

INDUSTRIAL RELATIONS STRIKES

2-1-80

31-3-80

1/11/80

Monday

Strikers hold out despite hardship

152

Labour Reporter

In spite of their lean festive season, most of the 500 black strikers at Ford's Cortina plant in Port Elizabeth seemed determined to hold out today.

Although a number of strikers were reported to have sought re-employment this morning, there was no mass turnout at the recruitment office

The office opened today to give strikers a chance to change their minds.

If they have not re-applied by Friday afternoon, they will have to compete for the available jobs with all comers.

No financial support has been made available to the strikers so far ex-

cept for some small amounts raised by way of soccer matches and musical meetings.

This was confirmed today by Mr Phalo Tshume, secretary general of the Port Elizabeth Black Civic Organisation (Pebco).

But he said Pebco was to meet an unnamed organisation tomorrow about financial support and he added "We are definitely expecting some funds towards the end of January"

The latest strike has lasted about six weeks.

Unless otherwise stated, all political reports in The Star by H W Leggatt, T R Duff, A H G Wentzel, G R Linscott, F S Esterhuysen, J D Battersby and L H Marshall. Cartoons by A Berry, D Fedler, J Jackson, J Leyden and G Muller. Headlines and posters by B Howard. Political comment by H W Tyson. All of 47 Sauer Street, Johannesburg.

DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	0,06
1-4	0,01	0,01	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,00	0,00	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,01	0,01	0,01	0,02	0,00	0,01	0,01	0,01
45-64	0,02	0,02	0,03	0,03	0,06	0,04	0,01	0,03
65+	0,11	0,11	0,13	0,15	0,13	0,15	0,03	0,03
NO.	0,03	0,02	0,02	0,02	0,02	0,03	0,01	0,01

Ford plant rehires 7 workers

152

PORT ELIZABETH — Seven former Cortina plant workers were rehired by Ford at the Neave plant, Port Elizabeth on Wednesday, the first of a three day employment moratorium in favour of the former Cortina workers

Mr Dunbar Bucknall, public affairs director of Ford Motor Company, said indications early yesterday showed that there would be an improvement on Wednesday's figure

It was possible that former Cortina workers had only trickled in on Wednesday because it was a traditional holiday

Figures for yesterday would be available today. The three day moratorium expires today

Mr Bucknall said that from Monday staff would be hired in the order of applications. But applications would still be considered from former Cortina plant workers.

The Ford Motor Company opens in Port Elizabeth on Monday after its annual shutdown — DDC

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,52	0,18	0,50	0,41	2,02	1,56	1,26	1,20
1-4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18
5-24	0,03	0,01	0,05	0,04	0,09	0,06	0,09	0,07
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	366	187

DISEASES OF THE CIRCULATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	
NO.	9752	7926	1135	804	3114	3140	2390	

DISEASES OF THE RESPIRATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

Fish factory

Angus
4/1/80

152

dispute settled

185

ABOUT 700 people returned to work at the Sea Harvest fish factory in Saldanha today after a settlement reached late last night ended the three-week-old labour dispute.

The managing director of Sea Harvest, Mr H E Kramer, said today the factory was working at full capacity with a full staff.

'More details of the settlement will only be made available later,' he said.

50 PERCENT

Mr Oscar Mpetha, an organiser of the Food and Canning Workers Union (FCWU) which acted on behalf of the striking workers, said however, that the firm had agreed to an average wage increase of more than 50 percent to all workers.

Wages had been increased from R17 to R25,30 for labourers, from R18,90 to R27,60 for grade three workers and from R19,90 to R32,06 for grade two workers.

Their Saldanha branch secretary of the union, Mrs Magrieta Wynand, said, however, that there were 'still' many 'outstanding issues' to be settled at the factory. She said the workers demanded a fixed wage of R30 a week.

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 could appear to incorporate the best 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) for whites and 'coloureds' are the whites have experienced a since 1929, the 'coloureds' after static IMP since 1950 and an in-

From 1941 to 1970, the white IMR an improvement of 57.6%. During decreased from 161.8/1 000 to 1. This is of particular concern in IMR, the more easily should be in IMRs between 1941 and 1970 'coloureds' respectively

The age specific mortality rates is inevitable, it is to be expected. Experience of younger age groups in mortality amongst elderly people 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 but seen 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 'coloureds' children;

Ford re-employs former workers

Own Correspondent

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Cortina workers had only been led in on Wednesday because it was a traditional holiday. Figures for yesterday would be available today.

The three-day moratorium expires today.

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The Ford Motor Company re-opens in Port Elizabeth on Monday after its annual shutdown.

the mortality rates for persons over

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
			537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
			273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%
			1135 100%	804 100%	3114 100%	3140 100%	2390 100%	1921 100%
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

Saldanha strike agreement

Staff Reporter

THE three-week-old strike by about 700 Sea Harvest workers at Saldanha ended yesterday — but only provisionally and may start again on Monday.

A meeting lasting until late on Thursday night between officials of the strikers' Food and Canning Workers' Union and senior Sea Harvest personnel, a pay deal was provisionally agreed on but not signed.

This led to a 90 percent turnout at the factory yesterday.

However, the local FCWU representative, Ms Magrieta Wynand — also a Sea Harvest employee — said last night that the managing director of Sea Harvest, Mr H Kramer, had refused to sign the new deal, with which workers were unhappy anyway, and only agreed yesterday to sign on Monday.

If he does not sign on Monday, the workers say, they will again go out on strike.

The workers also allege that some of them were "chased out of the factory" yesterday by their supervisors when they refused to sign papers they say defined them as "new staff", as opposed to workers of long standing with the firm.

18/1

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

Pebco plans PE business boycott

6/1/80
S
1051

152

By MONO BADELA

A BOYCOTTING of white businesses in Port Elizabeth will be discussed today when the Black Civic Organisation holds its first mass rally of 1980 at the Rio Cinema.

Through the boycott, the organisation hopes to pressurise the Ford Motor Company into reinstating the more than 500 workers still on strike.

This was disclosed by the leader of Pebco, Mr Thomazile Botha at a meeting of the dismissed Ford workers which was held at the Holy Spirit Hall Kwazakhele on Wednesday.

His suggestion followed a stand taken unanimously by the workers who reaffirmed their decision not to go back to Ford unless the company was prepared to reinstate all dismissed workers. A suggestion that workers re-apply for their jobs was rejected.

Mr Botha called on other businesses to boycott Ford products.

"The other companies are relaxed while Ford is

tossing around black workers. We must involve other businesses. We must pressurise other companies into exerting pressure on Ford. No company must rest when there are so many people who have been forced out of work," he said.

Meanwhile Ford's drive to re-employ former Cortina plant workers got off to a very slow start on Wednesday when only a handful of dismissed workers turned up at the plant for re-engagement.

A spokesman for Ford management said only seven of the dismissed workers reapplied for jobs. A number of others seeking work also arrived but were told by officials to apply on Monday when the three-day employment moratorium in favour of the former Cortina workers expires.

Ford has been calling for applications from former Ford Cortina workers so as to return to production as soon as possible and to deflect further criticism of the handling of the disputes at the plant.

244 Ford men

return to work

Argus
152
11/80

Argus Correspondent

PORT ELIZABETH. — The number of dismissed Ford Cortina plant workers who returned to work stood at 244 today with 37 men taking advantage of last week's three-day employment moratorium to re-apply for jobs

Recruitment for the 700 vacancies left last year after a worker walkout continued today on a first-come-first-served basis with Ford officials hopeful that more former Ford workers would be among those applying

Earlier today about 150 job seekers — black, coloured and white — turned up at the firm's Neave Plant.

Several of the prospective employees were black — in contrast with last year when the city's black work force apparently

heeded calls by the dismissed workers not to apply for the vacant positions.

The rest of the dismissed Ford workers are still refusing offers of re-engagement by Ford and demanding instead that they all be reinstated at their old posts

A Ford Company spokesman said today the reengagement process would take some time still possibly a month or two. It was inteded that the firm recruit about the same number of workers

who had walked out last year.

