the plant after meeting in the canteen during lunchtime, where black and coloured shop stewards demanded a minimum wage of R2,50 an hour for sweepers, the lowest paid workers.

The present minimum rate prescribed by the industrial council agreement for the steel and engineering industry is R1 per hour.

Management made a counter offer but workers rejected this and walked out.

Production was continuing with the help of white staff but was 'obviously affected', the spokesman said.

He added: "This is no longer a company problem alone but

has become an area problem."

A Volkswagen spokesman, Mr Reuben Els, said the factory had been closed until a new industrial council agreement was reached in the motor assembly industry.

The closure was announced to a group of about 200 workers outside the factory yesterday morning.

He could not say when the factory would reopen but added that negotiations were in progress and the firm hoped the wage issue would be settled as "soon as possible".

He said the 3 500 strikers among the factory's black workforce of 6 000 would not be fired but would not be paid during the closure.

The plant had lost a "few hundred units" during the past few days.

At SKF, a company spokesman claimed workers had rejected a management offer to increase the minimum starting rate of R1,15 an hour to R1,70. She said workers were demanding R2 an hour, as are Volkswagen workers.

However, a worker representative at the plant said yesterday workers had moderated their wage demand "some days ago". They were now demanding R1,65 an hour, he said.

He complained that "our demands are being exaggerated to make us appear unreasonable".

Workers were told they would be fired unless they were back at work tomorrow morning. According to management, production is continuing with the help of white personnel, including office staff.

Meanwhile, sources in the motor industry claimed the strike wave was not primarily over wages.

One spokesman said workers were expressing "political, economic and social grievances", and were using the strikes as a way to compel attention.

A source in industry in Port Elizabeth said the strikes were being viewed with a "great deal of concern" as they could spread easily.

Another spokesman said: "The strikes are obviously not about economic issues, but political issues. We will just have to sweat it out."

pp 19/6/83

Uitenhage labour unrest spreads

UITENHAGE — Police here went into action seven times in 18 hours to disperse crowds of strikers and stone-throwers.

In most of the cases between Tuesday night and early yesterday afternoon teargas or tearsmoke was used, but there was one police baton charge, a round of birdshot was fired at a group of youths and dogs were used to disperse mainly women workers at the Hella factory.

Police said there was sporadic stoning of vehicles on Tuesday night. About 100 youths who gathered in Kabah township were dispersed by police using batons and tearsmoke.

Volkswagen workers who gathered at the factory gates to be told of the indefinite closure of the plant yesterday morning were dispersed by riot police who fired canisters of tearsmoke.

Riot police kept a close watch on the vanguard of workers, who were addressed briefly by members of the

workers' committee and then walked through the business district singing freedom songs.

The strikers were dispersed with tearsmoke for the second time after gathering around a worker injured when hit by a passing car on the outskirts of town.

Confusion reigned at the Hella factory when about 700 mainly coloured women who, after being urged by management to return to work, started moving towards the gates.

Other workers called them back, but management then ordered them all to leave.

Police dog handlers then charged the workers inside the grounds and fired canisters of tearsmoke after they had moved out.

A spokesman for the workers said they had gathered in the factory at 6.30 a.m. to present wage demands, but a director they wanted to see did not arrive.

At the offices of the United Automobile and Allied Workers' Union, six women displayed to union officials scratches and bites which they said they had sustained during the police charge.

The divisional commissioner of police in the Eastern Cape, Brigadier E. S. J. van Rensburg, described Uitenhage as a "hot spot" and said police reinforcements had arrived on Tuesday night and yesterday morning.

Among new firms hit by strikes yesterday was Borg-Warner, a transmission plant, where the total black and coloured workforce walked out after lunch following rejection of a management wage offer.

And a construction company, Link Construction, closed both its depots in coloured and black townships after workers at one depot went on strike.

Another factory joined the labour unrest when about 250 workers at a candle factory went home after demanding higher wages. — DDC.

Low productivity hitting builders—Bifsa chief

By Frank Jeans
The South African building industry, striding ahead to days of prosperity, again is still handicapped by low productivity — had news for an industry with plenty of tumbling blocks already on the way to the new profit era.

Indeed, says Mr Bob Stevenson, president of the Building Industries Federation (Bifsa), the industry probably has one of the lowest productivity figures across the whole spectrum of the South African industrial scene.

Hammering home the message to management to play an increasing role in this vital sector of building, Mr Stevenson says: "It is not only bad news for us, but it is also bad news for the customer, especially the average couple who

want to build a home, and is at the same time increasingly alarmed at the cost of building.

"Economic experts predict that a house built today could double in price within the next four years — a mind-blowing forecast, and one which provokes the easy thought that the sheer cost of a house must price it beyond reach of the couple who so earnestly desire it."

KEY

The straight-talking Bifsa president, who has launched an on-site drive to get productivity and loss control into top gear in line with the industry's move forward, seized on a "golden" opportunity to get building management leaders to become more aware of their responsibility.

Presenting Bifsa's

gold medal for building management achievement to student Mr Johannes van der Merwe in Pretoria last night, Mr Stevenson said 25-year-old Johannes' impressive record was the key to increased productivity in building.

During his final year as a graduate in a building management degree, Mr van der Merwe not only secured a top managerial post, but was made solely responsible for a building contract worth R4,000.

"I can't imagine the top manager of any building company putting Mr van der Merwe in charge of a project worth that kind of money, unless he had made the right kind of impression, both as to character and ability as well as his qualifications.

"I believe," said Mr Stevenson, "that the highly-trained building manager, trained to the hilt in every relevant aspect of modern building, is the man best qualified to raise productivity of every man on site."

The Bifsa president said the manager of the future was not only going to have to be a great all-rounder, but something of a Superman, if the industry was going to be able to provide every member of the public with the building he required at the price he could afford.

"Construction will have to have between 150 to 200 building graduates a year if the country is to have sufficient shelter and other types of buildings over the next two decades," said Mr Stevenson.

Mitchell's Plain pay petition

Staff Reporter

A PETITION demanding an increase in salary for all site workers at the Model-Morris site in Mitchell's Plain and signed by 180 workers will be handed to the management today, a spokesman for the workers said last night.

The petition, which also calls for all workers on all building sites to make the similar demands, places two demands on the management: All workers must receive an increase of 50 cents an hour and holiday stamps must be paid to the workers rather than deducted from their weekly wages.

Holiday stamps, the spokesman said, were deducted from the workers' weekly wage — R10.80 from artisans and R4 from labourers. The money was held by management till the construction site closed for an annual holiday at the end of the year. It was then paid back in a lump sum without interest.

An artisan, the spokesman said, had R25 deducted from his salary each week — of this R10.80 was holiday stamps.

Cost of living

The petition reads: "From the employees to the employers on the Model-Morris site in Mitchell's Plain: Due to the cost of living and inflation rate we, as the workers on site, place two demands to you:

"One, a general increase of 50c per hour to all workers on site — that is labourers and artisans. Two, the holiday fund section of salaries to be funded to workers each week or in their pay packets each week.

"We ask all workers on all building sites to ask for this increase and the holiday stamps. We suggest you meet these demands by July 4, 1980."

The workers who are placing the demands to management are involved in the construction of a supermarket complex in Mitchell's Plain.

Mr D Langmann of the Model-Morris management said that he did not wish to comment on the petition and would not explain the holiday stamp situation "over the phone".

Hunt on for Soweto power teams

SUN. EXP. 29/6/80
33
345
177

MORE than 100 senior civil engineers and civil engineering technicians are urgently being sought abroad in a massive recruiting drive by the LTA building group to cope with its huge R500-million order book.

An estimated 6 000 semi-skilled workers from Soweto will have to be found and trained to install the massive R30-million electrical reticulation job that starts in August.

To date, LTA has only won the tender to instal about 40% of the whole reticulation contract, but expects to win the balance which should be announced shortly.

The contract is actually being carried out by the LTA subsidiary — Industrial Electrical Company (IEC). However, the sting in the tail is that the total contract must be completed

within three years, with the first lights on two years from now.

The company will have to work at a cracking pace to get this done. Reticulation for some 40 000 will have to be installed within the first two years, and the pace doubled the following year to complete the balance of 80 000 homes.

But that is only the start of the job. IEC is also tendering — and believes it has a good chance of winning — the contract to install the wiring in every one of Soweto's 120 000 homes.

To do this it is expecting to employ about 50 sub-contractors who will be given electrical outlets, piping and wiring in kit form for easy installation in each house.

While IEC is doing the reticulation for most of Soweto, the equipment is being supplied by Tessacom — a consortium in which it is partnered with GEC and Siemens.

Estimated costs are around R250 a house — less than a tenth than for the average White home. Government, however, through the administration boards, will install the services and probably levy a monthly service fee — much like the telephone rental charge — of around R9 a month.

Obviously, to cope with the sheer volume of the contract, there will simply not be enough trained artisans around.

For this reason the company expects to be undertaking a massive training programme of semi-skilled labour with the final job being okayed by an approved electrician.

Much of the work could probably be done far quicker by machine, but LTA will be under very strong pressure to use as much Black labour as possible. It is starting soon on a test project to see just how well local labour can be trained to fit the job.

LTA starts a test project soon to determine how best to go about the project — quicker with less manual labour, or be finished on time using modern machinery.

A recent survey in Soweto, just completed, showed a 100% demand for electricity among respondents.

ADM 5/7/80

Bifsa training plea

(33) Financial Reporter

A CALL for a major labour training programme to combat the threat of a wages explosion has been made by the Building Industries Federation of SA (Bifsa).

Its journal, SA Builder, says that "the pressure of wage demands has become a spectre in the building industry from the level of labourer, through middle management, up to top employees". There can be no doubt that "the wage explosion will be with us over 1980, bringing in its wake harmful short-term effects".

The answer to the problem lies in "training, training, and more training".

The bleak future for the industry presented a year ago has deterred the investment of capital in training.

Mr Bob Stevenson, president of Bifsa, says construction workers have the lowest productivity across the whole spectrum of the SA industrial scene.

During the slump the industry lost many good artisans and site management is hindered by the need to keep a check on the human factor.

"The manager of the future will have to be something of a superman if the industry is to provide every member of the public with a suitably priced property," says Mr Stevenson.

The problem, according to Bifsa, lies in "the misfortune of our historical attitude towards the training for all manner of labour and staff requirements".

To survive and grow, the building industry requires all

available hands, says Bifsa.

It recognises that in the first instance there may be no way that productivity can be improved by employers "cracking the whip". It advocates the relatively longer-term measures of introducing more competition into the labour market and improving the quality of labour.

Use of training facilities will benefit both employers and employees, says Bifsa. It sees more job satisfaction and improved profit margins as the results of the effective use of well-directed labour.

X

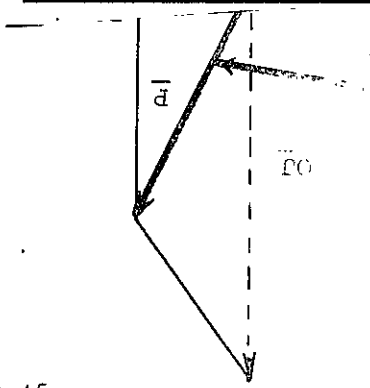
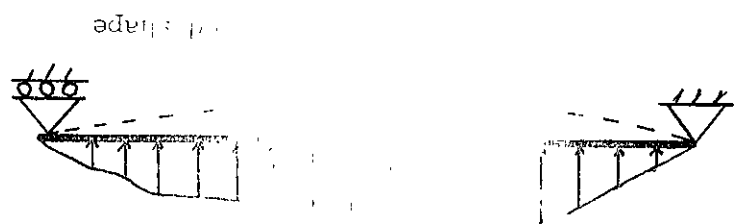
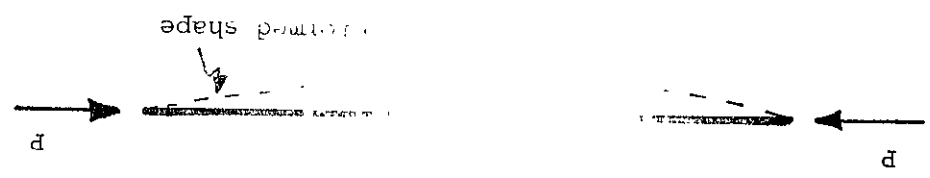


Figure 2.3: a) transverse loading; b) axial loading.

Figure 2.3: Str...



Man dies as rioting erupts at Sasol III

STAB (M) RDM 15/7/82

By ROB TAYLOR

A MAN was burnt to death and police were called in last night after about 300 workers went on the rampage near the Sasol III construction site in the Eastern Transvaal.

Workers had set alight a bus and a truck after stoning supervisory staff who tried to address them, a Sasol spokesman said last night.

He said trouble at the site followed rumours about security measures taken at Sasol III after the recent sabotage blasts at the Sasol I and Natref plants in Sasolburg.

The construction site near Evander was closed and all staff sent home an hour early after the first stoning incident. No-one was injured in the stoning.

The spokesman said: "Our information at this stage is that some of the black construction workers remained restless after leaving the construction site."

"A bus and a light truck were set alight and one white occupant of the light truck was burnt to death. The police have been called in to control the situation."

After lunch yesterday, 2 000 of the more than 18 000 black construction workers at Sasol III refused to start work.

They were addressed by supervisors who told them the hours were unfounded, and if returned to work.

At 2.31 p.m. ...
addressed by su-
stoned the officia-
The spokesman said in a
statement:

"At normal starting time
this morning on the Sasol 3
construction site, supervisory
personnel concerned with liai-
son with the construction work-
ers were informed of various
rumours amongst the black
construction workers about cer-
tain security measures intro-
duced after the recent attacks
on Sasol installations.

"A special meeting of the
liaison committee was called at
which black spokesmen alleged
the following:

● That a black construction
worker had been shot by mili-
tary personnel in the early
hours of Sunday morning.

● That their freedom of move-
ment within the construction
site and living quarters had
been curtailed and that they
were being harassed by the
military personnel present on
the site.

"The fact of the matter is
that a black construction work-
er, Mr Elliot Mketwa, was found
by a black tractor driver at
approximately 6.30pm on Satur-
day evening lying in one of the
construction roads on the Sasol
III site.

"He contacted the first-aid
station by radio, which ad-
mitted Mr Mketwa for medical
treatment. Mketwa admitted to
being drunk and on no medical
evidence being found of any
injury he was discharged.

"According to our informa-
tion at this stage, Mketwa died
at 4am Sunday morning in his
bed in one of the construction
camps. A post-mortem is being
conducted to ascertain the
exact cause of his death.

"These facts were explained
at the liaison committee meet-
ing this morning. As far as the
events of today are concerned,
all construction workers went
to work at the normal starting
time of 6.30am this morning.

"After the lunch break con-
tinue approximately 2 000 black con-
struction workers refused
to start working. They were
addressed by the supervisory
personnel, explaining to them
that the rumours were unfound-
ed and requesting them to go
back to work.

... them did so except
... ers

300 riot at Sasol III plant

CAPE TIMES
15/7/80

Own Correspondent

JOHANNESBURG. — Police were called in last night to quell rioting by about 300 workers from the Sasol III construction site in the Eastern Transvaal after they had set alight a bus and a truck, burning a man to death.

Earlier, they stoned supervisory personnel who had tried to talk to them, a Sasol spokesman said. One person was injured in the stoning.

The trouble followed rumours about security measures taken at the site after the recent sabotage explosions at the

Sasol I and Natref plants in Sasolburg.

In a statement the Sasol spokesman said "A special meeting of the liaison committee was called at which a black spokesman alleged that a black construction worker had been shot by military personnel in the early hours of Sunday morning that their freedom of movement within the construction site and living-quarters had been curtailed, and that they were being harassed by

To page 2

33
A
From page 1

the military personnel present on the site.

"The fact of the matter is that a black construction worker, Mr Eliot Mtetwa, was found by a black tractor driver at approximately 6.30 pm on Saturday evening lying in one of the construction roads on the Sasol III site.

"He contacted the first-aid station by radio, and Mr Mtetwa was admitted for medical treatment. Mr Mtetwa admitted to being drunk, no medical evidence being found of any injury. He was discharged

"According to our information at this stage. Mr Mtetwa died at 4 am on Sunday in his bed in one of the construction camps. A post-mortem is being conducted to ascertain the exact cause of his death. These facts were explained at the liaison committee meeting this morning.

"As far as the events of today are concerned, all construction workers went to work at the normal starting

time of 6.30 am After the lunch break from 12 pm to 12.30 pm, approximately 2 000 black construction workers out of a total work force of 18 131 refused to start work. They were addressed by the supervisory personnel, who requested them to go back to work

"Most of them did so, except for approximately 300 workers in one particular area. They were again spoken to at 2.30 pm but still refused to listen, and they subsequently started throwing stones at the supervisory personnel trying to speak to them. One person was injured during this incident.

"At approximately 4.45 pm all construction staff were sent home an hour before normal closing time as a precautionary measure.

"Our information at this stage is that some of the black construction workers remained restless after leaving the construction site

"A bus and a light truck were set alight by them and one white occupant of the light truck was burnt to death. The police have been called in to control the situation. An hour ago (8 pm) the situation was calm and under control."

Sasol tense

Post 16/7/82
SASOL 3 was tense yesterday and thousands of construction workers were sent home after a night of unrest which left one worker dead and several vehicles burnt out.

Middelburg police were called in on Monday night to control rioters who stoned a man to death in his truck at the construction plant.

Rioters also set a truck, car and bus alight and stoned staff who tried to pacify them.

The man killed in the incident will not be identified until his next of kin have been notified.

He is believed to have been working for Dilling-er Engineering Construction company (DEC), which has offices in Vanderbijlpark.

UNREST

Workers at the Sasol 3 construction site said they believed the unrest had started because of a managerial decision not to let the men move between camps after nightfall. The men began to riot after being informed of this decision.

Police armed with shot-guns and R1S stood guard outside the south camp all night and blocked all entrances to the camp.

A spokesman for Secunda, Mr Andries Swart, said yesterday that several incidents had taken

place but everything was under control now.

He said he could not elaborate on the "incidents."

Workers who had been laid off for the day said they believed the men responsible for the unrest had been paid off and sent home.

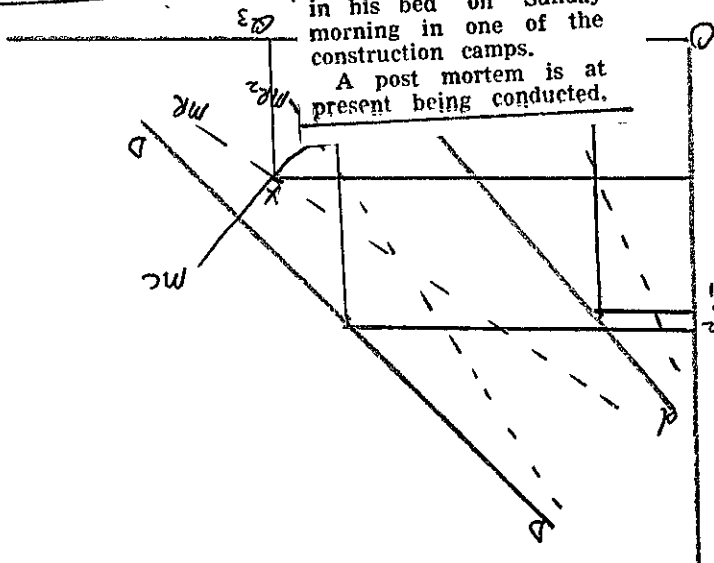
The spokesman said that a special meeting of the liaison committee was called at which a black spokesman alleged the following:

- ① That a black construction worker had been shot by security personnel in the early hours of Sunday morning,
- ② That their freedom of movement within the construction site and living quarters had been curtailed and,
- ③ that they were being harassed by military personnel on the site.

A black construction worker, Mr Elliot Mtetwa, was found lying in one of the construction roads in the Sasol 3 site on Saturday evening according to workers.

But according to a Secunda Press release Mr Mtetwa was found dead in his bed on Sunday morning in one of the construction camps.

A post mortem is at present being conducted.



from 1
will not
no access
he can
each limit
business
the relevant
figures of
and
different markets
no x
hour for
produce
the difference
elastic, than

be prepared
for
people for
change also
at a diff
men will
for 1st day
CONSUMERS
price down
effects of
great 0.2
1.1. 0.2
add to
and increase
do in 0.1
than he
in force
you can
The demand

33
152
152

Sasol tense as workers stand idle

By CHRIS MARAIS AND ROB TAYLOR

THERE was a tense truce between police and the 18 000 black labour force at Sasol 3 in Secunda yesterday after two days of stonings and arson in which one white worker was killed.

Two large bungalows at one of the black compounds were burnt down yesterday afternoon. Firemen put out the blazes, but only the shells of the buildings were left.

Police squads were out in force at the entrances to three black Sasol compounds, but kept at a distance from the crowds which gathered nearby.

Only a few cases of stonings were reported yesterday morning after the spate of violence on Monday when a white construction worker was pulled from his bakkie and stoned to death.

Sasol 3's black construction force was put off for the day yesterday morning after 'showing signs of restlessness'.

Cars were stoned on the main road next to the compounds.

Replying to allegations that Sasol security men had not made any moves to aid the victim of the stonings, a Sasol spokesman said:

"I'm not sure they were there at the time, but in many cases we have to keep a low profile."

Yesterday, the construction workers were addressed by supervisory personnel.

It is understood that the only grievances the workers had were:

- That they were being harassed by military personnel under the stricter security measures at the plant and compounds;

- That they suspected military personnel had shot a black construction worker, Mr Eliot Mtetwa, on Sunday morning.

A Sasol spokesman said it had taken time for the black staff to get used to the new security measures introduced after the sabotage blast

~~27~~

RDM 16/7/80

33

Sasol is quiet as workers go home

33
17/7/60
Past

CONSTRUCTION work at Sasol 3 may have come to an end for the week as most of the 18 000 workers collected their pay and took a long weekend off yesterday.

By last night it was not certain if any of the workers would turn up for work today, but a Sasol spokesman said most had collected their pay and left for home.

The black and white workers were allowed to collect their pay for the past fortnight from 11 a.m. yesterday, instead of Friday, and allowed to go home. They were told to return on Monday.

But those who wanted to work will be allowed to do so, as today and Friday will be taken as normal working days.

The quiet that returned to Sasol last night followed a week of violence during which a man was killed and several injured.

Spokesmen for Sasol say the week's violence followed a rumour that a worker had been shot dead by security men at Sasol.

POLICE

The liaison committee was shown the body and assured that the man had not been shot. The police are still investigating the cause of the man's death, but it is believed he had internal injuries.

Despite Sasol's assurance to the liaison committee, the workers have been restless.

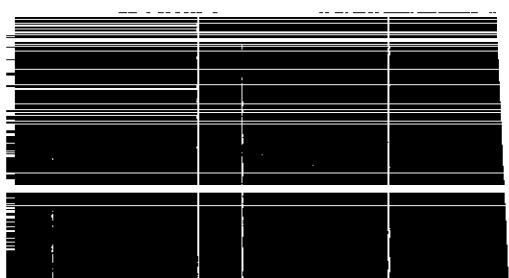
On Tuesday night, two men were injured and police had to use tear smoke to disperse a crowd of workers.

After the crowd had dispersed police found the two injured men.

The men were taken to hospital where one was treated and discharged and the other one admitted.

The injuries to both men were minor, but the incident is still being investigated and the nature of the injuries is not clear at present.

A spokesman for Sasol 3 said a kitchen was damaged by fire in the unrest among coloured workers on Tuesday night.



Fears that Sasol Workers may quit

WDM 17/7/80

By CHRIS MARAIS
and ROB TAYLOR

CONSTRUCTION at Sasol 3 ground to a halt yesterday — amid fears that many of the 18 000 black workers planned to quit.

A Sasol spokesman said that workers yesterday "again displayed some signs of unrest".

He added in a statement: "Workers were then told that from 11am those who wanted to, could collect their wages for the previous two weeks, instead of on Friday — their normal pay day.

"They were also informed that Thursday and Friday would be normal working days for those who wished to report for work."

A black worker interviewed later said: "Yhc of us will go to work while others have a very long weekend?"

The Sasol statement also said that "indications are that most of the construction workers are availing themselves of the opportunity to be paid today (Wednesday)".

A spokesman said the management would know only on Monday if large numbers had left the plant for good.

"They don't always resign by letter," he said. "I ain't not aware of any resignations as yet. However, there has been and will be — a lot of staff

FM 19/7/82 SASOL III (33)

Sasol III, SA's multi-million rand fuel-from-coal project, has been effectively closed for the week. It is hoped construction will be normal on Monday.

On Wednesday most of the plant's 18,000 construction workers took advantage of management's offer to collect their wages and return home.

This followed two days of violence which claimed the life of one white worker. On Tuesday and Wednesday workers were dispersed by police using teargas after vehicles were stoned and hostels set alight.

The closure is not expected to disrupt Sasol III's construction schedule and Fluor, the American contractor in charge of the project, is expected to absorb the lost time.

Clarence Koyter, Sasol's public relations officer, says the company is aware of only two worker grievances that they are being harassed by military personnel under the stricter security measures introduced since the Sasol sabotage attack and that they suspected Elhof Mchwa, a construction worker on the site, was shot by military personnel on Sunday morning.

Worker sources add that security measures introduced at the plant since the Sasol blast have caused grave discontent. They say workers are leaving in droves as result of the new measure, which they regard as unnecessary harassment.

A Sasol spokesman says the security complaints are being investigated but the company denies Mchwa was shot by military personnel.

The company has not dismissed striking workers this week, and has not formulated a policy should the mass stay-away continue on Monday, although workers will not be paid for days missed this week.

A company spokesman says it is "hopeful" construction will return to normal on Monday.

Sasol 3 at 25% strength

By LLEWELLYN KRIEL
 ONLY about 25% of the 18 000-strong black work force at the Sasol 3 construction site in Secunda returned to work yesterday, after this week's mass walkout.

Mr. Clarence Keyter, chief public relations officer for Sasol, said yesterday that only about a quarter of the construction site was operating.

He said, however, that Sasol expected the majority of workers to return by Monday and that construction would then swing back into top gear.

"At present there are a few thousand workers on site and construction is going ahead — although somewhat patchily," he said.

More workers returned to the site yesterday than did on Thursday, after Wednesday's walkout when most of the workers left the site.

Police in Secunda said the situation in the huge workers' compound was quiet and that normality had returned to the site where a white worker was killed and two black strikers shot by police during this week's unrest.

DM 19/7/80

Figure 2.4 : For

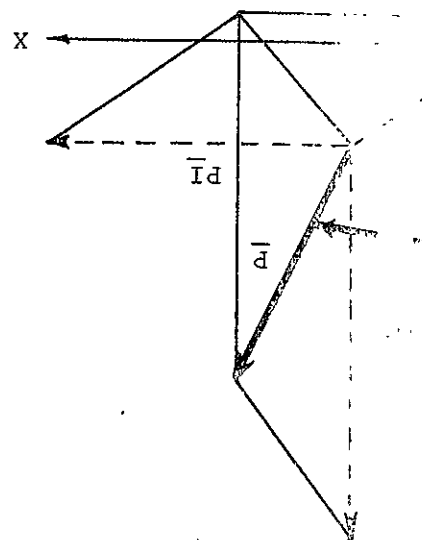
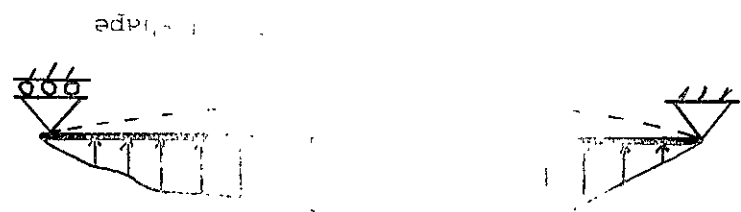
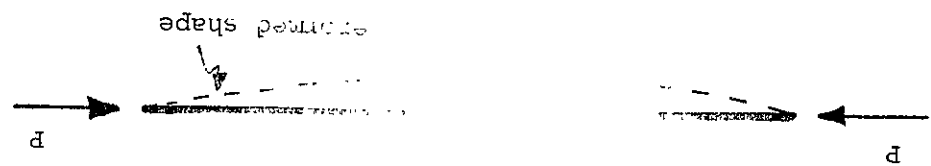


Figure 2.3 : a) transverse loading; b) axial loading.



27/8
RDM 22/7/80
Sasol 3
gets back
57
to normal

Staff Reporter

CONSTRUCTION work at the Sasol 3 plant was almost back to normal yesterday as more than 13 000 of the 18 000 black labour-force returned to work after a week of unrest.

As workers continued to arrive — some from as far as the Cape — armed police kept a cautious eye on the site and living quarters of blacks and coloureds, in case of further disturbances.

A Sasol spokesman said last night there had been "no incident whatsoever" at the construction site or the living quarters.

Asked what would happen if the remainder of the workers decided not to come back, the spokesman said more men would be employed through the normal recruiting drive.

Unrest at the site started on Monday last week when workers alleged that a black worker, Mr Elliot Mtetwa, had been shot dead, that their freedom of movement within the site had been curtailed and that they were being harassed by military personnel on the site.

Sasol authorities are still awaiting the findings of the post-mortem conducted on Mr Mtetwa.

Sasol workers stream back

THOUSANDS of construction workers returned to work at Sasol 3 yesterday as the situation began to return to normal after a week when unrest on the site stopped work.

Long lines of workers queued up outside the Sasol 3 offices to sign on after the weekend and spokesmen at Sasol 3 said most of the workers should have returned to work by yesterday afternoon.

33152 Post
256 2217180

Four guards attacked at Sasol plant

33
2/11/80
SPW

Unrest flared again at the Sasol plant in Secunda last night and this morning, in which four security guards were attacked. Today more than 700 construction men refused to work.

Teargas was used last night to disperse a big crowd which had gathered before the attack on the four guards.

Police arrested two blacks in the workers' living quarters on charges of assault, incitement and public violence.

The Divisional Commissioner of Police for the Eastern Transvaal, Brigadier A Jordaan, said today that police were on standby at the plant while workers and the management of CMGM Construction were negotiating over wages.

The police were keeping a low profile and had not taken action this morning.

It is not clear whether the workers have gone on strike or have only suspended operations during the negotiation period.

One of the security guards attacked last night was injured and treated in hospital. He was later discharged. The other three were not injured.

Workers go on strike at Sasol plant

SECUNDA—More than 700 workers from the construction company CMGM went on strike yesterday for higher wages at the Sasol plant here.

The company has a number of contracts at Sasol 2, 3 and 3.

The managing director of CMGM, Mr Peter Clogg, said yesterday that discussions on the wage dispute would be held today. The situation was quiet later yesterday with the workers staying at their hostels.

'We are not sure at this stage, but about 700 did not turn up for work and, going by past experience, I expect this to be sorted out immediately,' Mr Clogg said.

Meanwhile, there is no clarity whether the attack on

four guards in the living quarters at Driefontein, Secunda, by CMGM construction workers on Sunday night had anything to do with the wage strike.

One cannot be sure at this stage,' Mr Clogg said.

Police had to be called in at 8:30 to bring the situation under control. They used tear-smoke to disperse a large group of CMGM workers who attacked the security guards.

Two construction workers were arrested and are to be charged with assault and intimidation.

One of the security guards was injured but has already been discharged from hospital — (Sapa)

NW 6/1/80

Pay offer today for Secunda strikers

Own Correspondent

SECUNDA. — Officials from CMGM, a civil construction concern, will today make a pay offer to 750 of their workers who are on strike near the Sasol 2 and 3 sites in the Eastern Transvaal.

Initial unrest began at the workers' quarters, Driefontein on Sunday night.

Four black security guards were attacked and stoned by the construction workers. One guard was injured, but was discharged from hospital after treatment.

It was the second night of labour unrest in Secunda in three weeks.

Police were called in at 9:30 pm on Sunday night to control the situation. They dispersed the CMGM workers with tear smoke. Two men were arrested at the Driefontein quarters in connection with alleged charges of assault and provocation.

A CMGM spokesman said it appeared that the stoning and the strike were separate incidents, and it was "pure coincidence" that they had occurred consecutively.

The 750 strikers had not returned to work yesterday morning and followed up with a demand for salary increases. Mr. Russell Schultz, personnel director for CMGM, said last night.

He said CMGM, a company contracted by Sasol for maintenance work and construction at the local effluent treatment plant, would make an offer to the strikers at 2 pm today.

Company officials negotiated with the workers' liaison committee and will announce their offer tomorrow.

A Sasol spokesman said the strike had not affected production at Sasol 2.

"This is an internal matter for CMGM, and at this stage it has nothing to do with us," he said.

CMGM is doing construction work on part of the plant that will serve Sasol 3. The running operation serving Sasol 2 is not affected.

By late yesterday, the situation at Driefontein was quiet.

Slw 4/1/80

700 Sasol strikers (33) to decide (1/22) on offer (2/78)

The 700 striking CMGM Construction workers at the Sasol plant in Secunda are to decide today whether to accept an offer from the company's top management. The company's managing director, Mr Peter Clogg, flew to Secunda in his private aircraft this morning to negotiate personally with representatives of the striking workers.

The unrest at the plant began on Sunday night when a crowd of workers attacked four security guards in their living quarters at Driefontein.

One of the guards was slightly injured, and police later had to disperse the crowd with teargas.

DEMANDS

Yesterday morning, more than 700 CMGM Construction workers at Driefontein refused to report for work, and demanded higher wages. The company's personnel director, Mr Russel Schultz, said in a statement.

Mr Schultz said representatives of the company negotiated with the workers yesterday, and agreed to present an offer to them today.

Mr Schultz remained at the plant overnight to keep a watch on the situation, but this morning all was reported to be calm.

Mr Clogg said the management of the company was examining the workers' wage structure, and had asked the men to nominate representatives to negotiate for them.

Nov 6/80

Most Sasol strikers accept offer

The 750 striking CMGM Construction workers at the Sasol plant in Secunda returned to work today, with only about 70 of them refusing a pay increase offered by the company.

The managing director of CMGM, Mr Peter Clogg, said today the workers were given the choice of accepting a R8,60 a week increase, or being taken home.

Mr Clogg said, although the increase applied only to CMGM's workers in Secunda, the company's management was reviewing the wage structures for all its trained labour.

The strike began on Monday when the 750 CMGM workers at the Sasol site demanded higher wages.

(32) C. T. 23/8/60 (175)
First black apprentices

JOHANNESBURG. — Contracts were signed yesterday between 17 black apprentices and one of the biggest construction companies in South Africa. The 14 carpenters and three bricklayers are the first whose applications for apprenticeship have been approved under amended legislation and industrial agreements enabling them to work in white areas for the same wages and service benefits as whites.

The chairman of the Manpower Commission, Dr Hennie Reynders, said he regards the development as extremely important. — Sapa

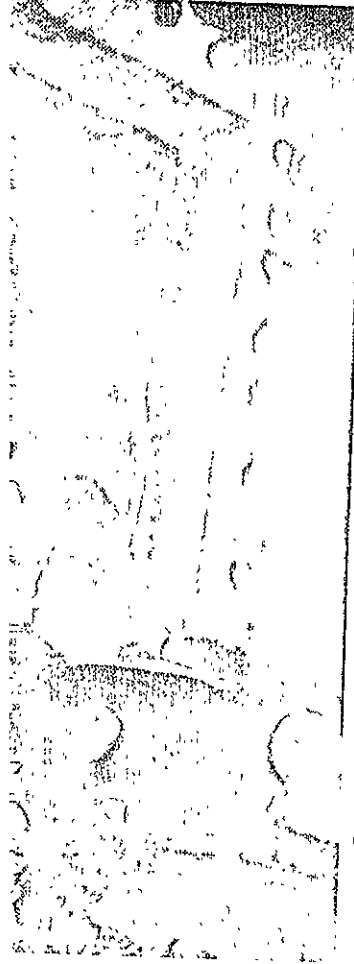
⇒ NOTE

5-hour drama of 27 trapped under NE

21,580 KVVU



AMBULANCES wait on the national road near Paarl, ready to whisk City Council workers to hospital after they were rescued from an air-contaminated water pipe. Further down the road, efforts were being made to crawl through an air valve under which most of the men were waiting.



CAPE TOWN (AP) — Twenty-seven men were rescued after being trapped for more than five hours underground in a water pipe on the Paarl national road near Paarl, South Africa, today.

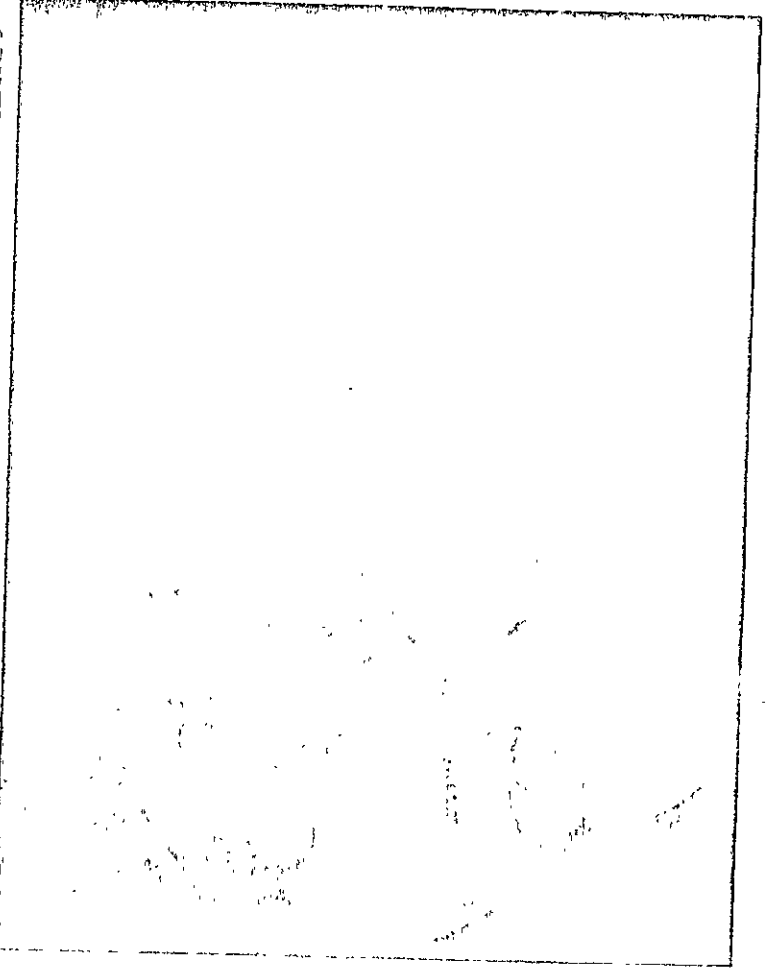
The men were clearing the pipe in wild water and fog between Steynburg Dam and Balmoring when they were overcome by carbon dioxide gas.

A fire brigade spokesman said the men had been about 600 ft from the pipe when they were rescued by the gas.

According to a council spokesman, one of the men was told of the danger the men were in and left, headed by Dr. A. G. Macdonald, who immediately contacted the police. The rescue operation is said to be one of the worst disasters in the area.

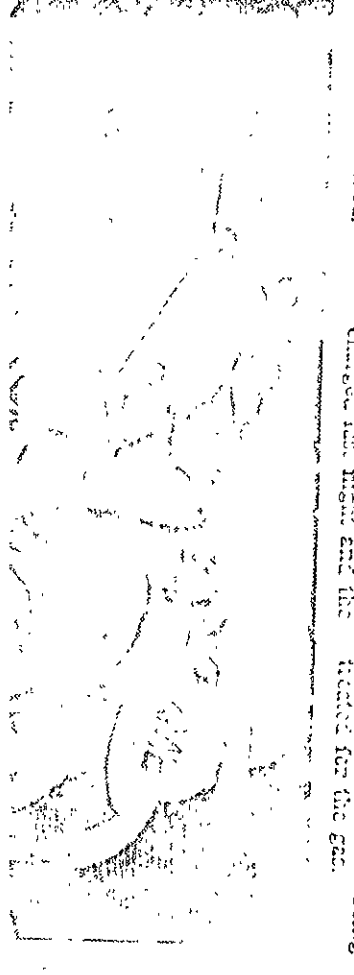
Several more workers and firemen with breathing apparatus went into the pipe to help the workers as they crawled along the tunnel to the entrance.

However, their air supply was not adequate and pneumatic drills were used to enlarge an air valve under which the men were still.



and that of an being trapped for hours in an underground tunnel. The men were rescued after a water pipe taken to an ambulance.

A fleet of ambulances from Cape Town, Paarl, Breda and Paarl, for a total of 10 men to the hospital. The men were rescued after being trapped for hours in an underground tunnel. Several men were discharged last night and the rest will be discharged today.



Stolen day-off saves man as 275m chimney collapses

By Mike Cohen and Carolyn Dempster

KRIEL — A stolen day off work saved the life of a construction worker who was earlier believed to have been buried under tons of rubble when a 275-metre-high smoke stack collapsed yesterday.

R800-m project set back a year

It is bitterly ironic that if all had gone well, the Matla Power Station would have been generating its full 3 600 megawatts within the next few months.

Matla was conceived as one of the biggest power stations in the Southern Hemisphere and planning at a cost of R800-million began five years ago.

The plant first started generating power about 18 months ago and was due to be completed by the end of this year.

One engineer said: "The plant consists of six sets of generators with two

smoke stacks. Because of the crumbling of the concrete casting of one of the flues and the uncertainty surrounding the remaining structure, construction work on the second lot of generator sets could be delayed for a year."

According to the engineer the plant had not been generating electricity at such a high rate because only three of the generators were in operation — pushing out 600 megawatts each.

He could not say whether the plant would continue to generate electricity.

The accident occurred yesterday afternoon at Escom's Matla Power Station, near Kriel.

One man died and seven were injured when the brickwork on the inside of the smoke stack collapsed and plunged 50 metres to the ground.

Officials at the power station feared late last night that the stack might collapse.

Late yesterday afternoon, Proto teams from nearby mines were gingerly sifting through the rubble searching for the missing worker.

The power station was evacuated and fire teams, ambulances and emergency units were on standby.

SEARCH STOPPED

The search for the missing man was stopped late last night when it was eventually realised he had failed to arrive at work for his normal shift.

The search lasted almost six hours.

A construction worker who was on the ground at the time of the collapse said: "When the flue buckled his weak end the whole structure and huge pieces of cement and concrete broke off right at the top of the tower."

"Almost immediately the whole area was cleared because the structure was in real danger of toppling."

A member of a proto team confided that the team were "very relieved" they didn't have to go into the "terrifying" tower.

Fifteen contract workers positioned half-way up the inside of the smoke stack clung to the scaffolding to avoid being knocked off their narrow perches.

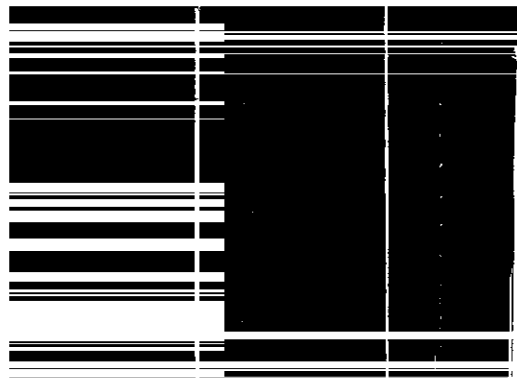
HELICOPTER AID

Two South African Air Force Puma helicopters flew to the site to airlift the stranded workers to safety and the entire area was cleared in case of further collapse.

Both Witbank and Bethal hospitals were placed on standby to receive casualties until it was discovered that there were only nine people (later eight) involved.

Mr Boet Uys, an Escom spokesman, said: "Inside each smoke stack there are three flues and in this case, the concrete outer casing of Number 6 flue collapsed, falling inside the walls of the smoke stack and rupturing the base of the tower. All that remains is the brickwork skeleton of Number 6 flue, which is unstable in its present state."

28/8/80
STAR
33
12/11
2/10/80



One dies 25/8/80 seven hurt in collapse

Argus Correspondent
JOHANNESBURG. — One construction worker was killed and seven others injured when a portion of a 275-m chimney at Eskom's Matla power station collapsed yesterday.

Fifteen of the contract workers, who were halfway up the inside of the smoke stack, clung to steel scaffolding to avoid being knocked off their perches by flying debris. One missing worker is believed to be buried in concrete at the bottom of the flue.

Two Air Force Puma helicopters airlifted the stranded workers to safety while the entire area was cleared.

Mr Boet Uys, a spokesman for Eskom, said it was almost impossible to gain access to the area to determine the extent of the damage.

'Inside each smoke stack there are three flues and in this case, the concrete outer casing of number 6 flue collapsed, falling inside the walls of the smoke stack, and rupturing the base of the tower.'

UNSTABLE

'All that remains is the brickwork skeleton of number 6 flue, which is unstable in its present state,' he added.

Matla was conceived as one of the biggest power stations in the Southern Hemisphere and planning — at a cost of R900-million — began five years ago. The plant first started generating power about 18 months ago and was due to be completed by the end of this year.

Container
251880 ARU
fall kills
(3) (M)
worker

A SHEET metal worker at a Salt River factory was killed today when a half ton metal container toppled from a crane, pinning his head to the ground.

A worker at the factory said one of the container's handles pierced Mr Trevor Petersen's head after he had tried to prevent the container falling on his body. Mr Petersen, 19, lived in Bonteboomel.

The manager of the factory refused to comment or allow anyone on the premises.

Rubble spews from a massive opening at the base of the chimney at the Matla power station near Kriel, Transvaal, after a flue inside the chimney collapsed yesterday, killing one worker and injuring seven. Or chimney towers 278m above the ground at the huge power station, which is presently under constr

Man killed as power station flue topples

ROM
25/10/80
33
etc

Staff Reporters

BETHAL. — A man was killed, another is missing and at least eight other construction workers were injured when part of a 278 m tower collapsed yesterday at the Matla Power Station near Kriel, in the Eastern Transvaal.

Seven men — two whites and five blacks — were admitted to the Bethal Hospital for observation. The extent of their injuries is not known.

Another man was admitted to the Witbank Hospital with a broken leg. Escom officials have refused to release the names of the injured or that of the dead man.

The accident occurred soon after 12.30pm when most of the workers had knocked off for lunch.

Mr Ben Steyn, assistant manager of Matla who took newsmen to the tower, said there was a roar, then a mighty shock wave which shook surrounding buildings.

The tower — one of two smoke stacks for pulverised fuel — is an outer core containing three flues known as Num-

bers 4, 5 and 6.

No 6 flue had cracked into three pieces. The greater part of it, estimated to be about 200m high, collapsed in a heap of rubble, spilling crushed reinforced concrete through an opening at the bottom of the tower.

The middle part of the flue, believed to be about 40m high, is lying diagonally across the core.

About 20m of the flue are still balanced precariously at the top of the tower. Mr Steyn said nobody had dared to try to get inside the tower to investigate the cause of the accident because the top section of No 6 flue might plunge down "at any minute".

Flue No 4 is cracked but No 5 is intact.

Officials at the site were uncertain of the number of construction workers in the vicinity of the flue when it collapsed, but estimated the number at about 20.

Helicopters were called in to rescue six men feared trapped on top of the tower. But the men managed to make their

way down a latticed section at the back of the tower and they reached the ground safely.

One of the men made the descent with a broken ankle. It is understood that, of the injured, three were hurt at the bottom of the tower. One is understood to have an injured eye, another an injured arm and the third a broken leg. Two more of the injured men were at the top of the tower when the flue collapsed.

About 10 ambulances, as well as proteams from the Anglo American and Matla coal mines nearby, were on the scene within a short time of Matla's call for help.

A team of experts from Escom headquarters in Megawatt Park, Johannesburg, left for Matla yesterday afternoon to assess the damage and investigate the accident, said an Escom spokesman.

A senior representative for Futurus Engineering, designers of the tower, said a team from the firm had left Johannesburg for Matla yesterday afternoon to conduct its own investigations.

Similar 'Matla towers' being built

29/60
20m
33
PBI

A roar and he thought the end had come

By MARTIN FEINSTEIN
TWO towers, similar to the partly-collapsed smoke-stack at Matla power station, are currently under construction elsewhere — but experts say it is too early to tell if they are at risk.

They are at Duvha power station, near Witbank, and at Sasol II.

A spokesman for the towers' designers, Ove Arup and Partners, said that although each of the three towers were modified to meet different requirements, the basic design was the same.

"It's very difficult to say why it happened. The designs have been checked but much more work is needed before we can pinpoint the cause," he said.

A fourth tower at Duvha is already in operation.

Meanwhile, Escom's public relations officer, Mr Boet Uys, said a team of investigators — including Matla's project leader, Mr Dennis Eaton — were at the scene yesterday.

"We're launching a thorough investigation into the whole matter," he said.

"It's difficult to say anything at this stage before we have done that."

The construction contractors for the tower, Futurus, are also looking for the cause.

But the company's technical

director, Dr William Vance, said it would be a "time-consuming affair".

If the accident is traced to a design fault, the other towers may be at risk.

Sapa reports that the investigation into the cause of the Matla accident, in which one worker was killed, is expected to last "a day or two".

A spokesman for Escom said yesterday an emergency plan, involving the South African Defence Force, neighbouring municipalities, local mines and sister power stations, was put into action with great success when the Matla accident took place.

A police spokesman said yesterday that 28 Matla workers were injured, seven of them seriously.

The remaining 21 were treated by ambulance officers at the site.

The seven seriously injured workers were working at the top of the tower when a flue inside the tower collapsed. They were hit by pieces of flying rubble.

South African Air Force helicopters were rushed to the scene but the men had managed to climb down some steel construction on the side of the tower and had reached the ground safely.

By JOHAN BUYS
ONE of the men injured in the Matla power station accident on Wednesday said from his hospital bed yesterday:

"When I heard that terrible roar above me, I thought the end had come and my days were over."

Mr Domingo Pinto, speaking at the Bethal Hospital in the Eastern Transvaal, said: "I'm very lucky to be alive".

Mr Pinto, 49, a father of five, was recounting his harrowing experience when a flue in a 278m tower collapsed at the Matla power station near Kriel, spilling tons of crushed reinforced concrete out of opening at the bottom of the tower.

One man was killed and seven others injured. They were admitted to hospital for observation.

The tower — one of two smoke-stacks for pulverised fuel — is an outer core containing three flues known as Nos 4, 5, and 6.

No 6 flue had cracked into three pieces and yesterday Escom officials at the security gate at Matla, one of the biggest power stations in the Southern Hemisphere, refused to allow photographers near the tower.

"It is too dangerous because about 20m of the flue is still balanced precariously at the top of the tower," a spokesman said.

Escom officials held a meeting at the power station yesterday afternoon to discuss the accident.

Mr Pinto, of Cornelia Street, Troyeville, said:

"I was working on a scaffold on the ground at No 5 flue when I heard something like an explosion, followed by a roar. I instinctively looked up but could see nothing because everything went black in front of me.

"I tried to run while debris was falling all around me. Everything was blocked in front of me and I was completely blinded by the dust. I groped around, found an opening and ran out."

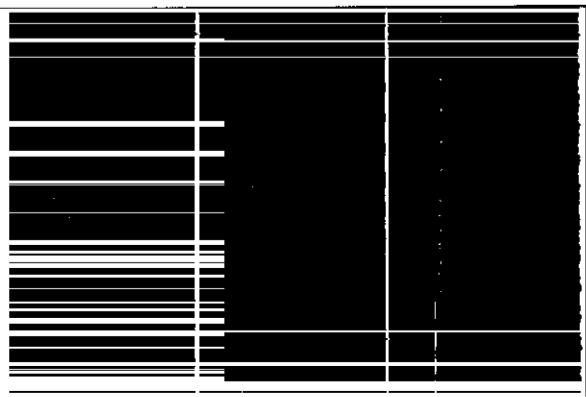
Mr Pinto said he was given emergency treatment for his eyes and taken to hospital by ambulance.

Mr Pinto said two men working with him were also admitted to hospital for treatment to their eyes.

Another man injured in the accident, Mr Koos Winder, of Standerton, who was admitted for observation, was discharged yesterday morning.

Mr Pinto, his eyes bloodshot, said he hoped to be out of hospital by the weekend.

The name of the dead man will not be released until his relatives have been informed.



Power saw kills father of 5

33
1921
20/1/21

— and worked for the housing administration section of the Divisional Council in Ocean View.

Mr Moecke said he did not know whether Mr St Clair was trained to handle the bench-saw. "This whole issue is still under investigation and all those facts will come out later," he said.

Mr St Clair is survived by his wife, Jemima, and five children.

and he just quietly bled to death."

The deputy secretary of the Divisional Council, Mr C. H. Moecke, said yesterday all the "necessary machinery" had been set into operation to have Mr St Clair's death investigated.

Mr Moecke said Mr St Clair was a "labour improver" — a step higher than an ordinary labourer

rushed to a day hospital by his fellow-workers and then driven to False Bay Hospital but he died on the way.

A False Bay Hospital spokesman said yesterday that the saw might have cut the femoral artery when Mr St Clair was struck on the inside of his thigh.

"I suppose no one thought of putting on a tourniquet

Clair was cutting some kind of hard material at the time. He was apparently repositioning himself when he tripped and fell. As he fell he apparently tried to get a grip on the bench, but it toppled with him.

"The bench then fell on top of him and he was cut by the blade."

Mr Wyngaard said Mr St Clair, bleeding badly, was

housing section of the Ocean View Management Committee, Mr H B Wyngaard, said the committee would hold a meeting on Tuesday to investigate his death.

Mr Wyngaard said he had been told that Mr St Clair was working on the bench-saw when the incident happened.

"I was told that Mr St Clair, bleeding badly, was

By Yaeed Fakler
A DIVISIONAL COUNCIL worker yesterday bled to death after a power saw cut into his thigh and severed an artery.

Mr Simon St Clair, of Rigel Road, Ocean View, died while he was being driven to False Bay Hospital about 11.30am yesterday.

The chairman of the

HOMELAND WORKERS SCARED OF LOSING THEIR 15 CENTS-AN-HOUR JOBS

Wages of Fear

CONSTRUCTION bosses are cashing in on the Government's homelands policy by paying Gazankulu labourers — many of them women — desperate for work in an area almost devoid of industry — as little as 15c an hour for a 10-hour day on building sites in the capital, Givani.

A Sunday Tribune investigation into employment conditions in the 10-year-old Shangaan homeland next to the Kruger National Park showed this week that men and

women — forced by apartheid's grand plan to live there — are so desperate for work that they accept employment without entering into any prior wage agreement with employers. There is no statutory minimum wage in the homeland.

The main employers of building labourers in Gazankulu are two South African-owned companies, Murray and Roberts Construction and Dey and De Jager, and the Shangaan and Tsonga Development Corporation.

These three organisations are engaged in the erection of ministerial houses, cabinet buildings, and houses which are to be sold to Givani residents.

Women labourers include widows and many whose husbands are migrant workers. They carry bricks, mix cement and push wheelbarrows filled with rubble and building materials.

Some who work for Murray and Roberts told the Tribune this week they were newly employed and had not been told how much they would be paid. A widow and mother of four, Mrs Sarah Ramulwala, employed by the Development Corporation, said she was paid R20 a month. When the

Sarah Ramulwala, employed by the Shangaan Tsonga Development Corporation, says she earns R20 a month.



By Maureen Griffin

Sunday Tribune approached her she was plastering the steps of a verandah.

Mr Kay Bekwa, a painter who receives 56c an hour, said his woman assistant received 15c an hour. Men employed by Dey and De Jager said they earned between 25c and 35c an hour.

Mr Chris Koch, in charge of the Murray and Roberts building site on which seven ministerial houses are being constructed, confirmed that women labourers on site are paid 15c an hour and men 35c an hour. (Unskilled black labourers in the



Men employed by Dey and De Jager . . . some earn as little as 25c an hour.

construction industry in South Africa's white metropolitan areas earn a minimum 81c an hour). He would not allow the Sunday Tribune to speak to workers.

His superior, Mr Duncan Barry, said: "That is just the general level of wages in the area. I go along with you that something needs to be done about it."

Mr Eric Field, of the company's Johannesburg

office, said: "We employ these people in response to a need rather than out of necessity. Our alternative would be to need and we believe we must take account of the social implications. We have been asked to use human hands wherever this is possible."

But Gazankulu's Chief Minister, Professor Hudson Ntlanwisi — whose Gov-

ernment pays labourers a minimum 18c an hour — said angrily: "These firms are capitalising and getting in where they can. When we called for tenders they quoted as if they were using labour from Johannesburg — there they use local labour at 15c an hour."

He said the building of the seven ministers houses each cost his Government R115 000.

He expressed dismay and disbelief when told that one woman labourer claimed to earn only R20 a month, and promised to investigate. Many of the women the Sunday Tribune spoke to refused to give their names. They said through an interpreter that they were frightened of losing their jobs, because even a wage of 15c an hour was better than nothing.

By DERRICK LUTHAYI
THE lowest paid worker employed by the Industrial Electrical Company for the Greater Soweto Electrification Project will be paid R40 a week.

A joint announcement by the Greater Soweto Planning Council, Tesacon and the Industrial Electrical Company said that between 5 000 and 8 000 jobs will be filled at the peak period of activity in June 1981.

Approximate numbers of those required for the semi-skilled and skilled categories and earning capabilities are: Administra-

Up to 8000 jobs on Soweto scheme

31/8/80S post 33

3/2/84

tion — 300 (from R50 a week); Security — 100 (from R40); Technical Supervisors — 500 (from R60); Potential artisans and other skilled workers — 800 (from R45); and semi-skilled — 1 500 (from R40).

In addition, the major sub-contractor on the project, IEC, will employ 3 000 to 5 000 self-employ-

ed entrepreneurs. A R22-million contract for the on-site installation of cables, street lights and equipment for the project was signed this week between Tesacon, the main contractor, and IEC, to whom the installation contract has been awarded. Workers in all categories will be referred to

the employer, TEC, by the West Rand Administration Board, through their offices in New Canada. Job-seekers can also apply to Diep-Meadow, Dobsonville and Soweto councils, township managers, which will in turn refer them to the New Canada recruiting office. The managing director

of TEC, Mr Tony Orbach, this week said people with all standards of education and experience will have a career as well as job opportunities.

"Hundreds of jobs will be available. Skills learnt will be needed for continuing maintenance and expansion in Greater Soweto. The need for housing and services all over the country make more opportunities," said Mr Orbach.

Preference will be given to applicants from Soweto, but posts which cannot be filled will be given to people from other areas.

5/16/72 (33) (1200) (185A)

5/16/72 (33) (1200) (185A) Fallen stack probe

Investigators have entered the giant 275-metre Matla power station chimney for the first time since it collapsed last week.

Facing the dangers of another avalanche of concrete hanging precariously in the stack, the investiga-

tors have not yet been able to find the cause of the collapse.

A large chunk of concrete flue, a part of one of three flues in the stack, is stuck and is ready to fall down the chimney, the highest structure in Africa.

0018 8/9/80

LTA labour drive

Industrial Reporter

paying them piece-work. (33)

LTA starts recruiting in Soweto today to man the first of its pilot projects in the township's electrification project.

At least 1 500 of the workers are to be given training in high voltage cable-laying, while the rest will be employed as ditch-diggers.

The company needs up to 5 000 labourers over the next 12 months for reticulation work in the project, and will take on most of them as part-timers,

The recruiting drive is a major test of the viability of local labour for the electrification project.

Jobs for pupils on Soweto light-up

STUDENTS will be offered part time jobs on the Soweto electrification project, a spokesman for the Industrial Electric Company said this week.

The spokesman said jobs would be available for students after school and at weekends.

"They will be paid the same rates as everybody else," he said.

In its first week of recruiting this week, the company said more than 1 000 people had applied for jobs on the scheme. Last Monday alone 200 applied.

"Although a lot of people have applied we will need so many people that students will also be offered part time jobs," the spokesman said.

However, the spokesman added: "Although we will need about 8 000 to work on the scheme, not all these jobs are immediately available."

He said the people who applied for jobs included women. "Some of the women told us they were informed by Community Councilors that they could earn as much as R150 a week working on the electrification.

"It is not true because that is the kind of money that will only be paid to skilled workers. Some of the women said that they resigned from their jobs so that they could take up employment with us," he said.

Big Soweto job flop

... ends be-
found his job
have to be heat
burning papers
hot he said
personnel the
gold said the
aris Sika ward
him of run
less.
alleged Mr.

By DERRICK LUTHAYI

APPLICATIONS for jobs on the Soweto electrification project have dropped drastically.

A spokesman for the contractors said his company was led to believe there were thousands of people who wanted jobs. But none have turned up at the employment office in New Canada.

There was a flood of applications when recruitment started last week but the number has dropped drastically this week.

Neither Soweto residents nor migrant workers are applying for jobs. Keeping the people away, it is believed, are statements by the West Rand

Fewer apply for electrification jobs

S jobs 14/9/80

Administration (Wrab) and the Soweto Council.

It is believed people are staying away after the chairman of the Soweto Council, Mr David Thebehali, said the thousands who flocked to the council chambers when applications first opened indicated he had a large following.

And people who do not "qualify" to live in the area are afraid of applying for jobs in case they

are arrested for pass offences.

The stay-away, it is believed, is caused by confusion over who exactly may apply for jobs.

Wrab's director of labour, Mr A E Steenhuisen, said any person who has Section 10(1) a, 10(1) b and 10(1) c qualifications has the right to work in any urban area in South Africa provided he or she has accommodation.

But the chairman of the Soweto Council, Mr

David Thebehali, at a meeting with the contractors contradicted Mr Steenhuisen's statement.

Mr Thebehali said workers need only identify themselves in order to apply for jobs. "It is not necessary for people to prove they are legally in the area."

A spokesman for the contractors said hold-ups were no good for them or the people of Soweto. "In terms of our contract we have to finish the job in three years and people want electricity," he said.

A small number of young people have applied to be trained as electricians. A few more had applied to do administrative work.

33

STAR 16/1/80

Big move to train coloured builders

33

By Frank Jeans

The Building Industries Federation has decided to expand training facilities for coloured people in the Western Cape region in a major move to attract new workers.

This will not only bring into the mainstream of building a large and untapped labour force, but will also give a spark of activity to construction companies in the Cape which, since the recession, have been hard-pressed to find labour.

The move has the blessing of the Minister of Co-operation and Development, Dr Piet Koornhof.

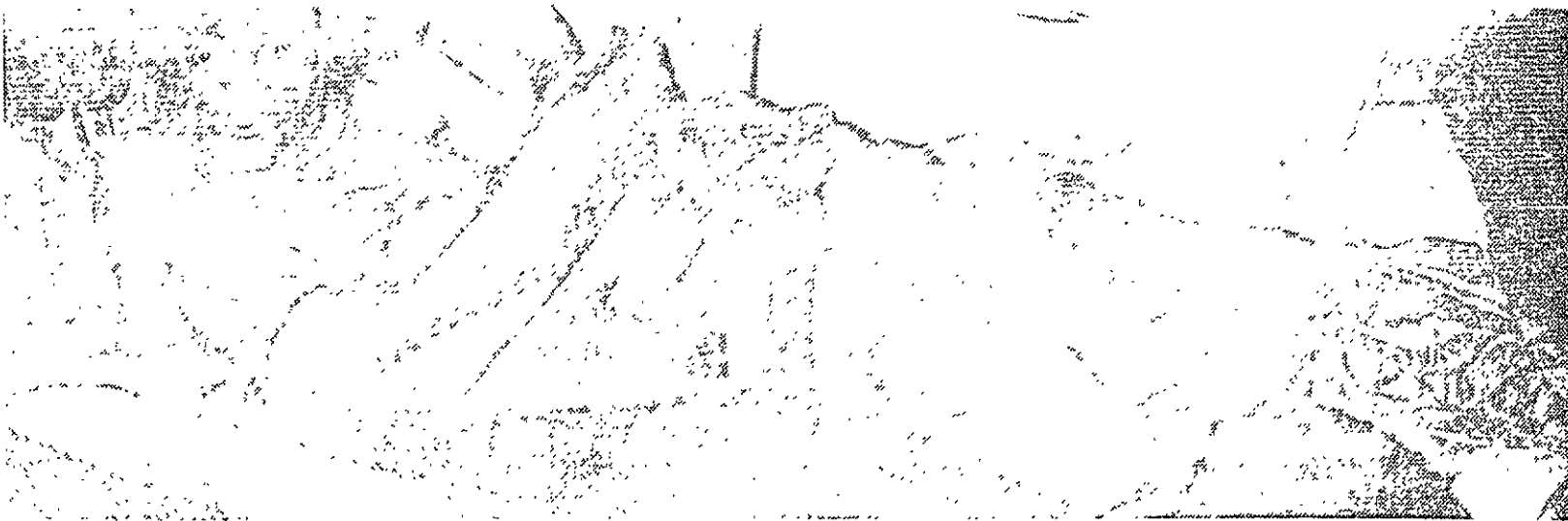
A Bifa delegation, led by the president, Mr Bob Stevenson, recently met Koornhof to ask for an

increase in the flow of black contract workers in the Cape area.

Dr Koornhof said the Government could not allow more single black contract workers into the region and appealed to the building industry to employ coloured labour in jobs traditionally undertaken by blacks.

He pointed out that developments in the recent Cape meat strike had largely refuted arguments against the use of coloured workers.

The Cape Peninsula Master Builders' Association has been asked to monitor the degree of success local contractors have with recruiting unskilled coloured people.



Contract workers employed by the Murray and Roberts construction company — one of the largest in South Africa — sleep on the floor of a beerhall at a compound at City Deep, Johannesburg.

Crowded building workers live in 'appalling' compound

20
35
17/9/60

By **DIAGO SEGOLA**

SCORES of black contract workers employed by the Murray and Roberts construction firm — one of South Africa's largest — are living in appalling, overcrowded conditions.

They are housed at a compound in City Deep, Johannesburg, and several have to sleep on the floor in bare open halls.

Some of the workers, recruited mostly from Venda and other areas, had been sleeping in a passage — completely open on one side — until they were moved last week after the passage was flooded by heavy rains.

A Murray and Roberts spokesman said yesterday that about 670 workers employed by the company lived at the compound. He admitted there was overcrowding.

"We've been caught with our pants down because of the large influx of workers," said Mr Chris Smith, a personnel

officer.

The workers were transferred to a beerhall, where they have to sleep on the floor while others are drinking. The beerhall quarters are without furniture, except for a table and a few bunks. Workers' clothes are piled in a corner or stashed underneath their thin sponge mattresses.

Other workers sleep in a hall where films are shown once a week. They sleep on rows of beds. Yet others are housed in a bare bungalow near the compound entrance. They sleep on the floor.

Many others live in large communal rooms with rows of concrete beds. Workers such as clerks share smaller, neater rooms with spring beds.

All the workers use a communal kitchen which has rows of gas cookers. The Rand Daily Mail found that the kitchen was always busy, and the men had to queue for a turn to make

their meals.

Workers said they often had to wait until as late as 10pm to cook.

Next to the kitchen are rows of wire-mesh lockers where the men keep their cooking utensils.

In his statement in the company's annual report for last year, the chairman of Murray and Roberts, Dr J D Roberts, said there had been a record after-tax profit of R17 620 000 — an increase of 21% over the previous year's results.

In 1978 he was quoted as saying: "I'm not a Government supporter, but if we relax and treat blacks properly, we've nothing to fear."

Mr D B Thomas, a director of the company, said: "Accommodation is our biggest problem. There is not sufficient hostel accommodation because of the sudden influx of labour. We are remedying this and trying to sort out the problem."

Mr Smith said Murray and Roberts was building a temporary hostel near Nancefield — which would be completed "within the next two weeks" — to house about 400 workers. He admitted that the kitchen was "hopelessly overcrowded".

He also said the beerhall was "pretty draughty" and maintenance at the compound "awful".

"We don't like it, and we hope to be moving our guys to our new hostel as soon as possible. The guys work hard and get up very early."

The company showed the "Mail" plans for a modern hostel to be built as soon as a site is found. It is negotiating with the West Rand Administration Board for a site, and hopes it will be finalised this week.

"We hope to vacate City Deep by the end of next February," said Mr Smith.

○ Picture — Page 4

Chimney victim may still be buried

Staff Reporter

ONE of the victims of last month's chimney collapse at the Matla power station may still be buried under rubble.

Strong winds and the danger of further damage to the triple-flue tower have delayed the search for the body, but yesterday engineers decided it was safe to begin clearing the rubble.

They expect to find the missing construction worker, who may not be identified until his next of kin have been informed.

A spokesman for Escom, Mr J H Roux, said yesterday there was still a danger of falling bricks as the chimney's other two flues had also been damaged.

"It has now been established after extensive investigations and calculations that the rubble can now be removed without serious danger to life and property," he said.

A check of the tower's design showed there was no danger of the two remaining flues collapsing.

A full inquiry in terms of the Factory Act will be held soon.

The chimney was designed by Ove Arup and Partners and is being built by Futurus Construction. Its design is being checked independently by Bruinette, Kruger and Stoffberg, a firm of consulting engineers.

3/11/80 33

Soweto project needs more workers

Re: Term 3: Here it is to (or should be) a comparison. This stream because to get the

a discount factor equal to the interest rate on used for this term. the stream in Term 2 to have a taxable income

Re: Term 4: The risk is that of T suggested leasing to by the Rec more depre ment and i

5/1/80 21/9/80

By DERRICK LUTHAYI ONLY 150 people have been employed on the Soweto electrification project since recruiting started a few weeks ago.

A spokesman for Industrial Electrical Company, the main contractors on the project, also announced that four Soweto electrical contractors had been brought into the project as sub-contractors. When the project was initiated it was announced that 8000 people would be employed over a period of three years and some would receive training on the project.

is likely to be equal to the discount factor is a fair comparison with the amount of depreciation allowed should be used. Further context includes the invest-

Re: Term 5: The risk is to that of suggested. from the t equivalent

"Young people are beginning to come forward for the jobs at a rate of 25 a day, where previously we had one or two applicants. We want to provide training for them - a lifetime career. We will be delighted to have more" said the spokesman.

is likely to be equal to the same discount factor is the tax shield arising from the interest on an loan.

The general approach was 530 which follows.

He said his firm was expecting more people to apply now that there has been a clearance from the West Rand Administration Board and the Soweto Council for people with Section 10(1) a, 10 (1) b, and 10 (1)c qualifications to be employed without the need to prove they were legal in the area.

to the problem in MAN.

The company has employed a number of handicapped people on the wiring contract.

Mr Vernon Rath, the firm's general manager, said his company had trained 20 black electrical assistants to a level that would allow them to be registered with the Industrial Council

No bricks:

Builders

lose

their jobs

24/7/60 (3) ~~Continued~~

THE chronic shortage of bricks in the Western Cape has left some local builders with severe difficulties, but brick manufacturers maintain the situation will improve.

A spokesman for a small-scale construction firm, who did not want to be named for fear of retaliation by brick manufacturers, said: "We have endless problems getting bricks. The brick manufacturers are reluctant to do business with the smaller building firms. In our production is severely cut. We have laid off 15 labourers and bricklayers since July."

BLACK MARKET

The large brick manufacturers are price-controlled, but smaller builders must resort to black-market prices if they want bricks, he said.

Most builders are blaming out-of-town contracts in the Transvaal for taking priority over Cape Town's needs.

Others feel the sudden building boom has caught brick manufacturers off guard and they cannot produce enough bricks to satisfy the demand.

But whatever surplus there is of bricks, these go to the large construction firms who have had previous dealings with the brick manufacturers, they say.

It is the little man, the in-between man who is suffering now, one representative from a small building company said, "I feel something must be done."

NEW ORDERS

Graham Bounds, general manager of Corobrik, and chairman of the Regional Brick Development Association, said Corobrik would not accept new individuals with new orders. The old customers, the long-standing companies got first call on bricks.

However, Mr Bounds said, that with new developments Corobrik might be able to accept more orders soon.

DIFFERENCE

He noted a tremendous difference in availability when the smaller brick manufacturers began operations in the summer months.

If these small brick manufacturers produce 100 (run of the kiln) bricks big companies could convert their permanent kilns into large factories and produce face bricks.

Mr Bounds mentioned Corobrik's contracts in the Transvaal, Free State, and Natal. He said...



The 'horrible animals' who are stalking the SA building industry

5-11-41 23/7/80 33



DICK GLANVILL . . . those horrible animals, the building personnel agents."

them somehow before being recruited to jobs elsewhere.

"And the suggestion that the hostels have concrete beds is a lie."

Mr Glanvill said M and R had, for two years, been waiting for permission to relocate the hostels at nearby George Goch, and the building of new ones there was now imminent.

"The standard of the new accommodation will compare with single units at any of the country's white universities," he says.

"This musical chairs situation ends up with the building employee finding himself eventually an over-employed, over-paid junior, without ever getting the chance at gaining seniority in the company," he says.

The M and R director also wants to put the record straight concerning "adverse reports" on the company's hostel accommodation at City Deep which hit at overcrowding and concrete beds.

Temporary

"The fact is," he says, "the crowding at the hostels was temporary. We had a sudden arrival of workers three days before they were due and we just had to accommodate

disservice to the industry."

There is an unwritten rule in construction of "no poaching," but according to Mr Glanvill these particular agents, although they know the set-up, are not "playing the game."

Personnel agencies have mushroomed in the wake of economic upturn in the country, and it is claimed that the luring of a worker away at higher wages gives the agent a bigger percentage of the "more expensive" man's annual salary — estimated to be 8 percent to 15 percent.

"This practice also destroys career advancement, and pushes up costs further because of the bigger pay packet," says Mr Glanvill.

development and continuity of employment.

It appears that the problem arises when an agent artificially pushes the going rate for the job.

The agent might be told, for instance, that the wage for a foreman is R1000 a month, to which he will reply: "It's going to cost you more than that," then approach a foreman in the opposition camp with a promise of 25 percent more — a wage he can't refuse.

Problem

"This is a serious problem in the industry today," says Mr Glanvill, "and these blood-suckers are not only exploiting the manpower shortage to their own ends, but are a

The link men of the construction industry — the go-between of employer and employee — in many cases could be causing a "disruptive influence" in the different buoyant market.

And these building personnel agents, the majority of whom he described as "horrible animals who stifle job opportunism" have come in for a severe attack from the managing director of Murray and Roberts Building Transvaal, Mr Dick Glanvill.

He levels his criticism mainly at the "money hunter" approach by some consultancies which creates a "musical chairs" vacancy situation within the industry which, in return prevents in-house de-

$$\begin{array}{r} N^2 \\ = \\ D^2 \end{array} = \begin{array}{r} N^2 \\ = \\ D^2 \end{array}$$

Square all terms

$$\begin{array}{r} D \\ = \\ C \end{array}$$

2719180 ARMS

Brick firm answers criticisms

33

AS THE brick shortage worsens, brick companies are being criticised for not anticipating and keeping abreast with the burgeoning demand. One of these is Corobrick, which controls about half the brick market in the country, and about 40 per cent of the market in the Western Cape.

Mr Dick Kemp, executive chairman of Corobrick, was interviewed by the SA Builder, the official journal of the Building Industries Federation of South Africa and he made the following points.

● I think mainly through our size we have been able, since August last year, to bring about increases in production which otherwise could not have happened. And I honestly believe we deserve credit for what we have done to increase supplies on the Reef and in the Free State.

Mr Kemp said that the company was building a new factory at Odenaalsrus and another one in the Transvaal both of which should come on stream before the middle of next year. They will together increase Corobrick's annual production by 140-million bricks from the present figure of 620-million.

● The upsurge in the building industry caught

everybody unprepared. There are other shortages like steel windows, baths and timber but we're holding the can.

He said one of the reasons for the present upsurge was that such a lot was being said about escalating costs, namely that one could never build as cheaply again as one could today.

33

MANA

MANA

'Coffin' beds don't worry giant LTA

GIANT construction company LTA does not propose to do anything about the appalling conditions at the CMR compound where some of its employees are housed.

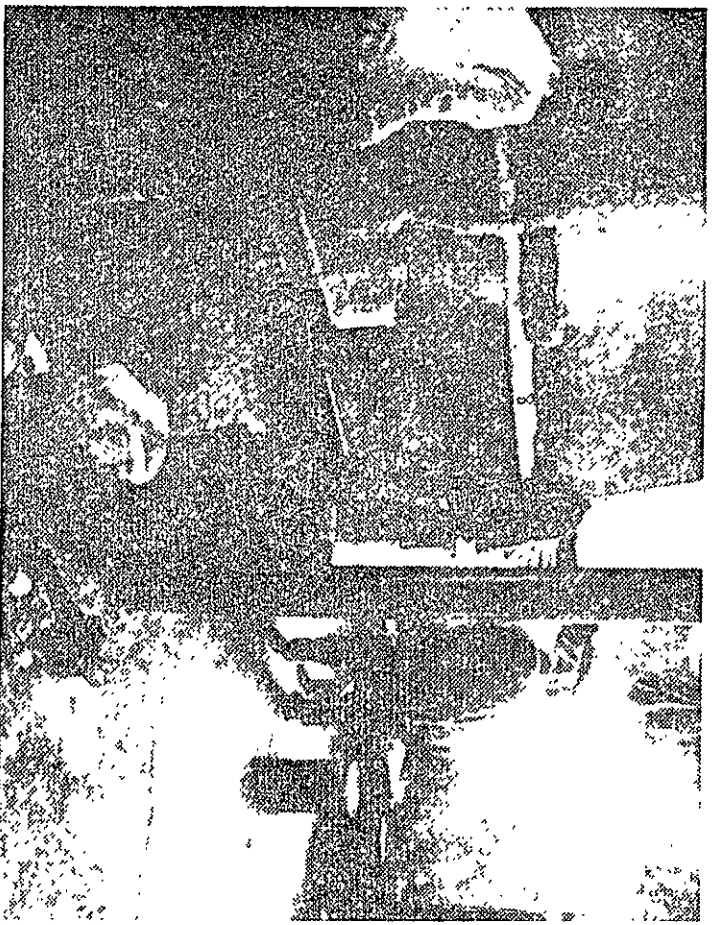
The Sunday Express revealed last week that 3 700 men were living there, some of them stacked in beds that look like concrete coffins. Once in the cramped "bed", the men can hardly move enough to scratch themselves. The place is filthy. There is no privacy at the communal toilets, the communal showers are inadequate, there is nowhere to store food or clothing, and the occupants are bitter.

The disclosures horrified many and have led to calls for joint action to improve the accommodation.

But LTA's financial director, Mr Colin Wood, told the Sunday Express: "LTA's personnel representative visited the compound recently. 'He does not believe it is necessary to do anything about it immediately'".

LTA had no plans to improve the accommodation because the company is building its own hostels.

Mr Wood said the hostels would go up at George Goch, on the eastern side of Johannesburg. The first won't be ready until possibly "early in the New Year" and the other some time after that. He said it would be suitable



• Inside of the hostel ... cold, uncomfortable, depressing. Picture by MIKE MZILENI

BARNEY WILSON REPORTS ON M.D.'S REACTIONS TO EXPOSE

accommodation for "the sort of men involved". He refused to describe the specifications.

Before I spoke to Mr Wood he and managing director Mr Mark Ridley said through the company's PRO, Mrs Marie Alice, they would be wasting their time — and that of the Sunday Express — by going to the compound.

She said: "They have been to the compound before and they know exactly what it's like. They are putting in extensive reports with management."

Mr Wood later denied this. He said he had visited many compounds belonging to Government bodies about six

months ago where his men are housed.

He would not say whether he had made any recommendations about conditions.

After last week's expose the Sunday Express offered to take the managing directors of major Johannesburg companies which housed men there on a

tour of the compound to see for themselves what conditions were like. None accepted.

The compound was run by Rand Mines Properties until the West Rand Administration Board expropriated it in July.

A spokesman for RMP said CMR had closed down some time ago and RMP wanted to bulldoze the compound because conditions were not up to their standards.

"Wrab expropriated us by agreement because there is such a shortage of accommodation."