The spokesman also reported that the attendance figure at the firm's other plants today was higher than normal for a first day after shut down

"The trade of slaves rich men, and prime The Gold Coast, in t nearer the sea, will sometimes at one pla observed, according countries between wh in the year 1681, ar

5. The Slave Trade in the late seventeenth c

Note. This extract is taken from a lette a Portuguese merchant residing in Benin t The letter is given in full in Davidson,

highness and to all your kingdom".

king of Benin was so great that I do not know how to describe likewise that of all his people; and he sent for them at once remained with him for one whole year in war. The priests an him of the embassy of your highness, and he replied to us tha very satisfied with it; but since he was at war, that he cou until he returned to Benin, because he needed leisure for suc mystery as this; as soon as he was in Benin, he would fulfill to your highness, and he would so behave as to give great ple

"The favour which the king of Benin accords us is due to his love of your highness; and thus he pays us high honour and sets us at table to dine with his son, and no part of his court is hidden from us but all the doors are open. Sir, when these priests arrived in Benin, the delight of the

4. Portuguese in Benin

"He (King Joao II of Portugal) was so occupied and so eager in these affairs, that his mind was never at rest, chiefly since he saw and enjoyed many things unknown to the classical writers on this part of Africa. And as a hungry lion, from whom the game hides fearfully in some thorny bush, which he prowls round and attacks on many sides, is wounded and hurt by the thorns, in entering and coming out, and tires of hurling himself upon the hidden prey — so the king, continually attacking on many sides this great bush of Guine, which until today had not been entered, exhausted by this continual expenditure of his wealth and also by the many worries arising from the affairs of the kingdom, especially at the time of the treasons, rested somewhat from this great zeal which consumed him". Hallett, Penetration of Africa, pp.64-65.

Note. This extract is taken from the history, Da Asia, by the sixteenth century Portuguese historian, Joao de Barros. Joao II reigned from 1481 to 1495.

3. Enthusiasm for exploration

her and sent her to the ship. My journey inland was indeed more to see interesting sights and obtain information, than to receive my dues. Note. This extract also comes from the Voyages of Cadamosto, edited by G.R.Crone, Hakluyt Society, 1937, pp.34-35.

Budomel: the kingdom also known as Cayor, whose ruler had the title Danel. The people of Cayor are Wolof for the most part.

Sasol discharge

11 after arrest

Star 27/1/80

152



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.

ultimate goods or objects of c
"expected-utility theorem", and
preference for uncertain condti
tion-stones: (1) the Von Neur
brium under uncertainty. This

ture has addressed the problems of decision and market equili-
In the past twenty years, however, an exciting new litera-
speculation, research, advertising, and even education.
world activities of the first importance -- among them insurance,
al certainty are completely inconsistent with observable real-
Much more fundamentally, models postulating behavior-
"representative" individual.
at the market level, thereby allowing the fiction of the average or
best the law of large Numbers operates to reduce the importance of uncertainty
help to a business man facing an actual marketing choice. At
sion-making situation means that economic theory is of little
nomic horizon. Such an unrealistic picture of the actual deci-
demand function, not merely in the present but up to the eco-
tently unreasonable -- for example, that the firm knows its
knowledge on the part of economic decision-makers that is pe-
ever-increasing precision, but models that presume a degree of
elements of economic reasoning have been shaped into models of
embarrassed silence, the problem of uncertainty. The central
Traditional economic analysis passes over, in more or less

UNCERTAINTY AND INFORMATION IN ECONOMICS

October 31, 1978

J. Hirschleifer
J. Riley

Workers

ignore

strike call

at Ford

Man
7/1/80

192

152
H/A

By Sieg Hannig, Labour Reporter
Efforts to bring all of the Ford Motor Company's workers in Port Elizabeth out on strike today, in support of the 500 men still on strike, have failed. Ford reported "one of the highest attendance figures" for the first day of work after a Christmas shutdown.

The black workers' apparent defiance of the latest strike call by the Port Elizabeth Black Civic Organisation (Pebco) also reduces the chances of successful boycotts of white shops and black schools in line with threats made at a Pebco meeting yesterday.

In addition to the good turnout, Ford reported that 120 to 150 workers were queuing to fill the jobs left vacant by the strikers.

By the end of last week 357 men had been signed up to replace the original 700 strikers. A total of 244 former strikers have broken the strike.

From today, Ford is signing on all suitable applicants after previously restricting employment to former strikers.

ASSISTANCE

Yesterday, in Orlando, the Southern Transvaal branch of the Azanian People's Organisation (Azapo) formed a committee to investigate ways of raising money to assist the strikers.

The Azapo committee will also find out from workers at other Ford plants if conditions at their firms were the same as at Port Elizabeth.

A report will then be sent to the executive committee for forwarding to the national executive for further discussion and approval.

200
CT 8/1/80
workers
sacked
after
pay
dispute

By RICHARD WICKSTEED
TWO HUNDRED Namaqualand
mineworkers were sacked
yesterday after they refused
to start work till their de-
mands were met for an
across-the board pay in-
crease

The mineworkers were em-
ployed on a large new lead,
silver, zinc and copper mine
at Aggeneis in the north-west
Cape

A spokesman at the Johannes-
burg headquarters of the
Goldfields mining company,
whose subsidiary, the Black
Mountains Mineral Develop-
ment Company, owns the Ag-
geneis mine, confirmed yes-
terday that 200 workers had
been sacked

Demand

"On Sunday night and Monday
morning black workers de-
manded across-the-board
wage increases. They were
told that they could either go
back to work and make re-
presentations through the
proper channels or they could
pack their bags and leave —
200 of them are on their way
home now," the official said

He said the workers were
guilty of "desertion" because
they had broken their con-
tracts and had not been paid
severance wages by the com-
pany

Workforce

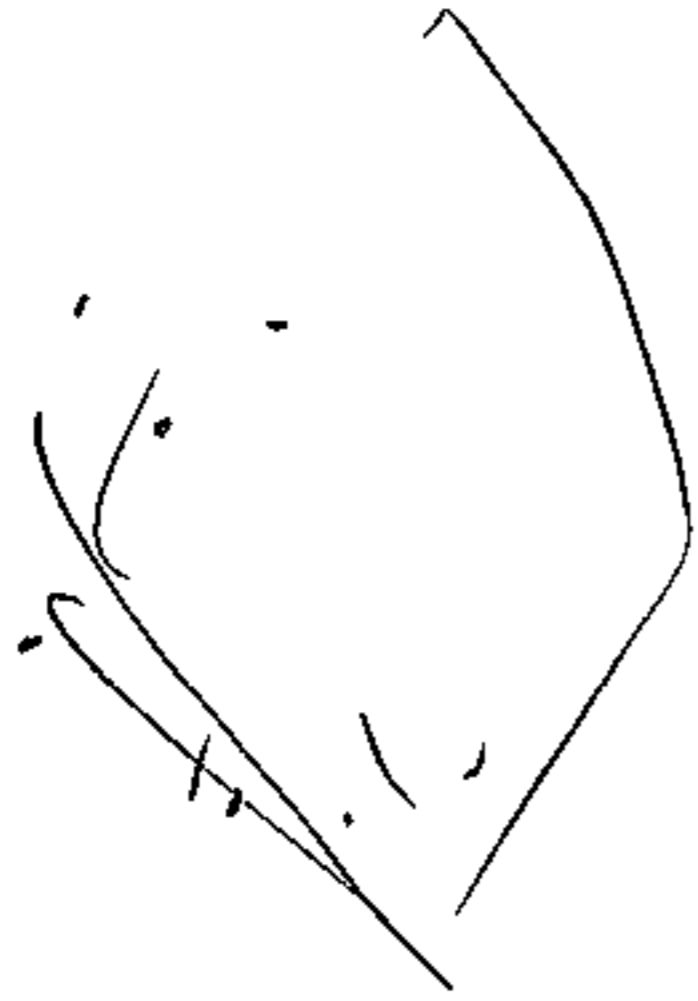
The rest of the 900-strong work-
force at the mine were back
at work yesterday

The official said he was unable
to supply details of the work-
ers' demands, and could not
disclose their salaries except
that they were "higher than
the minimum laid down by
the Chamber of Mines"

He said of the dispute "We
have this trouble every time
a new mine is opened — the
workers try to blackmail
management when they think
it is at its most vulnerable

"Every time we respond in the
same way, but it just hap-
pens again when a new mine
is opened"

The Cape Times was yesterday
unable to contact any of the
dismissed workers



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. Table II provides the proportional contribution of the major circulatory diseases for the whites, Asians, 'coloureds' and Africans. Whilst Ischaemic Heart Disease is the major Circulatory Disease in the white and Asian communities, Cerebrovascular Diseases are the major cause of Circulatory Diseases in the 'coloured' and African communities.

Similarly, if the Accidents, Poisoning and Violence category is examined

CT 8/1/80
Fish factory strike settled

Staff Reporter

THE STRIKE at the Sea Harvest fish factory in Saldanha Bay was finally settled yesterday after a marathon meeting between management and workers' representatives, an official of the Food and Canning Workers' Union (FCWU) said last night.

The two remaining points of conflict between management and the strikers had now been settled, a FCWU negotiator, Mr Oscar Mpetha, said late yesterday.

Mr Mpetha said Department of Labour representatives had attended the negotiations as observers.

He said the two outstanding areas of dispute resolved at the meeting — which lasted from early yesterday morning till 5 pm — were

- Whether workers were to be paid an extra weekly travel allowance, and

- Whether returning strikers were to be regarded as "new" employees

Mr Mpetha said the management agreed to pay workers commuting from Saldanha Bay and Vredenburg an extra R2,50 a week for transport costs. Hopefield residents would receive an extra R5 a week travel allowance.