□ □ □

Other major employers with workers at the compound — believed to have been built in 1965 — are Corobrik, Murray and Roberts, Premier Milling, Fidelity Guards, Rennie's Express Delivery, and Securitas. Two companies — Premier

Mr A D Tanton, MD of Securitas, was not available but Mr William Patterson, of PR Communications, who represented Securitas, accompanied the Sunday Express to the compound. He said afterwards Securitas was in favour of an employer-Wrab attempt to improve conditions.

Executive chairman of Murray and Roberts, Mr Des Baker, did not know how many men the company housed at the hostel, or how long it had been used.

He referred me to the group human resources manager, Mr Barry Beckley, who did not know either.

Mr Beckley said a staff member had visited the compound about a year ago and reported back to him. "I said we should get the conditions for our men up to standard — hot water, TV, recreational facilities and so on."

I told Mr Beckley none of

"I'll follow this up on Monday," he said. Murray and Roberts has 54 men at the compound.

□ □ □

The managing director of Tongaat Corporation, Mr Cedric Savage, whose subsidiary, Corobrik (Tvl) has about 300 workers there, praised the exposure by the Sunday Express. He said only good could come of it. He hoped Wrab and employers would act.

"I'm sure the West Rand Board will spend sleepless nights improving the situation," he said.

"I have tremendous respect for some of the top officials," Mr Savage, who was on a one-day visit to Johannesburg from Durban, said he had not been to the CMR compound.

"But I've been to every single hostel we own."

The company was giving the CMR workers an extra R9 because they were not, like at other hostels owned by the company, supplied with meals.

The R20 paid to Wrab for the bunk was not deducted from the men's wages.

The company had plans to build accommodation three years ago but the scheme was torpedoed by the Roodpoort Municipality, which refused permission to build in the area.

"We now have a place of our own and the drawings should be ready in six months."

Mr Savage said his company had budgeted R1.3-million this year to improve workers' living conditions.

Mr I Morrison, MD of Renies Express Delivery, said he would go there, but not with newspapermen.

"I'm making my own arrangements to go there very soon with my compound manager. I don't think any good will be served by going there with reporters."

Mr R S Andrews, acting MD of Corobrik (Tvl) said he was "irrevocably committed" for the week and could not make a tour.

"I'm aware of what is happening there", Mr Andrews said. We have our regular staff and are in touch with them."

The accommodation was temporary and his company was planning new accommodation. He did not say when this would be started.

Conditions in a rich city 'inconceivable'

PUBLIC figures this week condemned conditions at the compound. Mr John Rees, director of the SA Institute of Race Relations, said the institute could not condone such "shocking" accommodation.

PEP civil liberties spokesman Helen Suzman said: "I can only say the conditions as shown by the story and pictures in the Sunday Express last week are horrifying. It is inconceivable that a modern rich city like Johannesburg should allow the workers, who contribute so materially to its prosperity, to be accommodated in

013, 11
111

33

Builders

pay fine

Mercury Reporter

RM 4/10/80

DURBAN building contractors Schachat Cullum (PTY) Ltd have paid R60 admission of guilt after a Department of Health inspector found no sanitary facilities had been provided for workmen working on premises in Paruks Drive.

Three workmen were employed by the builders on the premises and the inspector found evidence of misuse and fouling in adjacent bush.

Cater for Black unions — STEVENSON

Organised industry would have to help both in the establishment of black trade unions and in convincing existing unions to admit blacks as members.

Mr R L Stevenson, president of the Building Industries Federation of South Africa (Bifsa), said today.

Addressing a National Development and Management Foundation conference in Johannesburg,

he said black labour entrants into the building industry were expected to number about 12 500 a year for the next few years.

It had to be accepted that these new workers would either join existing unions or organise themselves into separate unions. The emergence of black contractors and sub-contractors was also on the cards.

NBIMF conference

In the modern-day context organised industry would have to take the initiative. The education of white union members towards admitting black members was vital, he said.

Mr Stevenson said that during 1979 investment in building in real terms increased by 4 percent whereas an increase of 8 percent was expected this year.

He said industry growth rates for 1981, 1982, 1983, 1984 and 1985 should be about 5 percent, 4 percent, 5 percent, 6 percent and 5 percent respectively.

But, he noted, based on employment figures, the present level of building activity was still about 20 percent to 30 percent below the level attained during the early part of the decade, notwithstanding the fact that building activity had increased in the past two years.

He was confident that these levels of activity would be reached within the next two years and that this high level would be maintained throughout the 1980s.

On future trends he said with interest rates probably hardening over the next two years and the price of building materials likely to rise

further, these and other factors would give rise to a continued trend to smaller, more compact houses as well as smaller stands.

Higher interest rates, higher liquidity, higher mortgage rates, which would influence property values, and an end to the long term bull trend on the stock market — these were the forecasts of Mr Andre Hamersma, group economist, Standard Bank, at the conference.

Borrowers were advised to finalise needs soon while lenders were encouraged to sit on funds and await higher returns.

South Africa might have to relax exchange controls in order to prevent international liquidity generating domestic inflation.

Mr Hamersma also warned of the consequences on the balance of payments if the present trend of rising imports and falling exports was to continue. On the assumption of a gold price of 600 dollars an ounce, this trend could produce a deficit in the current account of the balance of payments by 1981.

* * * * *
If South Africa was to

be totally independent of foreign fuels by the end of the century, it would cost in the region of R10 000m, consultant techno-economist, Mr Terry le Roux, told the conference.

He said projects which were currently being evaluated in respect of the manufacture of synthetic fuels had a cost in 1980 terms of around R3 500m.

Other major projects included the production of ammonia for the explosives industry. Fedimis had indicated that it would construct such a plant at an estimated cost of around R350m.

Other projects currently under evaluation included ethylene oxide and ethylene glycol (AECI), a polyols plant (AECT or NCP) and a number of projects that were confidential as they were at a sensitive stage of evaluation. The capital required for these projects was in the region of R150m to R200m, he said.

* * * * *
Mineral sales for the first seven months of the year have improved by 69 percent compared with the same period last year and the total for the year should reach R1 500m.

Chamber of Mines president, Mr Bill Lawrence, said.

He told the conference that the end of the mining industry's growth cycle was still a long way off and estimated that capex for the next five years, which had been announced, amounted to R6 000m.

The immediate year ahead would be characterised by spending of about R3 000m. In his view this level of expenditure could help ease a major cyclical downturn in the general economy which would normally be expected to occur sometime in the early 1980s.

POST 5/20/80 (33)

Building firm

pays women 20c an hour

MURRAY and Roberts Buildings (Pvt) pays some of its women workers in Bothaville Orange Free State, 20c an hour — less than R10 a week — and some men at the same site 50c an hour.

And managing director, Mr Dick Glanville, says the 50c is "25 percent above the going market rate for Bothaville."

A woman who worked for 176 hours in one month earned R35,20 plus R1,07 for four hours overtime. Her net earnings for that month was R36,27.

A man who worked 159 hours earned R79,59 and R6 for 9 hours overtime. His net pay was R85,06.

Mr Glanville said the company's minimum pay is a little above the going rate for a particular area because it had to make a competitive tender or it wouldn't get the contract.

He believes the way for the workers to improve their pay is by "improving their skills and their productivity."

Mr Glanville said the company employed 47 migratory men, 10 local men and 10 local women at the Bothaville site where they are building a high school.

He said 42 per cent of these are on the minimum scale of 20c for women and 50c for men.

The workers at Bothaville had also told POST that:

① They are expected to buy their own food from this 50 c an hour; and
② They are crowded 10 to a room or 15 to a room in the hostel where they live.

We got into a room with five double decker beds that filled most of the room. There was



① Managing director Mr Dick Glanville.

Shock pay 33

...and this temporary accommodation costs the company between R70 and R90 a month for each man.

He also conceded that the men provide their own food.

Mr Glanville said the highest minimum pay in the company was in the Witwatersrand area where it was 91c an hour. The minimum in Ga-Rankuwa in BophuthaTswana was 90c an hour.

Mr Glanville said the company had a training officer at each site, and by the time the contract drew to an end, very few people were on the minimum pay.

At one site, where there has been work for 16 months, 14 percent of the workers are at the minimum.

"Our only problem is lack of continuity," he said. "With migrant workers, we cannot ensure continuity of training. And local men are reluctant to take up careers in building."

① They are expected to buy their own food from this 50 c an hour; and
② They are crowded 10 to a room or 15 to a room in the hostel where they live.

We got into a room with five double decker beds that filled most of the room. There was space for a small table near the door.

The men said they had taken out the lockers because there was no space for them.

Some men were washing outside, while others enjoyed a meal of sour milk and porridge.

The company, part of the Murray and Roberts group of companies, subscribes to the Saccota Code — a fair employment code designed to do away with discrimination in South African companies.

Mr Glanville said the overcrowding was a temporary situation: "In the early period of a contract this sometimes happens. We move onto a site before accommodation is provided."

He said normally the company makes certain that each worker had at least 55 square feet to himself.

Shadow Over Sun City

SUNDAY POST

Reporter

THE glitter and glamour that surrounded the official opening this week of Sun City stadium, site of the Weaver-Coetzee world title fight on October 25, hid a dark secret

The stadium, and an accompanying 250 luxury cabanas to house big fight guests, are being built on a foundation of hunger and exploitation.

SUNDAY POST has discovered that labourers for two of the companies involved in the R16-million project — Duwat Fencing and Stocks Construction — are paying their workers wages as low as R15 a week.

And most of these men say they have families to support.

Three youngsters, one fifteen years old, the others sixteen, who are employed by Stocks as general labourers in the building of the cabanas, said they earned R32 a fortnight.

A 31-year-old man loading cement bricks only a hundred meters from the stadium where hotel magnet Sol Kerzner was presiding over the champagne and-balloons opening ceremony, said he earned R44 a fortnight.

Out of this money he had to support a wife and two children. Although he and other

Stocks employees were given free accommodation in a newly-built compound nearby, they had to pay for their own food.

"It's not good," he said. "My children are hungry. I'm hungry. For breakfast this morning I had half a loaf of brown bread and a pint of milk. I had the same for lunch and I'll have the same for supper."

"The last time I had meal was two weeks ago."

Mr Peter Venier, Financial Manager of Stocks Construction, told SUNDAY POST that "the days are all housed and fed. The money they get is pocket money".

He expressed surprise when he heard that the men said they were not fed, and was not sure exactly how much they were paid. Mr Venier said it cost his company a lot of money to train labourers who came "tough and ready out of the bush".

The minimum rate for a labourer in Johannesburg was about 81 cents

*Sent per-1
19/10/80*

an hour, he said, and one labourer at the rate might be worth two labourers at 40 cents an hour at Sun City. "We are not penalising them for being untrained," he said.

Duwat's workers, including men with up to six children and a year's service, said they earned from R20 to R25 a week.

A 21-year-old youth who said he'd worked for the company for nine months said he earned R15 a week, and claimed he knew about 12 people who earned the same.

This was denied by the owner of Duwat, Mr Jimmy Thorne.

He did not know how much they were paid, for his wife looked after the books but said they all got upwards of R30 a week.

When approached about the workers' pay Sol Kerzner, who is managing director of Southern Suns, told SUNDAY POST that he would take up the matter with the contractors.



A labourer at Sun City stadium ... building luxury on a foundation of hunger and exploitation.

Builders focus ^{STAK} 21/10/80 on skilled labour shortage ³³ threat

As the building industry gears up for one of the most vital congresses in its history, which opens in Durban next week, three areas of major concern will come into focus — productivity, skilled labour shortage and price control.

THRUST

But it is on the labour front that South Africa's building leaders will be directing the main thrust, for the irrefutable fact is that the much talked about massive housing programmes of the future can only become a reality if a strong and stable workforce is there to carry them out.

And looking at the statistics, the industry faces a formidable task in creating the new breed of builders.

According to the annual report of the Building Industries Federation (Bifsa), the immediate factor

affecting the present inflation rate of 22 percent in the building sector is the acute shortage of skilled labour.

It is estimated that at present the industry has a shortage of more than 3 000 skilled artisans.

Discounting this shortfall, it is estimated that in order to attain 5 percent growth, Bifsa will require about 1 500 artisans a year up to 1984, thereafter increasing to an annualised requirement of 2 500 by the end of this decade and an ultimate demand by the year 2 000 of some 4 500 skilled men a year.

DISTRESSING

And perhaps the most distressing trend — and certainly one which underlines the labour problems facing the industry — is in apprentice intake, which is in the region of about 473 a year.

Certainly, the industry's leaders are only too well aware of the problem, and according to the report have allocated R50m through its recruitment

and training fund for training over a five-year plan.

The industry will be looking, too, for some hefty support from congress for recent efforts to get productivity up to more realistic levels.

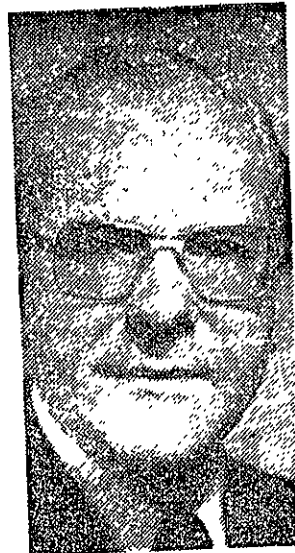
The "profound regret" of Bifsa is the fact that output levels are only at present around the 10 percent efficiency level.

SUMMIT

Big strides were made on the productivity issue recently when Bifsa's president, Mr Bob Stevenson, got business leaders in both the private and public sectors around the table for a summit which has led to plans being laid for a sustained "output operation."

The builders, too, might well get some welcome news on the question of price control on building materials.

According to the report efforts to have control phased out, except where effective competition is lacking, are continuing.



Mr Lou Davis, executive director of Bifsa gives this message on the eve of the industry's congress in Durban next week: "The building industry has reached a watershed of achievement in providing a service to the economic development of our national heritage. From now until the year 2000, the growing South African population will require houses, houses and more houses. How John Citizen be he white, Asian, coloured or black — is going to achieve this in the context of the rampant inflation demands of society, depends on the expertise and integrity of our industry."

Victimisation charge rejected

STAR
22/10/80

33
193
247
127
An executive of a company charged with victimising an employee yesterday admitted "he could not explain" the sudden rash of entries on the employee's record-card after it was discovered she was a trade union member.

Mr William Bailey, managing director of the Boksburg company, SAG Ceramics (Pty) Ltd, was giving evidence in the Boksburg Magistrate's Court.

The company is facing a private prosecution under the Wage Act brought by Mrs Angel Makhanya, a nursing sister and former employee. She claims to have been dismissed in August 1978 because of her membership of a trade union.

The action is believed to be the first of its type in South African law.

Mr Bailey told the court that Mrs Makhanya and another shop steward, Mrs

Catherine Moeng, were dismissed because of "unsatisfactory work-performance." Their membership of the Building Construction and Allied Workers' Union had no bearing on their discharge, he said.

He denied suggestions by the prosecuting counsel, Mr M Brassey, that the company had "built up a case" against them in order to circumvent a possible charge of victimisation after their dismissal.

The case has been postponed to October 28.

3 500 skilled men needed right away

STAR 28/10/80 33

Own Correspondent

DURBAN — A shortage of 3 500 skilled artisans is hampering growth in the building industry, says Mr Bob Stevenson, president of Bifsa.

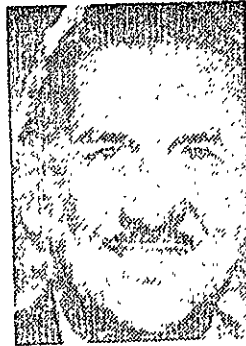
Mr Stevenson said yesterday: "In order to keep pace, we will require an average additional 2 500 artisans annually up to the end of this century. In fact, the building industry will then have the ability to absorb 4 500 artisans a year."

Despite the current upsurge, building activity was still 10 to 20 percent below levels of the early 1970s. It would take about two years to regain these levels.

"I am confident that this high level of activity will be maintained, virtually throughout the 1980s," he said.

It was estimated that since the building slump bottomed in 1978, activity so far had increased by 30 to 40 percent.

"This range is also borne out by the volume increase in the sale of such commodities as bricks, cement



MR BOB STEVENSON

and timber."

Although building industry growth in the next 10 years was set at 4,7 percent in the latest economic development programme, Mr Stevenson said it was disconcerting that the industry's share in the South African economy had gradually decreased despite the pressing housing needs.

Mr Stevenson said it was with pride that Bifsa could record having spent R17-million on training since 1971 and planned to spend another R50-million over the next five years.

Restrictions on blacks 'must go'

Property Editor
DURBAN — The Government might be poised to take meaningful steps to end race discrimination. This was the message Mr Dennis Etheredge, former president of the Chamber of Mines, took to the congress of the Building Industries Federation (Bifsa) in Durban yesterday.

Mr Etheredge also challenged the private sector and the building industry in particular to strive for the ideal free market for whites and blacks.

"Leaders in business and elsewhere, tell us plainly that we are heading for disaster. It is time we listened and acted," he said.

SIGNIFICANT

Mr Etheredge called for an end to restrictions and controls which prevent blacks from participating equally with whites in the market.

"While there have been significant developments from the white point of view, blacks will tell you they cannot discern any advance from the position a few years ago.

UNDERSTAND

"I believe, however, there are now very hopeful signs that this government has almost prepared its plans and is ready to act," he said.

Mr Etheredge urged building leaders to examine wages and conditions of service. "Do not let us expect a black man who gets R200 a month in a semi-skilled job after 20 years' service and experience to understand why a white youngster straight from school is paid twice this amount in his first job.

There was also a need to take a new look at the capitalist philosophy which lay down that his first responsibility was to his customers and his shareholders.

NO WAY

"There is no way in which the free enterprise system can survive in southern Africa if the proprietors and managers of business adopt this purist approach," said Mr Etheredge.

"The face of capitalism is ugly enough in South Africa with its restrictive legislative framework and its white monopoly without making it more ugly by not using some shareholders' funds to contribute to educational, health and welfare needs.



MR DENNIS ETHEREDGE

Risk of hardship for flat-dwellers

DURBAN — The Government had no intention of changing its policy aimed at final removal of rent control — even at the risk of hardship for some flat-dwellers.

This was underlined by the Deputy Minister of Finance, Mr Danie Steyn, in his opening address for the Bifsa congress yesterday.

NEW DEVELOPMENT

He left building industry leaders in no doubt that only a complete end to controlled rents could be the spark to new development in the private sector.

The State had in some instances provided rental accommodation, but this could not be a permanent solution.

The real solution lay in the phasing out of rent control so as to make it possible again for private investors in accommodation to obtain a realistic return on their investment.

This would entail a rise in flat rents in many instances which would lead to inconvenience and in some cases even hardship.

It was, however, a necessary price which would have to be paid if the role of the private sector in providing this kind of accommodation were to be revived.

"The purpose of this whole approach would be defeated if the State should on an increasing scale, put up accommodation for rent to people in certain income groups since this cannot but again discourage the sore-

Powerful sections of white labour wanted it, asked for it and welcomed it.

"Now, however, black workers have full access to the system, and I don't think it needs much in the way of common sense to realise that their newly attained power is going to be used, and used increasingly effectively."

The union leader had no doubt that black workers would use their new position to achieve not only better conditions of employment and wages but also new status.

"We must face the fact that massive and sectionalised unemployment is a major destabilising factor in any society," said Mr Beech.

To put it in a nutshell: let us bring everybody up, and properly up, not half way or three-quarter way up, and certainly no one down."

ly needed private investment in this field."

The Deputy Minister emphasised that any measures which would have the effect of inhibiting private investment in middle income accommodation, whether for rent or otherwise, must be avoided as far as possible.

The Deputy Minister also said plans were far advanced for the building societies to take over some of the outstanding investments of the National Housing Fund in black housing.

BLACK FINANCE

Thus, he said would set the relevant portion of the funds capital free for the financing of new low cost housing for blacks without increasing the overall pressure on the capacity of the building industry.

Alternative ways of meeting the enormous housing need, such as self-building and other self-help schemes, would also have to be explored intensively.

Estimates of the future demand for housing were truly staggering. One semi-official estimate puts it at some 170 000 dwelling units per year for urban blacks alone up to the year 2 000.

Mr Steyn also said that were necessary to devote some of the resources of the boom in private building activity, which was going to an excessive extent into the more expensive types of housing, into lower cost housing.

Unionist tells of skills crisis in building industry

By Frank Jeans

DURBAN — A new trade union war could loom over racial barriers in South Africa's most labour-intensive industry, building.

Speaking yesterday at the Building Industries Federation (Bifsa) congress in Durban, Mr George Beech, general secretary of the Amalgamated Union of Building Trade Workers of South Africa, condemned "skills dilution and job fragmentation."

Mr Beech warned intransigent white workers that they were about to pay for having developed a polarisation between blacks and whites in the building work force.

Said Mr Beech: "We are now reaping the true fruits of the situation in the way of a near-catastrophic skills crisis which is seriously threatening our country's ability to grow and generate wealth."

"There is a limit as to how long black workers, especially now with better education and skills, will be prepared to always remain at the bottom of the occupational ladder."

The union leader drove home the point to delegates when he said that with the skills shortage in this country at present it would be economic suicide not to allow complete upward and every other sort of mobility for black workers.

Blaming the white union establishment for "polarisation on racial lines," Mr Beech said that the blocking of black worker mobility was not all the fault of the Government.

UNEMPLOYMENT

Powerful sections of white labour wanted it, asked for it and welcomed it.

"Now, however, black workers have full access to the system, and I don't think it needs much in the way of common sense to realise that their newly attained power is going to be used, and used increasingly effectively."

The union leader had no doubt that black workers would use their new position to achieve not only better conditions of employment and wages but also new status.

"We must face the fact that massive and sectionalised unemployment is a major destabilising factor in any society," said Mr Beech.

To put it in a nutshell: let us bring everybody up, and properly up, not half way or three-quarter way up, and certainly no one down."

State urged to aid job training

RDM
28/10/80

33
14/11

Property Editor

DURBAN. — An appeal to the Government to do more to help the building industry in financing job training was made yesterday by Mr Bob Stevenson, outgoing President of Bifsa.

Mr Stevenson urged the Government to drop its subsidy in the form of tax relief for the cost of apprentice training in favour of a more national concession policy.

"With greater financial support we believe that the Government could give impetus to its ideals for the Manpower 2000 drive by subsidising the central Bifsa training fund rather than giving dissipated tax relief to individuals builders."

The building industry needed to train an average of 2500 artisans each year until the end of the decade. It had spent R17-million on training since 1971 and planned to spend R50-million over the next five years.

In spite of repeated requests for Government assistance, all this had been financed by loan capital generated from within the private sector.

One of the industry's training objectives, he said, was to get back to a situation where tradesmen were capable of personal job pride.

"Unfortunately we are faced with a situation where the industry has lost its charisma. For some reason or other it is no longer fashionable to work as an honest well-paid tradesman. For the average youth

today white collars and glitters are the attractions that count."

Equally important was the need to improve productivity in the industry and in this he was convinced that the industry had to support of its employees.

"If we are to beat inflation each and every man, whether on the building site, in the workshop or making bricks or steel pipes, has to give just a little more of his effort without asking for more pay and perks."

Another problem facing the industry was the rising cost of building materials coupled with

price control on most building components. The industry had made representations to the Government and the Competitions Board had been asked to investigate whether price control was desirable on bricks, cement, sand and stone.

Mr Stevenson said the industry was still in a state of shock after weathering the worst recession in its history. Better planning was imperative and he urged the Government to assist by committing funds for building projects on a three-year moving average basis instead of an annual basis.

Manager beat me - youth

By LEN KALANE
A YOUTH went up to the office of the manager to report that his supervisor had fired him; instead he was allegedly punched and called names.

Young John Tshawe (20), of plot 27, Grasmere, worked for a construction company. He was seven months with the concrete company before the punch-up. Youthful John, who now has a bruised eye on the left, said it star-

ted while he was preparing coffee for his workmates. They were mixing concrete at a construction base in Eikenhof.

Suddenly, his white supervisor, told him to lay off from the cups and saucers as his hands were dirty. The young man said he was also called a pig. He objected to this and was told by the supervisor that he was fired and should go to collect his pay at the head office in Springfield, Booysems.

John said he went up to the manager's office in Booysems but found him not in. He went again this Monday. The manager, was just arriving and ushered John to the office.

John Tshawe said he put his story to the manager who then allegedly assaulted him. "He held me by the collar and punched me in the eye. He punched and punched. He even kicked me and I fell down. I managed to break loose and found my way out of the office.

"He was calling me names," said John. "He said I was a lazy pig that did not want to work. He said I wanted to have my own law in his firm. I don't know why he had assaulted me."

Yesterday POST got in touch with the manager who answered the telephone: "Yes, work-shop . . . The story of the alleged assault was then put to him. The manager, who earlier admitted that he knew John Tshawe said

in reply: "I don't know what you are talking about. That man is making up his own story. I don't even know the man, perhaps."

POST got in touch with the general manager. His secretary answered. She asked who was calling and in connection with what? She said we should hold on. After a while she said the manager is in a meeting. Mr Tshawe said he has reported the matter to the police.



John Tshawe pointing at the bruised eye . . . "My manager had assaulted me."

cial restriction on the use of certain building materials should also be removed.

Kemp quotes the example of his company wanting to send products to the Reef from Durban by road to avoid at least one handling. Although it was found to be economically feasible, and a return load found for the vehicle, the permit to carry the goods was refused!

BIFSA CONGRESS 1



Knocking the system

If Building Industry Federation of South Africa (Bifsa) members thought they were going to hear good news about industry productivity at their annual congress, they were sadly mistaken.

There is no question that things in the industry have improved dramatically. But productivity hasn't kept pace.

Louis Pepler, the National Productivity Institute's deputy executive director, says the industry has done little to effect scientific recruitment, selection and placement of potential employees. And without it, he says, no matter how good the training, the employee's full potential cannot be exploited.

On international scales, using the accepted formula of gdp/capita as an indicator of labour productivity, SA is not faring well. It falls well below Portugal, Italy, the UK and Australia.

Labour participation is already about 41% in SA, he says, which is only slightly lower than that of developed countries -- and already higher than Italy and Spain. SA has, he says, to a large extent tapped the resource of available labour and will have to concentrate on improving the quality of manpower, and its better utilisation.

A problem in SA, Pepler says, is that 42% of the economically active population

is black -- and the level and quality of black education is not at all commensurate with the proportion of the labour force which is available.

One of the major applications of the concept of training output is attached to the amount of capital expenditure on training, as well as the fact that there are only 11 registered training institutions in industry on a total of 100 private training schools. "You would have to train to have 100," he says.

In the past, economic growth in this country was due to increases in physical input. However, he says, accelerated growth rates will, in future, be much more dependent on the better utilisation of resources.

The matter of skills training, he says, can be debated at length. But a major stumbling block is the dearth of trainers.

Industrial training boards, individual industries and even larger companies must make a concerted effort to train more training officers. He also believes too little is done to make employees aware of the concepts of productivity in their working situation.

Knocking the system

R. FM 31/10/80
 If Building Industry Federation of South Africa (Bifsa) members thought they were going to hear good news about industry productivity at their annual congress, they were sadly mistaken.

There is no question that things in the industry have improved dramatically. But productivity hasn't kept pace.

Louis Pepler, the National Productivity Institute's deputy executive director, says the industry has done little to effect scientific recruitment, selection and placement of potential employees. And without it, he says, no matter how good the training, the employee's full potential cannot be exploited.

On international scales, using the accepted formula of *gdp/capita* as an indicator of labour productivity, SA is not faring well. It falls well below Portugal, Italy, the UK and Australia.

Labour participation is already about 41% in SA, he says, which is only slightly lower than that of developed countries — and already higher than Italy and Spain. SA has, he says, to a large extent tapped the resource of available labour and will have to concentrate on improving the quality of manpower, and its better utilisation.

A problem in SA, Pepler says, is that 42% of the economically active population

is black and the level and quality of black education is not adequate, rendering a large proportion of this labour force unemployable.

"If we look at the under utilisation of the in-service training centres established by government on request of private enterprise, as well as the fact that there are only 11 registered training schemes for industry and a total of 323 private training schemes, then we have reason to be worried," he says.

In the past, economic growth in this country was due to increases in physical input. However, he says, accelerated growth rates will, in future, be much more dependent on the better utilisation of resources.

The matter of skills training, he says, can be debated at length. But a major stumbling block is the dearth of trainers.

Industrial training boards, individual industries and even larger companies must make a concerted effort to train more training officers. He also believes too little is done to make employees aware of the concepts of productivity in their working situation.

Swift return to life for redundant brickworks

16/11/80
SUN TRIS
(RUSP)
33

Starting to attack brick shortage

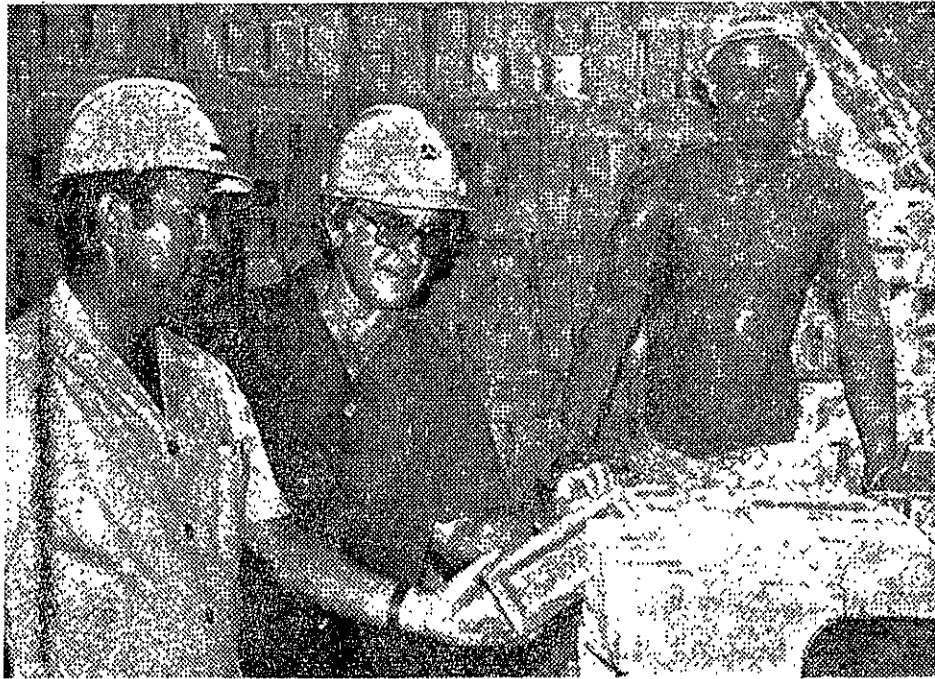
Property Reporter

A record-breaking start-up of a brick kiln has been achieved to re-open the once redundant Corobrik works at Briardene — and it has brought a bonus into the labour market.

By the time the works is in full cry another 197 workers will have been taken on to help produce the bricks that will partially solve the nation-wide brick crisis.

Brian Waberski, Corobrik's Natal managing director, explained that about eight years ago it had been decided to close the Briardene works permanently.

But the current demand for bricks persuaded the company to change its mind and invest about R800 000 in the re-opening.



Robin Pettigrew, Briardene works factory manager (left) and Ernie Fox, arear manager for Corobrik Durban check one of the bricks coming out of the reopened kiln

Eventually, the works will produce 27 million bricks a year. Early production is equivalent to 14 million a year and production will peak

from mid January.

Waberski pointed out that this would bring another 108 000 bricks on to the market daily.

After mid-January,

Natal's Corobrik works at Durban, Pietermaritzburg, Glencoe and Empangeni would be making 500 million bricks a year

STAR 18/11/80 33

Tax ease for training—but some losing out



Bert Woodhouse tax benefit is being lost.

While the smaller construction companies have as much responsibility as the big concerns in the field of training, they could be missing out by way of tax-saving.

Under present training procedures, the government allows double tax concession to companies who send employees on approved training courses, and while the major construction groups involved in ongoing programmes with steady labour intake, benefit considerably through tax relief, the "small man" could, in many instances, be failing to take advantage.

Mr Bert Woodhouse, group development manager of Murray and Roberts drove this point home at the recent annual congress of the Building Industries Federation, when he told delegates that Bifsa could reduce its own expenditure and help to decrease the tax liability of companies by charging fees and making grants which are tax-free.

INITIATIVE

Bifsa has taken the initiative with well-supported training programmes, and one of the big advances has been the establishment of its educational centre at Springs.

Most of the Bifsa members are the smaller companies, and the federation pays the wages of apprentices attending its courses. And with employers happy with this arrangement, there could be a tendency towards "bookkeeping apathy" when it comes to applying for tax deduction.

AIMS

"In certain cases," says Mr Woodhouse, "Bifsa prefers to pay wages of trainees rather than make a grant and charge an employer a fee for the course — which, in these circumstances, would be double tax deductible." The Government, therefore,

is being relieved of a tax burden.

It is in the considering of questions of this kind, that Mr Woodhouse's brainchild — a course in the management of training — can be of great service in the planning of training programmes at top level.

Such a course was recently conducted by Mr Ian Bellis at the Graduate School of Business at Wits.

Mr Woodhouse says the aims of the MPT course are mainly wide, but include the familiarisation of training officers and managers with the concessions available, as well as achieving the maximum amount of knowledge of what is required in so many diverse sec-

tors of industry, particularly in construction.

In a recent article, Mr Woodhouse writes: "We operate in a number of different industries with varied conditions of service, operating conditions and even legal frameworks."

EXPENDITURE

"The implementation of successful training is the key to the solution of many of South Africa's problems and one hopes that this course will play a major role in making that key effective."

Commenting on Mr Woodhouse's suggestions, Mr Lou Davis, executive director of Bifsa, makes the point that the federation's R27m expenditure in the past nine years on training, as well as a

projected R50m budget over the next five years, has been achieved without any financial assistance from the Government

"Because of the speed at which apprentices now have to be trained, it is imperative that concentrated institutional training methods must be provided at expensive centres staffed by highly skilled teachers."

SUPPORT

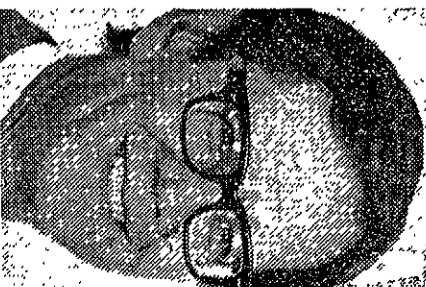
"Bifsa has done this, and is paying for all costs of training right down to an apprentice's pay, accommodation and books when he is at a centre, the employer does not qualify for tax relief for that expenditure and Government makes no

contribution at all," says Mr Davis.

In addition, says the Bifsa director, the "chicken and the egg" situation arises, in that for an employer of an apprentice to employ tax concessions he must spend the money first before getting anything back.

"Cash flow does not permit the small entrepreneur to expend vast sums of money on apprentice training in order to get tax relief later on," says Mr Davis.

And he reiterated the efforts of Bifsa to get greater financial support for training from the Government, rather than "dissipated tax relief which takes the punch out of the intention of training."



Mr Tim Hart, at present regional manager, South Transvaal of the Natal Building Society, has been appointed director of the Association of Building Societies with effect from January 1. Mr Hart succeeds Mr David Alston, who held the post of director for 11 years, and who has joined the South African Brokers Insurance Association.

The New Deal for Workers

Like a well-known sucking sweet, the new labour deals introduced by the government tend to have a hole in the middle.

White policy switches often bring important changes around the periphery, they all too often have a fatal flaw at the centre which threatens to render the whole exercise meaningless.

And so it may prove with the changes in labour law which the Minister of Manpower Utilisation, Mr Fanie Botha, announced last week.

Mr Botha told the press of changes aimed at introducing union autonomy, allowing mixed unions, and giving all workers, including foreign black contract workers, full union rights.

Speaking after talks with employers and registered unions, he was pleased at the progress he appears to have made in selling the legislation to the fighting unions who staged a last-ditch stand against reform last year.

But he also made clear his belief that the proposals would help to woo the growing unregistered union movement into the official labour system and still foreign and local criticism of the government's labour reforms.

Referring particularly to the charge that changes were designed to control unions, Mr Botha said: "After this, no-one will be able to say our system is designed to police unions."

The all-important details of the new legislation are yet to come. But Mr Botha has spelled out the broad direction of the changes and there are already doubts about whether his optimism is well-founded. The new moves may well increase, rather than still, criticism of Government labour policy.

His optimism is based on the fact that full union rights for all, including the fight to mixed unions, are now entrenched in law. Mr Botha added that union autonomy would also be guaranteed — unions would be free to organise whom they wished and form union alliances as they wished.

But accompanying the new legislation — its "hole in the middle" — are tough measures which could drastically raise the penalties attached to striking, for tens of thousands of black workers.

According to Mr Botha, he will begin negotiating bilateral agreements with "Southern African States".



Minister of Manpower Utilisation, Mr S. P. "Fanie" Botha.

whereby any of their citizens who engage in an illegal strike will be summarily removed from the white area.

While he said it was a priority to negotiate such agreements with foreign countries, he added that they would also be entered into with the homelands.

If they did not sign, these countries or homelands could simply find that their labour would not be used here, Mr Botha said.

This could mean, quite simply, that any contract worker who takes part in a strike which is not legal in terms of the government's machinery, will lose the right to earn a living in white South Africa.

The implications are awesome. The right of workers to withhold their labour is an accepted right in all democratic labour systems. Even unionists

those who ignore it.

But critics of the system claim the machinery is so cumbersome, there have been few legal strikes in the country's labour history.

Before a legal strike can be called, workers have to go through elaborate machinery which can take months to complete. By the time the channels are exhausted, workers have usually long since lost interest.

Mr Botha made it clear that the machinery would remain unchanged. This means that contract workers could be faced with the prospect of negotiating a tangle of red tape when they have grievances, or taking matters into their own hands and losing their jobs.

The move could also pose a dilemma for black homeland and other governments in the sub-continent. If they sign they invite a backlash from disgruntled workers. If they don't they could see job opportunities for their citizens dry up and face the same backlash.

Other aspects of the proposals may also pose problems for Mr Botha.

First, there are doubts as to how far-reaching his guarantees of union autonomy will be. He made it clear that the official registration system would remain unchanged because the country had "the best labour legislation in the world".

Unionists were quick to comment that this could render the promises of change hollow.

They and some employers also have argued that the registration system is a large part of the reason why unions have little incentive to set the system itself plays a key role in controlling unions.

The government's registrar can register a union for a specific area, industry or part of an industry only. This gives him the power to deny unions rights in areas where they have members.

This stipulation could also be used racially. The registrar could decline to register a union for a specific race group in an area.

union backing) has yet gained registration.

It is for this reason that various employer groups have called for a streamlined system in which the representation of a union in a particular plant would be the chief criterion.

Mr Botha said last week that one reason for not changing this system was to prevent competition between unions in particular areas. This could be seen as a means of protecting established unions against their emerging rivals.

But what is clear is that the system's critics will remain unhappy as long as registration remains unchanged.

Another contentious issue is likely to be the proposed clamps on links between local unions and their foreign counterparts. Western unions have argued they should be free to assist black unions here and that by doing so they are contributing to the country's industrial life.

And local unregistered unions have argued that they need help from abroad to find the funds and resources which have been excluded from official bargaining rights have denied them. This, too, is likely to be seen as a clamp on unions' freedom to associate.

Mr Botha's announcement follows weeks of speculation about forthcoming changes. Influential business organisations had been demanding change and the government seemed to be listening. Expectations of a substantial revamp of the official labour system were high.

This was hardly surprising. Labour events throughout the year had illustrated the need for change had never been as pressing.

The Witwatersrand Commission's first report last May had opened the official bargaining system to black workers and their unions for the first time. In so doing it left

ions in from the cold — but ushered them into a system hedged with controls which soon proved inadequate for worker, and particularly black worker, needs.

The thinking behind the strategy was clear. Black unions were a relatively weak force, battling against official and employer hostility. But they were beginning to grow and a handful of employers were beginning to recognise them.

Rather than allow a second system to grow up outside the net of official control, therefore, the government moved to include black unions in the system. This would allow them to grow — but only on terms laid down by the system.

In reaction to this year's strikes and the growth of a union movement which refuses to enter the government's labour system, the Minister of Manpower Utilisation, Mr Fanie Botha, has announced forthcoming changes in labour law. Labour Reporter STEVEN FRIEDMAN examines these developments.

The problem was that some unions, arguing that registering was likely to produce more disadvantages than benefits, decided to stay unregistered.

In many cases, the unions concerned have proved to be those which have grown fastest and there is mounting co-operation between those unregistered unions who refuse to register. The prospect of a powerful force rising outside the government's system once again reared its head.

At the same time, the wave of strikes this year made it clear the government moves had not damped black worker militancy.

A factor officials have always downplayed, but about which there is no doubt, is that the reforms were partly aimed at reducing hostility to the government in inter-national labour circles. However, influential employer spokesmen attending international labour conferences this year found this simply wasn't happening.

Indeed, they returned to voice their concern that the "milieu" which the government and business could have obtained from the changes were being almost totally nullified.

benefit by being allowed to escape the controls to which their rivals were subjected.

He also warned that unregistered unions would be free to jink up with political organisations, a practice which is long established in the western world, but which the government has always been determined to outlaw.

And he made it clear he was as concerned as ever by foreign unions backing the local unions.

His statements caused a good deal of confusion. Some employer and union spokesmen complained that Mr Botha was blowing hot and cold and that the two postures appeared to contradict each other.

They didn't. The two approaches were entirely consistent.

The government, Mr Botha was saying, was determined to bring into its system any unions which could be persuaded to come in. Any union which was prepared to submit to the controls would be welcome, no matter how militant some employers believed it to be.

On the other hand, unions unprepared to come into the new system would face the wrath of an officialdom no longer prepared to countenance them.

The goal is still control as a means of warding off what it sees as undesirable political and foreign influences. If possible, by negotiation and by improving the system. If that is not possible, presumably by other means.

The new legislation encapsulates that principle. Whether it does so effectively remains to be seen.

The moves to woo unions are obviously an improvement. But they seem to have fallen far short of expectations and the system still seems unable to do what it presumably is designed to do — ensure industrial peace by allowing workers full bargaining rights.

The anti-strike measures, powerful as they are, are unlikely to solve the government's problem, even if unwilling homeland and Southern African governments go along. Legislating against strikes hasn't tended to stop them in the past. It may not do so this time.

As always, the legislative power to control events does not imply actual power to control them — a view which Mr Botha appears still to reject.

Builders' holiday bonanza is R27-m

STAR

33

6/2/80

By Frank Jeans

South Africa's 150 000 builders, employed in industrial council regions, are now in a happy holiday mood with a total of R27-million in pay and bonuses coming their way.

While the official builders' holiday begins on Friday, many construction men and their families are now taking their seasonal break with fat pay packets.

In the Transvaal alone, it's a R14-million bonanza for about 85 000 building workers, with 10 000 artisans taking home more than R6-million, while 75 000 non-skilled workers will have their spree to the tune of R8-million.

And with the building boom certain to continue even higher, holiday wages next year are assured.

The growth in real terms for the industry during the year has been about 20 to 24 percent, and although this is a gratifying sign of continuing prosperity for the builders, there is still the dark cloud so far as costs are concerned.

Says Mr Lou Davis, executive director of the Building Industries Federation: "It is unfortunate that in the coming year costs will continue to rise at the rate of 20 percent because of inflation, in spite of our best efforts to improve productivity."

But the Bifsa chief has no doubt that the industry can, and will, carry the increased load of work in the New Year, and "will continue to give the building public the square deal they deserve."

CONSTRUCTION - LABOUR

9/1/81 — 12/12/81

Hillbrow bars are called markets for slave labour

STAR 9/1/81 33

By David Bristow and Mike Derry

Labour racketeering on a huge scale is practised in the Hillbrow "slave market."

Building workers, mostly immigrants, claim they are lured to South Africa by promises of riches and end up in the bars of Hillbrow waiting to be hired for contract jobs by labour agencies.

Mr J Faure, chairman of the National Engineering Union, said the problem was so serious an investigation had been started by the National Manpower Commission. He said he could not divulge much about these agencies before the investigation was completed.

Some appeared to give workers a fair deal, but many were being exploited by a growing number of agencies that offered large pay packets.

The agencies seldom provided any pension, medical aid or unemployment benefits, holiday

bonuses or compensation for injury.

Mr Faure said his union was aware of this exploitation and did not approve.

A spokesman for the Department of Manpower Utilisation said it had not received any complaints in this connection.

Some of the agencies claimed they had lost workers' time-sheets and then did not pay them for work done. They say that often workers were not paid for many months and that when payment is due the agency brokers had disappeared.

"NOT AWARE"

For their part brokers usually cite "irresponsible workmanship" as the reason for not paying workers.

Mr Lou Davis, executive director of the Building Industries Federation of South Africa, said he was not aware of this situation.

"We are very selective about the people we employ from overseas and about their qualifica-

tions," he said. "At the moment we are mounting an effort to recruit suitable immigrants."

As most contracts are of short duration some workers spend a lot of their time drinking away their wages, waiting for new jobs or drowning the memories of a rip-off.

A spokesman for the National Industrial Council for Engineering, who did not want to be identified, said that this labour broking practice made it difficult for firms to get permanent skilled labour.

It also meant that labour they did get from the agencies was expensive. The agencies were making a lot of money and it was having an inflationary effect on the economy.

One labour broker said that the artisans did not want a permanent lifestyle and he sent agents to the "slave market," the bars of Hillbrow, to recruit workers for contracts.

Page 15: The workers who put freedom before security.

done by Africa but the effort resource about

The introductory paragraphs of this report began with emphasis on the need for more efficient use of resources and a minimization of waste. In view of the fact that project management sets out to achieve just that, it is fitting to conclude the report on the same note. Conservation is a challenge being faced by the entire world. In many countries, no amount of conservation now, can repair the damage

This data base would have far-reaching implications in increasing efficiencies, reducing costs, improving information supply, modularising construction, controlling quality and a myriad of other benefits.

Workers who put freedom before security

STAR 9/11/81

By David Bristow

In the dim, smoky bars of Hillbrow they wait. These men, all skilled artisans, are the immigrant contract workers hired (and often exploited) by the growing number of labour broking agents in Johannesburg. Going from job to job throughout the country, they are the wandering journeymen of South African industry.

But this does not mean cheap labour for the industries involved. Firms usually pay the labour brokers excessively high rates for contract labour, who in turn offer the artisans seemingly high pay packets in turn.

But they seldom offer any social security like pensions, medical aid, unemployment pay, holiday bonuses or any form of compensation for injury — even death.

Most of these industrial mercenaries were brought to the country to work on Government projects like Sasol 2 and the new Iscor plant at Newcastle, Natal.

They say they were lured here by propaganda films and advertisements telling of double-storey houses with swimming pools and big gardens, all for the taking.

But promises of Eldorado, they say, have been a cop.

On the relatively short contracts — a contract may last only a day or two — they make good money. Then they usually lose it in the period between work in what the labour brokers refer to as the "slave market."

One labour broker explained: "They go on a job for six months, get a fat cheque and then blow it. They're not looking for job security."

When a job comes up, the brokers simply send agents to the local bars — Michael's Tavern, the Bonanza Bar and others — to fill their quota.

In the Bonanza Bar, I spoke to a group of immigrant artisans.

Mr X, who refused to give his age or occupation, claims to be the longest-serving contract labourer around.

He has a broken leg and is out of a job with no financial security until he is fit to work on a site again. "Everybody here has been ripped off," he claimed.

They all agreed that they preferred the way they were living. On one job in Thabazimbi, workers had to sleep on concrete floors in winter with only one hot meal a day and cabbage sandwiches for lunch.

But they accept it before a permanent job and a flat in Hillbrow.

In short, the country's contract labour situation is in a state of chaos. Cheap labour, high rates, exploitation and dissatisfaction abound on all sides — but the market is free and the money is good, when available.

For the best student in :-
Cape Provincial Institute
of Architects' Prize
Sixth Year
P F Dunckley

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
P A Rappoport

Molly Gohl Memorial Prize
For the best woman student
in third year.
Miss C Tredgold

David Haddon Prize
For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.
D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.
S A Read

Osborn Prize
For the best work in fourth
year.
D H Pryce Lewis

John Perry Prize
For the best work in
third year.
R A van Rosenfeld.

FINE ART & ARCHITECTURE



Labour crisis set to boost building costs

RDM 15/1/81

33

By CHRIS MARAIS

THE growing manpower crisis in South Africa's building trade — more than 11 000 jobs will go begging this year — threatens to inflate building costs by as much as 22%.

The Building Industries Federation of South Africa (Bifsa) has launched a massive, R50-million five-year training scheme to counter the increasing manpower backlog.

The executive director of Bifsa, Mr Lou Davis, told the Rand Daily Mail yesterday that about 40% of South Africa's skilled labour force had moved to other, steadier jobs during the building recession in the mid-1970s.

"They have just not come back in the same numbers, now that the building trade has become more vibrant," he said.

Last year, the industry needed 3 500 more skilled artisans than it could muster. That backlog has still not been filled.

"This year we will need 1 500

more skilled workers, bringing the total to 5 000," Mr Davis said.

Various training centres would contribute no more than 600 to 1 000 skilled workers this year.

"At an estimate, I would say there will be 7 000 jobs for unskilled workers that will not be filled this year," he said.

Mr Davis said one of the main reasons for the manpower shortage in the building industry was its "dirty image".

"School-leavers of all races these days do not wish to enter the field of manual labour," he said. "Bifsa is convinced the building industry can offer any man who is prepared to do quality work a sound, stable future, comparable with any other job opportunity."

However, with the demand for building workers so great at present, indications are that building firms will pay well to retain existing staff.

Mr Davis said that the manpower shortage would "play havoc" with the inflation rate in the trade.

"The shocks will be felt everywhere, from cost of materials to cost of building."

He said with the building trade "busier than ever before" last year, its total labour force was 265 000.

"Compare that with the total during the slump of 1974, which was 305 000, and you'll see how bad our shortage really is."

The general secretary for the Industrial Council for Building in the Transvaal, Mr Wynand Stapelberg, supported Bifsa's gloomy views.

"Four years ago, there were so many artisans around that companies actually created jobs for them," he said.

"Today, the situation has been completely reversed. The minute a man comes to look for work at one of our employment centres, he is snapped up by one of the building companies."

Sasol jobs: PM asked to bar outsiders

STAR 31/1/81
 20
 33
 123

By Tony Davis
 Labour Reporter

short-term, contractual bases.

Workers at the Sasol I and II projects near Secunda have written to the Prime Minister protesting the employment of overseas personnel.

"We have stressed to the National Manpower Commission that overseas workers must be repatriated after they have filled an immediate need," Mr Grobbelaar said.

The written protest was sent to Mr Botha by engineers and supervisors at the projects, who complain that millions of rands were being wasted on both Sasols by importing skilled workers from overseas countries such as England.

However, this week Sasol denied some of the workers' allegations, and said that as construction work could not be delayed at Secunda, "certain highly skilled and specialised workers" were sometimes employed where there were not sufficient skilled South African workers.

CATEGORIES

Young South Africans were walking the streets with no work while money and jobs were being channelled to these foreigners, the letter states.

Sasol also stressed that there were two categories of employees — those employed as permanent workers on the project and those taken on by the construction consortium on a contractual basis.

Other grievances included:

Thousands of workers were being trained at all levels at a cost of millions of rands annually, a Sasol spokesman said.

- Overseas workers at Sasol earned substantially more than local employees.

- Overseas workers were entitled to free accommodation, medicine and transport.

- And many of these imported workers were "incompetent" and had to be sent back overseas.

They called on the Prime Minister to meet them because management did not appreciate their problems and the Government was the body that gave approval for recruiting

FUNDAMENTAL

Mr J E Faure, head of the Confederation of Metal and Building Unions, said if the allegations were correct the workers were right to approach the Government.

He said local people should be trained for all jobs as "charity begins at home".

Mr Grobbelaar, general secretary of Tucsa, said it was fundamental that the local labour scene was utilised and said highly skilled overseas workers should be taken only on

It was denied that a large number of overseas personnel were incompetent and had had to be sent home. Only 12 percent had left before their contracts had expired, and only four percent of these were sent back because of "unacceptable work performance."

Provincial Institute
 Architects' Prize
 the best student in --
 15th Year
 F Dunckley
 Gardner Travel Prize
 1 student who has
 factorially completed
 2nd and 3rd major courses.
 Gohl Memorial Prize
 the best woman student
 3rd year.
 C Tredgold
 Haddon Prize
 the best student of
 tecture (or Quantity
 ying) in the subject
 of Professional Practice.
 ryce Lewis
 at J B M Hertzog Prize
 the best final year student.
 ead
 In Prize
 he best work in fourth
 ryce Lewis
 Perry Prize
 he best work in
 year.
 an Rosenfeld.

Builders' advice on free unions

By Frank Jeans

In the new era of free trade unionism for all race groups the building industry will have to face the likelihood of industrial unrest until the collective-bargaining process is sound.

Much of the expected dispute could be averted if employers grasp the nettle now through sustained educational programmes to prepare staff and management for the new charter.

This was the message which Mr C A (Robbie) Robinson, outgoing president of the Master Builders' and Allied Trades' Association (Witwatersrand) took to the association's AGM last night.

He also cautioned builders on the crest of the wave attitude and doubted the projections of a growth rate of about 8 percent

wage and salary demands, increased bidding for all classes of labour in short supply, rising costs, and rising inflation.

"Unrestrained rapid growth is not the medicine our industry needs to cure the malady of a serious labour shortage. A business is never so healthy as when, like the chicken it must do a certain amount of scratching for what it gets.

The MBA annual report, tabled at the meeting, said a "dynamic expansion programme" in black housing can be expected

during the next five years, with an annual increase in this sector of 12 percent in real terms.

The MBA also expects that the growth rate of from 6 to 8 percent in the residential sector will be maintained, although a slight recession is predicted for next year when growth will still be plus-minus 3 percent.

BUOYANT

During 1979 and 1980, housing was the most buoyant sector of the industry in the Transvaal and contributed 6.5 percent of the total provincial programme.

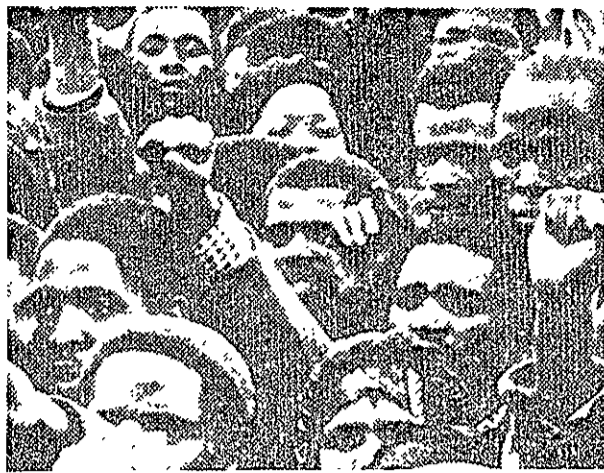
PENALTIES

Mr Robinson said: "On the one hand we could see rapidly rising unemployment, if growth was reduced measurably with a definite negative influence on the inflation rate. On the other hand we could see a reasonably stabilised figure of unemployment, if growth were to be kept at peak figures, which, in turn, would no doubt have a positive influence on inflation.

If the industry ignored the need for caution it would take the risk of attracting heavy penalties in the form of growing



Mr Thomas Leslie Richards, an "old brick" in building, has been elected president of the Master Builders' Association (Witwatersrand). Mr Richards has been in the brick business since 1944 when he joined his father's company, Fortress Brick and Potteries, later bought by Primrose Brick. After amalgamation of major manufacturers he became sales manager of the new company, Brickor. When Corobrik acquired control he went on to the Transvaal board.



Labour unrest . . . It will be with us for some time to come

BUILDER: S. Tribune 8/2/81 STRIKES CAN BE ⁽³³⁾ AVOIDED

By FRANK JEANS

INDUSTRIAL unrest is a problem the building industry will probably have to live with now there is a greater freedom within the trade union movement.

And industrial peace will only be assured when enlightened management appreciates that the days of low wages can no longer be perpetuated.

This was the message which C. A. (Robbie) Robinson, outgoing president of the Master Builders' and Allied Trades' Association (Witwatersrand) took to the association's AGM in Johannesburg. He said much of the expected dispute could be averted if employers, through sustained educational programmes, prepared staff and management for the complexities of the new era of all-race labour.

Robinson also cautioned builders on the crest of the wave attitude and doubted the projections of a growth rate of about eight percent.

Said Robinson: "On the one hand we could see rapidly rising unemployment, if growth was reduced measurably with a definite negative influence on the inflation rate, and on the other hand we could see a reasonably stabilised figure of unemployment, if growth were to be kept at peak figures, which in turn would no doubt have a positive influence on inflation."

Calling for prudence, Robinson said that if the industry ignored the need for caution, it would take the risk of attracting heavy penalties in the form of escalating wage and salary demands, increased bidding for all classes of labour in short supply, rising costs, and rising inflation.

Referring to the "new ball game" called industrial action, Robinson said the country had already had warning of strike action in several industries.

"We will have to prepare for several years of industrial unrest until we have established the collective bargaining process of handling disputes by trade union members who are trained to achieve equitable terms of employment for their members, and management which is enlightened enough to appreciate that the days of low wages can no longer be perpetuated."

According to the MBA annual report which was tabled at the meeting, a "dynamic expansion programme" in black housing can be expected during the next five years, with an annual increase in that sector of 12 percent.

Relations with labour critical in construction

51m — LTA chief

The extent of the boom in construction can be seen by the activity of one of the country's major concerns — LTA Construction, whose site-boards bristle from the Cape to beyond the borders.

It's a spread of work which is expected to create a turnover of R400-million for LTA Construction alone, the largest division in the LTA Group.

The question also arises with such a workload, could LTA overstretch itself?

It may, even now, be selective in contract distribution but people might well ask: Could its capability ever reach a stage where clients would be turned away?

LTA could, however, still handle a lot of civil engineering, and road-works contracts plus building work in most areas

PLUS SIGN

The division might be selective in the building sector in the booming Johannesburg area, but subsidiary operations elsewhere in the country still have considerable capacity.

That's the plus sign for LTA and the industry as a whole but, on the other side of the boom, there's a tricky patch taking shape and LTA Construction chairman, Mr Peter Jacobsen spells it out clearly.

One of the most critical areas the industry is moving into is labour relations.

Mr Jacobsen says: "People will have to realise that we are starting an entirely new era.

"The initiative of the Government in creating a new charter for the trade unions and eliminating job reservation is only to be welcomed but it will not be an overnight remedy to our problems."

The broadened base of the unions will give strength to the arm of the members who will be demanding more, all of which can only add fuel

to the rocket of costs.

"It will take three or four years for it all to make sense but for the moment we must face that we will probably have to pay more money without getting more production," says Mr Jacobsen.

The LTA Construction chief, however, has no fears about the era of change, but insists that now is the time for a strengthening of the employer - employee - union links.

Talking sense to black unions will be the base for progress and stability in the future. Here one agreement for the whole construction industry would make good sense. It is for this reason that training at all levels in the industry arm-in-arm with the new labour and union freedom is most important.

But training, Mr Jacob-

sen believes, is not the preserve of the "big boys" "Everybody in the industry should be doing more."

With 17 500 workers on the payroll, including 11 937 blacks, and with his division committed to a R1 million outlay on training this year, Mr Jacobsen knows what he is talking about in the most conservative of industries which is apprehensive about change.

Certainly, it's the boom time and, despite a few hiccups along the way, future demands upon the industry can only ensure a continuance of the prosperity. Only a stable workforce and an ironing out of the problems remain to be done.

As Peter Jacobsen puts it: "It will be a hell of an interesting industry 10 years from now."

Some traps in suntraps

If solar heating, still probably seen as the infant with great possibilities in energy crises, but still without the widespread acceptance needed for market growth, is to take off, the public needs a lot more information.

For instance, it is claimed that the watchdog of industry, the South Africa Bureau of Standards gives its mark of approval on only a small part of a solar heating installation — the heating panel.

Mr Dave Lawton, managing director of Alternative Energy, points out: "Any unqualified person would buy an SABS approved panel and instal it in a house incorrectly.

"The buyer is often taken in by that stamp of approval and misled into believing that, because a product has this mark, it will automatically be installed in the correct way to make it work."

Emphasising that the public has to be more selective and informed about solar heating, Mr Lawton said he was not saying that the SABS standard on the panel was not necessary but that more rigid controls over specifications of installation were essential.

"The buyer is too gullible so far as solar heating is concerned," says Mr Lawton, "and when things go wrong blames the whole industry instead of a particular contractor who has installed his system.

"A stamp of approval does not mean that the whole system has been tested, merely a part of that system."

Mr Lawton also believes, too much reliance is being placed on the Agreement Board certificate, which again is probably too often seen as carte blanche to a solar-heating installation.

"There again," says Mr Lawton, "the whole system is tested before a certificate is issued but there are no

5/11/41
Everite
strike case
is dropped
1/3/41

A charge of inciting an illegal strike brought against three workers from the Everite Construction Company, Klipriver, was withdrawn yesterday.

The workers were to have appeared in the Klipriver Magistrate's Court to face charges under the Riotous Assemblies Act.

They were among the 700-odd workers who went on strike at Everite on February 6 in support of a wage demand.

Teargas was used to disperse the strikers, a number of whom have since been dismissed by the company.

which he can use professionally. He will practise in co-operation with other colleagues, medical and non-medical. He will know how and when to intervene through treatment, prevention and education to promote the health of his patients and their families. He will recognise that he also has a professional responsibility to the community.

Confusion exists between the disciplines of community medicine and general practice. Community medicine is concerned with the determina-

Strike 33
charges 152
RBM 7/3/8
dropped

Labour Correspondent

THE State has withdrawn charges of inciting an illegal strike against three black workers of the Everite Construction Company.

The three men - one of whom has been dismissed by the company - were to have appeared in the Klip River Magistrate's Court this week in connection with a strike at the company last month.

A spokesman for the public prosecutor's office confirmed yesterday that they had been charged under the Riotous Assemblies Act - which carries a maximum five years' jail sentence for inciting an illegal strike - but that these had been withdrawn because of "insufficient evidence".

when, in the instance, is ill or believes himself to be ill, seeks the advice of a doctor whom he trusts. This is the consultation and all else in the practice of medicine derives from it."

Arising out of the definition is the concept of patient care in which is illustrated the attitudes of general practice. We speak of four types of care which are related and interdependent - personal, continuing, primary and holistic.

Personal care.

This implies the recognition of each patient as a unique individual with his own genetic inheritance, his own response to disease process and his own attitudes. "The mark of a general practitioner is his overriding interest in people. Hand in hand with this interest in people goes a unique attitude to their diseases. Whatever troubles the patient is important whether its origins be emotional or physical." (McWhinney) It is important to the doctor because it is important to the patient, not because it is an interesting disease. Herein lies the difference between patient-oriented medicine and disease or doctor-oriented medicine.

Personal care also implies the concept of responsibility. There must be a doctor to guide the patient through the maze of modern medicine and to take the responsibility for his welfare. Divided responsibility threatens this fundamental role of the doctor. This can occur in a large hospital, in the health team approach or when the patient has direct access to the specialist and becomes his own referral agent. Responsibility also requires that the doctor should be available and accessible to his patient in illness and distress.

Under personal care one must also consider the important but misunderstood subject of the doctor-patient relationship. To the patient this often means the easy charm of the bedside manner. To our specialist and academic colleagues it is equated with kindness - a commendable quality in any doctor. However, the doctor-patient relationship refers to the honesty, concern, acceptance, empathy and equality which should exist in our relationship with our patients. This in turn leads to the rapport,

PE strike continues

Own Correspondent

PORT ELIZABETH
About 1500 Murray and Stewart workers stayed away from construction sites today on the second day of their strike which has disrupted building operations in Port Elizabeth and Uitenhage.

The strike follows other work stoppages earlier this year over proposed legislation to stop employers withdrawing pension contributions until they retire.

Workers today refused to return to work until management allowed them to opt out of the company pension fund and paid out all their contributions to date.

330/112/300

Workers down tools to protest fund

PORT ELIZABETH —

Several hundred black workers at Murray and Roberts construction company in Port Elizabeth downed tools yesterday in protest against their alleged compulsory membership of the firm's pension fund.

Workers gathered outside the firm's office in Port Elizabeth demanding they be allowed to opt out of the fund and that their pension contributions be paid out to them.

A workers' spokesman said black employees had been dissatisfied with their compulsory membership of the fund for years and did not wish to contribute to it anymore.

RESIGN

He said workers were told by management they would have to resign in order to receive their pension contributions.

By midday, workers had not yet elected a committee to negotiate with management. A spokesman for the company addressed a crowd of about 300 workers. The Press was not allowed to attend.

The manager, Mr T Rakness, said he could not comment on the dispute at this stage. — SOW-ETAN Correspondent

7 buried as workshop collapses

~~33~~
33

Own Correspondent

CAPE TOWN — Seven workmen were buried under slabs of masonry and concrete when a section of a panelbeating workshop in Voortrekker Road collapsed on them this afternoon.

STH
17/3/61

The Cape's emergency rescue service (Metro) and the fire brigade struggled to free them with jackhammers and "jaws of life" equipment.

Crowds of lunch-time workers from nearby factories tried to help rescuers.

A minibus near the shed was flattened by the weight of the rubble.

It is understood the building was completed only three months ago.

The cause of the collapse is unknown.

ABOUT 1 500 Murray and Stewart workers stayed away from construction sites yesterday on the second day of the strike which has disrupted building operations in Port Elizabeth and Uitenhage.

The strike follows work stoppages at Firestone and Pyott in Port Elizabeth earlier this year and a spate of strikes in the East London area, over proposed government legislation to stop employers withdrawing pension contributions until they retire.

Workers yesterday refused to return to work until management allowed them to opt out of the company pension fund and

Cape construction workers strike into second day

paid out all their contributions to date.

Personnel manager, Mr Ian Holmes, told a meeting of about 600 workers in the company's yard that workers would have to resign if they wished to receive their pension contributions.

He then ordered them to leave the premises.

About 500 workers

gathered in the yard again on Monday and were addressed by Mr Holmes and contracts manager Mr James Magee.

They reiterated that workers could only receive their pension contributions if they resigned, and applied to the Industrial Council for the Building Industry to have

their contributions paid out.

According to a spokesman workers would refuse to leave the premises.

"We are going to stay here every day until the company gives us the right answer," he said.

A number of construction workers were at work on the Murray and Roberts site in Main Street day before yesterday. But according to the spokesman the company had started to recruit "scab labour."

Mr Holmes was not prepared to comment on the two-day old strike. The regional managing director, Mr H E Minott, was not available.

been admitted to the
by Gross and Rietveld
at Stellenbosch between
the condition of the
Medians and changes
factors influencing
operations are made

INTERNATIONAL

Nutrition rehabilitation units (NRUs) have been operating at hospitals in Transkei for a number of years (1) and it has become common practice at these hospitals to admit to these units children suffering from nutritional diseases (usually Protein Energy Malnutrition) together with their Guardians, either in place of hospital ward admission or following a stay in the hospital ward. The aims of these units may be broadly stated as follows: to provide an understanding that the child is suffering from a nutritional disease which may be cured and prevented by correct nutrition without recourse to "medicine", to provide general health and nutritional education, and to teach vegetable gardening. It is hoped that the Guardians will then be better equipped to prevent a relapse in their children's condition on returning home and that the Guardians will pass on their acquired knowledge to others, so having an effect on their communities as a whole.

In order to evaluate the effectiveness of the NRUs, follow-up studies were carried out at Holy Cross Hospital where a nutrition unit was started in 1969, and at Rietveld Hospital where a nutrition unit was started in 1975.

Holy Cross Hospital is situated in the Pletstroom district of Transkei. The children in the follow-up sample came from villages within a radius of approximately 60 km from the hospital. Medical services are provided by the hospital, by one permanent outlying clinic and by mobile clinics which visit particular areas every fortnight. Agricultural patterns are of a subsistence nature and only a minority of the villages have been "rehabilitated" under the Government-sponsored agricultural rehabilitation scheme. There are very few employment opportunities in the area.

The NRU at Holy Cross admits about 150 children and their Guardians per year. Nutrition education is provided by a "house-mother" and there is an agricultural officer who teaches the Guardians and organises the cultivation of the vegetable garden. Children are admitted to the NRU either directly from the out-patient department or after a stay in the wards if their condition warrants hospital admission. Prior to this study the

"The allocation of resources to food production and housing may have a far more reaching indirect effect than any specific action against the disease."

"The problem of allocation is basic - why or economic problem but, even when the solution is known theoretically, prestige and vested interests may prevent an optimum solution (9)."

Algeria.

Allocation of funds: 20% on public health.

Of this: Hospitals 67 million DA (1964) (5 DA = 1 dollar, USA)

Clinics 400 thousand DA " (0,5%)

66 1/2 million DA in 1967

Pensions dispute - 600 lose their jobs

33
S
19/2/51

Labour Reporter

About 600 Murray and Roberts workers in Port Elizabeth were dismissed yesterday after a three-day work stoppage.

The dispute was the latest in pension-related unrest in the city.

Construction workers demanded on Monday that they be paid out their pensions and refused to go to construction sites.

The demands followed on fears of impending draft legislation which would freeze pensions, and make withdrawal of funds impossible until the age of 65.

Murray and Roberts management told the workers that existing laws prevented them paying out pensions unless workers actually left the industry.

The workers continued to stay away from work and the compound gates were locked because strikers interfered with other work, a company spokesman said.

After yesterday's dismissals Murray and Roberts began re-employment. But dismissed workers cannot re-apply until they have been out of the industry for one month, according to industrial council provisions.

The secretary of the Industrial Council for the Building Industry in Port Elizabeth, Mr V le Roux, told The Star's correspondent that negotiations had been taking place over the pension issue for some time.

"Our only condition was that the workers should resign from the building industry if they wanted their contributions paid out. It was arranged that they could stop contributing to the fund if they remained in service"

He said he did not believe any union played a part in the strike.

Pensions disputes have also hit the Firestone and Pyott's plants in Port Elizabeth this year.

uplifts it to a mere 8,4%.

"Cost-accounting is only considered worthwhile if the operation is at a reasonably high level, say, above 80%."

"An 80% treatment success rate can be achieved very cheaply. When this is achieved, the more expensive drugs have to be used." (10).

Possibly, most interestingly of all are the really only comprehensive detailed statistics given by Czechoslovakia (11).

The annual, direct cost of T.b. services in thousands of Cz/Kr, (Drugs amounted to only 10% of total cost.)

	1958	1959	1960	1961	1962	Total
Clinics.	6 050	5 356	5 693	6 942	7 523	31 563
Hospital wards.	10 245	10 674	11 529	12 231	9 998	54 677
Tb. sanatoria.	16 387	16 340	17 107	15 932	15 514	81 344
Total.	32 682	32 366	33 329	35 105	33 035	167 134

Total shows the clinic services receiving a mere 18,9% of the allocation. Further, the sanatoria cost 2,6 times that of the clinic service and the combined sanatoria/Tb. beds in general hospitals cost 4,3 times that of the clinic services.

	Clinics	Hosp. attached	Tb. san.
SerVICES.	15 366 422 Kr.	12 754 346 Kr.	22 714 199 Kr.
	6 3%	5 3%	4 3%

Vac./tubercular.	1,5%	-	-
X-ray materials.	1,9%	-	-
Medicaments.	-	5,4%	3,3%
Tb. drugs.	35,6%	10,2%	10,1%
Sanitary material.	5,1%	2,4%	6,3%
Food.	-	28,5%	31,3%
Operational costs.	3,4%	22,8%	21,1%
Total percentages.	51,5%	76,3%	72,1%
Total cost.	31,6 mil. Kr.	34,1 " "	81,3 mil.
Percentages.	18,9%	32,4%	48,7%

Strikers get an ultimatum

CONSTRUCTION workers at Murray and Stewart will not only have to resign from the company but will have to leave the building industry before they will be paid out their pension contributions.

This was said yesterday by the secretary of the industrial council for the building industry, Mr V le Roux.

He was addressing a Press conference called in the wake of the strike, now in its third day, which has disrupted work at six of the company's construction sites in Port Elizabeth and Uitenhage.

DISMISSED

And the firm's regional managing director, Mr H E Minott, said workers who refused to return to work yesterday would be dismissed.

About 700 workers — almost 75 percent of the firm's black work force — downed tools this week in protest against the compulsory membership of the pension fund controlled by the Industrial Council for the Building Industry.

The strike action is not related to proposed legislation on pension schemes

which has recently been responsible for a series of strikes in the Eastern Cape.

Workers, who say they have been opposed to their compulsory membership of the fund for several years, have demanded to be allowed to opt out of the pension fund, and to receive all pension contributions to date.

Mr le Roux said it was a condition of employment in the building industry, in terms of a wage agreement binding on all employers, that all unskilled workers should contribute to the Industrial Council Pension Fund.

As an employer, Murray and Stewart were therefore bound to comply with the legal requirements of the wage agreement.

"Employees are repaid their contributions three years after they have left the industry," he said.

"We will waive these conditions, however. To meet the demands of the Murray and Stewart workers, the Industrial Council for the Building Industry have decided to repay the pension contributions of

all black workers on April 21, but with the provision they resign."

In a statement released at the Press conference, Mr Minott said a memorandum was submitted to the strikers yesterday summarising the present situation regarding the pension rules.

"The workers refused to read this memorandum this morning," he said.

"I now wish to advise you that we have an illegal strike on our hands."

Workers who failed to return to work by yesterday will have automatically have dismissed themselves by their illegal action and can collect their pay at their respective contract sites on Friday, he said.

REFUND

"It will then be up to them to apply to the industrial council for a refund for their pension contributions," he said.

Re-employment would start immediately, he said. All workers who wished to return would be free to do so provided they accepted the "legislated" employment conditions whereby employment in the building industry is contingent on the compulsory membership of the industry's pension fund."

Workers were ordered off the premises and gathered outside the gates.

PE sit-in
CT 20/3/81
tense in
fourth day

Own Correspondent

PORT ELIZABETH. — The atmosphere was tense outside the strike-bound Murray and Roberts construction yard yesterday, the fourth day of the sit-in by 700 dismissed workers demanding their pension contributions.

Four police riot squad vans were outside the premises when workers gathered at 7.30 am.

A workers' spokesman said that although they still rejected their dismissal, they had decided to follow the advice of an undisclosed trade union and to return to their homes and hostels because they felt their presence at the site would lead to trouble with the police.

"Our fight is not with the police or with Murray and Roberts, but with the people (the Industrial Council for the Building Industry) who refuse to refund us our pension contributions.

"Members of the union will meet workers on Sunday and with their help we hope to achieve our aims."

The regional managing director of Murray and Roberts, Mr H E Minott, said the company had not yet taken on any new workers and those who had been dismissed could stay on in the company's hostels.

A spokesman for the Federation of South African Trade Unions (Fosatu) said yesterday that officials would be available to assist workers.

Argus Bureau

PORT ELIZABETH.

Murray and Roberts may hold talks with spokesmen for 700 striking workers who were dismissed this week, the firm's regional managing director, Mr H E Minnott, said today.

In an interview today he said: 'At the moment it is a dicey situation. I

Company may negotiate with strikers

33

~~32~~

~~30~~

Apr 20/3/81

am trying to make up my mind which way to go but the wheels are in motion for contact with the workers. About 700 workers downed tools on Monday

in protest against their compulsory membership of the Industrial Council's pension fund. They were dismissed on Wednesday when they ignored a management

ultimatum to return to work. With the firm's project disrupted for the fifth day in succession seven workers' representatives are believed to have

approached a trade union for help in the dispute. Six construction sites in Port Elizabeth and Trenchers are affected. Workers have demanded that they be paid out all pension contributions to date and then permitted to decide for themselves whether they wish to re-join the pension fund

GE

STW

First black shopfitting apprentice

Labour Reporter

The first black apprentice has been accepted in the shopfitting industry.

He is Mr Samson Fondile (22) of Mofolo North, Soweto. Mr Fondile received his apprenticeship papers this week, back-dated to January, 1980.

The managing director of the Industria Johannesburg, firm where he is employed, Mr Hilton Knight, said Mr Fondile now had to complete his training at the Building Industries Federation school in Springs and at technical college.



Dismissed CT 24/3/81 strikers 33 42 206 to return

Own Correspondent

PORT ELIZABETH. — The 700 Murray and Roberts labourers who were dismissed after taking illegal strike action over pension contributions last week, will return to work today.

At a meeting on Sunday the men decided they would return to the company's Deal Party yard yesterday morning to find out when their contributions would be returned to them, a worker spokesman said yesterday.

They were allowed to enter the yard, where the regional managing director, Mr H. E. Minott, addressed them. He told them they should return to work today and no further deductions in respect of the building industry's pension scheme would be made until further discussions had been held between the works council and management.

He also said that on April 11, they would be refunded all past pension contributions.

*The labourers downed tools on Monday a week ago in a protest against the building industry's pension scheme, the conditions of which are laid down by the Industrial Council for the Building Industry.

They said they wanted their contributions refunded before the government passed a law freezing their money until retirement age.

The secretary of the Industrial Council for the Building Industry, Mr V le Roux, confirmed yesterday that Murray and Roberts labourers had been exempted from the pension scheme until an agreement between workers, management and the council had been reached.

300 strike, want refund on pensions

Argus 24/3/81

~~200~~ 33 ~~152~~

Argus Bureau

PORT ELIZABETH. — Dismissed workers were back in their jobs at Murray and Roberts today, but about 300 were on strike at another construction company, Strydom, Basson and Tait.

The reason is the same as in the Murray and Roberts strike — the Africans want their pension contributions, claiming they fear the Government will 'freeze' the money by proposed legislation.

Strydom, Basson and Tait comprises construction and associated companies. The managing director, Mr J S Strydom, said a large complement of workers had downed tools yesterday at various sites.

He could not yet give an exact figure.

He said the company was willing to negotiate.

The secretary of the Industrial Council for the Building Industry in the Eastern Cape, Mr V le Roux, said today that according to his informa-

tion, about 300 were on strike.

Negotiations were taking place between workers' representatives and management.

The council had not yet taken a decision, and would not necessarily decide on the same lines as in the Murray and Roberts case.

UNEXPECTED

'When we made a decision for Murray and Roberts, we did not believe there was another strike on hand.'

The council decided last week to exempt Murray and Roberts from its pension scheme until an agreement between management, workers and the council.

A Murray and Roberts spokesman said today that everything was back to normal.

All 700 dismissed workers were back in their former positions without loss of benefits after being told yesterday that they would be refunded all pension contributions on April 11.

2.18.71 25/4/81
Strike over
pensions (33)
resolved (12)

Labour Reporter

The 600 Murray and Roberts construction workers who were dismissed after last week's pension dispute have been taken on again.

The workers had demanded an immediate pay-out of their pension contributions and were dismissed after refusing to go to work sites.

But the workers returned after the industrial council for the building industry in Port Elizabeth allowed Murray and Roberts an exemption from pension rulings, permitting workers not to pay in any pension contributions.

The secretary for the council, Mr V le Roux, said this exemption was an interim measure which would have to be renegotiated.

The council also allowed for the workers to receive a total pension contribution pay-out on April 11 instead of the usual three month waiting period.

Mr le Roux stressed that the council's decision was only in respect of the Murray and Roberts dispute. Port Elizabeth has seen several pension-related disputes this year.

25/4/61
Strike over pensions resolved

Labour Reporter

The 600 Murray and Roberts construction workers who were dismissed after last week's pension dispute have been taken on again.

The workers had demanded an immediate pay-out of their pension contributions and were dismissed after refusing to go to work sites.

But the workers returned after the industrial council for the building industry in Port Elizabeth allowed Murray and Roberts an exemption from pension rulings, permitting workers not to pay in any pension contributions.

The secretary for the council, Mr V le Roux, said this exemption was an interim measure which would have to be renegotiated.

The council also allowed for the workers to receive a total pension contribution pay-out on April 11 instead of the usual three month waiting period.

Mr le Roux stressed that the council's decision was only in respect of the Murray and Roberts dispute. Port Elizabeth has seen several pension-related disputes this year.