The employee status of workers was resolved when management agreed to recognize previous service when considering leave privileges, he said.

"After long discussion, we agreed that those workers who had annual leave pending would be granted their full leave by the company and those who did not have full leave pending would be granted leave privileges on a pro rata basis."

The Cape Times was last night unable to contact Sea Harvest officials for comment.

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The 'coloureds' experience an interesting combination of 'developed' and 'underdeveloped' mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circu-

If interest is the relatively high mortality rates in the young and circulations, particularly in the indication of the proportion of the population in the urban areas. Mortality intermediate between Africans and Africans, on the other. mortality data as proportional information. Table I in the form of cause

ties. However, what is of interest is the ratios of the expectations of life for the three communities. At birth, the white Asian: 'coloured' ratios are 1.0,91:0,76 for males and 1:0,88 0,77 for females; at the age

of 45 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

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

(52)
Sasol put
off 11 jobs
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



... 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

CT 9/11/80
Petrol
bomb
attacks

Own Correspondent

PORT ELIZABETH — Petrol bombs were thrown at the homes of two Ford Cortina plant workers early yesterday

Brigadier E S J van Rensburg, Divisional Commissioner of Police for the Eastern Cape, said both attacks were aimed at Ford workers who returned to work on Monday. The first was on a house in Kwazakele where a petrol bomb set curtains alight. The second petrol bomb did not explode.

● Numbers are creeping up at the Cortina plant where another 20 former workers were back on the job yesterday

SAUD
(FOR)
1 cu
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3 T
Melt
and
to taste and chopped parsley.

Milkmen's strike delays East Rand deliveries

By Sieg Hannig
Labour Reporter

A three-hour strike by the 270 milk delivery men of Transvaal Dairies in Malvern East, Johannesburg, delayed deliveries to the East Rand

today. Mr S B Lombard, a director, said work stopped from 7 to 10 am. Home deliveries were affected and businesses were getting their milk late in Edenvale, Hillbrow, Malvern, northern Germiston and parts of Kensington and Kempton Park

Mr Lombard said there had been dissatisfaction with the works committee which had not conveyed workers' problems or had failed to convey them correctly. A major problem, which

was not conveyed until this morning, was a request for a pay increase

The management would discuss matters with a new works committee, now being elected from 14 people nominated by the workers

The election would be conducted by secret ballot, Mr Lombard said

In another dispute in the north-western Cape, 200 semi-skilled mine workers have been replaced at the Aggeneis lead, silver, zinc and copper mine after they demanded an across-the-board wage rise

The weekend dispute was the first at this new mine owned by the Black Mountains Mineral Development Proprietary Limited

A spokesman for the controlling Gold Fields Cementation Mining Company in Johannesburg said the men had been flown back to Umtata in the Transkei and replacements taken on.

"On Sunday night the men demanded an across-the-board rise without going through the legal channels," he said "They were told to get back to work or to leave"

Meanwhile in Umtata, the Transkei Development Corporation sacked 57 bus drivers, conductors and mechanics yesterday after a protest stoppage over overtime rates

"We intend making direct representation to the Government on this matter," a spokesman for the group said

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9/11/80
152
186

HOT BUTTERSCOTCH SAUCE

- 1 T SYRUP
- 2 T BROWN SUGAR
- SQUEEZE LEMON JUICE

Put butter, sugar, syrup into a pan and cook to a rich brown toffee, draw aside, add water carefully, then the lemon juice. Boil up sauce and pour onto custard powder, reboil till mixture thickens. Serve hot with ice-cream.

117

Mary Snelling, Ridgeworth

- 1/2 oz butter/margarine
- 1/2 pt warm water
- 1 d custard powder mixed with 1 T water

BRANDY SAUCE (For Steamed Puddings)

Make a white sauce with 1/2 oz butter, 1 oz flour, 1/2 pt milk, add 1/2 oz sugar and 2 t brandy.

118

K.W.V. Paarl

HOT CHOCOLATE SHERRY SAUCE (For Ice-Cream)

- 1 1/2 cups sugar
- 3 T butter
- 4 oz chocolate (melted)

1 cup cream
1/4 cup medium sherry
1 t vanilla

Mix sugar, butter, chocolate and cream in a saucepan. Stir until dissolved. Heat and boil for 7 minutes without stirring. Stir in sherry and vanilla. Remove from heat. Set pot over hot water until ready to serve.

HOT HONEY AND VAN DER HUM SAUCE (For Ice-Cream)

- 2 T honey
- 1/4 cup van der Hum

9 cherries finely chopped
4 walnuts finely chopped

Heat in a double boiler until very hot. Serve over ice-cream.

Ford officials ^{Star} 9/1/80 meet workers to seek settlement

PORT ELIZABETH — Senior Ford officials and representatives of the firm's dismissed Cortina plant workers met face to face today for the first time since the workers were dismissed after a walkout two months ago.

Attending the meeting was Mr Alan Lukens, United States Consul-General in Cape Town. Members of the Black United Automobile Workers' Union were also understood to be attending the talks.

Today's snap meeting follows a two day visit by Mr Lukens to Port Elizabeth, during which he had talks with the trade unions, Ford and the dismissed workers.

At today's meeting the workers were represented by Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose dismissal from Ford late last year sparked a mass walk-out until his reinstatement. Mr Botha himself then resigned in sympathy with workers after the mass dismissal.

Mr Botha was accompanied by four members of his workers' committee

while Ford were represented by Mr Fred Ferreira, Industrial Relations Director, and Mr Dirk Pieterse, Industrial Relations Manager.

Mr Botha said before the meeting that he regarded the new initiative as extremely hopeful.

He said the major stumbling block at this point was Ford's refusal to reinstate all the dismissed workers with their benefits.

Ford has consistently maintained that the dismissed workers must re-apply individually for jobs at the plant. At the last count 624 of the 700 dismissed Cortina plant workers had re-applied for jobs.

Meanwhile, the Divisional Commissioner of Police in the Eastern Cape, Brigadier E van Rensburg, today warned that police would act against intimidators who tried to prevent people from going to work.

WARNING

His warning follows yesterday's fire bomb attacks on the homes of two Ford Motor Company workers in Kwazakele and new Brighton.

Brig van Rensburg said the police had received several complaints of intimidation of black workers following a recent Pebco meeting at which it was decided to initiate a series of work stayaways next week.

The Pebco meeting also decided to hold a peaceful demonstration at the Walmer Township on Monday and black school pupils threatened to delay their return to school this term by a week. — Sapa.

(1404)
(159)
~~1404~~
~~159~~

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	<u>9,75</u>	4,44	<u>14,76</u>	<u>10,70</u>	<u>10,33</u>	<u>8,25</u>	4,61	<u>5,01</u>
65	<u>42,19</u>	<u>32,93</u>	<u>55,30</u>	<u>47,72</u>	<u>43,12</u>	<u>40,90</u>	<u>13,55</u>	<u>14,21</u>
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	0,06
1-4	0,01	0,01	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,00	0,00	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,01	0,01	0,01	0,02	0,00	0,01	0,01	0,01
45-64	0,02	0,02	0,03	0,03	0,06	0,04	0,01	0,03
65+	0,11	0,11	0,13	0,15	0,13	0,15	0,03	0,03
ALL	0,01	0,02	0,02	0,02	0,02	0,03	0,01	0,01
NO.	30	34	7	7	21	31	23	21

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,52	0,18	0,50	0,41	2,02	1,56	1,26	1,20
1-4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18
5-24	0,03	0,01	0,05	0,04	0,09	0,06	0,09	0,07
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
NO.	128	85	26	23	289	164	366	187

CAPE TOWN 5 9/1/80
Petrol bomb attacks

Own Correspondent

PORT ELIZABETH -- Petrol bombs were thrown at the homes of two Cortina plant workers early yesterday

Brigadier E S J van Rensburg, Divisional Commissioner of Police for the Eastern Cape said both attacks were aimed at Ford workers who returned to work on Monday. The first was on a house in Kwazakele where a petrol bomb set curtains alight. The second petrol bomb did not explode.

Numbers are creeping up at the Cortina plant where another 20 former workers were back on the job yesterday

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
1-4	0,22	0,28	0,90	0,69	<u>5,32</u>	<u>5,45</u>	<u>13,54</u>	<u>14,15</u>
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	<u>11,52</u>	<u>7,89</u>	<u>16,51</u>	<u>13,42</u>	<u>20,07</u>	<u>10,49</u>	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

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CAPE TIMES 9/11/80

Wage allegations denied

Staff Reporter

A SENIOR official at the Sea Harvest fish factory near Saldanha Mr H Kramer last night denied that workers at the factory - whose strike for better wages ended this week - had ever been paid R8 or R9 as had been alleged during the strike

This is absolutely not true,' Mr Kramer said. Turning to the strike settlement negotiated with the Food and Canning Workers Union Mr Kramer said he was glad that the union has finally come to accept that the settlement terms we had in mind all along are in the interests of the workers

RDM 10/1/80

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Workers reinstated as Ford strike ends

By STEVEN FRIEDMAN
Labour Reporter

THE strike which began in November at Ford's Port Elizabeth Cortina plant has ended

At a meeting yesterday, Ford management and worker representatives agreed on a formula to end the deadlock.