Strikers replaced in pension unrest

Labour Reporter

The pension-related strike at a Port Elizabeth construction firm continued into its third day today with management taking a tough stand against the strikers.

Several hundred employees of the construction firm of Strudom, Basson and Tait refused to go to work sites on Tuesday unless they were immediately paid out their pension contributions.

Workers in the Port Elizabeth area have feared possible Government controls over pension contributions and demanded pay-outs at Firestone, Pyotts and Murray and Roberts.

Although some of the workers for Strudom, Basson and Tait have returned to work, the firm has already started to take on new workers.

A spokesman for the firm said the issue of pensions was out of their hands and they would have to wait until Monday when the Industrial Council for the Building Industry in Port Elizabeth meets to discuss the pension unrest.

In the case of the Murray and Roberts pension dispute last week, the industrial council wanted several restrictions on pension pay-outs as an interim measure to settle the unrest.

a project has the potential to help us attend to many of the problems which we encounter in rural areas -- unsophisticated problems which the existing personnel are often too sophisticated to cope with, the sequelae of which are frequently too sophisticated for the relatively unsophisticated services.

Certainly, it is unrealistic to attempt development in health in isolation from other aspects in community development. However, it is difficult to attend to everything, and other professional groups who might be involved are usually notable by their absence. I believe that the health services could provide an important stepping stone towards development; that "healthicisation" of the people could assist them to find a springboard which might help them out of the vicious cycle in which too often exist.

Whilst we frequently lead the world at the so-called top of the skill pyramid in South Africa, I consider that we have lagged far behind at the bottom; we have much catching up to do. I believe that we will only make up for this lost time if we make a vigorous and concerted effort to set up village health worker projects. We must involve the community w.h.o. after all, are the only people who are permanent and who are really in a position to care for the people.

Third day of pension strike

33
2/21/64
2/21/64

THE pension-related strike at a Port Elizabeth construction firm continued into its third day yesterday with management taking a tough stand against the strikers.

Several hundred employees of the construction firm of Strydom, Basson and Tait refused to go to work sites on Tuesday unless they were immediately paid out their pension contributions.

2/21/64

56257421

Workers in the Port Elizabeth area have feared possible government controls over pension contributions and demanded pay-outs at Firestone, Pyotts and Murray and Roberts.

RETURNED

Although some of the workers for Strydom, Basson and Tait have returned to work, the firm has already started to take on new employees.

A spokesman for the firm said because the issue of pensions was out of their hands they would have to wait until Monday when the Industrial Council for the building industry in Port Elizabeth meets to discuss the pension unrest.

In the case of the Murray and Roberts pension dispute last week, the Industrial Council waived several restrictions on pension pay-outs as an interim measure to settle the unrest.



Building strike spreads

Own Correspondent

DURBAN — The Ilco Homes strike at Phoenix has spread to the company's Queensburgh depot, where about 500 semiskilled workers have downed tools.

Managing Director, Mr Jos Demmers said today, that a "total stalemate" appeared to have been reached with the striking workers.

Mr Demmers said the employees had struck apparently for the same reason as the 1800 at his Phoenix depot yesterday, following demands that they be paid fortnightly.

He was reported today as saying that yesterday's stoppage was totally unexpected, as 80 percent of the workers had voted three years ago to be paid monthly.

He said there could be "close to 300" on strike at Queensburgh.

Mr Demmers said he believed most of the workers had gone home.

1 800 building workers stop work over pay demands

3/13/51
Mercury Reporter

MORE than 1 800 workers at the Phoenix site of one of Natal's largest low-cost housing companies downed tools yesterday, demanding that they be paid fortnightly instead of monthly.

Mr Jos Demmers, managing director of Ileo, said yesterday the stoppage was totally unexpected as 80 percent of the workers had voted three years ago to be paid monthly.

Mr Demmers said it appeared 'agitators'

at the site where the company was building homes for the City Council had upset the labourers.

Workers had been told to go home after they had put their demands to the management.

'We are happy to pay them when they want to be paid and will arrange another ballot when they return to work on Wednesday,' Mr Demmers said.

He denied the stoppage was over demands for higher wages.

Workers still on strike

About 1800 Hco Homes workers at the site of a Durban housing scheme continued their strike yesterday.

The workers downed tools on Monday and demanded to be paid fortnightly instead of monthly. They were sent home with a promise that a vote would be taken on the pay issue when they returned.

Mr A C Demmers, managing director of Hco Homes, said workers would be paid fortnightly if three-quarters of them wanted this.

33 11/4/81
SIAK

Children and their parents who had been admitted to the nutrition rehabilitation unit at Holy Cross and Pietreel Hospitals, Transkei, were followed up at their homes between 6 and 14 months later in order to assess the condition of the children, the knowledge gained by the guardians and the impact of the programme on their homes. Factors influencing these parameters are analysed and recommendations are made arising from the results obtained.

Introduction

Nutrition rehabilitation units (NRUs) have been operating at hospitals in Transkei for a number of years (1) and it has become common practice at these hospitals to admit to these units children suffering from nutritional diseases (usually protein energy malnutrition) together with their Guardians, either in place of hospital ward admission or following a stay in the hospital wards. The aim of these units may be broadly stated as follows: to provide an understanding that the child is suffering from a nutritional disease which may be cured and prevented by correct nutrition without recourse to "medicine", to provide general health and nutritional education, and to teach vegetable gardening. It is hoped that the Guardians will then be better equipped to prevent a relapse in their children's condition on returning home and that the Guardians will pass on their acquired knowledge to others, so having an effect on their communities as a whole.

In order to evaluate the effectiveness of the NRUs, follow-up studies were carried out at Holy Cross Hospital where a nutrition unit was started in 1969, and at Pietreel Hospital where a nutrition unit was started in 1973.

Holy Cross Hospital is situated in the Pletastaff district of Transkei. The children in the follow-up sample came from villages within a radius of approximately 60 km from the hospital. Medical services are provided by the hospital, by one permanent outlying clinic and by mobile clinics which visit particular areas every fortnight. Agricultural patterns are of a subsistence nature and only a minority of the villages have been "rehabilitated" under the government-sponsored agricultural rehabilitation scheme. There are very few employment opportunities in the area.

The NRU at Holy Cross admits about 150 children and their Guardians per year. Nutrition education is provided by a "house-mother" and there is an agricultural officer who teaches the Guardians and organises the cultivation of the vegetable garden. Children are admitted to the NRU either directly from the out-patient department or after a stay in the wards if their condition warrants hospital admission. Prior to this study the

Argus 2/4/81
Homes firm strikers go back to work

Argus Correspondent

DURBAN. — All 2 300 strikers from the Phoenix and Queensburgh depots of Ilco Homes (Pty) Ltd and a further 700 from three other branches have today gone back to work.

The other three branches at which workers struck yesterday were at Isipingo, Cavendish and Mayville.

Mr Jos Demmers, general manager of the company, said today that they had prepared the strikers'

pay-outs yesterday, but that today they were given a final warning.

'Early this morning I gave the strikers an ultimatum: Either come back to work today, or you will be paid off immediately,' he said.

Mr Demmers said that a referendum would be held tomorrow on whether the workers wished to be paid monthly or fortnightly.

He said he was not aware that branches in Soweto and Cape Town

had also considered striking.

He confirmed that a British television company would be arriving at the Phoenix depot to interview the strikers — 'although I don't know what for,' he said.

Mr Sam Kikine, the general secretary of the South African Allied Workers' Union, said that he commended Mr Demmers for the step he had taken.

The 460 African workers of the Dalton Sugar and Bark mill, who struck yesterday and on Tuesday, had not returned to work early today.

The management of the Union Co-operative Bark and Sugar Mill was negotiating with the workers.

Mr B A Charlton, personal assistant to the managing director, said the workers had come out on strike after a free meal had been stopped when they had received higher wages.

2 450

building

Nm 2/4/31

workers

face the

axe over

pay row

Mercury Reporter

ALL 2 450 striking workers at Iico Homes will be fired if they do not return to work by seven o'clock this morning.

The number of workers who downed tools on Monday demanding to be paid fortnightly instead of monthly rose from 2 300 to 2 450 yesterday when workers at sites in Isipingo and Waterfall Park joined the strike.

The company's managing director, Mr Jos Demmers, said yesterday that he was no longer prepared to talk with striking workers because they had brought new elements into their grievances.

'They are now asking for higher wages too and refused to talk with management. I am no longer prepared to listen to them.'

Wages

Police were at Phoenix this morning and asked the crowd of strikers to disperse. They complied but spokesmen said they would return today to negotiate with management.

Workers who spoke to the Mercury yesterday morning denied that higher wages were a cause of the strike.

Mr Demmers said only workers who returned to work today would vote on whether they should be paid fortnightly or monthly. He would start looking for new staff to replace the others.

'They were to vote today but obviously they could not because no one returned to work,' Mr Demmers added.

Ilco men go back after stoppage

Mercury Reporter

3/4/51

8 percent absenteeism anyway,' he said.

MOST of the workers who downed tools at Ilco Homes sites in Phoenix and Quesburgh on Monday returned to work yesterday morning.

According to the managing director, Mr Jqs Demmers, only about 250 of the 2 450 failed to return.

'But that is not saying much because on an ordinary workday we have about 5 to

All those who had not returned would be fired and new staff taken on as replacements.

The cause of the strike was that workers wanted to be paid fortnightly, not monthly. They will take a vote on that today.

Mr Demmers said the striking workers had also called for higher wages but he would not discuss increases with them.

1 000 construction workers down tools

C. Herald 4/4/81

(33)

ABOUT 1 000 workers on the construction site of Ileo Homes in Kwamashu in Natal downed tools this week after presenting their bosses with a list of grievances.

On Monday morning 1 000 workers of Ileo Homes (Pty) Ltd went on strike after rejecting the Labour Committee which the company recognised.

One of their other grievances is that they are paid monthly and by the time that they are paid the workers had taken out loans and in many cases the loans have overtaken their actual wage.

According to Mr Sam Kikine, general secretary of the South African Allied Workers' Union, 'the workers went on strike rather than allow a 'dummy' body such as the labour committee to represent them.'

Other grievances mentioned by Mr Kikine were, that the workers were not paid on public holidays and that the workers had no opportunity to meet top management except through the labour committee which very few workers recognised.

The Industrial Council of the Building Industry

has stated that they are aware of the public holiday dispute at Ileo Homes.

Female members of the staff received no maternity benefits either, according to Mr Kikine.

The 1 000 workers have been suspended for the duration of discussions between SAAWU and the management.

Radio Bantu has been broadcasting talks on the strike and Mr Kikine said that the workers were disgusted in the false impression given by the broadcast.

Striking building workers dismissed

Labour Reporter

Striking employees at a Port Elizabeth construction firm have been replaced.

Several hundred workers went on strike about two weeks ago at the firm of Strydom, Basson and Tait, over pension payouts.

They had demanded immediate payouts and threatened an on-going work stoppage.

The managing director of the firm, Mr J Strydom, said they had taken on about 150 new workers to replace strikers and production had not been affected much except by the recent flooding.

He said workers who had dismissed themselves by not working could re-apply for posts.

The dismissed workers would be able to collect their pensions after an obligatory three-month waiting period.

Last week Port Elizabeth's industrial council met to discuss the new wave of pension-related strikes.

Workers have expressed fears of having their pensions frozen until the age of 65 in light of recently proposed Government legislation.

Port Elizabeth firms affected by pension disputes include Firestone, Pyotts and Murray and Roberts.

Other income refers to interest on the capital investments of schemes and the 20% levy on small groups and private investments of schemes and the 20% levy on small groups and private individuals, which, because of their size have a greater claims ratio than large groups. Full Account and Scheme's Portion refers to the total value of accounts submitted by members to their scheme for reimbursement and the actual amount reimbursed.

TABLE 3
FINANCIAL STATEMENT OF MEDICAL SCHEMES
(Yr. Ended 31/12/1975) (R Millions)

Membership Fees	Other	Total	Full A/C	Scheme's Portion	Cost of Admin.
4,8	175,3	154,3	119,7	15,0	
1,0	28,9	27,5	25,5	1,7	
6,4	62,5	54,0	51,2	4,6	
12,4	266,9	235,9	196,6	21,4	

Of Health Annual Report 1976, p.65.

Labour Reporter
Workers at Ilco Homes in Durban which was hit by a strike earlier this month have voted for a system of fortnightly pay.

About 2500 workers struck after demanding fortnightly instead of monthly pay.

The managing director, Mr. Jos Demmers, said the new pay scheme would be in effect from next month.

It can be seen that employers subsidise at least 40% of their employees contributions. In a different context, this is equivalent to roughly 16% of 1975/76 public health budget. (See Table 1.) (10) This proportion would be even higher if account is taken of the fact that private members are not subsidised. Costs of administration appear to be low - 8% of revenue compared with 17% for U.S.A. medical schemes. It appears that costs and thus contributions could be reduced by the rationalisation through amalgamation of schemes - the average scheme in South Africa has 10 000 members whilst the optimum size from cost saving point of view seems to be 20 000 or more.

There are at present plans to extend medical schemes' coverage to Blacks on a larger scale. A State-subsidised medical aid scheme exists for Coloured employees in the public sector. Apparently a scheme for Black employees in the public sector is under consideration by the Department of P R D. (11) Membership contributions by employees are subsidised by 60%.

2.3 Sick Pay Funds (12)

All workers have to be covered by a sick pay fund, the provisions for which are laid down in the Shops and Offices Act as well as the Factories Act. Briefly, the scheme entitles a member during his second and subsequent years of service to full pay for the first 30 working days he is off sick in a cycle of 3 years. During his first year of service he is entitled to 1 day of sick leave at full pay for each completed period of 5 weeks.

Claims in this respect are made from the Unemployment Insurance Fund which accumulates funds from a split contribution consisting of a levy of 0,2% of the worker's weekly wage on the worker and a levy of 0,3% of the same on the employer. The Minister of Labour can subsidise the U.I.F. up to 25% (but not exceeding R7 million per year) of the total contributions paid in that year.

An industrial council may design and administer its own sick pay fund if and, only if the benefits offered are more favourable (in terms of the number of compensable days per annum) than those under the above two Acts. Contributions to such a fund are usually split between employer and employee. According to figures collected by Douwes Dekker for 1972, 64% of White workers covered by industrial council agreements at the time were covered by a council sick pay fund agreement whilst this was 10% for African workers. (13)

2.4 Health Care by the Industrial Sector

We must finally consider the health facilities offered by firms to workers on-the-job. These may either take the form of hospitalisation, daily health care routines, or, indirectly, donations to medical organisations.

Table 4 gives a breakdown of the total number of hospital beds in South Africa in 1974. It indicates that 20% of hospital beds in South Africa are privately supplied, of which roughly half are by firms in the mining/Industrial sector.

23/4/78
Striking
Spaniards
to leave SA

Labour Reporter

About 100 Spanish workers at Sasol 3 near Secunda are being returned to Spain this week as a result of a work stoppage yesterday.

The Spaniards, who are involved in specialised construction work at the site, refused to start work after demanding improvements to working conditions and increased wages.

They are employed by an independent subcontractor in Madrid, Mannesmann, and not by Sasol or Fluor.

Their employer refused to meet their demands which were teleaxed to Spain and about 100 workers will be flying back this week.

R541-million in building plans are approved

RDM 23/481

33

By GERALD REILLY
Pretoria Bureau

BUILDING plans passed in January and February reached the record value of R541 900 000, almost double the figure for the same period last year, according to figures released in Pretoria yesterday by the Department of Statistics.

But the lack of skilled labour is still a factor inhibiting the pace of the industry.

According to the Building Industries Federation (Bifsa), efforts are being made to recruit skilled workers in Britain to ease the critical shortage of building workers in South Africa.

Economists say the figures indicate there is still a healthy thrust in the economy in spite of the expected lower growth rate this year.

Buildings completed during the January-February period totalled R213 600 000, compared with R132 600 000 for the same period last year.

The executive director of Bifsa, Mr L. E. Davis, said the figures showed that a high level of building activity could be expected during the next 12 to 18 months.

Activity had reached a "very high" plateau, but it could cool off to a more normal but still reasonably high level.

The shortage of skilled workers remained critical. It was hoped that the recruiting drive launched by the industry in Britain would attract enough workers to ease the shortage significantly, Mr Davis said.

With the high rate of unemployment in Britain and the low level of activity in the building industry there, the recruitment climate appeared to be favourable.

"We are not getting large numbers, mainly because of structural problems. But the industry believes it would be bad policy to lower the educational entrance standards to the trade," Mr Davis said.

Higher rates have been reported in Rhodesia. A survey of all salaries over a period of a year shows a rise of 14.1 per cent for whites and 5.5 per cent for blacks (Pretoria and Bulawayo, 1978/79).

See also that rate at its present level. It is hoped that the rate of increase should take place in the next 12 to 18 months. (Pretoria, 1978/79).

e) Sleep Disturbance

This was reported by 11 patients but in only 3 of them was there early waking, which occurred in association with waking during the night in some cases. Initial insomnia is caused by trouble in falling off to sleep. It was associated with waking during the night. Patients experienced waking during the night as the only sleep disturbance.

f) Distraction and Indecision

The patient appeared somewhat in a daze and did not give any definite answers. The patient appeared to be in a daze and did not give any definite answers. The patient appeared to be in a daze and did not give any definite answers.

g) Psychopathology

Clitic form the social field, widespread events, and events related to finance. The genesis of depression (Sachs et al., 1972/73).

Such events were detected in 6 patients. The patient was separated from her husband who was taking a university course overseas and who had been abandoned by her husband who had taken a job in another country. Recurrent quarrelling with their husband. The patient had financial difficulties and a recently married woman was depressed by her inability to conceive.

Personal factors were indicated in 4 women; one became depressed following her delivery, another had a miscarriage. The third became depressed after prolonged use of an oral contraceptive; however, recent studies suggest that personality factors may be more important (Fleishman and Seeger 1978)(24).

Personality factors were thought to be important in one very rigid man with rather obsessional tendencies and another who was unemployed and been divorced by his wife.

raiding sites along East Rand

33
206
243
STAR
8/5/81

on workers

Staff Reporters

Hundreds of unregistered black workers are being arrested in widespread raids on the East Rand.

The raids, by van loads of armed East Rand Administration Board police, are aggravating the already critical labour shortage, according to employers.

The workers are mainly from rural areas where there is no work and they have found jobs with builders desperate for labour.

The situation is becoming chaotic, say the builders, as the desperate work-seekers try to get registered. But they cannot because registration is dependent on having accommodation and the housing shortage on the East Rand is acute.

According to a spokesman for the East Rand Administration Board (Erab) there is a shortfall of more than 21 000 houses and an unknown number of hostel beds in East Rand townships.

The accommodation situation in West Rand townships is even worse. Soweto alone has an official backlog of 33 000 houses.

Building contractors are particularly bitter about the way influx control regulations are hamstringing them.

"It is impossible to register the labourers we need

because we cannot find accommodation for them," a West Rand construction firm said.

Many companies are taking the risk of employing workers they cannot register but they risk fines up to R500 per worker if found guilty of taking on illegal labour.

The situation on the East Rand has particularly angered both builders and workers.

According to one contractor, Mr Marthinus Booyens of Boksburg, Erab police have raided the huge building site at Sunward Park, Boksburg, over the last four days.

"Yesterday the Erab officials arrived in about 10 vans with traffic cops to stop men who tried to escape in vehicles," he said.

Property was damaged in the raid which has netted hundreds of workers in that area alone, builders told The Star.

The housing problem on the Reef is not a new one and it is not uncommon for people to wait five or even eight years for a house.

In 1979 40 families without homes put up shanties on the border of Daveyton township outside Benoni. They were dispersed by Erab police.

● Page 17 — Building industry on Reef a bind.

Too little labour, housing too many police raids

By Lynne Cornfield, Erik Larsen and Anthony Drigan

A vicious circle of growing labour shortages, regular police raids against unregistered workers and a severe black housing shortage, has led to a crisis in the building industry on the East Rand, according to many builders.

The labour shortages, the result of the building boom, have been aggravated by the regular raids on construction sites by East Rand Administration Board (Erab) police, builders have told The Star.

The core of the problem is unfair control regulations which can tie up an employer in time-consuming red tape and require a worker to have officially sanctioned accommodation before he can be registered in any job. But right now there is a shortage of at least 21 000 houses and an unknown number of hostel beds in East Rand black townships, according to Erab.

Workers coming into the Reef from rural areas where there is little or no work can get jobs but risk immediate arrest and imprisonment if discovered by the raiding police.

Builders said they were forced to employ unregistered labour because of the serious shortage of legal building workers on the Reef.

Mr Basie Pretorius, a spokesman for the Master Builders' Association, on the East Rand, said he had received numerous complaints from his members about Erab raids against their workers.

VIOUS CIRCLE

"It's a vicious circle," he said. "Builders can't employ contract or migrant workers unless they provide them with accommodation. But there is a

On Reef in joined

critical black housing shortage on the East Rand.

"We want to keep inside the law but are being stifled from every angle."

Several building contractors told The Star they were forced to employ illegal labour if they hoped to complete their contracts. Often builders were angry about the disruption caused by the Erab raids.

DAMAGED

A spokesman for the Board said the raids this week were "routine checks." No special raids

were laid on.

Mr Martinus Beyer, a Boksburg builder, said about 30 of his labourers whom he could not register were arrested in a raid earlier this week. He claimed the raiding officials had damaged property in their efforts to arrest men who tried hiding in the houses under construction.

An Erab official said this allegation would be investigated.

Another Boksburg contractor, Mr D E Parkin, said the raids were seriously disrupting the building industry.

Buildings industry

"I have already had one case brought against me for employing an illegal worker thrown out by the courts," he said. "But I don't have the time to contest each and every case brought against me."

Mr Frank Cattich, a large contractor from Edenvale, said his firm had endless problems because of raids. "But to complete our contracts we are often forced to employ unregistered workers."

FRONTS

"It is ironic that there are people who want to work but cannot because

they are not registered in the area," said Mrs Elsie Grobler of Homestead Builders in Fynnrose.

The Erab spokesman has appealed to employers to provide their own accommodation for workers wherever possible.

Earlier last year when the economy was not at such a peak there were empty hostel beds for single workers, he said. Now all hostels are filled to overflowing.

The board had an arrangement to let land in

the townships to employers who could put up their own accommodation for workers, he said.

But a Borena builder told The Star she had abandoned the idea of providing accommodation for labour because it was too expensive, especially for a contractor who worked in different areas.

LOOKOUT

Another builder told the story of a plastering contractor who employed a man just to sit on a roof and keep a lookout for possible raids.

A spokesman for one of the largest builders in Borena, Goede and Co, said up to half the men they tried to employ could not be registered for one reason or another. This left them vastly understaffed.

For a long time his firm had tried to rent ground from Erab but had been referred from one person to another, he said.

"But at last we seem to have found the right person and very soon we hope to be drawing up plans for building our own accommodation."

A spokesman for a large construction company said his firm erected temporary accommodation wherever it worked on a contract. "Of course this is added into the tender price for the job," he said.

HOMELANDS

Large companies went through the process of legally recurring in the homelands, he said. "But when we talk of recruiting, we talk of lots of money."

Erab have acknowledged the critical housing problem and have budgeted more than R27m for housing this year — a record.

Between 1973 and 1980 the registered population of Erab townships increased by about 167 000, the chairman of Erab, Mr Schalk van der Merwe, said recently.

58 blacks

How 9/5/81

sign on

(17) (33)

'BLACK preference for white-collar work is making it difficult for us to recruit them as apprentices into the building industry,' said Mr Lou Davis, executive director of the SA Building Industries' Federation. There were in all since last year 58 black apprentices in the country and 177 applications.

Mr Davis told Property Argus that, since the lifting of restrictions last year on the apprenticing of black labour into the building industry, 58 had been indentured while 177 had applied in South Africa. In the Western Cape eight blacks had been indentured while there were 17 applications.

'We are having a temporary recruitment problem,' Mr Davis said. 'Much of the problem revolves round the image of the building industry. Blacks prefer white-collar work to working with their hands. However we have been running a tremendous campaign to attract more black apprentices.'

Builders angry over raids on workers

THE BLACK workers arrested in mass raids on East Rand Townships last week were all unregistered single labourers from the homelands, the chairman of the East Rand Administration Board, Mr Schalk van der Merwe, said on Tuesday night.

Last week it was reported that building contractors on the East Rand, hard put to find labour for their contracts, were being raided daily and hundreds of their unregistered workers pulled off the building sites by armed Erab police.

Mr van der Merwe said employers had been given an opportunity last year to register all illegal employees.

Yesterday several builders on the East Rand criticised this statement. "The point is

we did legalise our labour last year but with the upswing in the building industry we need more labour now," said one.

Two builders claimed Erab had intensified raids this week — in spite of a sympathetic hearing from the Boksburg Member of Parliament, Mr Sakkie Blanche, who has been drawn into the controversy, said one builder, Mr D E Parkin.

An employer had to produce proof he had arranged accommodation for a worker before he could register him, Mr van der Merwe added.

The problem now was a tremendous flow of complaints from residents about blacks sleeping in backyards without homeowner's permission.

14/5/61 - 500 6100

204

33

206

23
2/5/70

Appeal against Qeque dismissed

THE Appeal Court yesterday dismissed an appeal by the Minister of Police, Constable Patrick Langford Oates of the South African Police, and Detective Constable Leslie Gavin Barnes of the Railways Police, against a judgment that they pay, jointly and severally R900 and costs to Mr Wridge Qeque, of Zwelishisa.

The order was granted by Mr Justice N C Addeleson in the Eastern Cape Supreme Court on July 19, 1979. The amount was for physical assault when Mr Qeque was handcuffed by Oates and Barnes and put in a police car before a considerable crowd in the Market Square of King William's Town on January 11, 1978.

Mr Justice Holmes (acting judge of appeal), with the concurrence of Mr Justice Wessels, Mr Justice Jansen, Mr Justice Diekmont and Mr Justice Cille, said that in all the circumstances the final finding of the trial court was that Mr Qeque's attitude, including the starting to walk off to attend to his business, did not amount to an obstruction of the constables and did not justify his handcuffing and detention.

Mr Qeque had been stopped by the two policemen, who wished to search his truck. The trial court had pointed out that Mr Qeque was co-operative until the unscrewing of the panels of the van was mooted.

Mr Justice Holmes said it was not necessary to decide, as the trial court did, that it was unlawful for the police to insist that they themselves unscrew the panels in the street in spite of Mr Qeque's protestations. It was sufficient to hold, in the circumstances of this case, that he did not act unlawfully in deciding to leave the police to their task of searching the vehicle while he left the scene on foot to go to his bank. That conduct of Mr Qeque in the circumstances was not unlawful and did not warrant his handcuffing.

Mr Justice Holmes said that one realised that the police have difficult, arduous and sometimes dangerous duties to perform and that their conduct should not be judged with armchair criticism and microscopic scrutiny. Nevertheless, on the evidence as a whole, and re-

cognising that Mr Qeque turned out to be a difficult customer, Mr Justice Holmes agreed with the trial judge that the two constables, no doubt zealously seeking to perform their duties, acted rather precipitately. This sorry affair might have been avoided if they had exercised a little more tact and had, at the least, directed some inquiries to Mr Qeque when they stopped his vehicle.

There was no reason to disturb the award of damages granted by Mr Justice Addeleson. — Sapa.

in the absence of any plans to utilize the material as it developed.

factory
all)
the
even

5 die in gas cylinder blast

Staff Reporters

BLOEMFONTEIN — Five men — three blacks and two whites — were killed today when a gas cylinder exploded in the partly built Checkers shopping centre in the new Santam Centre complex.

About eight whites and 18 blacks were injured, a police spokesman said.

The cylinder exploded just before the lunchtime rush of shoppers.

Police in camouflage uniforms rushed to the scene.

Traffic officers battled to control the crowds and to cordon off the area around the centre.

During the lunch hour hundreds of shocked shoppers stood around in

groups staring at the damage, which was extensive, according to a police spokesman.

"Rumours spread like wildfire and the area was chaotic," a witness said.

Workers in the area joined shoppers to stare as police began mopping-up operations.

Apparently most of the injured were badly burnt by the exploding gas.

The dead were employees of a welding firm, Riasco, and of a building company.

A Checkers employee narrowly escaped death in the explosion.

Miss Beryl Solomon (39), who works at the record counter near where

the bottle exploded moved along the counter to find a record for a customer.

As she handed it to the customer, there was a loud bang and a wall came crashing down, covering washing machines and other goods where she had been standing.

She said one woman was so shocked after the explosion that she would not leave the till.

She stood rooted to the spot saying that she had to pay.

A man with money in his hand at a till ran from the shop after the explosion.

He returned later to demand his money back.

According to Miss Solomon all that was left of

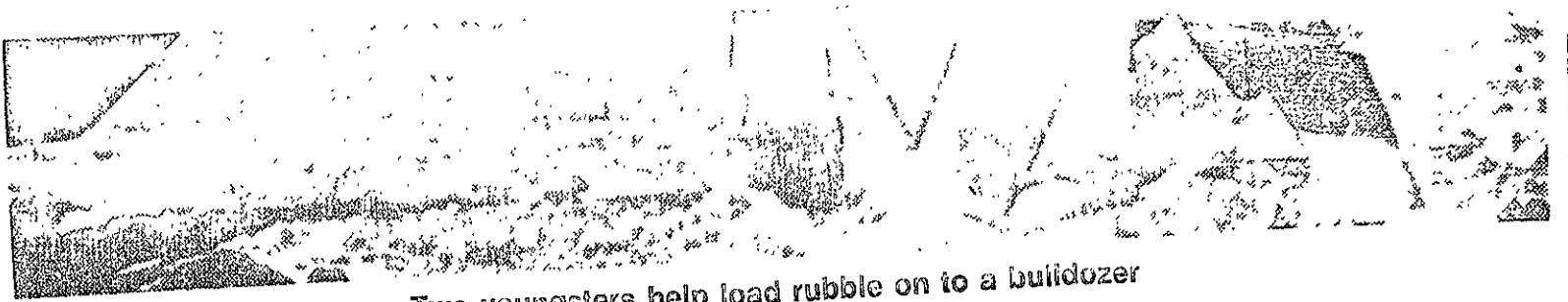
one of the men who had been near the cylinder when it exploded was a "little ball that was put into a wheelbarrow."

A large section of the interior of the new shop, was extensively damaged and the blast was felt for several kilometres.

Houses across the street more than 40 m away had their windows blown out by the force of the blast.

Some of the injured were treated by emergency officials and ambulances on the grass outside the complex.

Many shoppers and shopowners are believed to have been injured by flying glass.



Two youngsters help load rubble on to a bulldozer

CHILD LABOUR ON GOVT SITE

CHILD labour is being used in a Community Development project to clear Pageview Indian township in Johannesburg.

Children of 12 and 13 are helping clear rubble for a demolition firm contracted by the Government department to raze the township, after it was reclassified a white area under the Groups Areas Act.

However, the manager of Gons Demolitions, Mr John Gonzales, denied the youngsters worked for him.

"Maybe it's my boys' youngsters," he said when contacted by the Sunday Tribune.

Pageview residents say the children work alongside grown men, loading bricks and concrete on to trucks after bulldozers have knocked down the buildings. Up to 12 children have been seen working there at one time.

The children, believed to be from Soweto, were paid between R25 and R30 a week, according to Pageview residents.

Investigate

A spokesman for the Department of Labour, inspection division, said he was unaware of child labour being used in Pageview but promised to investigate.

This week, the Sunday Tribune visited the re-

By Chris Vick

zoned area and found two young boys — both clearly younger than the legal minimum age of 15 — involved in manual labour.

Dressed in outsize overalls and large boots, the youngsters were helping a group of adult men load rubble into a bulldozer.

Battled

Although they often battled with massive slabs of concrete, the children were shown no preferential treatment. From time to time they stood, hands on hips, and stared at the bulldozer with boyish admiration.

A spokesman for the Department of Community Development said the demolition company would have to take responsibility if they were hiring underage workers.

"It's nothing to do with us if they use children," the spokesman said "If someone orders to do a job for us, they take control. All we do is pay the tender."

The deputy divisional labour inspector in Johannesburg, Mr John Knoesen, said it was illegal

for companies to employ workers who were younger than 15.

Offenders could be charged under the Factories Act, he said, or under the Wage Act if they were underpaying.

Mr Gonzales, however, denied the youngsters were being paid for their work — even though they wore the same overalls as their older fellow workers.

"I've seen them helping out, but I don't pay them," he said. "Maybe they're just kids playing in the stones. I don't employ children."

He seemed to think the youngsters were the children of men working on the site and who had nothing better to do.

Shocking

The outspoken leader of the Labour Party, Mr David Curry, criticised the Department of Community Development for allowing children to work there.

"If this is true, I find it shocking

"The very fact that the Government is demolishing the area is deplorable. But they make it worse by allowing innocent children to carry out their work."

No special treatment for boys under 15

'Absence of fathers a cause of unrest'

ZWELITSHA -- One of the causes of black unrest in townships was that the family lives of many people had been interfered with by the authorities, a businessman, Mr. David Hawkins, said in Zwelitsha yesterday.

Speaking at the opening of a new industrial complex, he said black fathers were forced to leave their homes to find work in urban areas, so having to leave their wives to look after their children.

"This is how families are brought up and that is why you find schoolchildren rioting — because there is no father at home most of the year," said Mr. Hawkins.

According to a survey conducted in the Ciskei it was found that about 78% of urban black children and 83% of rural children suffered from malnutrition, he said.

"How then can we expect the children of the Ciskei to compete with other children from different racial groups of South Africa if their parents are denied jobs?"

Speaking at the same function, the Ciskei's Chief Minister, Chief Lennox Sebe, invited industrialists to invest in the territory. He also encouraged black businessmen to open enterprises in the Ciskei. — Sapa

CHILDREN BACK AT SCHOOL AFTER EXPOSÉ

Tribune Reporter

CHILDREN working on the Pageview demolition project have been sent back to school after it was found they were too young to work there.

The youngsters, who helped clear rubble for a demolition firm contracted by the Department of Community Development, were taken back to their homes in Thabanchu, near Bloemfontein, after a Sunday Tribune reporter photographed them on site last week.

At the time, the manager of the demolition firm, John Gonsalves, denied the youngsters worked for him.

"Maybe they're just kids playing in the stones," he said of the children, who were dressed in the same overalls as their adult fellow-workers.

Inspectors from the Department of Manpower



CHILD LABOUR ON GOVT SITE

The exposé

Utilisation visited the site — which is being cleared under the Group Areas Act — last week, but found no trace of child labour.

Pageview residents insisted, however, that the children had been involved in manual labour — and this was witnessed by the Sunday Tribune last week.

But, residents say, the youngsters suddenly disappeared hours after the Tribune visited the demolition site.

They later heard from some of the adult workers that the children had been taken back to Thabanchu, their home, because the "boss was angry".

Mr Gonsalves could not be reached for comment. The receptionist at Gons Demolitions said he was "busy" and would not be available until next week.

Retrench penalty for fast diggers

By SOPHIE TEMA

ABOUT 60 unregistered black trench-diggers employed by the Industrial Electrical Company, contracted to work in Soweto by the West Rand Administration Board, were yesterday laid off — because they are far ahead of the machine that lays the main cables.

The workers who were paid off yesterday, most of them women from the homelands, had been employed on a daily basis and were expected to provide their own spades or picks. They were paid 90c a metre and worked from 7am to 3.30pm.

Mrs Regina Mhlungu, one of the dismissed women, said she came from Nqutu in Natal last year to visit her husband and went to work as a trench-digger, earning between R52 and R66 a fortnight. When she was retrenched all she received was a cheque for R52.

A spokesman for the company confirmed that the workers had been retrenched.

"The people who have been digging service-trenches which had to lie open for a lengthy time were faster than the machine that was digging trenches for the main cable," he said.

"And, for the machine to be catch up with the trenches already opened we had to lay them off."

He claimed the workers had to bring their own implements because about 150 spades and picks were missing at the end of the first day the diggers were employed.

Some stay away but business as usual

Staff Reporters

CAPE TOWN construction companies were hit to a limited extent by a stayaway of labourers today, the anniversary of the 1976 Soweto riots.

Industry and commerce in general were unaffected but some small businesses have been hard hit in cases where none of their staff arrived.

This trend has been repeated in other major centres like Johannesburg, Pretoria and Durban.

Transport spokesmen said there were fewer passengers on rail and road systems.

Major construction firms reported that the stay-away had affected their contracts. A spokesman for Murray and Roberts Building said most migrant workers had not reported for work and an IFA construction spokesman said work was still going on but at a reduced rate.

Guarded

The Divisional Commissioner of Police in the Western Cape, Brigadier Daniel Nothnagel, said he had received no reports of violence in the Peninsula.

In the Peninsula, although hundreds of workers obeyed the stay-away call, thousands went to work as usual.

A REVIEW OF THE FIRST TEN YEARS OF THE CENTRE FOR IN-

Studies (gratis)	trium vi
IN OORSGIG VAN DIE EERS	ionism i
grocestudies (gratis)	ans-spr
THIRTEENTH ANNUAL REPO	van Stud
REPRINTS/HEROOLKE ()	Force in
No. 14 Brand, Politid	
Rodesia since	
17 Groeneveld, Soud	
18 Van der Horst, Women as an Economic Force in	
Southern Africa.	

(Continued on Page 3 col 1)

PLEASE CIRCLE ITEMS REQUIRED

ORDER FORM

Full publications obtainable from the Centre for Inter-group Studies, University of Cape Town, Rondebosch, Republic of South Africa, 7700

Name and Address:

11/1/81
Argues
33
152
275
377
13
451

(Continued from Page 1)

drivers had turned up for work, but added that buses on normal schedules were carrying 'noticeably' reduced loads.

Buses on contract trips from the black townships had travelled virtually 'empty' he said.

Most businesses in townships throughout the Peninsula were closed.

In some areas not a single shop was open. These included Athlone, Langa, Guguletu, Crossroads, Nyanga, Lansdowne Road and Hanover Park.

Some businesses were open in Bishop Lavis, Elsies River and Retreat while in Grassy Park only the bottle store and a few

Business as usual

isolated shops remained closed.

Police generally maintained a low profile and were not in evidence other than at selected railway stations. A police sergeant in a van outside the main Mitchell's Plain station estimated that more than three-quarters of the normal number of commuters had boarded trains by 7.30 am.

Buses filled to capacity passed queues of workers at bus stops along Weltevreden Road, Halt Road and Lansdowne Road.

There were two police vans at the Kalksteentoren Station, but the policemen reported everything normal and no incidents.

Spokesmen for major employers in the clothing, textile, and food processing industries said work was proceeding normally today.

Dairies and bakeries completed their rounds as usual, spokesmen said and supermarkets reported normal staff turnout.

Conflicting reports on the extent of the stayaway there have emerged, with companies reporting negligible absenteeism.

However, a spokesman for Putco said passenger

capacity from Soweto was down by 50 percent this morning.

According to reports from Soweto, scores of residents did not report for work today while many more slept in the city for fear of intimidation.

TRAINS

Commemorative services are being held in Soweto and Lenasia.

The South African Railways reported their trains were running to schedule and a spokesman said commuter traffic appeared normal.

The stayaway in the Pinville and Klipspruit area was estimated to be 60 percent with few commuters using trains at peak hour.

One bus was stoned in Soweto today outside the Morris Isaacson School in central Western Jabavu and five windows were shattered.

Another Putco bus was stoned at Eldorado Park outside Johannesburg while last night a petrol bomb was thrown through a window of the Etiko High School in Sebokeng in the Vaal Triangle causing extensive damage.

Also in Sebokeng last night, two buses from the Vaal Transport Company were petrol bombed causing thousands of rands damage.

The buses were fully loaded and passengers had to escape through emergency exits and windows. No one was injured.

STONED

A truck was stoned and hitacked in the coloured township of Coronationville, near Johannesburg.

A policespokesman said the driver and crew of the truck ran away when the crowd in the township began stoning them. The vehicle was later found abandoned.

Petrol bombs were hurled through the windows of two buses in Sebokeng township near Vereeniging last night, causing passengers to flee through the windows and emergency exits.

A police spokesman said a petrol bomb was also thrown through a school window in the township but caused little damage.

Earlier in the day two buses were stoned and set alight in the neighbouring township of Evaton. Nobody was hurt.

It is reported from Durban that unsuccessful attempts were made to set fire to three offices there today.

For each of the outputs in the demand set the gross value of the crop in each year. Plot this schedule on the s curve. (It will be a curve of unit elast

- (5) From the demand curve find the total amount on the market in order to fetch the price. From these amounts make a schedule showing would have to buy or sell for each total
- (6) Draw up a schedule showing how much the government have to sell a total greater than the government have to buy over the ten years? Does the stabilization of the gross value of a crop

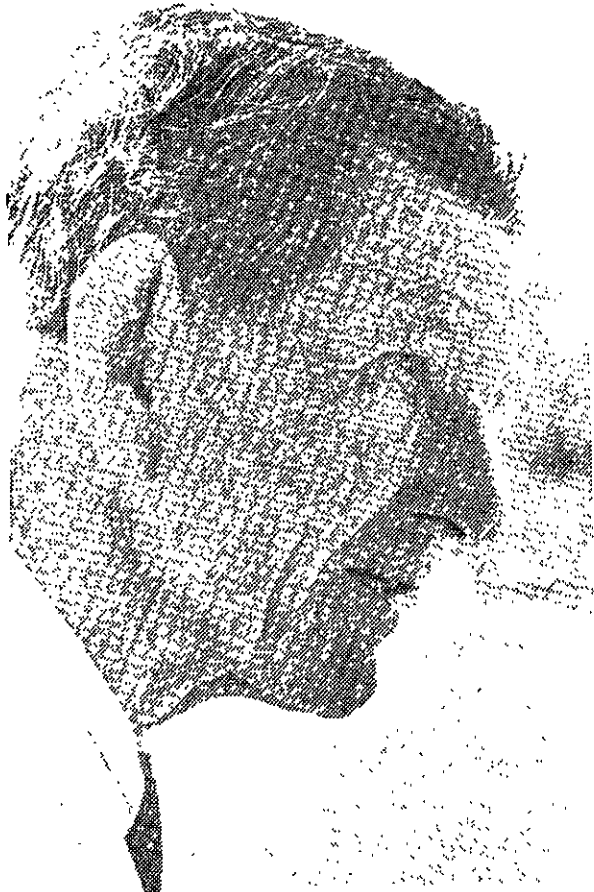
* * * * *

using
annual
40,
the
curve
ten
ved
annual
nd
red
(4).
ment
o
Would
would

Bricklayers lay into Fanie

~~REP~~
NIM
17/5/81
33

**'He needs his head read'
comment after 2 000
bricks-a-day suggestion**



**JAMES HALE ... 'We're always the mugs
that get the flak'**

Mercury Reporter
BRICKLAYERS have reacted to criticism from the Minister of Manpower Utilisation, Mr Fanie Botha, that they should be laying at least 2 000 bricks a day, with a sharp 'he needs his head read' — as one put it.

Mr Botha had said the low Durban average of 280 bricks a day showed 'somebody was riding on somebody's back'.

Mr James Hale of Durban, a bricklayer for 52 years who has worked in five countries, said yesterday: 'We're always the mugs that get the flak because the people who criticise us haven't got the intelligence to measure a fair day's work from anyone else in the building trade — any fool can count the bricks in a wall.'

He said it was meaningless to speak of an overall average in bricklaying because of the varied nature of the work.

'The only time I could lay 2 000 bricks a day is in

an outfall sewer which has walls one and a half bricks thick with no doors, windows or openings of any kind and allows absolute continuity of work. On the other hand, if I worked on Gothic or parabolic arches, I could not lay even 200 a day.'

He said 500 bricks a day was average for a bricklayer building a 'typical' suburban house. Five other bricklayers agreed with this figure and all thought 2 000 a day was impossible.

Mr R Rautenbach, director of the Master Bricklayers' Association, said he was 'staggered' by the minister's statement.

'I don't know where he got his figures from or what type of bricklaying he was referring to. There is no such thing as an overall average anyway. Building rates depend on all sorts of factors, such as whether you're using common or face bricks, and on how many doors, windows and corners there are,' he said.

Uitenhage strikers dismissed after refusing to return

By F. U. GARDINER

ABOUT 1 000 striking workers at Derby's two motor component plants in Uitenhage were fired yesterday for failing to respond to management's ultimatum for a return to work.

The firm today started recruiting a new work force.

The executive director, Mr J H Fehrsen, would not say how many workers had been hired but said dismissed workers would be considered for re-employment.

The National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) — which represents the striking workers — has called another meeting of the dismissed Derby workers in an attempt to urge them to reconsider their decision to continue with the three-day-old strike.

At a meeting today workers unanimously decided to continue with the strike until management accepted their R2-an-hour demand.

Workers have rejected the pay offer recommended by the Industrial Council for the Engineering Industry of R1,36 an

hour.

According to the local Numarwosa organiser, Mr Edwin Maene, management was prepared to meet for further talks with union officials on July 2, pending improvements in "absenteeism and productivity."

He said the union would recommend that workers accept a compromise wage offer but would not recommend anything less than R1,36 an hour.

However, Mr Fehrsen said from Pretoria today that the firm was willing to meet union officials before that date.

Meanwhile the Port Elizabeth-based General Workers Union of South Africa, (Gwusa) is continuing its attempts to have 200 dismissed workers at Federated Timbers re-instated.

The workers were dismissed after management rejected their demands for a 100% increase in weekly minimum wages.

Management told Gwusa officials yesterday that the wage issue was "non-negotiable" as the union represented workers

who were no longer employees at Federated Timbers.

The company was still prepared to talk to Gwusa officials and worker representatives about the re-employment of the dismissed workers.

"Federated Timbers are not prepared to re-instate the workers, so some people with 29 years' service will lose all their long-service benefits," a Gwusa spokesman said today.

In a statement today, Federated Timbers said that though the firm could not meet pay demands made by striking workers, an increase of between 20% and 30% in minimum wages had already been budgeted for later in the year.

"Workers who accepted this were given the opportunity to return to work.

"To ensure that the commitments of the company to its customers continue to be met, new workers are being taken on in the place of those who did not accept management's offer, with the result that operations virtually returned to normal yesterday," the statement said.

budgeting by area of responsibility would allow more detailed analysis - whether the deficit was due to wastage, fall in staff productivity, large increases in the number of prescriptions in a particular department. Although the pharmaceutical records can tell how much of each type of drug was prescribed, they cannot say in which department it was prescribed, even though the outpatient departments have a separate dispensary.

Since no separate figures are kept for each department, it is not known how much it costs to run an outpatient department. While there are difficulties in allocating fixed costs and in spreading wages and salaries where some staff work partly in outpatient departments and partly in the main hospital, it would appear possible to keep separate records of variable costs. The official viewpoint (6) argues that the aim of hospitals is to treat patients, not to run costs, and since elaborate cost systems are expensive to operate, the opportunity cost of an efficient cost system would be patients not treated. Staff already complain of the number of forms that must be filled in. This would appear to be an inadequate explanation as firstly, improved cost analysis would allow more efficient allocation of resources, wastage could be pinpointed, so that there would be more resources for treating deserving patients; secondly, improved cost analysis need not be cumbersome if well-designed and efficiently implemented - profit seeking enterprises are able to control costs effectively so bureaucracy appears to explain the lack of effective cost analysis.

The average cost per inpatient day is estimated in hospital records by dividing total expenditure by the total number of daily units plus one third of total outpatient attendances. (7) The average cost per patient can be estimated by multiplying the average cost per patient day by the average length of stay of inpatients. The costs of operating theatres, specialised X-ray units, intensive care units, are spread equally over all inpatients. Average costs per inpatient day are not comparable

between hospitals as no account is taken of staff mix, or quality of care provided. The average cost per outpatient attendance is estimated by dividing the average cost per inpatient day by three on the assumption that three outpatients cost the same to treat as one inpatient. This seems rather an arbitrary procedure.

First black artisans in W Cape



PATRICK SOKANYILE is the first black apprentice carpenter in the Western Cape.

Asquith 20/10/68 (28) (33)

Mr Victor Tutu and Mr Patrick Sokanyile are the first South African blacks to be trained as artisans in the Western Cape.

Mr Tutu is an apprentice bricklayer working on the R2-m administration building at the new SAR and H Belleville yard, and Mr Sokanyile is an apprentice carpenter on the R1-m Papenboom maisonette contract in Newlands.

Both men joined Murray & Roberts Buildings (Cape Town) in October last year and they are due to complete the first year of their three year training programme soon.

VICTOR TUTU is the first black apprentice bricklayer in the Western Cape.

Murray & Roberts was one of the first construction companies in the Western Cape to apply to the Department of Manpower Utilisation in Cape Town for a certificate to employ black artisans and apprentices.

Since then there are now 28 black apprentices in various stages of their first year in all trades.



The pit. this gene of m. cervix. patie

(3.)

The in and age public Cape To ministr Departn against Hospita in these emitt it was trends over fil to not p health ospitah is not in attritute due to the existence of the Day ... The trend in the perinatal mortality rate is ... as the quality of obstetric care does have an effect on this rate.

Fired strikers' union may sue Sasol builder

RDM 3/7/81 (33) (BR) (MR) (SAC)

Labour Reporter

THE strike by Bester Homes workers at the Sasol 2 plant is over - but yesterday a black trade union was considering legal action against the company on behalf of fired strikers

Workers struck on Wednesday in support of wage and other demands. Workers claim over 1 000 were involved, but police say only 500 struck

Yesterday, about 50 fired strikers gathered at the office of the Building, Construction and Allied Workers Union and made statements to union lawyers

They made allegations about conditions at the site and the handling of the strike

The union's general secretary, Mr Frank Mohlala, said the union was investigating legal action against the company, including the possibility that work conditions violated the industry's binding industrial agreement

The company's managing di-

rector, Mr L. Bester, declined to discuss the dispute on Wednesday and yesterday when the Rand Daily Mail put worker allegations to his office, he was unavailable

By yesterday evening, Mr Bester had not responded to the allegations.

The workers said they struck in support of demands for a R3 an hour wage and that lowest-paid workers earned 63c an hour and the highest-paid R1.30

They alleged there was no lighting, stove or hot water in the compounds, where they paid R16 a month rent and had to provide their own food

They also claimed they were transported to work in open trucks in contravention of the building industry's industrial agreement.

Workers claimed they had elected a five-man committee to discuss these complaints with management on Monday, but a

company representative fired all five men and refused to discuss demands. This had led to the strike, they alleged

After they had gone on strike, management told a group of 200 they were dismissed and that they must leave the compound, workers said

They said most were taken to Springs and left to find their way back to the homelands.

The workers claim police assisted management in removing them from the compound, but police say they were simply standing by during the strike

The Council of Unions of SA yesterday accused the firm of taking advantage of the State-created influx control system

It added that workers are not able to exercise their rights without threat of dismissal makes a mockery of the Wicahln Commission and any legislative changes the state wishes to embark on.

PLANNING
REGION
URBAN

subject of Building Construction.

For the best student in the
S A Brick Association Prizes

III : No award

II : A R Low Keen

I : N D G Sessions

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

LTA Prizes

P R Swift

For the student obtaining
the highest marks in
Professional Practice.

Surveyors' Prize

The Committee of the Western
Cape Chapter of Quantity

P C Key

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

(Continued)

QUANTITY
SURVEYING

Sawetan 3/7/51

Sasol 12 13 260 strikers 33 45 are fired

STRIKING black Sasol workers who have refused to return to work until their demands are met have been fired, according to a union leader.

The workers, employed by Bester Homes at the Sasol 2 plant at Secunda, struck on Wednesday, apparently over a pay dispute.

The secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said some of the workers had returned to their jobs, but those who had refused to do so had been fired and were taken from the company site in trucks.

Reports on the number of workers involved varied between 500 and 2000.

Mr Mohlala said workers complained to him over pay and charges levied against them for compound housing, as well as having to pay for company transport to and from work.

Bully boys

Sawyer (#3) 260
3/7/8 23 152
WE see the giant employer and Government-subsidised Sasol 2 is treading in the footsteps of another such big body, the Johannesburg City Council, in the way they are treating their workers and handling labour relations.

When hundreds of workers downed tools at Sasol the manager did not stop to reflect on defusing a dangerous situation. Instead his reaction was the typical draconian reflex of South African companies. "Fire the lot and then ship them back to their homelands."

We look at this kind of reaction with supreme disdain. Not only is it bad for labour relations, but morally its bullying.

This reaction may show manliness and the macho nonsense toughness of the typical capitalist, but in the long run is bad for labour and race relations. We realise that such drastic action has immediate results. Many other workers are brought to heel through fear of similar action.

In the long run however, many blacks the country over are watching Sasol and, incidentally, are still looking at the Johannesburg City Council, with undisguised bitterness.

GENERAL NEWS

8/29/78
Building firm sacks
2 000 striking workers

Own Correspondent

DURBAN — Two thousand workers were sacked from the Phoenix yard of Iico Homes (Pty) Ltd today after they went on strike.

Iico's managing director, Mr A C Demmers, said he had no idea why the workers had decided to strike and was not interested in finding out.

"We are not even discussing it with them," he said. "They have all been fired and will be paid off. We will engage more staff on Monday."

Iico was last hit by a strike two months ago, when the workers said they wanted to be paid once a fortnight instead of once a month.

Today's strike began when the 2 000 workers arrived at the yard at about 6 am and refused to begin work.

Sacked workers included bricklayers and other skilled men.

! WNI

PLANNING
REGIONAL
URBAN &

K Strong

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

C W von Düring

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

III: No award

II: A R Low Keen

I: N D G Sessions

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

P R Swift

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

P C Key

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

QUANTITY
SURVEYING
(Continued)

FM 10/7/81 33

LABOUR RELATIONS

Why they strike

181 134 152 139
"Wages were the single most important factor causing strikes and work stoppages in 1980," according to the latest annual report of the National Manpower Commission. More than 88 involved wage issues and 140 000 man-days were lost.

But wages were far from the only factor — and overall they featured in a minority of disputes. Wage demands figured in 38% of strikes but 62% occurred for reasons such as union recognition, suspected intimidation, disciplinary measures, working conditions or fringe-benefits. Many strikes were probably politically motivated but possibly some could have been avoided by improved handling of sensitive non-wage issues.

There is no doubt that strikes are becoming a daily reality and a harsh fact of life for managements. Last year, 207 strikes and work-stoppages resulted in the loss of 174 615 man-days. By comparison, 101 strikes and work-stoppages in 1979 lost 67 099 man-days. According to one labour observer "1981 figures already reveal an average of more than one strike a day this year."

Although the recognition versus registration argument continues, it appears that unregistered unions have been using increased muscle. According to the report, "statistics are not available, (but) it is known that nearly all trade unions involved (in strikes) were unregistered."

In 1979, membership of registered trade unions represented 35% of white, coloured and Asian workers outside agriculture. With the inclusion of blacks post-Wiehahn, union membership now represents 15.3% of all population groups outside agriculture.

Trade union membership can be expected to increase rapidly but already it is not that much out of kilter with the international scene. According to Kate Jowell, assistant director of UCT's Graduate School of Business: "Approximately 30% of the economically active population in Germany and Japan belong to trade unions, 22% in the USA and 50% in the UK."

Sectoral analysis shows that some sectors like manufacturing are more strike-prone than others. The majority of strikes (57%) took place in industry and involved 41 391 workers. The second significant area of strike action was construction with 5 802 workers involved. The majority occurred in the Port Elizabeth/ Uitenhage: East London area followed by Durban/ Pietermaritzburg. However, the 20 708 workers who struck in the PWV area represented the greatest number of workers, but a smaller number of individual strikes.

SA lost only four days/1 000 economically active people through strikes and work stoppages between 1975 and 1977. By comparison Germany lost 24, the UK 249, and the US 387. But according to Jowell, "even with the large increase in the number of strikes in 1980, only between 15 and 20 man-days/1 000 economically active persons were lost — which still compares favourably with other countries. SA thus appears to be relatively fortunate in its labour relations. But as things are going, there's no room for complacency."

RDM 10/7/8
 Dismissals cause 2 000
 builders to down tools

By STEVEN FRIEDMAN
 Labour Reporter

ABOUT 2 000 workers employed by the construction firm Ilco Homes on the site of a major Durban housing development were dismissed yesterday after striking in protest over the retrenchment of women workers.

This is the second strike to hit Ilco's Durban operation this year. Recently workers at two sites struck in support of demands that they be paid fortnightly.

Yesterday's strike hit Ilco's Phoenix site where it is engaged on one of the biggest Indian housing developments yet undertaken by the Durban Corporation.

Ilco's managing director, Mr Jos Demmers, said the site

would be closed today and management would try to recruit new workers on Monday.

He said the dismissed strikers could apply for re-employment but that each applicant would be "individually screened".

The general secretary of the SA Allied Workers Union, Mr Sam Kikine, claimed yesterday that the strike had followed the appointment of a new management representative on the site whom workers regarded as "hostile" to them.

He claimed that management had begun "laying off women workers without reason" and had said it was planning to reduce the number of men on the site.

Mr Kikine added that management had refused a request by strikers to discuss griev-

ances with "elected worker representatives" and had insisted on addressing workers as a whole.

He alleged that Ilco had said it would deal with his union in the future but not on issues raised by this strike.

Mr Demmers said the strike was prompted by the dismissal of 14 women workers who were "unproductive". He confirmed that a new manager had been appointed at the site but added: "He is simply carrying out company policy."

Mr Demmers denied agreeing to deal with SAAWU.

"All negotiations in the industry are carried out between unions and the Building Industries Federation of SA. We are not involved at all. If a union wants to negotiate, it must talk to BIFSA," he said.

URBAN
 REGION
 PLANNI

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

C W von Düring

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

III: No award

II: A R Low Keen

I: N D G Sessions

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

LTA Prizes

P R Swift

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

P C Key

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

(Continued)

QUANTITY
 SURVEYING

Ster 10/7/81
Union men
152 192 140
accused
329 331
illegal strike

80 10/7/81
Talks after 2 000
men dismissed

Labour Reporter

Nine union members were released on bail yesterday after appearing in a Uitenhage court on charges of participating in an illegal strike.

The men, who are members of the National Union of Motor Assembly and Rubber Workers (Numarw) were held by the Security Police over the last week.

They were each released on R250 bail and the case was postponed until July 20.

A Numarw spokesman said union members were charged with intimidating other workers and for calling and participating in an illegal strike at the Dorbyl plant.

By Tony Davis,
Labour Reporter

Brief talks between union and management were held yesterday in Durban after the dismissal of about 2 000 workers from Ilco Homes.

Mr Sam Kikine, general secretary of the South African Allied Workers' Union, said the dispute stemmed from worker dissatisfaction with a project manager.

Mr Kikine talked to Mr Jos Demmers, Ilco's managing director, who said workers could readily return for jobs from Monday, but certain workers would not be re-employed.

The union blamed the dispute on the Phoenix

Homes project manager who had earlier been involved with another dispute at a different firm.

SCARED

Mr Demmers said 40 workers were dismissed on Wednesday and yesterday some workers had called for their reinstatement and "scared" other workers into supporting this stand.

"We dismissed those other workers because they were unproductive," Mr Demmers said.

"From next week we will re-employ people."

There was a dispute at the project site in April when there was a work stoppage over the issue of monthly pay. Workers eventually received fortnightly pay.

1200 hired after firings
 Labour Reporter

About 1200 workers were taken on early today by Ilco Homes in Durban after last week's dismissal of about 2000 workers.

Workers were dismissed en masse as the result of a work stoppage in protest at the earlier dismissal of 40 workers who management said were unproductive.

Ilco's managing director, Mr Jos Demmers, said there would be selective re-employment of former workers.

ze
 ork in
 ald.

D H Pryce Lewis

Year.

Osbourn Prize
 For the best work in fourth

S A Read

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

D H Pryce Lewis

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

Miss C Tredgold

Molly Gohl Memorial Prize
 For the best woman student
 in third year.

P A Rappoport

Helen Gardner Travel Prize
 For a student who has
 satisfactorily completed
 1st, 2nd and 3rd major courses.

P F Dunkley

Sixth Year

Cape Provincial Institute
 of Architects' Prize
 For the best student in :-

ARCHITECTURE

FINE ART & ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
For the best student in :-

Sixth Year

P F Dunkley

Helen Gardner Travel Prize

For a student who has

satisfactorily completed

1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student

in third year.

David Haddon Prize

For the best student of

Architecture (or Quantity

Surveying) in the subject

of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

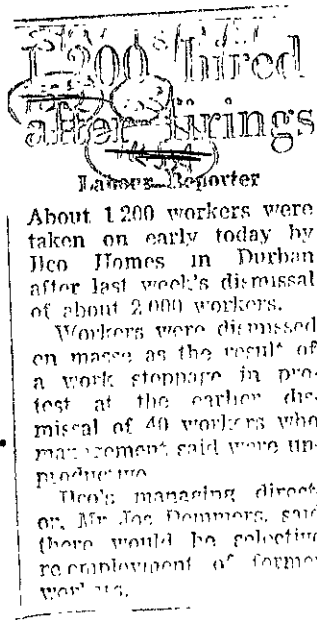
S A Read

Osbourn Prize

For the best work in fourth

year.

D H Pryce Lewis



in

NM
15
7/8
ILCO takes
back staff

Mercury Reporter

ILCO Homes in Phoenix has re-employed about 90 percent of the 2000 staff they fired last week after workers had downed tools in protest against the dismissal of 14 colleagues.

The managing director, Mr A C Demmers, said yesterday that about 200 of the workers would not be taken on again because he regarded them as 'trouble-makers'.

16/7/81 (33) (12)

Ad for builders nets 8 000 in UK

Own Correspondent

PORT ELIZABETH. — The Building Industries Federation of South Africa has had a "staggering" response to advertisements it ran in the United Kingdom for building artisans to come to South Africa.

Bifsa's executive director, Mr Lou Davis, said from Johannesburg yesterday that a staggering 8 000 replies had been received to two advertisements earlier this year.

However, only about 500 of these would be selected.

"We don't want to flood the market with people from overseas," he said. "Our preference at all times is to train our own local people."

Mr Davis said the artisans, who would be emigrating to South Africa, rather than being hired on a contract basis, were having their papers processed.

It was hoped that the first batch would arrive this month.

The artisans, who would be highly skilled, were being brought out as a "stop gap". When the immediate demand for building artisans had been alleviated, they would probably be employed in training capacities.

The artisans would be placed with firms across the country. There was a "pretty even" shortage in all trades in the building industry, he said.

Lanners Award

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

C W von Düring

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

III: No award

II: A R Low Keen

I: N D G Sessions

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

P R Swift

Professional Practice.
the highest marks in
For the student obtaining
Surveyors' Prize

Cape Chapter of Quantity
The Committee of the Western

P C Key

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

PLANNING
REGIONAL
URBAN &

(Continued)
QUANTITY
SURVEYING

In summary, then, it can be concluded that there are "differences" in the drug market which may allow prices to be "too high" as a result of unnecessarily large expenditures. Forces to align the producer and consumer ideal price are absent. Before a firm conclusion is drawn, however, it is necessary to examine the statistical evidence to see if this theoretical analysis is justified.

(4.3) Prices of Drugs on the market:

Two misconceptions must first be dispelled. Although they are not relevant criteria by which to judge how high prices are, drug prices have not generally risen relative to other prices and South African prices are not generally higher than world prices.

In terms of drugs that remained on the market between 1972 and 1976, while the Consumer Price Index (C.P.I.) rose by 55%, drug prices rose by about 4%. (5) This indicates that drug prices have not led inflation, although the prices of new drugs may have increased more rapidly.

In assessing local prices in relation to foreign ones, problems of exchange rates, the combination of drugs in use in different countries, etc. preclude an accurate study. Yet one relatively complete study made in the Netherlands indicates that S.A. prices are generally about the same as those in other countries. (See Appendix 3).

But even given these two factors, the analysis of section 4.2 still appears to hold. Evidence for this includes the fact that tender prices of drugs are substantially lower than private sale price. Tender sales make up 31 % by value but 50% by volume of drug sales. (6) It may be that private medicine subsidises public medicine in this market.

In addition, the level of expenditure on promotion, at about 2% of sales of ethical drugs, is higher than in most other industries. (See Appendix 4) The magnitude of this expenditure is emphasised that it is spent mostly in terms of the

DD 16/7/81 (33)
500 UK

artisans recruited

PORT ELIZABETH — The Building Industries Federation of South Africa had an "incredible" response to advertisements it ran in Britain for building artisans to come to South Africa.

Bifsa's executive director, Mr Lou Davis, said a staggering 8 000 replies had been received to two advertisements earlier this year.

However, only about 500 of these would be selected

"We don't want to flood the market with people from overseas," he said "Our preference at all times is to train our own local people."

Mr Davis said the artisans, who would be immigrating to South Africa, rather than being hired on a contract basis, were having their papers processed.

The artisans, who would be highly skilled, were being brought out as a "stop gap". When the immediate demand for building artisans had been alleviated, they would probably be employed in training capacities, he said. — DDC.

in the automobile market 0,85%. (1) The pivotal role of the doctor is emphasized by the fact that in 1973 an amount of \$4500 per doctor was spent on promotion by the industry. (2)

The South African pharmaceutical industry is also heavily involved in promotion. Table 5.1 shows that promotion makes up about four times the amount spent on research and is almost as large as the entire costs of manufacturing. (3) These figures are very similar to those in most other countries.

Table 5.1: see overleaf

New support has eased worries over 1300 jobs

THE fortunes of the Lansdowne-based Model Development construction company were revitalised this week with the injection of backing from the giant Murray and Roberts group.

Backers for building firm

C. Harold
1/8/81
33

financial difficulties. There were fears that jobs — the workforce numbers 1300 — were in danger, but the support from M & R has eased those worries.

5 000 HOUSES
Founded in 1955, the company had undertaken many mass housing schemes in the Western Cape, including a joint venture with a subsidiary which landed the largest single housing contract

Mr Harris, a leading entrepreneur who was prominent in community affairs, was originally apprenticed with Murray and Stewart in Cape Town as a bricklayer-drafter. It was during his stay there that he forged close links with the present executive chairman of Murray and Roberts, Mr Des Baker, who played a

key role in negotiations between Model and M & R. The man who has taken over the Model hot seat, Mr Rodney Craig (who is managing director of a Model subsidiary, Rodney Craig Plumbers) said this week that he welcomed M & R's commitment to the company's continued success and said he looked forward to the challenge of achieving the fullest potential of the Model Development Group.

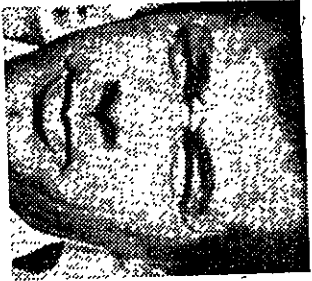
There has obviously been concern about our position, he said. But as with other companies we also experienced the problems which come with growth.

OTHER FIELDS

We wanted to continue with Mr Harris's philosophy of growth and expansion into other business projects apart from construction, and this backing will enable us to do that, you must remember

that Model was set up years ago as simply a construction company, but today it covers quite a few other fields. There are subsidiaries in the plumbing, painting, joinery, property, tiling, hotel and bottle store industries.

Mr Craig added that he was sure Model would now be able to count on renewed confidence in the business world. After the Harris Trust has exercised its



Mr Rodney Craig

conversion rights, the majority shareholding will be held by the executives of the company and the Harris Trust, with M & R having a minority shareholding of 20 percent. The Board of Trustees will be made up of prominent educationalists and businessmen. There will also be opportunities in the long term for career-minded young people as a result of the company's restructuring.

The Murray and Roberts involvement will be primarily in providing technical expertise and management assistance. In addition, the Murray Trust has agreed to make a donation to establish a Fred Harris educational trust, named after one of Model's founders. After the recent death of Mr Harris, Model, one of the country's most successful black business enterprises, was thought to be in simply not be applied by the inventory be a function of the acceptance of the implemented and is therefore a poorly be modified.

TO OPERATE
Inventory accumulation and depletion. If additions and depletions not be made simply and effectively

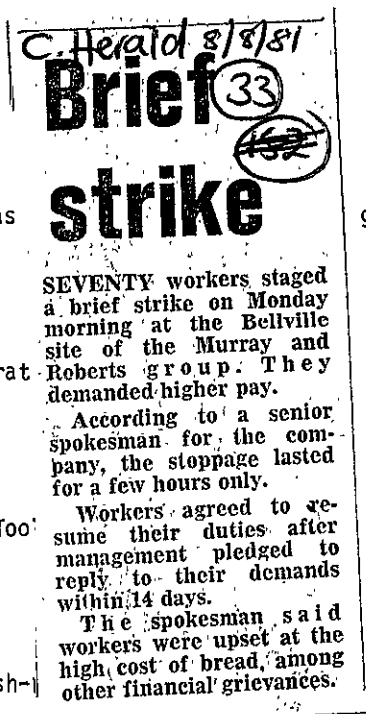
NECESSARY CHANGES
and storage requirements. Try purchase quantities to satisfy de-

AND ACCURATE INFORMATION
These are:

In an inventory production or lost sales versus stability stories should be an anathema to the inven-

mine its effectiveness. In an inventory those concerned with the isolation of and short-run tasks only prior value reserved for this "Cost Prevention

to forstall this, the value "liquidation" and sheer inertial



In considering the various service areas

given to the following:

- 1 General Office.
- 2 Factory Administration
- 3 Factory Office.
- 4 Tool cribs, and Tool
- 5 Power House.
- 6 Locker-rooms, Wash-
- 7 Personnel Department.
- 8 Dispensary.
- 9 Cafeteria.
- 10 Maintenance Department.
- 11 Recreational Facilities.

The choice of position for the general office will depend to a large extent on the size of the operation. In smaller companies the general office will probably be situated near to the entrance of the plant. This is convenient for visitors and keeps them out of the manufacturing areas.

In larger companies a separate building will probably be allocated to the factory administration staff. This will have the advantage of putting all the administrative departments under one roof thus facilitating communication channels. The general office should be close to the various plant departments and buildings.

The factory office from which manufacturing is controlled and co-ordinated should be located as close as possible to the production areas. This is essential as frequent personal contact with the operating staff is essential for effective control of the operation. Many companies make use of a mezzanine floor above the production area for this purpose. Such a siting gives the production manager an overall view of what is going on in his section of the plant. Mezzanine floors also have the added advantage that they do not occupy valuable production space.

Tool cribs, in which tools, fixtures, dies, etc., are kept, should be located conveniently close to the manufacturing areas served. A common practice is to have a 'Central Toolroom' or department where toolmaking, if any, is carried on, where expensive and less frequently used tools are kept, where major repairing is done, and tool records are kept.

800 workers down tools

DURBAN. — Over 800 workers downed tools following a wage dispute with the management of Grinaker Construction at a Richards Bay building site yesterday morning, according to the company's managing director, Mr R G Bennett.

Mr Bennett said the work stoppage had been orderly and no incidents had taken place. Police were not called in.

The workers, who according to Mr Bennett were not represented by a union, stopped work because of wage dissatisfaction and "related issues".

Negotiations between management and workers took place through a "works council" yesterday afternoon.

$= 0.000186$

$15.0, 16 + 0.5 \cdot 0.25 + 0.25 \cdot 0.21$

$f = \frac{4000}{882} = 0.22$

mula (8.27) with

877

$= 735$

$= 444$

$= 123$

B) Proportional Allocation
Then Var (prop) =

0.8660

$N_4 = 1775.57 \cdot 0.1146$

$N_3 = 1775.57 \cdot 0.25$

0.8660

$N_2 = 1775.57 \cdot 0.06$

$N_1 = (1000 - 250) \cdot 0.03$

$= 75.33 = 75$

$= 1775.57 \cdot 0.03$

0.4224

0.0992

0.25

0.0520

0.0212

0.4546

0.1146

0.25

0.06

0.03

0.4583

0.5

0.4

0.3

0.21

0.25

0.16

0.09

0.25

0.5

0.15

0.1

0.8660

10000

0.8660

0.7071

$C_i^2 W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i) \quad W_i \cdot P_i(1-P_i)$

(ii) Optimal allocation: using equation (8.31)

a cat of R999-75. (Total sample size = 882)

132 from West, 441 from North and 221 from East, at

With proportional allocation we could choose 88 from South,

$ie k = 750/34 = 22.06 \approx 22$

$ie R750 = 2k + 18k + 20k + 20k + 30k = 34k$

Then $R1000 - R250 = 4k + 6k \cdot \frac{2}{3} + 20k \cdot 1 + 10k \cdot \frac{3}{4}$

k has to be found.

drawn from South, West, North and East respectively.

Assume 4k, 6k, 20k and 10k houses are to be

4 a) i) Proportional allocation

14/8/81

NM 14/8/81

Teargas used against Richards Bay strikers

Ken Slade

EMPANGENI—Police used a mobile teargas machine to disperse more than 1 000 construction workers on strike at the Richigata site at Richards Bay yesterday.

The workers are employed by Grinaker Constuction Company and Murray and Roberts (Pty) Ltd.

At 5 30 a m yesterday police arrived at the site and warned workers their gathering was illegal. The group refused to disperse, and at 6 15 a m police used teargas to disperse them.

As soon as the gas had cleared the workers regrouped, and police again used teargas.

Armed

At 7 45 a m it was reported that a group of more than 200 construction workers from the suburb of Arboretum had assembled and were marching toward the Richigata site. All 200 appeared to be armed with sticks or knobkieries.

The group marched on the construction site, shouting and chanting.

Police barred their way

and the workers gathered a short distance away. At noon, with the police still on stand-by, sections of the crowd began to leave the area.

There were no injuries and no arrests were made, according to a police spokesman.

The strike started on Monday morning when 1 000 workers downed tools and demanded an increase to their basic wage of 55 c an hour.

According to the manag-

● TURN TO PAGE 2

Teargas used

NM 14/8/81

● FROM PAGE 1

ing director of Grinaker Construction, Mr J G Bennet, negotiations took place through a works council. The workers were not represented by a union, he said.

On Tuesday workers again refused to work, and made their demands known to management.

A meeting between managements of the two firms and a workers' delegation took place on Wednesday, where it is understood that workers requested R1 an hour.

After discussions on Wednesday, management issued the following statement: "The hourly basic wage of all employees below artisan grade reporting for the normal work duties at 0700 on Thursday will be increased by 13 c an hour, making the minimum rate 68 c an hour."

"Those employees who do not report for work will be deemed to have discharged themselves and recruiting of new employees will commence. Those employees who do not wish to return to work can collect their wages on Friday."

Star 14/8/81

Teargas used in Richards Bay strike

By Drew Forrest

A strike by about 3 000 building workers over pay has stopped construction work at Alusaf, the giant State-owned aluminium smelting plant at Richards Bay.

The workers, employed by a consortium of Grinaker Construction and Murray and Roberts, went home yesterday after talks broke down between management and an elected 10-man committee.

Earlier, police in riot gear used teargas twice as workers massed on the building site.

Management was not available for comment but a spokesman for Fosatu's Metal and Allied Workers' Union (Mawu) said about 800 workers struck on Monday over demands for

a 45c increase in the 55c-an-hour minimum rate.

The strike spread to other depots, and by Wednesday all workers building an extension to Alusaf and housing for white employees were involved.

The kwaZulu Government has now been asked to intervene in the dispute.

The Mawu spokesman said management was standing firm on a 13c-an-hour increase.

Workers have rejected this because it does not compensate for general price increases and the cost of commuting from the townships of Esikhaweni and Enseleni 23 km away.

The Star's correspondent writes that more than 900 workers at Mooi River Textiles have been

out on strike since Tuesday but all white employees are at work and the factory is still operating.

Though it could not be confirmed with the factory management a reason given for the stoppage was that a shop steward, Mr R Mlaba, was transferred from the night shift to day shift and told to work a week's notice.

The Mooi River Town Clerk, Mr D McCallister, said the black workers were at their homes, and no incidents or damage had been reported.

The Star's correspondent was told today that the factory's general manager, Mr P Riding, was at a meeting.

No one else at the factory would give information about the strike.

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

Teargas used on striking workers

Mail Correspondent

A POLICE task force used teargas to disperse more than 1 000 workers at the Ruchigata site at Richards Bay yesterday.

At about 5.30 yesterday morning, police warned the workers of Grinaker Construction Company and Murray and Roberts that their gathering was illegal.

The group refused to disperse and at 6.15am police used teargas. At 7.45am more than 200 workers from a nearby suburb marched to the site with sticks.

There were no injuries or arrests, said a police spokesman.

The strike started on Monday when 1 000 workers downed tools for an increase to their basic wage of 55c an hour.

On Tuesday workers again refused to work. A meeting with management was held on Wednesday, and workers requested R1 an hour.

Management issued the following statement. "The hourly basic wage of all employees below artisan grade reporting for the normal work duties on Thursday will be increased by 13c per hour, making the minimum rate 68c per hour.

"Those employees who do not report will be deemed to have discharged themselves and recruiting of new employees will commence.

"They can collect their wages on Friday, August 14."

14/8/8

Police teargas striking Richard's Bay workers

JOHANNESBURG. — Police used teargas yesterday to disperse striking workers in Richard's Bay, following the most widespread labour unrest in the area in recent years.

About 800 workers at two construction companies, Grinaker and Murray and Roberts, have been on strike since Monday in support of pay demands.

Yesterday workers at the giant Alusaf plant — where the construction firms are operating — were said to have gone on a brief solidarity strike.

The teargas was used when workers from all three firms gathered yesterday morning. A worker was arrested, and a police spokesman said later that a charge of intimidation was being investigated.

modes:

PI
IN
HC
FL
ES
CC
BI

where type may

@@END type

The format follows:

The @@END control statement terminates special modes. Only one special mode may be specified per @@END statement. If no special mode is specified then all current special modes will be terminated.

4.16. @@END

@@END IGNORED - IN CONTROL MODE

End sentinel image for @DATA or @ELT'D. If it is used for any other purpose the message below is printed:

4.15. @@END

Note: If the disable flag is set, it may be that there is something wrong with your file. If any troubles are experienced with a file that has been @ENABLE'D, keep this in mind.

@ENABLE F1.,F2.,... <CR>

The format of the control card is:

FACILITY WARNING 040000000200

Switch off the disable flag. This is necessary if files were assigned when there was a system failure. In assigning such a file subsequently the terminal prints a message:

4.14. @ENABLE

The system text editor which is described further on in detail.

4.13. @ED

Richards Bay workers teargassed

CT 15/8/81
 DURBAN. — Police again used teargas to disperse workers yesterday in Richards Bay, where about 800 employees of Grinaker Construction and Murray and Roberts have been on strike since Monday in support of

pay demands. The two firms are engaged in construction work at the giant aluminium-smelting plant, Alusaf. A spokesman for the Metal and Allied Workers' Union, which has members among

the striking workers, said yesterday that the two companies were refusing to negotiate with the union. A company spokesman said negotiations with workers were continuing, but that the situation was unchanged.

D I S C = B * 2 - 4 . 0 + A * C	1.0
I F (A B S (D I S C) , - 1 E - 1.0) , 4.0 , 5.0 , 5.0	4.0
D I S C = 0 . 0	5.0
I F (D I S C) , 1.0 , 2.0 , 3.0	1.0
I t w o c o m p l e x r o o t s	2.0
I t w o e q u a l r e a l r o o t s	3.0

(2) Now consider another procedure for the problem in (1), but with the coefficients real type numbers. This sequence introduces the basic function reference ABS(x) which returns the absolute value of a real type argument, x.

N D I S C = N B * 2 - 4 * N A * N C	1.0
I F (N D I S C) , 1.0 , 2.0 , 3.0	1.0
I t w o c o m p l e x r o o t s	2.0
I t w o e q u a l r e a l r o o t s	3.0

(1) If, in solving the quadratic equation $ax^2 + bx + c$, where all three coefficients are integer type numbers, the discriminant $b^2 - 4ac$ is negative, the result is two complex roots which are conjugates of each other; if zero, two equal real roots; if positive, two unequal real roots. The following sequence shows how an arithmetic IF statement can be used to select one of three root evaluation procedures based on the evaluation of the discriminant.