Ford has met the major demand of the striking workers by agreeing to "reinstatement of all former employees who wish to return to work".

The meeting was attended by representatives of Ford, the Port Elizabeth Black Civic Organisation (Pebco), the United Auto Workers Union and the United States Consul General.

Ford had insisted it would only re-employ the strikers

This would have meant these workers would have lost all accumulated benefits.

About 500 of the 700 Cortina plant workers refused to return to work unless they were reinstated and Ford has now agreed to this demand

However, one major worker demand has not been met — the strikers will not be paid the end of year bonuses which they lost when the strike began

The strike has been regarded as the most significant for some years because it demonstrated a new political militancy among black workers

According to a joint statement after the meeting, reinstatement will mean

- Former workers will be taken back at the same rate of pay as the rate earned before they left the company,
- Their eligibility for medical aid, pension and sick pay will

remain as it was before the strike,

● Their holiday pay will be calculated as before, and

● Bonuses will be accrued at the same percentage as before

Ford also agreed to reinstate all former Cortina plant workers by the end of this month "subject only to the availability of suitable positions"

The settlement has taken many observers by surprise. It was widely believed that the high rate of unemployment in the area would enable Ford to simply bypass workers who refused to return

Sources close to yesterday's meeting said that "both sides gave some ground", although observers point out the strikers have had their major demand met

in this river.
Bakery in Ob
d Roma - mace
balls, ribbon
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Umbutho ovi South African Council of Sports SACOS ucele onke amalungu awo nazo zokwe zikolo ezinoxibelelwano kunye nabo ukuba zixhase abo bagxothweyo de ba- phincis bageshwe. Yaye ak...

Umbutho ovi Western Province Traders Association uthe uza kuxelela onke amalungu awo ukuba angayithengi imveliso yalefektiri de bavume uthethathethwano.

inganelelwa. ...

batho ababenzisi mabaphinde bageshwe kungenjalo yonke imveliso yakwe Fatis & Monis U.S.A. kwat, Bellville Technical College, Peninsula Training College. Ababafundi University nakwano koligi, ababafundi kwe - 500. Ababafundi bavele kwezi zikolo yentlobo ngentlobo zokuxhasa ababenzisi kwivele-ephelileyo kubekho abafundi base Ayenda amanani abantu abazibanakanyi! Iyo nababenzisi abagwayimbelileyo. Kwenye

omyelwabo uthe "Silapha sonke yaye injongo zethu zinye."

Bala kuantu abamnyama xa bebemngaphandle kwelektiri. Ababenzisi bali ukwahlulwa, ngosuku lokuphila loqwayimbo indoda emele icala lomsebenzi izame ukubonisa abe- basebenzi bamnyama bame bem kwicala lababala ababathathe ngokuba bangabentakwabo. abantu bamnyama. Mangona batho bagrogiswa ngokugxothwe babuyele emphandleni aba Nangona ova bagxothweyo ingabantu bebala uninzi lwabo bagwayimbelileyo ngamagodka yabantu bayo lento kunyanzeleke ukuba kuphungulwe ababenzisi.

ne lw... lektiri! balula into yokuba omatshini ekusetyenzwa ngabo bathethe indawo ekusetyenzwe phantsi kwazo. Ilektiri leyo lalile oluthethathethwano amaphandla anika i-Union igunya lokuba benze uthethathethwano ngemeko ezibetele ngokuba Food and Canning Workers Union bathi abo bagxothweyo bebeyinile Ababafundi kubutho welunion onamalungu ayi 10 000 (amawaka alishumi) obizwa phuzu kwandla yaye ziya kwenza uphushululu efemini.

iyure... ngemini! Umphathi wefektiri leyo uthe ezizinto bazifunayo zingab- nonth... ethethwano lokuba kunyuswe imali ibeyi - 840 ngaveki yeyi - kusetyenzwe batho... uba bebengamalungu etrades Unions le union, be izama ikwenza uphando sebenzi... ebebesebenza nabo. Bathi unobangele wokugxothwa kwaba basebenzi ebe... South benogwayimbo. Into ebangele ukuba bagwayimbelileyo kukugxothwa kwaba- inyane ngoku sele izakuphela ababenzisi abangama - 88 bakwa Fatis & Monis efektiri

Ford, workers settle dispute

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152

PORT ELIZABETH — Agreement had been reached between the management of the Ford Cortina plant here and the company's dismissed workers, and all former employees who wished to return to work would be reinstated, a statement by the company and workers said yesterday

The statement was issued after a meeting between senior company officials and representatives of the dismissed

they received before they left. A company statement said the company would try to complete its reinstatement programme during this month, but this would be subject to availability of suitable positions

Assuming that former Cortina plant workers returned to work immediately, nobody other than former Ford employees would be hired this month

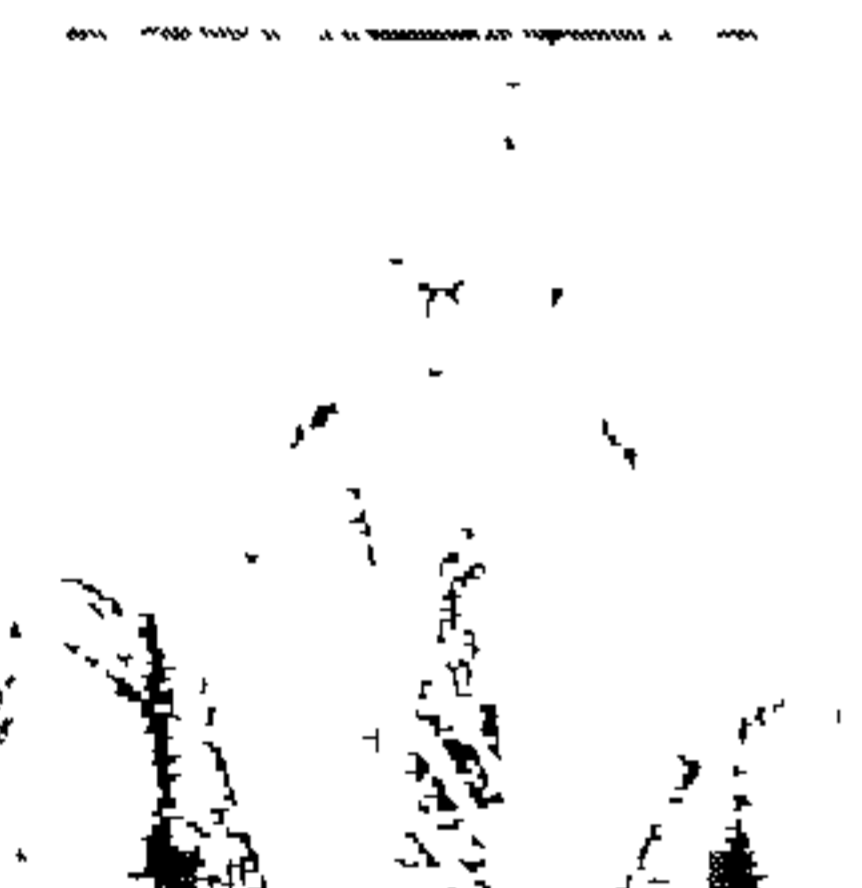
The workers were dismissed after a walk-out two months ago

The meeting followed a two-day visit by Mr Lukens to Port Elizabeth, during which he had talks with the trade unions, Ford and the dismissed workers

The workers were represented by Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organization, whose dismissal from Ford late last year sparked a mass walk-out till he was re-employed. Mr Botha then resigned in sympathy with workers after the mass dismissal

Mr Botha was accompanied by four members of his workers' committee. Ford was represented by Mr Fred Ferreira, industrial relations director, and Mr Dirk Pieterse, industrial relations manager

Meanwhile, the Divisional Commissioner of Police in the Eastern Cape, Brigadier E S J van Rensburg, yesterday warned that police would act against intimidators who tried to prevent people from going to work



Mr Allan W Lukens attended Ford meeting

workers. The United States consul-general in Cape Town, Mr Alan Lukens, was also at the meeting

The statement said the social situation in the city called for full employment and maximum production. It was in the interest of all parties concerned to reduce human suffering and to contribute to the prosperity and well-being of the area

At the meeting it was agreed that workers would be taken back at the same rate of pay

1. Department of Statistics (1977). Census of Hospitals and Establishments for In-Patients. 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). Bantu Deaths in Selected Magisterial Districts. Government Printer, Pretoria.

4. Bantu Deaths in Selected Districts. Government Printer, Pretoria.

5. Bantu Statistics 1976.

6. Bantu Deaths in Selected Districts 1974. Government Printer, Pretoria.

7. Bantu Deaths in Selected Districts 1975. Government Printer, Pretoria.

8. Bantu Deaths in Selected Districts 1976. Government Printer, Pretoria.

9. Bantu Deaths in Selected Districts 1977. Government Printer, Pretoria.

10. Bantu Deaths in Selected Districts 1978. Government Printer, Pretoria.

11. Bantu Deaths in Selected Districts 1979. Government Printer, Pretoria.

12. Bantu Deaths in Selected Districts 1980. Government Printer, Pretoria.

13. Bantu Deaths in Selected Districts 1981. Government Printer, Pretoria.

14. Bantu Deaths in Selected Districts 1982. Government Printer, Pretoria.

15. Bantu Deaths in Selected Districts 1983. Government Printer, Pretoria.

16. Bantu Deaths in Selected Districts 1984. Government Printer, Pretoria.

17. Bantu Deaths in Selected Districts 1985. Government Printer, Pretoria.

18. Bantu Deaths in Selected Districts 1986. Government Printer, Pretoria.

19. Bantu Deaths in Selected Districts 1987. Government Printer, Pretoria.

Ford to reinstate sacked workers

PORT ELIZABETH — For the second time in the two-month long labour dispute, the Ford Motor Company agreed yesterday to the mass reinstatement of hundreds of former employees

If former Cortina plant workers return to work immediately no other employment applicants will be hired until the end of this month

The deal was negotiated at a meeting between senior Ford officials and a five-member worker committee led by Mr Thozamile Botha, chairman of the Port Elizabeth

Black Civic Organisation.

In an interview last night Mr Botha said he saw yesterday's agreement as "a great victory of perseverance and true solidarity"

He said he hoped that all workers would be back by the end of the month. He said it was possible that some white workers would be unhappy about the reinstatement.

"We are not worried about them. We will behave ourselves. We have our victory"

However, Ford said the reinstatement was subject to the availability of suitable positions.

Also at the talks were Mr Alan Lukens, United States consul general in Cape Town, and members of the Black United Automobile Workers' Union

Reinstatement will include the following points:

- Workers will be taken back at the same rate of pay they received before they left.
- Pensions, medical aid and sick pay eligibility will remain as before
- Holiday pay will be calculated as before

with selected major categories of disease. Clearly, this is an entirely hypothetical 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 Neoplastic Diseases and Diseases of the Circulatory System in men, the 'coloured' community stand to gain most from measures 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.

ACKNOWLEDGEMENT

The writers wish to thank the Board of the Colonial Mutual Life Assurance Society for their generous financial assistance.

Dairy staff

RDM 10/1/80

back at work

(152)

Staff Reporter

THE entire work-force of 270 at Transvaal Dairies in Malvern East, Johannesburg, who refused to work from Tuesday night were all back at work by yesterday afternoon, a company spokesman said

He denied that the stoppage was over a pay dispute

"They have lost confidence in the works committee which had failed to convey their demands to management"

Some of the workers said their management had agreed to meet their demands for more pay

Ngubane, Fattis & Montis? Ufatiss & Montis yifektri enezimvali...
Raising flour, cake flour, bread flour, sifted
Philadelphia flour; Koeborg Mille pack
Fattis & Montis icecream cones, cake cups and wafers; Fattis
spagetti, shells, ribbons, rings, dilatines; Princess, Pick
The Roma - macaroni, spagetti, shells, ribbons, rin
Ultra Bakery in Observatory; Ultra Bakery in Somerset
in Etoria River.

Abantundi base U.C.T. bayenzile eyabo intangano bedonakalisa uhnye nabasebenzi.
Bacete ukuba imveliso zakwe Fattis & Montis zingathengwa okanye zingasetyenziswa.
Ufatiss & Montis uphikele ukuthi akukho ngakubo nakungavani kulefektri. Kodwa ke
lowo ngomhathi wem le uthi, ukhathazekile xa kusithwa imveliso yabo mayinga-
the ngabamnyama njengoko inkxaso enkulu ivela kwabo bamnyama. Abaphati bale
Fem nganye abasebenzi abangabanye ukuba basebenze endaweni y
ukuzo kuzokho imveliso, kodwa imveliso yehle.

Umbutho ovi South African Council of Sports SACOS ucele onke amalungu awo nazo
zokuba zikho ezinoxibelelwano kunye nabo ukuba zixhase abo bagxothweyo de ba-
phinda bageshwe. Yaye akufuneki bayithenge imveliso yale fektri.
Umbutho ovi Western Province Traders Association utha uza kuxelela onke amalungu
awo ukuba angayithengi imveliso yalefektri de bavume uthethathethwano.

Ayandi amant abantu abazibanakanyi leyo nabasebenzi abagwayimbelileyo. Kwenye
yeentlobo ezisokuxhasa abasebenzi kwivele ephelileyo kubekho abantundi base
University kwawo kolegi ababafundi kwe - 500. Ababafundi bavele kwezi zikho
U.M.T. bant, Bellville Technical College, Peninsula Training College. Ababafundi
bathengwe abenzi mabaphinde bageshwe kungenjalo yonke imveliso yakwe Fattis & Montis
ingathengwa.

Nangona ba bagxothweyo ingabantu bebala uninzi lwebo bagwayimbelileyo ngamagoduka
abanti bamnyama. Nangona batha bagrogriswa ngokugxothwa babuyele ephandleni aba
basebenzi bamnyama bame bem kwicala lababala ababathatha ngokuba bangabantakwabo.
Ngobuqela logwayimbo indoda emele icala lomsebenzi izame ukubhula aho-
bala kunobuqela abamnyama xa bebemngaphandle kwefektri. Abasebenzi balile ukwahlula
omnye wabo utha "Silapha sonke yaye injongo zethu zinye."

Abasebenzi kubutho welunion onamalungu ayi 10 000 (amawaka alishumi) obizwa
ngokuba ngobuqela abamnyama ababathatha ngokugxothwa babuyele ephandleni aba
basebenzi bamnyama bame bem kwicala lababala ababathatha ngokuba bangabantakwabo.
ekunye nezinye phantsi kwazo. Ifektri leyo ilale oluthethathethwano
ne union ibalula into yokuba omatshini ekusetyenzwa ngabo bathathe indawo
yabantu abo lento kunyanzileke ukuba kuphunjiwe abasebenzi.

phaziso kwindia yaye ziya kwenza uphushululu efemini.
iyunithi ngemini. Umphathi wefektri leyo utha ezizinto bazifunayo zinga-
noni ngakubo lokuba kunyuswe imali beyi - R40 ngevaki yay kusetyenzwe
bathengwe ngamalungu etrades unions le union, be izama ikwenza uphando
sebenzi bamnyama ebasebenza nabo. Bathi unobangela wokugxothwa kwaba basebenzi
ebebenzi bamnyama ngokugxothwa kwabo. Into ebangele ukuba bagwayimbelileyo ngamagoduka
fayansi ngokuba sele izakuphela abasebenzi abangama - 88 bakwa Fattis & Montis efektri

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64	0,92	0,42	1,60	0,72	1,31	0,67	0,80	0,68
65+	1,80	1,16	1,61	2,44	1,91	0,75	1,44	0,91
ALL	0,31	0,21	0,33	0,16	0,33	0,17	0,25	0,20
NO.	653	430	116	56	370	201	533	329

X DISEASES OF THE GENITO-URINARY SYSTEM

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,04	0,06	1,02	0,04	1,03	0,02	1,04	0,06
1-4	1,02	0,04	1,03	0,02	1,03	0,02	1,02	0,04
5-24	1,06	0,08	1,06	0,08	1,06	0,08	1,06	0,08
25-44	1,34	0,25	1,34	0,25	1,34	0,25	1,34	0,25
45-65	1,73	0,56	1,73	0,56	1,73	0,56	1,73	0,56
65+	1,10	0,08	1,10	0,08	1,10	0,08	1,10	0,08
ALL	1,03	0,08	1,03	0,08	1,03	0,08	1,03	0,08
NO.	203	130	203	130	203	130	203	130

Sasol fires 30 workers

JOHANNESBURG — About 30 men have been dismissed at the Secunda construction sites of Sasol 2 and 3 after being found in possession of stolen goods

About 60 lockers were inspected and between R6 000 and R7 000 worth of goods, mainly cigarettes and liquor was recovered, a Sasol spokesman said yesterday

He was commenting on allegations that many workers were being dismissed and that security men had broken into the men's lockers

The Sasol spokesman said feedback from the coloured liaison committee indicated that all but a small number of troublemakers were satisfied with the action taken against unruly elements following the pre-Christmas riots at the construction sites — Sapa

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
65+	0,02	0,01	0,00	0,00	0,00	0,00	0,00	0,00
ALL	0,04	0,02	0,03	0,04	0,04	0,03	0,03	0,00
NO.	87	43	9	14	50	33	54	47

XV CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

Ford relents

THE eight-week long dispute between Ford Motor company and the more than 500 dismissed workers was resolved yesterday.