Examples:

Similar conditions apply to migrant accommodation. A flat monthly rental of R3,25 per bunk was charged in 1976, irrespective of the conditions or age of individual hostels, barracks, or dormitories. (G.G. 30.1.76 No. 4971). As a survey conducted in the same year shows, there are vast differences in the age, quality, standards of privacy, and sanitary, cooking and sleeping facilities of the hostels.¹¹

Rentals themselves have two components - a house rent (based on the costs of loan repayment, loan interest and redemption of housing), and a site rental which covers service and maintenance costs. Site rentals are applied uniformly regardless of housing type. In 1976 the site rental for family housing was R6,46 (64% of the average total rental). Rentals for hostel accommodation comprise a site rental with a bed rental of 79 cents included (4% of the entire rental).

The application of uniform site rentals comprises a form of arbitrary levelling in certain instances. Water is not metered for individual homes, for example. The flat rate applies universally with the result that the occupants of a two roomed home pay the same for water as the (double occupation) four roomed houses. Thus smaller households are subsidising the water consumption of larger houses. All residents pay for street lighting whether their own streets are lit or not.

Rentals remain the most stable source of finance available to BAMB, especially as the Section Tenants who pay the largest portion of rentals (for family housing) are a relatively fixed population group.

While other sources of income fell sharply, income from rentals rose in 1976-77 (See Appendix A). However, this increase is relative. Rentals were increased between January 1976 and October 1978 by an average of 77%.¹² Despite this the figures

¹¹. See Seivan, 1976.

¹². For example the average rental in Langa rose from + R10,00 to R17,00.

was due to a general wage increase for civil servants.² More significantly, for the same year, the staff running beer and liquor outlets were under-employed due to the destruction of beer and liquor structures. They were relegated to clerical until the hall control have available for

What patterns of, an
Most housing of the boards terms of a de
Cape Town).
been uniform
to capital ex
Appendix B),
BAMB's own of
to residents
Repairs and m
11% of genera
7% was spent.
only for the
fencing of pr
general expen
Water is the

2. The follo
of total

Year	1973-4	1974-5	1975-6	1976-7	1977-8
			16%	28%	33%
			35%	41%	41%

3. The highest contribution to capital expenditure was in 1974-5, 0.2% of the total expenditure for that year.

Strikers had ^{(15) (33)} NM 15/8/81 dangerous ⁽³³⁾ weapons

Mercury Reporter.

FIVE days of strikes and unrest at Richards Bay had a sequel yesterday when 21 construction workers appeared during a special sitting at the Empangeni Magistrate's Court on charges of possession of dangerous weapons.

The 21 pleaded guilty to the charge when they appeared before Mr W Ewart.

The regional head of the South African Police Riot Task Force Maj J Gijsbers told the Court that the strike started on Monday this week when a group of GMR construction workers downed their tools at the

Richigata site at Richards Bay. The workers all demanded and increase in salary.

The major told the Court that the strike, which was peaceful, continued throughout Tuesday and, on Wednesday, management made a 13c an hour increase offer. The workers rejected this and the strike continued. He told the Court that the strikers on that day, also intimidated other workers on other sites and that in all, 1500 had stopped work.

'Early on Thursday morning,' testified the major, 'a mob of the strikers at

tempted to stop Alusaf busses to prevent those workers from going to their place of employment. The mob tried to get the Alusaf workers to join the strike but we dispersed them'

In their evidence, all the accused told Mr Ewart that they had been intimidated into not going into work and that they had been forced to join the strikers.

The Magistrate found them guilty and all were fined R60 or 30 days' imprisonment and warned that if they again appeared in court on a similar charge, they would be sent to prison.

Striking workers teargassed again

By RIAAN DE VILLIERS

POLICE again used teargas to disperse workers in Richards Bay yesterday, where about 800 employees of Grinaker Construction and Murray and Roberts have been on strike since Monday in support of pay demands.

The two firms are engaged in construction work at the giant Alusaf aluminium smelting plant.

A spokesman for the Metal and Allied Workers' Union said yesterday the two companies were refusing to negotiate with the union.

However a company spokesman said negotiations were continuing.

Demands

Meanwhile, workers at Anso Products, a metal firm in Alberton, have been fired and re-hired after striking in support of pay demands earlier this week.

A spokesman for the Fosatu-affiliated Metal and Allied Workers' Union in the Transvaal said yesterday the strike came after workers demanded a 60c-an-hour increase.

After consulting the company's board of directors, management offered increases from 1c to 20c plus an incentive bonus.

Workers downed tools on Thursday morning after hearing the offer.

They were later fired, but all were re-employed except for about 20 workers, most of them union shop stewards, the spokesman said.

The union and management will meet for talks next week.

Strikers:

We were
forced to
go back ^{2 or} 33

By RIAAN DE VILLIERS

SOME of the 800 construction workers who have been on strike at Richards Bay since last Monday returned to work yesterday.

However, a union spokesman said workers claimed they had been forced to return by police. A police spokesman has denied the claim.

The spokesman confirmed that 21 workers had been arrested on Friday on charges of being in possession of dangerous weapons.

According to the spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, policemen went to the hostels yesterday morning and forced workers into trucks and vans, and took them to work.

Foremen

According to workers, the policemen were accompanied by two foremen from the two strike-hit construction companies, Grinaker and Murray and Roberts, the union spokesman said.

The union is seeking legal advice on the issue.

Brigadier M J Meyer, Divisional Police Commissioner for North Natal, yesterday denied the allegations.

"I would definitely have known about this if it had happened," he said.

Mr O Bornheimer, chairman of Grinaker Construction (Zululand) and spokesman for the two strike-hit companies, said about half the striking workers had returned to their jobs.

The workers have demanded a minimum wage of R1 an hour instead of the present 55c an hour and have rejected an offered increase to 68c an hour, plus additional bonuses.

Labour force drifting back to work?

250 The

Up to r
the peopl
confined
have ever
designate
which has
butter kno

Management had met
the workers and discussed
their problems.
They were urged by the
recent increase in the
bread prices by Govern-
ment action in regard to
scarcities in the Western
Capes by the fact that
workers were not allowed
to have their families

with them by leaving to
contribute towards a per-
sion, and by the enforced
purchase of food by
stamp.

Ar attendance bonus
had been instituted by
management but this
would be paid only to
workers who either worked
the full 40-hour week had
the foreman's permission

to absent themselves for
the period they had been
away or who submitted a
medical certificate cover-
ing their time away from
work.
This system had been
accepted by the workers
and at present their was
no animosity between the
workers and management.

rather 'pur-
main achievement, perhaps, is that a reassessment has
taken place guided by an increased insight into the social
realities.

The educational associations nurture a major pedagogical
tradition, mainly centred on the methodology of so-called
study circles. Learning, of course, always involves self-
activity, but it is the study circles that have developed self-
activity into an art after decades of experience, which they
do by stimulating the motivation of participants and
emphasizing co-operation with the purpose of achieving
social maturity. If nothing else, the teaching of civics in
school could certainly draw on this experience capital if
greater provision were made to have representatives of
educational associations teach this subject, or in any case
come in as 'resource persons'.

In small countries, where fluency in one of the world
languages is an imperative and some command of one or
two others highly desirable, much of the school's time
schedule goes to foreign languages. Experiments have
lately been undertaken at the secondary level to locate
some of this instruction in the country whose language the
pupil is supposed to learn. With increasing communications
in our day and age, there is every likelihood that external
courses will become a common feature of the educational
system, with provision made not only for languages but
also for other subjects, both to be studied as part of
regularly allotted longer stays abroad.
In spite of the considerably greater interest taken by the

as to impart to young people a broader experience of

'functional participation' and to stimulate their motivation
by making them feel the relevance of what they are doing,
it ought to be a matter of top priority to investigate all the
educational (in both the material and formal senses of this
term) possibilities which can lie in business-sponsored
programmes of in-company training. It is likely that the
development set in train by the experimental work in
Sweden in the early 1950s, when certain categories of
young people were enabled through work experience to
receive for a few weeks practical vocational guidance on
the premises of firms (a programme that was later extended
to all young people) will be further accentuated, so that
more teenagers who so desire can take their education in
'sandwich' form, spending certain times in school, other
times in a company.

Work practices in the end-of-the-century school. Perhaps
the most dominant feature of the end-of-the-century
school we can imagine will have to do with the change in
work practices. The acquisition of knowledge will probably
present a quite different picture in certain fundamental
respects.

(1) The emphasis will be put on learning, not on
teaching. Hitherto the school has operated on the theory
that learning necessarily presupposes teaching. But with
the growing realization that these activities are not identical,
and that teaching may in extreme cases even impede
productive learning, the direction of focus has been on

31071918/8
Output up
33
as 2000
go back
~~1444~~

Production is returning to normal at Grinaker Construction and Murray and Roberts sites in Richards Bay where about 2 000 workers struck over pay last week.

But the Metal and Allied Workers' Union (Mawu) claims the return to work after the week-long strike was largely the outcome of strikebreaking tactics by police.

On Monday, workers living in compounds in the townships of Esikhaweni and Enseleni were forced into company trucks by armed police and driven to the sites, she said.

The allegations were denied by a Richards Bay police spokesman.

She also alleged nine workers had been treated in hospital for dog bites after a police swoop on striking workers last week.

In an important breakthrough the companies have agreed to meet Mawu officials and shop stewards today to discuss demands.

Until now all negotiations have been conducted with a works council.

21/8/81
Strikers
had 33
weapons

A total of 21 Grinaker Construction and Murray and Roberts workers who went on strike last week in Richards Bay have been convicted of possessing dangerous weapons.

The Divisional Criminal Investigation Officer for Northern Natal, Brigadier Conradie Moggee, said the men were arrested on August 14 and appeared in the Empangeni Magistrate's Court on the same day.

They pleaded guilty and were each sentenced to a fine of R60 or 30 days imprisonment.

The companies have announced that all workers have been reinstated and a general wage increase of 13c an hour is to be introduced.

A spokesman for Fosatu's Metal and Allied Workers Union which represents many of the strikers has described Wednesday's meeting with management as "unsatisfactory."

The companies offered to recognise the union if it proved itself representative, but refused to negotiate on the workers' R1 an hour minimum wage demand, she said.

not be hit by the section as it was then worded. The 1959 amendments were intended *inter alia* to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

Cape strike hits R70-m Star 21/8/71 ~~33~~ 33 coloured housing scheme

Work has ground to a halt on what is believed to be South Africa's largest public housing project, following a strike at two construction sites at Mitchell's Plain in the Western Cape.

Last Friday, more than 850 workers, mainly Transkeian and Ciskeian contract labourers, downed tools at the Beacon Valley site of Besterecta, a subsidiary of Bester Investments. They were joined on Monday by 350 workers at the company's Lentegour site.

Besterecta is under contract to the Cape Town City Council to build 6 500 houses for coloured residents at a cost

estimated at R70-million by the Besterecta managing director, Dr Juliaan Evenwel.

Dr Evenwel said workers wanted an increase in their average hourly wage of R1,27 to offset higher prices of bread and other essentials. They had also asked to be exempted from further contributions to the building industry's pension fund.

No specific figure had been set by the strikers, Dr Evenwel said. However, The Star's Cape Town correspondent reports that labourers are demanding a 100 percent increase, and artisans an increase of 120 percent.

not be hit by the section as it was then worded. The 1959 amend-
ments were intended inter alia to bring such transactions within
the net of the section and based on the decision in Smith's case
(supra) the amendment has achieved this result.

52
33
181
SUGAR STRIKE FM 21/9/81
 More than 1 000 Black workers at the Tongaat Group's sugar mill and animal feed plant at Tongaat go on strike and 500 workers at Packaging and Paper Industries in Pretoria down tools over a pay dispute. Meanwhile, at Richards Bay, 800 striking construction workers decide to return to work with a union-management meeting scheduled.

E.N.D.	
R.E.T.U.R.N.	
S.I.G.M.A. = S.I.G.M.A. + A.R.R.A.Y.(K.)	1.0
D.O. I/O, K=1, N	
S.I.G.M.A. = 10.10	
D.I.M.E.N.S.I.O.N. A.R.R.A.Y.(N.)	
F.U.N.C.T.I.O.N. S.I.G.M.A. (A.R.R.A.Y.(N.))	

(4) The following subprogram illustrates the use of an adjustable array. The subprogram calculates the sum of the elements in an array, but each time the subprogram is referenced, the dummy array may have different dimensions.

Note that, in the referencing program, one value for AREA will be returned in the function reference. Another value will be returned as the value of PERIM. This value must not be used in the same statement as the function reference, but can be used in statements that are executed after the function reference. If a value is to be returned to an actual argument in the function reference, that actual argument must not be a constant; this would be an attempt to redefine a constant.

T.R.N.G.L. = A.R.E.A.(X, Y, Z, P.E.R.I.M.)	
B.I.N.D.S.I. = P.E.R.I.M. * P.E.R.I.M.	

The referencing program contains:

244
255 (33) NY 22/8/81

Wages for building workers to be raised

Property Editor

WAGES of building workers in the Durban area are to go up at the end of October.

This was confirmed yesterday by the secretary of the Industrial Council for the Building Industry in Durban, Mr Ken Davel.

The official announcement is expected to be gazetted by mid-October, and the new rates will come into operation from October 29.

New wage rates for artisans will be R3,56 an hour, up 45 c an hour over the present rate of R3,11.

Higher-grade building assistants will earn R1,60 an hour (old rate R1,38); lower grade building assis-

tants will be paid R1,34 an hour (R1,15) and lower grade labourers will get 90 c an hour (75c).

Mr Davel said the increase was an interim measure — wage rates had been decided two years ago and it had been found that they were below what the market was paying.

He believes the wage increases may have an effect on the cost of a new house but it was difficult to say by how much.

But Mr Lou Davis, executive director of the Building Industries Federation (South Africa), said in Johannesburg he did not think the increases were excessive.

The industry is aware of

the fact that in order to stabilise the industry we have got to pay a living wage. It brings the building worker in line with other workers — you cannot hold costs down by holding down the workers' wages,' he said.

He added that the wage rises should not have much effect on housing costs.

'It doesn't work that way. If a worker is given job satisfaction and his productivity is improved, there is no reason why it should cost any more.'

W. Post 29/8/81
Building Workers

must move out

Weekend Post Correspondent

PLETTENBERG BAY — Building workers who have been occupying a compound in the New Horizons coloured township here must move out.

This is the decision of the Coloured Management Committee after the alleged gang rape of a 22-year-old coloured woman by 34 of the workers recently.

It was said that a charge of attempted rape had been laid against one of the workers, and a committee member, Mr C J Bezuidenhout, claimed that his windows were stoned by some of the men in the compound.

The Management Committee found that the rooms overcrowded.

The committee feels so strongly about the matter that it has refused any further talks on the subject.

In the Town Council the Mayor, Mr Ken Redfern, voiced the unanimous opinion of the council that "We go along with this

If the coloured community wants them to go, that is the way it will be."

The Town Clerk, Mr Donald Anderson, said normally a calendar month's notice should be given but in an emergency such as the present one the agreement lease between the municipality and the builders could be terminated at 48 hours notice.

The Deputy Mayor, Mr Lyle McNamara, warned that the problem could not just be dumped over the fence.

However, Plettenberg Bay has a shortage of 448 coloured houses and a great shortage of land for township extension. The only possible place to house the compound is on adjoining light industrial land.

The Mayor said a round table discussion with builders would be held soon at which it would be pointed out to them that they are the people who bring "the problem" into the town.

They will have to accept responsibility for better control of their workers.

Black Building Workers Act (33)
Hans. G.C. 28, 1
211. Dr. A. L. BORAINÉ asked the
Minister of Manpower:

- 2/1/80
- (1) How many Blacks (a) completed their training and (b) were in training under the Black Building Workers Act, No. 27 of 1951, at the end of 1980;
 - (2) how many Blacks had qualified in each of the various building trades at that date?

The MINISTER OF MANPOWER:

(1) (a)	16 123.	
(b)	16.	
(2) Blocklaying		141
Bricklaying		6 550
Bricklaying and Plastering		332
Carpentry		1 917
Electrical Fitting and Wiring		116
Painting		3 084
Plastering		2 401
Plumbing		1 582
Total		<u>16 123</u>

Note:
The Black Building Workers Act, 1951 was repealed by Parliament with effect from 1 August 1980. Figures relating to 1(a) and (2) therefore indicate the position as at 31 July 1980. The Act remains applicable to

SEPTEMBER 1981

282

learners upon whom Direction notices regarding their learnership were served before 1 August 1980 until the completion of their training.

200 Get marching orders after gang rape

Tribune Reporter

MORE than 200 construction workers have been ordered out of Plettenberg Bay following the alleged rape of a woman and the ex-

pulsion from school of a 15-year-old girl found in the workers' camp.

The men, who are billeted in a compound in New Horison Township, have been given 30 days to leave the town, according to a municipal

spokesman. The expulsion of the workers, who are employed by two contracting firms in the town, follows complaints to the municipality by the Coloured Management Committee which requested that they be

asked to leave. Chairman of the management committee Mrs Shirley Harker said the behaviour of the workers had disrupted life in the township to the extent where people feared to leave their homes.

Besides the alleged rape — after which 34 men were arrested and charged — Mrs Harker said there had been assaults on residents and one of the workers had threatened her with a knife at a function at the Colonnade Hall.

"It was a very peaceful township before we allowed them in, but the situation could not go on any longer. We made it quite clear why we wanted them kicked out," she said.

A 15-year-old girl guide and one of the township's children was expelled from school after she was found in the men's camp, which is badly overcrowded. Mrs Harker said on an inspection of the camp, the workers had claimed they were sleeping up to four men in one bed, while 32 were found living in one caravan. The management committee gave permission for the camp to be erected about a year ago.

Representatives from the two construction companies — Murray and Roberts and Billing Construction — are to meet the management committee on Wednesday to discuss the eviction order.

However, Mrs Harker said there would be no second chance for the workers, but the companies would be given full reasons for the order.

Spokesmen for the firms were not available for comment yesterday.

Workers told to leave township after 'rape'

Mrs Harker claimed the two construction companies, Murray and Roberts and Billing Construction, had not complied with the provisions.

Overcrowded

She said the companies had agreed to pay the management committee a fixed fee for every person in the camp. The companies had also agreed to provide adequate living conditions for the workers and establish a security system at the compound.

Mrs Harker alleged the companies had not kept their promises. "They had more people living there than they told us about. We found the camp to be overcrowded," she said.

Mrs Harker said workers claimed that in some cases up to four people were sleeping on one bed. In one case 32 men were found living in one caravan.

"We are sorry about the whole affair. Some of the people living in the compound are very decent and it's not right that they should pay for the actions of others. But we have the township to consider and I am afraid the workers will just have to go," she said.

Spokesmen for the firms could not be reached for comment yesterday.

4/9/81
RDH
33
Mail Correspondent

THE Management Committee of Plettenberg Bay's New Horizon township is adamant that more than 200 construction workers will have to leave the township after the alleged rape of a woman and the expulsion from school of a 15-year-old girl who was allegedly found in the workers' camp.

Management committee chairman Mrs Shirley Harker said yesterday the workers, who are housed in a compound in New Horizon, have been given 30 days to leave the township.

The management committee's decision was prompted by the alleged rape of a 22-year-old woman by 34 workers from the compound.

Thirty-four workers from the compound have been arrested in connection with incident. They have appeared in court on charges of rape and have all pleaded not guilty.

In another incident, a 15-year-old girl was expelled from school after allegedly being found in the compound.

Eviction

Mrs Harker said the girl will appear before a school disciplinary committee.

The management committee is scheduled to meet the directors of the two employer firms on Wednesday to discuss the eviction order.

Mrs Harker said yesterday the management committee will insist that the workers be moved out of the township.

"We have nothing further to discuss with them," she said.

She said the management committee had agreed a year ago to the building of the compound in New Horizon subject to certain provisions.

Workers must quit after rape

CT 7/2/51

33

Staff Reporter

THE MANAGEMENT committee for the New Horizon township in Plettenberg Bay is adamant that more than 200 construction workers will have to leave the township after the alleged rape of a woman and the expulsion from school of a 15-year-old girl who was found in the workers' camp

The management committee chairman, Mrs Shurley Harker, said yesterday that the workers, who are housed in a compound in New Horizon, have been given 30 days to leave the township

This decision was taken by the management committee after the alleged rape of a 22-year-old woman by 34 workers from the compound.

Mrs Harker said the woman, who may not be identified, claimed she was

dragged away by some of the workers while visiting her boyfriend and taken to the compound, where she was raped.

Thirty-four workers from the compound were arrested in connection with the incident. They have appeared in court on charges of rape and have all pleaded not guilty.

In another incident, a 15-year-old Girl Guide was expelled from school after being found in the compound.

Mrs Harker said the girl, whom she described as "a leading pupil", will appear before a school disciplinary committee as well as the management committee on charges of trespassing in the compound.

Meanwhile the management committee for New Horizon is to meet on Wednesday with the directors of the two firms involved to discuss the eviction order.

Mrs Harker said yesterday that the management committee would insist that the

workers be moved out of the township. "We have nothing further to discuss with them," she said.

She said the management committee had agreed a year ago to the building of the compound in New Horizon subject to certain provisions.

Mrs Harker claimed the two construction companies had not complied with the provisions.

Fixed fee

She said the companies had agreed to pay to the management committee a fixed fee for every person in the camp. The companies had also agreed to provide adequate living conditions for the workers and to establish a security system at the compound.

But she claimed the companies had not kept their promises. "They had more people living there than they told us about. We found the camp to be overcrowded," she said.

Mrs Harker said workers claimed that in some cases up to four people were sleeping in one bed. In one case, 32 men were found living in one caravan.

"We are sorry about the affair. Some of the people living in the compound are very decent and it's not right that they should pay for the actions of others. But we have the township to consider and I am afraid the workers will just have to go," she said.

Spokesmen for both the firms could not be reached for comment yesterday.

A year's work to beat shortage

6. How

RDM 9/9/81
Financial Reporter

THE BUILDING industry would not suffer from a shortage of labour if employees worked a full 49-week year, according to the annual report of the Master Builders and Allied Trade Association.

Employment figures from the Industrial Council for the past four years indicate that a far higher number of artisans and non-artisans are employed than would be necessary if each worked a full year.

About 18% of artisans and about 30% of non-artisans have worked for only one to 15 weeks a year.

In 1980, the industry engaged

7 730 artisans to do the work of 5 600 and 57 900 non-artisans to do the work of 34 285.

According to the report, employers are forced to recruit black labour from the homelands, but have a difficult task of finding accommodation for them first.

The association has been promised beds for 1 800 black workers in a West Rand Administration Board hostel to be built in Benrose.

Projecting the need for labour on the existing labour structure, the association said the annual intake of skilled labour would have to increase by 37%.

interest be dealt with?

(please specify)

7. Show expected capital

with interest interest to be

8. How often should the interest capitalisation calculation be made?

- a) YEARLY
- b) QUARTERLY
- c) MONTHLY
- d) OTHER (please specify)

9. Which of the following should be present for the capitalisation period to begin?

- a) Planning stage in progress
- b) Funds first borrowed
- c) First payment made
- d) Interest first incurred
- e) Construction activities underway
- f) OTHER (Please specify)

NM
11/9/87
33
**Workers
back after
wage rise**

Mercury Reporter

THE 60 construction workers who downed tools and walked off a building site at the University of Zululand on Wednesday returned to work yesterday morning after accepting a 15 percent wage increase from their employers, according to Mr. Finley Hamilton of the Alexander Hamilton Construction company.

Mr Hamilton said the workers had left the construction site after requesting a wage of 80 c an hour. They returned to work yesterday after management offered them a 15 percent increase, bringing their hourly wage to 55 c. Their new wages will come into effect immediately.

The increase will bring the construction workers wages into line with the market wage, which according to Mr Hamilton is between 50 c and 60 c an hour.

Workmen demand share of

Sex for all in love can

C. Herald 12/9/81

33

~~33~~

WOMEN are not allowed to visit their boyfriends at a construction workers' compound in New Horizon township, Plettenberg Bay, unless they consent to making love to all.

One of the workers told of the shared sex demands after a rape allegation involving 34 men.

The worker said men making the demands were usually from rural areas and had been living for long periods at the compounds without any female contact.

Recently, 34 workers pleaded not guilty in the Plettenberg Bay Magistrate's Court to raping a 22-year-old woman at the compound.

The woman had apparently gone to the compound to visit her boyfriend when she was dragged away and raped by the 34 men.

The man who told of the shared sex demand added that some women allowed all the men to have sex with them, but these visitors were 'grouples'.

Eviction

The Coloured Management Committee in Plettenberg Bay has called for the expulsion of the workers.

The CMC says construction companies have violated promises and agreements made with the CMC.

Mrs S. Harker, chairman of the CMC, said the CMC had decided unanimously to call for the eviction of the construction workers following the rape incident.

She said members of the CMC had inspected the compounds where the

lived in unhygienic and overcrowded conditions. Before the construction companies came there, they said about 160 workers would need housing in compounds, but on inspection it was found there were more than 200 workers at the compound, said Mrs Harker.

No change

The CMC would be meeting representatives of the two companies this week but had ruled out the possibility of changing their decision to expel the men at the compound.

In the first place, the CMC did not want them here, but we will meet them because they requested a meeting, Mrs Harker said.

Argus 12/19/46

Cape artisans migrate north

CAPE TOWN'S building industry is facing a grave shortage of bricklayers and plasterers many of whom have been attracted to the Transvaal by wages that are almost double what they can earn here.

A spokesman for one of the city's largest construction firms told Property Argus this week that not only was there a shortage of these artisans, but productivity among the remaining plaster and brick artisans had dropped 'as they can now afford to pick and choose.'

The basic wage for bricklayers and plasterers in Cape Town is around R3 an hour, while in Johannesburg they are being paid more than R5 a hour. Many are going up on a temporary basis, with accommodation often being provided by the employer.

The result of this migration north is that 'unofficially wages are being pushed up to levels more competitive with those of the Reef,' according to the construction company spokesman.

CT 16/19/81

Pay rises likely to equal inflation

346 33 378 491

By GORDON KLING

THE downturn in the South African business cycle is clouding the outlook for year-end pay rises but most employees in the private sector are likely to keep up with inflation.

Adjustments for the introduction of a real income-eroding tax on fringe benefits from early next year, however, are ruled out.

Economists, personnel consultants and major employers yesterday put average December wage and salary increases for the coming year at between 12 and 17 percent, compared with an expected rise in the consumer price index (CPI) this year and next of about 15 percent.

No public sector increases are in the pipeline.

"Economic growth is slowing down and the over-full employment position won't be as pronounced as last year so one would expect less job switching for higher pay," said Nedbank's chief economist, Mr Merton Dagut, from Johannesburg.

"It's also clear that the rate of increase in company profits will decline and that must influence management to moderate in-

creases, but on the other hand the CPI is still at a very high level, 15,5 percent for the year to July, and people will expect compensation."

Mr Dagut had an "intuitive feel" for an average pay rise of slightly under 15 percent.

The director of the University of Stellenbosch Bureau for Economic Research, Professor J. L. Sadie, was more optimistic, predicting people a company really needs, and by that I don't necessarily mean top management, will get up to 25 percent while the other 80 can expect about 12 percent across the board.

Salary leaps

"Nobody is going to make any adjustments on account of fringe benefits till the legislation is passed. In fact employers are still trying to find new fringe benefits to offer. A lot of people tend to disbelieve that the government will really do something and I even find myself in that category although I know it's coming," he said.

"We went through some really incredible salary leaps last year, particularly in accounting and engineering where there were regu-

lar gains of up to 50 percent, but things have calmed down a lot and there isn't such an acute shortage of key people."

A spokesman for the Industrial Council for the Building Industry in the Peninsula said an agreement had just been accepted which would raise wages of artisans by 12 percent and semi-skilled workers, essentially labourers, by 15 percent from November 1.

Over at the banks nobody was talking about rises.

"We're negotiating with the SA Society of Bank Officials right now for a whole new pay structure effective from the beginning of next month and this will also affect the year-end increases," said a spokesman for Barclays National Bank, who could not comment on the likely outcome.

Hard-pressed

Salary increases of 12 to 15 percent were predicted in the hard-pressed building society movement. The manager of the Cape Town branch of the E P Building Society, Mr Roy von Litsenborgh, said this was likely to be the range but much would depend on merit.

"I don't personally think people will be paid more in anticipation of fringe benefits being hit. Things seem to be getting a bit tough and most people just won't be able to change jobs."

The managing director of Renwick Management Services, Mr Mat Leach, believed pay boosts would be nowhere near as high as last year.

Rises this year, he maintained, would fall into two categories based on what he called the 80-20 principal: "The 20 percent of the an increase of about 16 to 17 percent. The economy was still short of skilled manpower and businesses were still trying to bid workers away from each other. Professor Sadie believed this would cause wages and salaries to lead the inflation rate rather than follow it."

Mr Ralph Parrott, head of the Manpower temporary staff services group, lashed out at employers linking rises to the cost of living and doubted there was a case for rise averaging 15 percent.

"I don't think employers are seriously considering what they are getting for their salary money in the same way they do for advertising costs, floor space and other factors, and the time has come to do this."

Journalists in court

of funds because of
table profit.
in profit. (20)
depreciation
and will thus
The source of
operations, with
amount considered
Where an associate
share therein
matching source
a write down in the carrying value.

By SELLO RABOTHATA
TWO journalists and eight others yesterday made another brief appearance in the Boksburg Regional court on charges of public violence. They are Mr Mzikavise Edom of the SOWETAN, Mr Gilroy Dlukula of THE STAR and Mr Vusi Manyoni, an employee of SOWETAN. Their appearance is a sequel to disturbances at the funeral of a student, Richard Phooko, who was allegedly gunned down by police on August 15, after the funeral of another youth who was also allegedly gunned down by police. They appeared before Mr W G Rosch and no evidence was led. The case was postponed to October 2.

reduction of distribution was a reduction
the investor will regard
ving the flow of funds
ty accounted earnings.
accounted earnings from
plication is the same
ed by the investee.
as losses, the investor's
an application and the
ment by the investee, i.e.
The reader should note

that in the interests of annual financial statement articulation:

"The amount to be included in the funds flow from operations ought to agree with the amount included in the profit and loss statement of the entity applying the equity method." (21).

6. ADDITIONAL DISCLOSURES.

Reference to the expanded fundamental objective of corporate reports immediately highlights that the equity method is deficient in certain respects. This inadequacy has been given recognition in the S.S.A.P. 1 and was re-affirmed in E.D. 25, which states:

"More detailed information about associated companies tangible and intangible assets and liabilities should be given if the interests of the associated company are material in the context of the investor group accounts." (22).

2000 down tools at Seaw Metals in wake of arrest

FROM labour unrest has erupted in the strike-torn East Rand, with strikes involving about 2500 metal workers at two separate factories in Wadeville, near Germiston.

A spokesman for Pecon's Metal and Allied Workers Union said more than 2000 workers at Seaw Metals, an Anglo-American subsidiary, walked off the job yesterday.

Management refused to comment, but the union spokesman said the strike appeared to be a sequel to a work stoppage in one department last Friday. This had been sparked by the dismissal of a worker after a fight involving a white foreman.

Management had agreed to review the dismissal, and workers had clocked in as usual yesterday. Shortly afterwards, all

departments had downed tools, the spokesman said.

The National Spring Manufacturers' about 500 workers — also many KwaZulu members — returned to work yesterday afternoon after a two-day review of the dismissal of two colleagues.

A company spokesman said the strike had been the result of a "misunderstanding." Talks with workers' representatives were under way.

Thousands of workers at the Volkswagen plant in Uitenhage today continued their boycott of the company's canteen as management held further talks with union officials.

The boycott which started last Wednesday, involves Volkswagen's entire black and coloured work force who are dissatisfied with the use of the giant catering firm, Fedies, to operate the canteen.

ADVISORY

Workers apparently fear canteen staff will be laid off and prices for meals will be increased as a result of the catering firm's presence.

But a Volkswagen spokesman told The Star that Fedies was taken on solely in an "advisory" capacity.

He said workers were told that canteen staff would not lose their jobs and rumours that meal prices would increase to 60c a plate were "unfounded."

The Star's Durban correspondent reports that about 150 workers today downed tools at a tin-maker construction site in Sarma in a dispute over wages.

A spokesman for the firm said the dispute was over a wage increase which had been granted last week.

Workers felt that it was unsatisfactory but had not discussed the matter with management since stopping work today.

masjien voor die aanvaarde

masjien.

en werkers en moontlik die

is aan die verlies aan salaris.

noodwendig aanneem dat die

werker aan te vul. Gevolglik

gr standaardpraktijk vir die

R185,25 maandeliks vir tydelike

Aangesien die Ongeluksfonds slegs 75% van die man se salaris

Aanvulsalaris

Die ONVERSEKERDE KOSTE kan die volgende vorms aanneem:

4. Bykomende vergoeding (voordele).

3. Verlies aan winste a.g.v. 1 en/of 2 en

2. Brandverliese.

1. Skade aan eiendom.

handelsversekerars en kan bv. die volgende dek:

Ander VERSEKERDE KOSTE word soms gedek deur.

5. Kompensasie.

4. Rehabilitasie; en

3. Hospitasie.

2. Mediese behandeling.

1. Vervoer na hospitaal.

Ongeluksfonds is:

Die VERSEKERDE KOSTE wat gedek word deur die

Onversekerde of Verskuldde koste geklassifiseer word.

'n ongeluk gebeur het, kan in die breë as Versekerde koste en as

rekeningstelsel nie. Die twee hoofkoste wat voorkom nadat

Daar is baie verbodde koste wat ongelukkig nie weerspieël word in

Die koste wat reeds na verhuys is, vertel net 'n halwe waarheid.

EERSTE YSBERGEFFEK

maatjies.

R300,00 of na R75,00 as gevolg van ontoereikende veiligheid-

behou. Die uitwerking daarvan op die wins is dramaties; 'n val van

werklike koste voor en na 'n ongeluk bereken kragtens die

Daarbenewens verongeluk 2 000 mense en 30 000 word perma-

joen aan die produktiewe tyd wat daardur verlore gaan.

Ongelukke in die nywerheid kos Suid-Afrika jaarliks R100 mil-

Bad work conditions alleged

THE chairman of the LTA Beer said it was company policy to provide the best living standards possible in worker compounds and elsewhere.

He had not yet received a copy of the memorandum alleging poor conditions; but would respond in greater detail when fully acquainted with its contents.

In an interview from Johannesburg yesterday, Dr De


Beer said it was company policy to provide the best living standards possible in worker compounds and elsewhere.

beskou as hy geensins winsk nie. Kan 'n bestuurder in w bestuurder gelukkig stem nie, 'n Daling in wins van R300 blote R75,00. Sien gelukk koste van R2,25 en 'n vi vir die week te handhaaf 2. Daar word oortyd gewerk week - volgens ons geluk week - voigens ons geluk 1. Produktiekwantiteit daal saak en nou volg 2 dinge:

Maar dan gebeur dit. Joe beseer sy vinger in die persvorm- eenhede weerkliks produseer en verkoop, is die firma R300,00 tot slegs 50c stuk. Ma.w. in ons voorbeeld, as die firma 400 te sit teen R2,50, maak ons 'n wins van 75c 'n eenheid as ons 400 artikels produseer, maar met die laer produksie (300) daal die wins 300 artikels produseer, kos dit ons R2,00 elk. Deur dit van die hand ons 400 artikels produseer, kos dit R1,75 elk, maar as ons slegs aardeem soos die aantal artikels wat geproduseer word toeneem. As ons sien dat in hierdie eenvoudige voorbeeld die koste per eenheid Wanneer ons kyk na die gelykbrekingsgrafiek nr. 1 hieronder, sal word die vasgestelde koste op R300,00 'n week gestel. funksie van tyd - nie 'n funksie van produksie nie. In die voorbeeld Bestuursalarisse, staats- en stadsbelasting en depressasie en is 'n eenhede geproduseer word nie. Hierdie koste bestaan basies uit: produksiekwantiteit nie, maar word aangegaan, het sy 500 of geen In teenstelling varieer die vasgestelde koste nie in terme van produksie van 100 eenhede R100,00 kos. gebruik van R1,00 per eenheid as die veranderlike. Gevolglik sal die eenhede wat geproduseer word. In ons voorbeeld maak ons Hierdie koste varieer in direkte verhouding met die getal pakkingsmateriale, krag en water. Wisselende koste bestaan basies uit grondstowwe, arbeid, ver- geproduseer word, moet wisselende en vasgestelde koste in ag Wanneer die koste vasgestel word van die kommoditeit wat bedorwe materiaal en beskadigde uitrusting wees. a.g.v. fatale of permanente ongeskiktheid en verder kan daar ook betrokke is. Die arbeidskragte staan in gevaar om uitgeput te raak produktiewe tyd vermors word deurdat 'n werker in 'n ongeluk 'n Ongeluk is voortkomende vermorning in soverre dit beteken dat

Bestuursverantwoordelikhaid
Die BASIESE DOELSTELLING van 'n Professionele Bestuurder is om faktore soos produksie, grond, arbeid en kapitaal, saam te voeg by die produksie van 'n artikel of die lewering van 'n diens met wins as die motief. Hy moet selfs verder gaan - die wins moet die maksimum bereik, die vermorning is enige voorkomende vermorning van produktiewe

Die Koste van 'n Ongeluk - Hoe dit Winste Beïnvloed



NOSADATA 4.13.02

RDM 22/1/81 (33)

LTA probes work conditions

Mali Correspondent

THE chairman of the LTA construction group, Dr Zac De Beer, is investigating accusations by a former employee that the group showed a lack of concern over work conditions of its black staff.

Dr De Beer said it was company policy to provide the best living standards possible in worker compounds.

He had not yet received a copy

of the memorandum but would respond when he had seen it.

The memorandum was written by a former compound manager in the Eastern Cape, Mr Laurence Platt. It claimed negligible effort had been made to improve a compound considered inadequate by the Divisional Council of Outeniqua and that the company was reluctant to provide basic essential facilities

*(as a monopolist industry
all labour inputs will
equally increase in price,
so the firm will all be
able to raise product prices)*

*not strictly true.
"Inflation" of prices
could occur with
a constant money
flow coupled with
a lower output
flow.*

cc. taken up

NM 25/1987

Sarnia workers return to work

Mercury Reporter

THE 150 workers from a Grinaker Construction site in Sarnia near Pinetown who downed tools on Tuesday following a wage dispute returned to work yesterday.

Mr Peter Lait, the managing director of Grinaker, confirmed that the workers had returned to work and said a meeting would be arranged with the workers' committee to discuss their grievances.

The workers claimed that the management had not fulfilled promises in the recent wage increases.

They said they had been promised a 20 c-an-hour increase but had received only a 10 c increase and in some cases only 8 c.

Mrs June Nala, the secretary of the Metal and Allied Workers' Union, which claims to represent the workers, said they had returned to work only when management had agreed to negotiate with them.

She said Grinaker Construction had refused to recognise the union until they could prove they represented all the workers at all Grinaker sites in Natal.

Strike for night leaves its mark on SA industry

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2 000 of 7 000 workers involved in work stoppages were sacked.

By CHAUCOTE BAUER

On September 27 more than 2 000 Black workers at Anglo-American's Sank Metel's plant in Wadeville went on strike.

The strike ended after management re-instated a Black worker who was fired after assaulting a White.

Following a wage dispute about 150 workers downed tools at a Ginnaker construction site in Sarnia, Natal.

On September 29, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses.

Five days later more than 100 workers stopped work at Game discount

stores in Durban demanding higher wages. This resulted in the dismissal of 141 striking workers.

On the same day about 400 meat workers at the Dobbyl Railway Products plant in Polokwane went on strike for an across-the-board increase.

They conditionally returned to work two days later.

Striking steyderers employed by the South African Stevedores Services Company in Durban agreed to return to work after a shutdown at the docks.

The decision by the 950-strong workforce to return to work was conditional upon management meeting their Hason committee to discuss grievances.

230 workers at the SA Baiting Company in Port Elizabeth agreed to re-

turn to work after Natal 500 over higher wage demand.