Following a five-hour meeting the management of Ford agreed to reinstate all dismissed workers of the Ford Cortina plant still out on strike

Senior Ford officials and representatives of the dismissed Cortina Plant workers met face-to-face yesterday for the first time since the workers were dismissed after a walk-out two months ago.

Also at the meeting was Mr Allen Wood Lukens, United States Consul General in Cape Town, and members of the Black United Automobile Workers Union.

In a statement issued by Ford management and workers representatives after the meeting, it was stated that it was agreed that all parties concerned should meet and seek a solution.

The social situation in Port Elizabeth calls for full employment and maximum production. It is in the interest of all parties to reduce human sufferings and to contribute to the prosperity and well being of the area.

Furthermore Ford had been a leader in upholding the Sullivan Principles which encountered fair employment practices.

The statement goes on to say a meeting was held yesterday between representatives of management and labour. It was agreed that the company will reinstate former employees who wished to return to work.

- Workers will be taken back at the same rate of pay they received before they left.

- Pension, Medical aid, sick pay eligibility will remain as before.

- Holiday pay will be calculated as before and

- Bonus accrual rate will be at the same percentage rate as applied

Dismissed

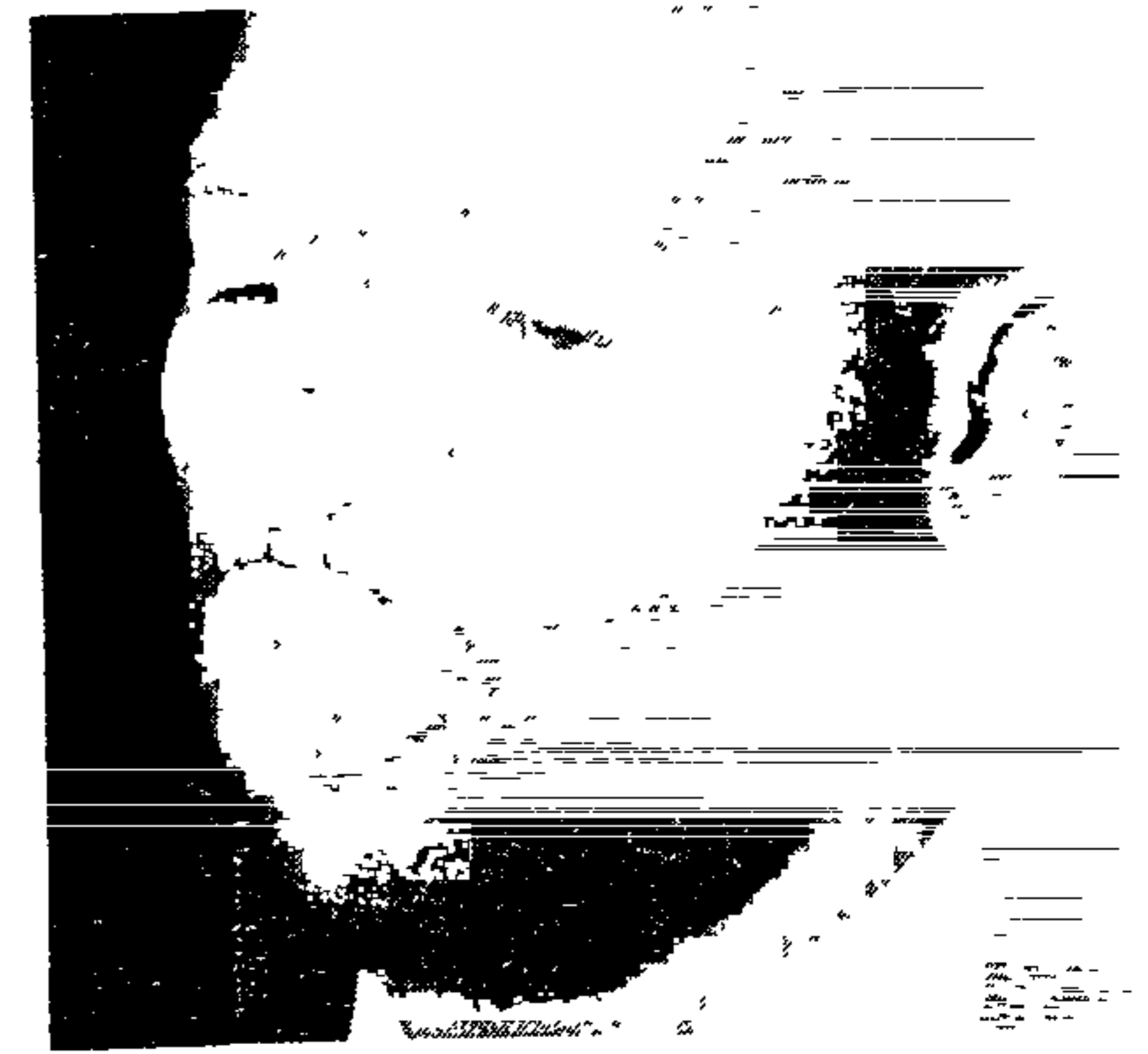
workers

to be

reinstated

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Mr Botha . . . agreement welcomed.

By MONO BADELA

ployees will be hired into this plant during this month.

The agreement has been welcomed by Mr Thozamile Botha, leader of Pebco, who headed a delegation of workers representatives. He told POST that bargaining has been hard and that assurance was made that all workers would be reinstated.

The management of Ford could not be con-

contacted for comment.

Mr Lukens, who initiated the talks, left after the meeting. He said he was happy that this has come to an end and said the long drawn out dispute had been a source of concern for his Government.

A spokesman for Ford Motor Company said 12 more former Ford Cortina plant workers applied for re-employment yesterday. This brought to 276 of the 700 dis-

missed workers who had re-applied for jobs.

The Trade Union Movement was represented by Mr George Manase, national organising secretary and Mr Johnny Mke, the Union's president. The parties shook hands after the meeting.

Mr Botha said that a meeting of the dismissed workers would be held today at the Holy Spirit Church in Kwa-zakhele at 10 am.

	M	F	M						
A	40,44	27,11	133,70	2,42	2,39	17,22	1,31	0,74	2,26
M	26,27	18,72	8,80	4,33	2,48	24,27	9,49	8,80	2,26
65+	92,20	82,93	96,90	26,27	18,72	24,27	54,55	8,80	2,26
ALL	8,03	5,51	14,62	4,33	2,48	24,27	7,40	8,80	2,26
NO.	2828	1967	16632	17,46	73,62	9,49	19600	15374	16632

- The company will endeavour to complete its reinstatement problem during this month subject only to availability of suitable position.
- Assumed that Ford Cortina plant workers return to work immediately.
- No persons other than former Ford em-

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(152)

10/1/80 ARGUS

Workers decide today on Ford deal

Argus Correspondent
PORT ELIZABETH —
 Dismissed Ford workers meet today to discuss the agreement hammered out yesterday between their leaders and Ford officials that allows for the reinstatement of all 400 sacked workers

Also today, Ford's industrial relations executive has begun discussions with representatives of the white Iron, Steel and Allied Industries Union (ISAIU) about the agreement reached between the

firm and its dismissed workers
 The developments follow a five hour session at which the dismissed workers led by Mr Thozamile Botha, came face-to-face with Ford management for the first time since the walk out two months ago
 The meeting — held in the presence of the Black United Automobile Workers Union executive and the US Consul General in Cape Town, Mr Alan Lukens — resulted in Ford agreeing to reinstate all the workers
 Ford's previous stand

was that all the workers would have to reapply individually for jobs at the firm's Cortina plant
 Among the terms included in the agreement, were
 ● Workers will be taken back at the wages they were paid before they left
 ● Pensions, medical aid, and sick pay benefits will remain
 ● Holiday pay will be calculated as before and
 ● Bonus accrual rate will be the same percentage as before
 The statement said it was in the interest of

all parties to contribute to the prosperity of the area.
 Ford undertook not to employ outsiders and to complete the reinstatement programme during January this year
 Mr Botha said yesterday that he was satisfied that the agreement would enjoy the support of the workers who have so far refused to re-apply for posts
 The workers are due to meet later today to discuss the agreement
 When Ford reinstated Mr Botha two months

ago after industrial unrest, members of the white union threatened strike action. Observers have not ruled out the possibility of a white worker backlash
 It is understood that Ford has come under increasing pressure from its US principal, activists and the US Government to settle the dispute between the company and the workers
 The series of industrial disputes which began at the beginning of November has cost the company at least 1400 lost units in production

Mortality rates greater than all of these major categories exceed those of

However, in this country disease classification despite the fact that system are comparable

broad category the Table II provides the diseases for the white

Ischaemic Heart Disease Asian communities, latory Diseases in

Similarly, if the African in greater detail, ity in whites, 'coloured' the white community

cide. For African The expectation for 'coloureds' is sum

an expectation of 1 large measure of mortality for women 1

ties. However, white life for the three ratios are 1:0,91.0 of 45 these are 1 0

The 'coloureds' are males and females, infant mortality rate Asian females have

communities, which at 0 and males at women have the high digestive, genitourinary contribute to this

Fig. 7 summarises the at birth subsequent

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The 'coloureds' experience an interesting combination of 'developed' and 'underdeveloped' mortality with a high death rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively large number of symptoms and ill-defined conditions, particularly in the African community (22,5%). This provides some indication of the provision and utilisation of medical services to Africans in the urban areas. In general, the Asians have a spectrum of mortality intermediate between the whites on the one hand and the 'coloureds' and Africans, on the other.

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

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

By STEVEN FRIEDMAN
Labour Reporter

THE settlement of the strike at the Ford Motor Company's Corluna plant in Port Elizabeth earlier this week has opened a new chapter in South African labour relations most observers agreed yesterday.

They said the strike and others elsewhere recently highlighted a new militancy and solidarity among black workers. That the workers' chief demand — for reinstatement — was met indicated that management were being forced to come to terms as never before with black worker aspirations.

A major reason for the change was that black workers had more skilled jobs making it more difficult for them to be replaced.

Black workers have shown that they are determined to stick together to demand a better deal — and they are doing

so more successfully than at any time in the past, said one observer. If the Government and employers don't get to grips with this the conflict will simply grow.

The settlement ended a confrontation which began in November when all 700 workers at Ford's Corluna plant lost their jobs after strikes.

Despite high unemployment in the Eastern Cape, about 500 of the workers refused to go back until they were all reinstated. Ford insisted they could return to work but would lose all their accumulated benefits. The workers rejected this and held out for much longer than most observers believed likely.

That in itself was unusual — few strikes by black workers in recent years have lasted longer than a few days. What made this strike even more unusual was that Ford finally agreed to reinstate the men.

Ford strike reveals new black worker power

1532

In the past, the high rate of black unemployment and job colour bars which forced a low level of skill on them had weakened their bargaining position. Employers could ignore them and hire new labour after strikes.

Employers have also been able to fire striking workers because South African common law allows them to. The law says striking workers have broken their contracts and have no legal right to their jobs. In Britain the employment contract of a striking worker is deemed to be 'suspended' which means he retains the right to his job.

One source said: 'The common law makes any strike right conferred by other laws mean-

ingless. It is this which black workers are, in effect, successfully challenging.

So for black workers to stay out for more than two months — and then see their major demand met — is evidence enough of a new atmosphere. But Ford is not the first such case.

Last year workers at Fattus and Morns stayed out for more than six months and eventually won reinstatement. And only this week workers at the Sea Harvest factory at Saldanha Bay were reinstated after a strike — and won a wage increase.

The Ford dispute was unusual because it saw black workers falling behind a community political organisation in a

factory floor dispute. Most of the workers were members of the Port Elizabeth Black Civic Organisation (Pebco) and the unrest began over an incident involving Pebco's leader, Mr Phozamhe Botha.

It also took place at a company with a reputation for enlightened labour relations — Ford recognises a black union and dealt with it throughout the strike.

While many employers still hope to avoid dealing with representative black trade unions, Ford faced a problem one step down the road — black workers turning to political organisations because they felt the union was not doing enough for them.

But why did the Ford work-

ers, and others win reinstatement? In the Ford case the workers had an advantage because Ford is a multinational corporation with an approach which most unions accept as enlightened and its American management is obviously concerned about repercussions in the United States.

The US Government was also more interested in the issue than foreign governments have tended to be in the past. In a rare development the US consul-general, Mr Allen Lukens, was involved directly in trying to secure a settlement, and diplomatic sources confirm that the US Government took a direct interest.

But observers point out that South African companies, with

as Sea Harvest and Fattus have also settled with striking workers.

Part of the reason for that may lie in the growing influence of the black consumer Fattus and Morns faced a consumer boycott and Pebco threatened to broaden the Ford issue by launching a boycott of white businesses.

Also the rise of codes of labour conduct and because man employers are anxious to be regarded as enlightened by black workers, has made many managements think twice about taking a hard line.

But the key reason observers believe lies in the growing skills black workers are acquiring as job reservation begins to decline. Replacing striking la-

bourers is a 'fairly easy matter' — replacing skilled workers is not.

It takes training time and money to replace skilled workers. Nowhere is this more evident than at Ford where workers are doing complicated jobs, a labour expert said.

This trend has implications for official labour policy. Black workers may have been admitted to official bargaining channels for the first time but they have been included in a system that many believe unworkable.

The present bargaining system is extremely legalistic and channels trade union activity through a large amount of red tape. Controls on union activity are numerous and it is particu-

larly difficult for unions to operate effectively on the factory floor, where strikes begin.

While the Government and employers insist that this system has ensured industrial peace, critics believe it will not be able to do so for much longer.

The system worked marvelously when it catered for unions who represented relatively privileged non-black workers. But it can't cope with real conflict, one said.

Already sources in Port Elizabeth report employers are approaching trade unions and asking them to handle problems outside the official industrial council system.

Observers also believe that employers will have to reassess their attitude to black unions. Many employers are now trying to deal with unions which enjoy little worker support and are inactive on the factory

floor. The Ford case indicates that this simply won't work.

A 'same union may tell the boss what he wants to hear — but it won't be able to persuade workers to handle problems through negotiation — or to raise the problems before the problems arise,' says a labour source.

And at the same time officials of the black union at Ford have conceded that they will have to improve communication with their own members to ensure that problems are channelled through the union and don't lead to wildcat action.

But most labour experts agreed on at least one point yesterday. South Africa's ability to avoid massive conflict in the 1980s depends entirely on the willingness of both the Government and employers to accept the reality of strong black trade unions, and agree to deal with them.

FORD DISPUTE

The curtain falls

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21
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It's back to work at Ford Management has acceded to the demands of those workers who were staying out and standing fast on their demand for full reinstatement, not simply re-employment

Wednesday this week a meeting between management, the union, and other worker representatives, led by Pebco's leader, Thozamile Botha, brought the two month dispute to a close. It was agreed that all former Cortina plant workers, who wanted to return, would be reinstated. Previously, Ford has taken the position that workers who had lost their jobs in November would only be re-employed, forfeiting their benefits.

The agreement specified the following

- Bonuses will accrue at the same percentage rate as applied before,
- Medical aid, pensions and sick pay eligibility will be the same as before,
- Employees will be taken back at the rate of pay they were getting before they lost their jobs, and
- Holiday pay will be calculated as before

In essence, for all these benefits, service will be viewed as unbroken

The agreement also stated. "The company will endeavour to complete its reinstatement programme subject only to the availability of suitable positions," and only ex-Cortina plant workers will be hired in January. A Ford spokesman says the hundred or so workers taken on who are not previous Ford workers will not lose their jobs. But if all Ford employees want to return, Ford is going to have to find positions for the new employees in other plants. If it can't, it appears that some Ford workers will still be jobless after January.

Ford's dilemma

The resistance by 450 Ford workers against returning to work placed Ford in a dilemma. Labour experts highlighted this before agreement was reached. Said one "For the sake of good industrial relations, Ford must resolve the issue. If the company is reasonable, it will reinstate the workers." Said another "Reinstating may be seen as losing face. So Ford may want to demonstrate its managerial prerogative."

Adding to the dilemma was the outside support being rallied together for the workers. A mass meeting on Sunday saw the Port Elizabeth Black Civic Organisation pass a resolution for a temporary boycott of white business, though no dates were set. At the same meeting, black students announced that, in protest against Ford, local students would return to school a week late. And Azapo pledged to help raise money for the workers. This sort of support, observers note, is a weap-

on that is likely to be increasingly used in industrial disputes

Observers add that the breakdown in communication between the Ford workers and their union has important implications for both unions and management. As put by one "Ford illustrates beautifully the need for strong, representative trade unions, and that harmony cannot be achieved via the Sullivan employment code without trade union involvement in it. Unless management commits itself to good-faith bargaining with truly representative unions, there is likely to be more unrest."

And, they say, the Ford saga also points to a growth in worker unity and a greater awareness among workers of their bargaining strength. Success in holding out will give impetus to this.

The Ford workers' resistance cannot simply be seen as a group of workers stubbornly supporting a community leader. This essentially became an industrial issue, for it brought into question SA legislation on a worker's right to withdraw his labour. In terms of civil law, if a worker withdraws his labour, legally or illegally, his contract of employment is broken. It appears that workers are now prepared to strongly contest this.