More than 500 workers went on strike at Foster Steel in Wadeville, Germiston, demanding the reinstatement of a colleague they claim was unfairly dismissed.

They later returned to work.

Workers at the Dobbyl plant in Polokwane downed tools for the second time in a week after their demands for an across-the-board increase were refused by management.

On October 1 about 600 workers employed by the Sanyo Sports store in Durban refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme.

At the mining firm, F Lewis and

Company, a Torgest group subsidiary in Emington Park, about 500 workers, most of them members of the African Food and Catering Workers' Union, downed tools in protest at the dismissal of a colleague. All were fired.

On the same day 700 workers quit the Gas Distributors' Assembly plant in East London.

The action followed the dismissal of a fellow worker.

In Natal 600 Islet's workers downed tools. The strike was granted by provincial director Inverling pending pension fund legislation.

Striking workers at Telephone Manufacturing of SA in Springs caused the factory to be closed. The company sacked about 1 500 men.

Back unions — spearhead of change

JOHN KANE-BERNARDI REVIEWS WORKER POWER IN 1981 — AND THE CHANGING ATTITUDES OF MANAGEMENTS

JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115

As Brian Matthey, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth, puts it: "A wall has been built across the river. We've opened one sluice gate to reduce some of the pressure, but

first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory.

The recent strike in the motor industry in Port Elizabeth was



Last year's municipal

ers, while Black unions report that new members are flooding in.

At the same time, rivalry between Black unions is hotting up, with militant new groups poaching members from moderate unions.

More and more union leaders are talking of the need to become involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests against the Republic Day festivities.

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before.

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to be eroded by worker power.

Unions are finding access to factories easier than in the past, while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70.

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions.

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fanie Botha, not to recognise an unregistered Black union.

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria.

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wehahn industrial law.

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, denied political but now granted economic rights, will use trade unions as political instruments

inevitable that all the pressure will now come through this one opening.

What Black unions have achieved they have won against tremendous odds.

Recently, for instance, the Chemical Workers Industrial Union has been squaring up for a battle against Colgate-Palmolive in Boksburg.

The union, which is affiliated to the non-racial Federation of South African Trade Unions (Fosatu), had been trying for a year to be recognised by Colgate.

But the company would not agree to bargain about wages at plant level, arguing that this must take place in the industrial council for the chemical industry.

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support.

The significance of this was that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength.

Before a strike was due to start, a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands, and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products.

Acting Transvaal branch secretary of the union, Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensely competitive market.

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike.

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories.

Solidarity across factories is one of the significant new trends among Black workers. Last year, a sympathy strike — the

workers at General Motors and Ford downed tools in support of workers at Friesons, having earlier refused to handle Firestone tyres in the motor assembly plants.

Consumer boycotts also have precedents, the most successful being the boycott of Fattis and Monis products to back the Food and Canning Workers' Union's demand in 1979.

The company gave in after the boycott — which had backing among Black organisations all over the country, including Chief Gatscha Buthelez's Inkatha movement — began to affect its share price adversely.

Success breeds success in the union movement.

Mrs Maggie Magubane, whose Fosatu-affiliated Sweet Food, and Allied Workers' Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in future be consulted over re-arrangements, says: "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union that works like our union."

The two main exponents of "community-linked unionism" are outside the main groupings.

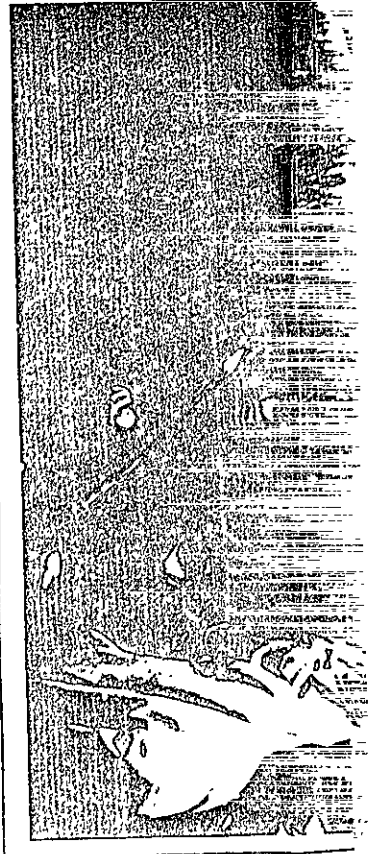
They are the Motor Assembly Components Workers' Union of SA (Macwusa), which is based in Port Elizabeth but now expanding to the Sigma motor plant in Pretoria, and the SA Allied Workers' Union (Saawu), whose power-base is East London.

Both say factory issues cannot be divorced from community issues.

Illustrating what "community-linked unionism" implies, Macwusa's Sipho Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems.

Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year. Even so, they are growing

brought the issue of industrial unrest into every White home in Johannesburg. This year the number of strikes has increased as workers realised their potential for change



'Official action' hampers builders

CT 15/10/81 Staff Reporter

EFFORTS by small Cape Town building contractors to employ more labour are being hampered by official action against "illegal" black workers in the area, according to sources within the industry.

"They are practically cutting off our labour supply," said the director of a plumbing firm.

"Half of the building sites in Cape Town would close if illegal blacks were sent back to Transkei," he said.

One of his employees had been among the hundreds of Nyanga squatters arrested in August and sent back to the Transkei. Now the man had returned to Cape Town and wanted to resume work with the firm. The director feared that any attempt to register the worker would lead to his arrest.

Sources in the industry said attempts by building contractors to benefit from the healthy post-boom conditions by employing more workers were being hampered by officials' insistence that priority should be given to "local" coloured and black labour. They pointed out that local people were unwilling to do manual building work.

Employers in the Western Cape wanting to employ contract labour from the homelands had first to prove that coloured labour or local black labour was not available.

"But this is very difficult to prove," said Mr Peter Plum, president of the Master Builders Association. He said it was even more difficult to find accommodation for the contract workers, another condition stipulated by labour authorities.

While big building contractors are able to provide their own hostel accommodation, smaller contractors are struggling to find accommodation for their workers.

"For the smaller contractor in the Western Cape there is just no way," said the director of the plumbing firm. "I don't know what they are trying to do to us. It's an uphill battle all the way — and they say they are trying to get Western Cape industry on to its feet."

Pinetown council liable for R83 000 in township dispute

Court Reporter

A FOUR-YEAR dispute over a R1 000 000 claim between the Pinetown Municipality and the developers of the multi-million-rand Paradise Valley cluster housing scheme ended in the Supreme Court in Durban yesterday when the council was held liable for R83 056 and interest.

In a handed-down judgment Mr Justice Thirion ordered that Paradise Valley Township Ltd be refunded this amount which it advanced to the council for road development within and around the township.

The Judge also ruled that the question of costs of the hearing before him in August this year be reserved for argument.

In a written judgment, handed down by Mr Justice Leon in the Motion Court yesterday, Mr Justice Thirion said in or about 1971 Paradise Valley Township started development of medium-density housing on vacant land it owned in the

Pinetown area. The intention was to build nine villages at an estimated R70 million.

To cope with the traffic volume expected to be generated, the company entered into an agreement with the council to advance money for reconstruction of existing roads in advance of the council's normal programme.

The full amount of the roadworks agreement was R860 856.

Certain roadworks were undertaken.

In March 1977 the company was provisionally wound up and a compromise offer was proposed. At a meeting of creditors held in May to consider the company's offer the compromise was opposed by the council but was agreed to by a majority of creditors.

The judge said the cancellation of the roadworks agreement would not affect the council's debt for loans advanced by the company.

Bid to recruit Far East workers fails

Mercury Correspondent

JOHANNESBURG—A scheme to recruit skilled construction workers from Taiwan and Thailand to relieve an acute shortage of specialised labour in South Africa was shelved because the governments of the eastern countries did not want their citizens to be employed by South African companies.

The scheme, which had Cabinet approval, was launched earlier this year after Mr P W Botha's official visit to Taiwan.

It could not be established last night how many Taiwanese and Thai workers were needed by the South African employers, except that they would have been used on several large construction projects throughout the country.

The eastern workers would have been brought to this country on contracts which would have stipulated that they return home afterwards.

The project was confirmed last night by Mr J C Pretorius, director-general of the Department of the Interior, and Prof Nic Wiehahn, a manpower specialist from Unisa.

The matter was regarded as 'extremely sensitive' in Government circles.

'The question of getting people to come to South Africa has become a high-temperature political issue because of the large reservoir of labour that exists in this country,' Prof Wiehahn said last night.

The Government would not give its approval for the scheme until it was satisfied that no South African workers were available to fill vacancies in the skilled fields and until local trade unions agreed to the Thais and Taiwanese coming.

The Governments of Thailand and Taiwan intervened by indicating their reluctance to allow their citizens to come to South Africa unless they were employed by Thai and Taiwanese companies who were granted contracts in this country.

'And this is where the matter rests at present,' Prof Wiehahn said last night.

It would not have been the first time that skilled workers had been recruited from the east.

In 1975, the Government allowed about 350 South Koreans to be brought to this country to help in the R96-million project to double the size of the Caltex refinery in Cape Town.

South Africa also imported a large number of foreign workers on contract in 1971 to work on the R80-million Natref plant at Sasolburg.

Among workers from 19 nations for that project were 600 Irish and British, 300 Iranian and 100 German workers.

Several major employers — including Iscor and Escom — have sent recruiting officials to Austria to interview Poles who have fled their country and who are living in a large refugee camp near Vienna.

Iscor has already employed more than 60 technical engineers and artisans from among the Polish refugees.

Escom has recruited about 40 highly-trained technical people — engineers and artisans — at the Austrian refugee camp and their recruiting agents are still there looking for more. Mr C J 'Boet' Uys, Escom's public relations officer, said last night

Taiwanese

NM 20/10/81

officials

~~212#~~ (33)
put a stop

to S A

job offers

Worker scheme shelved

CT 20/10/81

33

BY DWH

Own Correspondent

JOHANNESBURG. — A scheme to recruit skilled construction workers from Taiwan and Thailand to relieve an acute shortage of specialized labour in South Africa was shelved because the governments of the Eastern countries did not want their citizens to be employed by South African companies.

The scheme, which had cabinet approval, was launched earlier this year after the official visit to Taiwan by the South African Prime Minister, Mr P W Botha.

It could not be established last night how many of the skilled workers were needed by the South African employers, except that they would have been used on several large construction projects situated throughout the country.

Contracts

The workers would have been brought to this country on contracts which would have stipulated that they return home afterwards.

The project was confirmed last night by Mr J C Pretorius, Director-General of the Department of the Interior, and Professor Nic Wihahn, a manpower specialist from Unisa. The matter was regarded as "extremely sensitive" in government circles.

"The question of getting people to come to South Africa has become a high-temperature political issue because of the large reservoir of labour that exists in this country," Professor Wihahn said last night.

Skilled fields

The government would not give its approval for the scheme until it was satisfied that no South African workers were available to fill vacancies in the skilled fields and until local trade unions agreed to the Thais and Taiwanese coming.

The government of Thailand and Taiwan intervened by indicating their reluctance to allow their citizens

to come to South Africa unless they were employed by Thai and Taiwanese companies who were granted contracts in this country.

"And this is where the matter rests at present," Professor Wihahn said last night.

Several South African construction companies have indicated that they were keen to import the Eastern workers, who are known for their highly developed skills

'Short-term'

"This was merely intended as a short-term solution to a serious shortage of skilled manpower in South Africa. I believe that our priority should be to train our own people of all racial groups in this country to do skilled work.

"But we have such a tremendous backlog of skilled labour that we cannot meet immediate demands," Professor Wihahn said.

This would not have been the first time that skilled workers were recruited from the East.

In 1975, the government allowed about 350 South Koreans to be brought to this country to help in the R96-million project to double the size of the Caltex refinery in Cape Town.

Large number

South Africa also imported a large number of foreign workers on contract in 1971 to work on the R80 million Natref plant at Sasolburg. Among the workers from 19 nations who came to this country for that project were 600 Irish and British, 300 Iranian and 100 German workers.

Political instability in Poland has meanwhile helped South African employers to recruit workers with highly developed skills.

Several major employers — including Iscor and Escom — have sent recruiting officials to Austria to interview Poles who have fled their country and who are living in a large refugee camp near Vienna.

Falling bucket crushes City site worker

By CRAIG TYSON

A CONSTRUCTION worker was killed at a building site in Loop Street late yesterday when a concrete-filled bucket fell from a crane and crushed him to death.

The bucket, weighing about a ton, was attached to the end of a cable on the crane. Workers at the site said they believed the crane's brake had failed, causing the bucket to come crashing down.

A labourer standing below the suspended load was unable to escape the plummeting bucket, which crushed him, pinning him to one of the building's support

beams.

Construction officials at the site did not comment on the accident.

Three Metro rescue vehicles, ambulances and fire engines arrived at the scene. Firemen immediately began digging concrete out of the bucket which was then lifted off the body by a crane from one of Metro's heavy-duty vehicles.

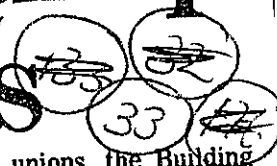
Workers at the site said there had been a similar incident before, but no one had been killed.

By late last night the man's name had not been released as his next-of-kin had not been informed.

33
12

Bifsa set to drop race barriers

RDM 29/10/81



AFTER preliminary talks with the major building trade unions, the Building Industries Federation of SA has promised a new "status-blind" labour structure.

Bifsa's new president, Mr Leon Glaser, yesterday announced a labour structure with wages linked to productivity instead of job classification.

Previously, a bricklayer received a fixed income and had little access to further training for job advancement. Now there will be no ceiling for advancement in a "colour-blind" labour field.

Bifsa's executive director, Mr Lou Davis, told the federation's congress in East London that the backlog of black skills compared with white was a national scar which the industry was committed to heal.

He said no educational standards would be required of apprentice tradesmen to make it easier for unskilled workers to enter the industry.

Talks on the new labour deal are expected to be completed by mid-November.

Mr Glaser said collective bargaining and greater worker participation were key principles in a progressive new labour relations policy to be followed by the building industry.

He outlined a plan to avoid a "management crisis" and to increase the strength of building workers' unions.

He said management depended on worker participation to face and overcome problems like recession and unemployment. The trend in labour relations in other countries was towards a greater say through works councils, unions, safety committees and even the whole worker body.

"We have got to realise we are dealing with an emerging group

who want their share of the cake. They have the same ambitions as you and I. They want to see light at the end of the tunnel and a possible road of continual upward mobility.

"I would say Bifsa's training programmes are definitely going to have the effect of extending the ladder of upward mobility. These programmes will ensure that promotion and advancement are linked to ability and effort."

Mr Glaser predicted the emergence of a contented and proud work force, "jealous and protective of their standing" if a free market of reward for effort was allowed to exist.

Bifsa's training programme meant that in three years 2 500 artisans would qualify every year, having increased their status and wages by about three times.

"We must have strong employer bodies and equally strong unions able to keep their word and able to discipline their members," he said.

A major problem faced the industry, however, to persuade emerging black unions to register, and to operate within the industrial council system when they had so long been excluded from it.

Mr Esau Neube, industrial relations officer of LTA Construction, told delegates that effective communication with workers through liaison committees was a basic requirement for reducing industrial unrest. Literate blacks would want to join trade unions and would see them as a power-base.

Building industry looking at new training scheme

Sta 29/10/87
33. 179 123

Trade unions and employers are discussing the final details of an agreement designed to open job opportunities in the building industry to all races.

The executive director of the Building Industries Federation of South Africa (Bifsa), Mr Lou Davis yesterday said the parties were "smoothing out the wrinkles" in the agreement, which would be negotiated in the industry's industrial council early next year.

He said the agreement would introduce a "new concept of learnership" for building workers unable to meet the educational qualifications required for normal apprenticeship.

"For historical reasons many workers — and particularly blacks — cannot be indentured as apprentices because they lack the Standard 6 or 7 level demanded of them.

"The new scheme will introduce a new stratum of training to allow these people to progress to artisan or even craftsman level over a longer time."

Mr Davis stressed that the same standards would be demanded of trainees as of apprentices.

Although one party to the building industry's industrial council, Mr Gert Beetge's White Building Workers Union, had in the past resisted black job advancement, Mr Davis praised all the unions for "their responsible attitude" to the scheme.

'Equal pay for equal work'

Sanwela 29/10/77

33 478

A NEW "colour blind" labour agreement is being negotiated for the building industry on the basis of "equal pay for equal skills."

This was disclosed yesterday by the new president of the Building Industry's Federation of South Africa, Mr Leon Glaser.

He said the new agreement would link wages to productivity, as equal pay for equal work had not always applied.

The agreement would be completely colour-blind and would apply from the highest to the lowest in the building industry.

At present there was an apprenticeship system based on a standard of education. This kept out many people and a new learnership system would be introduced.

FIRM Saw Top
PUTS 1/11/81

EIGHT (33)

BLACKS THROUGH BUILDING COURSES

Property Reporter

THE possibility of a black general foreman on a multi-million-rand building project was unthinkable a few years ago when labour legislation prohibited blacks from performing even semi-skilled jobs in the construction industry.

Recent developments, notably the adoption of some recommendations of the Wiehahn Commission report, herald new dispensations in labour relations.

A Durban-based company, Caelm Construction, has already put eight black labourers through training courses and managing director David Hall says: "If we can be the first company in Natal to have a black foreman, I will be delighted."

The men, who passed the Building Industries Federation (Bifsa) basic concreting course, are now earmarked for more advanced courses.

"We believe our staff are our most important asset and therefore will promote people at every



DISPLAYING their Bifsa basic concreting course certificates, are (from left): Boginkosi Ntanzu, Gebhuza Sigwebela, Bangindlu Mkhungo, Mpendukelwa Mkize and Vulamhlo Sigwebela.

level to their full potential," says Hall. Development created job satisfaction with an end result of greater productivity and greater financial reward for the staff and the company, he said.

Industry must help own workers, not wait for Govt — Bifsa

San TRIB
1/11/81

33

1/1/81

2/00

By Frank Jeans

BUILDERS have been left in no doubt about their future role in new deals for their 300 000-strong workforce and in providing homes and supporting infrastructures, the new president of the Building Industries Federation (Bifsa), Leon Glaser, told delegates at the annual congress in East London.

"The time is long passed when we can afford to sit back and wait for Government to do something about the appalling conditions in which some of our workers are expected to live and still turn out a decent day's work."

And the speakers at the congress who touched on the thorny question of labour relations thumped home the message to delegates — in close harmony with the black majority and learn from others about trade union

development, otherwise "it will be at our peril".

Minister of Industries, Commerce and Tourism, Dr Dawie de Vilbers, who opened the congress, handed out the challenge:

"In view of our expected population growth and rapidly increasing living standards, the uninterrupted provision of housing on a large scale in urban areas, is one of the great challenges of our time.

"It requires careful thought, bold planning and the most effective marshalling of financial, physical and human resources imaginable."

"South Africa is living in a period of change in which new methods and techniques are frequently being introduced.

"The need for change is also apparent to many in the building and construction industry, but there is also some doubt as to precisely what is required

and the steps that should be taken to promote greater efficiency and increased productivity in such an important sector of the economy."

On the question of homes for blacks, "serious consideration should be given by the Government to providing individual employers with greater financial assistance in the form of a tax rebate or additional depreciation allowance.

"Furthermore, tenure of land will be an added incentive to employers and employees alike and the apparent official inertia in this regard is to be regretted."

Black communities in many instances were at the mercy of small businessmen who "are mere opportunists and who rate low both in skills and integrity," Mr Sata Mtsuenvane, president of the National African Federated Chambers of

Commerce, told delegates.

"These individuals who have had no appreciable amount of formal academic or technical education, who have never had the practical experience of serving as managers, foremen or supervisors in the building industry, are to a great extent self-made men

"They are capitalists at heart but with little or no capital in hand. Some of them are skilful, conscientious men with a high degree of integrity and dependability. But others are mere opportunists who rate low both in skills and integrity," said Mr Mtsuenvane.

The Nafec president said the denial of property rights deprived blacks of an opportunity to invest and to participate in the development of a capitalist or free enterprise society in South Africa.

"Capitalism will never survive where a vast majority of the population is compelled to live without basic rights and under intolerable conditions of poverty and dependency"

Builders ready for labour upgrading

33
STAR 3/11/81

The building industry is gearing up for the era ahead with the upgrading of its 300 000-strong black labour force.

It is taking a great leap forward in time to match the power the ranks will gain under the new labour laws. The builders are only too well aware that if they are to avoid unrest and confrontation with the unions, an improvement in industrial relations regardless of colour must take place.

DETERMINATION

There was no better platform for the announcement of the industry's determination to make headway with direct action instead of words than the recent Building Industry Federation (Bifsa) Congress at East London.

The new president, Mr Leon Glaser, started his year of office with a direct thrust on the labour front by announcing the coming formation of a completely new structure on the basis of equal pay for equal skill.

"If a man has the willingness to work with the resultant productivity rise, he will get the commensurate pay, regardless of colour," said Mr Glaser.

TREBLE WAGES

This new labour dispensation means that a worker showing the skills for the job will be able to treble his wages over the next three years.

Mr Glaser pledged his federation to continue negotiation with "all responsible bodies."

"The rate of change in our society is going to be ever-increasing and many of the programmes being proposed and legislated for, are outdated before they see the light of day," he told delegates.

"Bifsa's aim in its training programme to meet future demands is primarily at "continual upward mobility."

This effort, said the new president, would ensure that promotion and advancement would be linked to ability and effort and not given on "shaky, pseudo-humanitarian or altruistic lines."

Mr Glaser said that top management in Britain was spending up to 60

Round-up of Bifsa Congress

Warning the industry of agitator action on the labour front, the Bifsa president said that troublemakers could find a fertile field in situations caused by poor management.

"For instance," he said, "if a man supporting a family presents himself for work and is sent home for reasons of weather or shortage of materials, particularly where caused by poor management, I think you can well understand his feelings. We can only expect problems from that type of thing."

On the question of housing, Mr Glaser said that the time had long passed where we could afford to sit back and wait for the Government to provide relief.

"If we want a contented workforce we are going to have to do something about the appalling conditions in which some of our men are expected to live and still turn out a decent day's work," said Mr Glaser.

69 strike at City factory

CAPE TIMES 12/11/81 (33) (152) (189) (145)

By TONY WEAVER

SIXTY-NINE workers at the Paarden Eiland Cape Foundries factory went on strike yesterday afternoon in protest against the dismissal of one of their colleagues.

The worker arrived 15 minutes late for work. He was said to have explained that he lived in Atlantis and was late because his bus had had a puncture and he had to change to another vehicle.

The workers — all members of the unregistered and independent General Workers' Union (GWU) — appointed an *ad hoc* committee of six to negotiate with the general manager of the plant, Mr Brian Rosenbloom.

They wanted to know why their colleague — a GWU member — was fired, while two men who were members of the management-sanctioned, Tucsá-affiliated Engineering Workers' Union were not fired for arriving even later than the GWU member.

Mr Rosenbloom refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday.

When the workers walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work today, it was claimed.

Warned

Mr Rosenbloom said last night the worker concerned had a consistent record of being late and had been warned on numerous occasions in the past.

It was untrue to say he victimized members of the GWU as he did not know "who is a member of what".

He denied production had stopped, saying losses were "minimal". He also denied threatening to call the police.

Only 69 workers out of a total of 184 had "downed tools" and this demonstrated the GWU did not have majority support among the workers.

Two die after fall from building

CAPE TIMES
13/11/81
33

HISTORY

FIRST QUARTER

First Semester

a) Outline to the Tutorial

Second Semester

a) Outline of the century arranged

SECOND QUARTER

1. One first second

2. One second second

THIRD QUARTER

1. One first second

Staff Reporters

TWO workers died when a construction gondola crashed two stories to the pavement from a city building early yesterday.

The two construction workers, Mr Simon Willem Ngquala, in his forties and Mr Dantile Nogyoyo, 35, were finishing the new Readers Digest building on the corner of Strand and Chiappini streets when the steel gondola crashed on to the pavement two stories below.

Severed electricity cables flailed across Strand Street and a witness said he saw flashes from wires inside the Market Toyota building, opposite Readers Digest.

Pedestrians applied artificial respiration to the men but Mr Ngquala died.

After waiting for an ambulance for 25 minutes Mr Nogyoyo was taken to the Somerset Hospital where he died later.

Angry occupants of the

Readers Digest building complained to the Cape Times that although a call was put through to the central ambulance station at Pinelands within seconds of the accident, about 8:30am, it took 25 minutes for an ambulance to reach Chiappini Street.

They pointed out that workers from the City Council's Electricity Department were on the spot within five minutes, to deal with the severed powerlines.

One of the complainants said "It reflects very badly on our emergency services if it takes as long as it did for an ambulance to reach a central-city spot where seriously injured people are in need of immediate attention."

Mr Basil Warner, manager of the ambulance service, said "normally the vehicle nearest the area in which an accident has occurred is dispatched to the scene. But in

this case the nearest vehicles, which would have been those at Sea Point and in the city area, were already engaged and this was why an ambulance had to be sent from Pinelands.

'Short-staffed'

"Our problem is that we are running short staffed, and that we are inundated with work. Last month alone we carried 11 000 patients in our vehicles. It should be remembered that we are expected to serve any part of the Western Cape."

Mr Warner said that with the "thin" staff available, which meant a lot of overtime work, the ambulance service tried to have a minimum of 18 vehicles on duty at a time — 14 of them at satellite stations all over the Peninsula.

"We'd like to give better service," he added, "but it should be appreciated that we have serious problems."

F Rome
h.

h
rials

the

the

the

2. One second semester course, other than half-course (c), selected from the second and third year options listed below. (See notes ii and iii)
3. Topics in the history of Europe, 1789-1914. (This course, which is compulsory, is conducted primarily through the medium of double-period tutorials and seminars, arranged at times to suit the convenience of students. The course is taken during the second and third quarters.)

Second and Third Year Options

First Semester

- a) Studies in colonisation and decolonisation, with special reference to America and Asia. (Three lectures a week at 9.25 a.m. Tutorials and seminars arranged at times to suit the convenience of students.)
- b) The United States of America since 1783. (Three lectures a week at 12.10 p.m. Tutorials and seminars arranged at times to suit the convenience of students.)
- c) Outline history of Africa, Part 1: Pre-colonial Africa, with special reference to Africa north of the Limpopo. (Three lectures a week at 8.30 a.m. Tutorials arranged at times to suit the convenience of students. See note ii.)
- d) Special themes and topics in the history of pre-colonial Africa. (Seminars and other class meetings arranged at times to suit the convenience of students. See note iii.)

Second Semester

- a) Topics in South African history. (Three lectures a week at 9.25 a.m. Tutorials and seminars arranged at times to suit the convenience of students.)
- b) Trends in the history of the twentieth century. (Three lectures a week at 12.10 p.m. Tutorials and seminars arranged at times to suit the convenience of students.)

170-4
194
33
N. MERCURY 7 17/11/81

Brief work stoppage halts production at Sappi paper mill

Mercury Reporter

A SHORT work stoppage took place at Sappi's Stanger paper mill yesterday involving about 300 black and Indian workers.

According to a spokesman, workers downed tools because of dissatisfaction with their pension funds.

Workers walked off the job yesterday morning, management reported.

Shortly before lunch the workers elected four representatives, who agreed

after discussions to hold full talks with management on Wednesday.

The four representatives persuaded their colleagues to return to work.

Sappi is scheduled to hold talks on November 24 with the Fosatu affiliated Paper, Wood and Allied Workers' Union about the pension situation at Sappi mills. The union is recognised at several Sappi mills, and talks are currently under way about recogni-

tion of the union at Stanger.

Brig John Visser, Divisional Commissioner of the South African Police, said that construction workers employed by Bester Home Builders downed tools yesterday morning following a dispute concerning wage increases.

The workers returned to the building site shortly afterwards, he said.

Bester Home Builders could not be contacted yesterday.

Wind played

no part in

Argus 20/11/81

33 ~~124~~

fall — worker

MR BOY PETERSEN, the 18-year-old worker who survived a five-storey fall on a Table View construction site yesterday, says the wind played no part in the accident.

Speaking from his hospital bed in Woodstock today, Mr Petersen of Ladismith, Cape, said confusion between himself and the hoist operator below probably caused the accident.

'My work was to pull the two wheelbarrows from the hoist, and I had already removed the first,' he said.

'I had my one foot on the hoist platform and the other on the scaffold plank, getting ready to remove the second wheelbarrow when I fell — exactly why I don't know, but often there are misunderstandings between the hoist operator and whoever is on the hoist.'

TWISTER IN AIR

He added: 'When I realised what was happening I twisted in the air and immediately below me were the wheelbarrows waiting for the hoist.'

'When I came to I was here in this hospital.'

His wrists were broken and he received a laceration on his chin and bruises on his leg.

Mr Petersen came to the Peninsula eight months ago and lives with friends in The Strand. A group of men travel daily to the Table View construction site.

'The floor where I was working yesterday has already been glazed so there is no more wind there and the wind played no part in the accident,' Mr Petersen said.

'Only from the seventh floor upwards is there still wind.'

● Mr Petersen's condition was described as 'satisfactory' today.



MR Boy Petersen
in hospital today.

Ray of hope for striking workers

THE dispute at Cape Foundries in Paarden Eiland, where 80 workers went on strike on Wednesday, appears to be firmly deadlocked, with management refusing to discuss the matter.

The strike was sparked off by the dismissal of a worker, Mr W Wildskut.

The only ray of hope for the strikers is a growing dissatisfaction with the foundries' management by officials in the Murray and Roberts group, which owns Cape Foundries.

According to a highly placed source, Murray and Roberts, which has some experience with strikes, is sympathetic to the strikers.

Mr R Rosenbloom, the Cape Foundries managing director and Mr Brian Rosenbloom, his son and fellow-director, were not available for comment on Monday morning.

DEFIED

A spokesman for the General Workers' Union (GWU), to which the strikers belong, said workers defied an order for 33 contract workers among the strikers, to vacate their hostels by Sunday.

The spokesman said that the union had been informed by Mr Brian Rosenbloom that 'under no circumstances' would the strikers now be taken back.

Mr Rosenbloom was earlier quoted as refusing to negotiate with the GWU until it registered in terms of existing industrial legislation, which the union rejects. He also said production was not seriously affected but the union disputes this.

The big pay-off for LTA!

OVERSEAS LABOUR DRIVE NETS TOP MEN IN CONSTRUCTION

SUN TRIB

22/11/81

33

176

By Frank Jeans

LTA has not been sitting back bemoaning the fact that the construction industry is in the grip of a chronic skills shortage. In the past 18 months the group has launched four major overseas recruiting campaigns.

And now the drive for labour is paying dividends, with nearly 200 highly qualified management and technical personnel settling in South Africa with the main attraction being this country's construction boom.

Most of the immigrants are from Britain and range in age from 21 to 58. Age is no limiting factor.

"With older people, the company is bringing in considerable experience," says Andrew Ritchie, whose department is responsible for immigrant reception.

"And with those who are younger, we are investing in potential."

LTA's quest for construction men abroad is an on-going one allied to which is a comprehensive training programme for all races as well as bursaries for construction and engineering students at

South Africa's universities.

So far the intake has been the right mix — managers, site agents, quantity surveyors, engineers, foremen, charge hands, fitters and carpenters.

LTA wants people with above-average ability to make things happen with a genuine will to advance in construction careers.

"Some people may have a magnificent record on paper but are just not our type of person," says Ritchie.

"Rather than over-emphasise academic qualifications we look for people who have already achieved success in their fields."

While the group makes the South African venture an attractive one for the immigrant through financial assistance, housing is a problem because of the shortage of homes.

There is the snag, too, of selling homes in Britain and transferring money to this country. On top of this there is

in this manual. (FORTRAN, COBOL, ASM) or by certain uti- pulated within. Any of these

- a. FOR
- b. CO
- c. AS

Typical source

the delay in immigration permits — usually a four-month wait.

"It would be ideal if the immigration process, the sale of a man's home and his period of notice could run concurrently, but this rarely occurs," says Ritchie.

LTA gets its new boys among the big contracts throughout the country from Duvha power station near Witbank to Claremont shopping centre in Cape Town.

The group is proud of its immigration success so far, with only a few of the settlers returning to Britain.

"After perhaps some initial homesickness, they quickly adapt and develop an enthusiasm for South Africa," says Ritchie.

control elements may be

concern on elements library required essentially

definition

special-case

dated later

or man-

not available

updated copies

following

by the

MIGRANT HOSTELS

R3m programme

124 33 FM 4/12/81
Cape Town's once notorious Langa Barracks have been taken over and completely renovated by LTA as part of a R3m programme to upgrade all its hostel accommodation for migrant workers.

The old building, erected in 1929, was last year condemned as a health hazard by Cape Town's municipal health department. It featured in the controversies earlier this year over the eviction of squatters from the western Cape. It was being used by the Peninsula Administration Board (PAB) to house evicted squatters whose numbers were swollen by "gatecrashers." All had to go.

Employers can no longer afford to provide inferior housing for migrants. Says Tony Smith, LTA's industrial relations manager: "LTA is committed to upgrading and improving its hostel accommodation nationally. The group has set aside R3m for this purpose."

One of the most significant factors in improving the quality of workers lives is privacy. Previously, the barracks accommodated about 30 men per room and they slept on concrete slabs. Individual double and single rooms have now been provided and the number catered for reduced from 2 000 to 360 — with a maximum of 16 men per flat unit.

Single rooms are allocated on the basis of seniority and all rooms are provided with single beds, mattresses and lockers. A large

and well-equipped recreation room has been provided for each block.

A major short-coming may be lack of flexibility. Permanent housing for blacks in the western Cape is a sensitive political issue, but it seems short-sighted to build accommodation that is not convertible to family housing at a later date.

Holiday cash fillip for clothing and building workers

Cape Times

By ALEX PETERSEN

5/12/81

33

WORKERS in two major industrial sectors in the Western Cape, clothing and building, will add a hefty dollop to the cash flow into Christmas tills later this month when they receive their seasonal holiday pay, which combined will amount to nearly R17m.

Western Cape clothing workers will be receiving a holiday pay packets totalling collectively just over R11m.

The holiday pay, averaging something over R180 a worker, is given to those 60 000 workers in the industry paid on a weekly basis — another 5 000 employees are on a monthly salary basis.

At roughly the same time the region's 38 000 building workers will get holiday cheques totalling R6,47m — a healthy increase over the R3,92m paid out last year. The increase reflects not only wage increases in the building industry, but also an increase of 6 000 workers employed in the sector.

For both sectors the size of the holiday cheque is tied to wage increases recently negotiated in both industries.

Clothing workers will see pay hikes of 8% as from the start of the new year, with a further roughly equivalent percentage increase due in July.

Building workers' increases which are a straight increase for the year, are between 15 and 16 percent for labourers, bringing their minimum wage level to R1 an hour, while for artisans the increase has been 12,4% making the minimum wage R2,78 an hour, although a spokesman for the Industrial Council commented that demand for skilled labour was such that good artisans could earn up to R5 or R6 an hour.

For clothing workers as well the total amount in the holiday pay packets is, in fact, likely to be larger, since a number of factories pay holiday "bonuses" well over the negotiated amount.

A number of clothing concerns contacted by Business Report said the additional bonus along with incentive bonuses, had an important positive effect on staff morale and productivity.

One factory manager commented: "With the

high demand we have had in the industry, good staff have been valuable, and its important to keep them happy."

Increased demand has led to expansion in the industry.

The chairman of the Western Cape Clothing Manufacturers, Mr Mike Getz, said recently that in the last year employment in the industry had risen over 10% from 59 000 to 65 000, with the wage and salary bill for 1981 about R140mn.

The increased level of employment, at a time when the European and American clothing industries have been cutting back, followed a period of about four or five years when the level remained static and in some years actually declined.

Whether the numbers will remain at their same high level in 1982 is a matter of concern to many people in the industry, and will depend on how much tighter business conditions become next year, as well as the ability of the industry to move into the export market on a far larger scale.

For the building industry, despite the current flattening in the growth curve, there is still a high level of work on hand, and comments from within the industry suggest that employment will be kept at present levels until at least September.

Paradoxically, in spite of the present high level of employment in the building industry, it is still well below the level of 1973, suggesting that workers lost to other sectors are reluctant to return to the industry.

In order to counteract this, the recent wage negotiations included proportionately much bigger increases in various benefits to make the industry more attractive.

One such benefit included a new sick pay scheme whereby workers may receive sick pay benefits for up to six months.

The elements contained within a program file are of the following three types:

- a. Source element (Symbolic) - Multiple updated copies of this same ELTNAME/VERSION may be maintained by C-cycle
- b. Relocatable binary element (RB) - C-cycle is not available

Also included are various other parameters such as the date of element creation and the current relative location of the element on mass storage. These parameters are provided and maintained by the system.

Better housing for black employees

ARGUS 5/12/81

33

~~75~~

~~75~~

DURING the past six months LTA Building (Cape) has spent more than R500 000 on upgrading accommodation for its black employees in the Western Cape.

Two large blocks in Langa Barracks have been converted from multiperson, large dormitories into two-man bedrooms.

Each block comprises 10 units consisting of eight two-man bedrooms, a unit for visitors of three rooms, a recreation room and a central messing and kitchen area.

The bedrooms, each designed to accommodate

two men, have vinyl floor tiles and are provided with electric light. They are equipped with two single beds with foam mattresses and fitted out with curtains, a locker and chair for each occupant.

The central messing area, also with vinyl floor tiles is equipped with a four-plate electric stove, and has two stainless steel

tables each seating eight men.

The visitors' area has three rooms, attached kitchen and toilet facilities with an enclosed courtyard.

The two blocks, which can now accommodate 280 persons, was taken over from the Cape Town Administration Board in April this year and the work completed this month.

Strike at Edgars

SOWETAN
n/ie/8) BY JOSHUA KABODIKO (33)

ABOUT 350 workers employed by Edgars Warehouse in Johannesburg yesterday went on strike after several demands were not met by the management.

The workers, all members of the Commercial, Catering and Allied Workers' Union of South Africa, told The SOWETAN that they would not go back to work until their demands were met by management.

The workers demanded: The reinstatement of three of their colleagues — one of them sacked on Thursday, recognition of their trade union, transference of a white supervisor to another department that they should not be victimised, and that they should be paid their full salary while on strike.

A spokesman for the workers said that three of their colleagues were dismissed from their employment — the latest victim on Wednesday — after they were "unfairly treated" by a white supervisor.

The industrial relations manager of the company, Mr Don Fenley, confirmed that the workers decided to stop work yesterday after they had complained of the "unfair dismissal of one of the workers."

As far as he was concerned, Mr Fenley said, the worker was dismissed because of poor attendance, low production and other problems in the establishment.

The workers were expected back at work today, he said.

CAPE TIMES 12/12/81 (33) 2511

Poor site conditions improved, says LTA

Industrial Reporter

THE LTA construction group has accepted blame for certain defects in conditions at one of its sites in the Eastern Cape, but the company says it has attended to most of the shortcomings.

The shortcomings were noted in a memorandum made public by one of its managers at the site, Mr Laurence Platt, who resigned from LTA's Nature's Valley contract site and alleged that the group had shown a lack of concern over the working conditions of its black employees.

Mr Platt had alleged poor conditions, including a serious shortage of water, no recreation facilities, inadequate heating, and an insensitivity on the part of

the company to those attempting to improve matters.

In a report ordered by LTA's chairman, Dr Zach de Beer, following publication of the allegations in the Cape Times, a company official said "criticism could be levelled at LTA as the time of setting up the accommodation and the facilities from the start of the contract, some time in May, was just over three months as the approval of the Divisional Council of Outeniqua and the local Administration Board had only been given the first week of September."

The Medical Officer of Health had yet to approve facilities at the site at the time of the report, but he was scheduled to visit the site soon afterwards and Dr De Beer said he understood approval had since been granted.

"One has to accept that in the construction business you're always housing people in temporary accommodation, but this site didn't seem too bad in my experience," he said in an interview from Johannesburg.

NOTE: Do not execute more than one implied collection in a run. The second and subsequent @XQT statements will always execute the absolute element created on the first implied collection.

core and executed.