SEA HARVEST DISPUTE

Nets mended

152 139
247 214/22

Troubled waters at the Sea Harvest fish factory in Saldanha Bay have calmed

On December 17 some 600 employees walked out in protest over wages — the lowest was R20.50 a week plus a R2 attendance allowance, against the Wage Board's minimum of R17.40 promulgated in July last year and a R32 average for the firm. Asserts Jan Theron, general secretary of the Food and Canning Workers Union: "The board is partly a villain of the piece. In April 1978, when the board started investigating wages in the fish industry we asked for substantial improvements in wages and working conditions. Their response was to bring out minimum wages just below those which Sea Harvest was paying at the time.

In November the workers walked out for a day claiming a straight R30 a week minimum. Management came back three weeks later. According to Theron workers were told they would fall within one of four grades, with the minimum wage for the lowest grade still R20.50. In addition, says Theron, which grade a worker fell into depended entirely on the discretion of management. All this was unacceptable to both the union and the workers."

Sea Harvest's MD Eckart Kramer, denies this. The average wage, he says, is R32, and only 8% of workers are on the minimum. He says the two basic minimum wages — R23 a week for less than six months' experience, and R25 for more than six months — which the union agreed to and which brought an end to the work stoppage were announced a week before the December walkout. Retorts Theron:

"That's nonsense. I was at the meeting and took down notes on the proposal of R20.50 for unskilled labour."

Sea Harvest has also agreed to pay employees staying in Saldanha Bay and Vredenburg R2.50 a week for transport costs and R5 a week to those in Hopefield. And for weekend travel, the firm will pay for transport. Previously, it subsidised

Financial Mail January 11 1980

hired transport by 50%, deducting the other half from employees' wages. "This is a substantial improvement," says Theron. "Under the subsidised scheme, those who lived in Hopefield were penalised for living further away from work."

Police search for fourth Pebco man

Own Correspondent

PORT ELIZABETH — Three top Port Elizabeth Black Civic Organization (Pebco) officials, detained here on Thursday night, were being held under the General Law Amendment Act, the Divisional Commissioner of Police in the Eastern Cape, Brigadier E S J van Rensburg, said yesterday

Brigadier Van Rensburg said last night that Mr Thozamile Botha, chairman of Pebco, Mr Mono Badela, a Port Elizabeth journalist, and Mr Phalo Tshume, Pebco's secretary, were being held under Section 22 of the act, which allows for detention for questioning of up to 14 days. He said police were looking for a fourth member.

Brigadier Van Rensburg said Mr Botha, Mr A Hole and the vice-president of Pebco, Mr V Conywa, were arrested by security police at 6 45 pm on Thursday before a Pebco meeting in Walmer township. Mr Hole and Mr Conywa were released the same night after questioning. Mr Tshume and Mr Badela were picked up in the township the same night.

Police vehicles were stoned and police used tear-gas to stop the disturbance in the township on Thursday night, Brigadier Van Rensburg added.

At 8 30 pm a bus from Port Elizabeth Tramways was stoned and six windows were broken, injuring a Mr Matthew Misi. Between 200 and 300 people surged around the bus and stoned it. Police used tear-gas and fired shots from shotguns to disperse the crowd, Brigadier Van Rensburg said. He said police would not tolerate violence and people flocking together in unlawful gatherings.

Law 2 - 10.50 a.m. - 10
Education 10 - 10.50 a.m. - 10
French I 10 - 10.50 a.m. - 10
then they will go to their
office. They will be
serving drinks.

Monday, 19th February (Course Intensive ruins at Kumbi-Saleh in south-site of the Muslim town at the capital
Librarians have revealed the remains of a mosque
Public Adm. " "
Religious " "
Speech and " "
French/Ita " "
Political right of one dinar of gold on each donkey-try, and two dinars on each load of salt carries a duty of five mitqals and a load of the best gold in the country comes from a journey from the capital in a by negroes and covered with villages. All the empire belong to the the gold dust that everybody would become so abundant as

10 - 12.00 p.m. gold weighing between 4.25 and 4.725 grams.

The dinar was a gold coin equivalent to one mitqal. Chiaru possibly lay in the country later known as Bambak between the rivers Senegal and Faleme.

Venue	Lecture	Time
Room B. 114	African Languages	9 - 9.50 p.m.
Beattie Theatre	Religious Studies	8 - 8.50 p.m.
Beattie Theatre	Sociology	5 - 5.50 p.m.
Beattie Theatre	HISTORY KANEM	4 - 4.50 p.m.
B. 106	Call	3 - 3.50 p.m.
1. Divinity King	Librarianship	2 - 2.50 p.m.
Beattie Theatre	Political Science	2 - 2.50 p.m.
Beattie Theatre	They exalt their king and instead of God they imagine that he does not eat...if any of his subjects meet the camels which carry his food secretly to the palace, they kill them. Their religion is the worship of their kings, for they believe that their life and death, sickness and health	9 - 9.50 a.m.
	Social Anthropology	
	Muhallabi, 985 A.D.	

2. Diplomatic contacts with North Africa (Course Intensive) Saturday 17th February

Then come the people of Kanem, a very large population among whom Islam predominates... Their rule extends over the countries of the desert as far as the Fezzan. Since the founding of the Hafsids dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D.1257) the Sultan al-Mustansir received a rich present from one of the kings of the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to him was a giraffe, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

From the Khadim (1322-1406) History of the Berbers to the Dean, Faculty of Arts, University of Cape Town, Private Note... Fezzan lies in the Central Sahara, between Tripoli and Lake Chad. The Hafsids dynasty came to power in Tunis in the thirteenth century. payable to the University of Cape Town, for the Registration Fee (R7.00) and the Residence Fee (R13.00) if applicable.

together with a crossed cheque or postal order made
Please complete and return the enclosed Registration Form 6/3

PE arrests — Carter called in

Weekend Argus Bureau

WASHINGTON. — The United States Government has stepped into the controversy generated by the labour unrest at the Ford Motor Company plant in Port Elizabeth — and the subsequent arrest of the black strike leaders.

A State Department request for information on the arrests and for a delegation led by the Rev Jesse Jackson to be allowed into South Africa to investigate the situation has been referred to the South African Embassy in Washington.

Delegation

Mr Jackson met the South African Ambassador in Washington, Mr Donald Sole, on December 1 and asked if he could lead a seven member delegation to South Africa.

The request was subsequently rejected by Pretoria.

Meanwhile, Mr Jackson sent a telegram to President Carter asking for an urgent meeting to discuss the situation and for help in getting permission to take the delegation to South Africa.

Mr Jackson said he met President Carter at the White House yesterday.

The President assured me of his concern and made it possible for me to meet the Secretary of State, Mr Cyrus Vance, said Mr Jackson.

Unrest

Unrest broke out in Walmer black township on Thursday night after the detention of the leader of the Port Elizabeth Black Civic Organisation (Pebo), Mr Thozamile Botha and two other of his executive committee. They were detained under the General Laws Amendment Act.

Police used teargas and fired shotguns and last night buses were stoned in black townships.

A Security Police spokesman said the officials were still in detention. He could not say when they would be released.

SUNDAY POST

The PE arrests — very strange case

THE arrest this week of Pebco's Mr Thozamile Botha and Mr Phalo Tshumbe, and SUNDAY POST journalist Mr Mono Badela, is particularly disturbing for reasons besides the purely ethical.

The arrests came the day after Mr Botha and his followers had successfully negotiated the full reinstatement of the striking workers at Port Elizabeth's Ford factory and thus brought about an end to the months-long strike.

Mr Botha used no underhand strategy. No bombs were planted on Ford's premises, their offices were not hijacked, and no gun was held to the head of any senior executive in order to force acceptance of the strikers' demands. His dealings were confined strictly to discussion round a table.

How can this be followed by him being detained to face criminal charges? It does not make sense.

The reason given by police headquarters in Pretoria was that the arrests had followed "weeks of unrest, stone throwing, petrol-bomb throwing, and similar illegal acts".

But it sounds very weak. If it were true, why was action not taken before now? And, more puzzling is why were these men arrested the very day after the negotiations which led to the workers' reinstatement and the end of the strike? To say that the latter was coincidence is simply not convincing.

The case is made even stranger by the fact that at this very delicate stage in South African politics, black-white politics especially, such action against men who have meticulously restricted their activism to within the law is nothing short of political insanity.

Whatever the authorities may be, they are not fools and must have known the possible consequences of arresting the three men at this time. So why did they do it?

There is no evidence that any of the three, or even Pebco itself, has been involved in subversive activities.

Whatever may be contained in files the security police may have on Pebco and its members is — as far as the

public is concerned — irrelevant. Such files would never be made public and what the public does not know it does not care about.

It is one thing to harass those who deliberately set out to ruin society. But what the public sees in these actions is the harassment of people who have not only demonstrated their willingness to abide by the law but also who have contributed considerable benefit to the local community by bringing about an end to the Ford strike to the workers' advantage.

The facts of the strike itself and that the strikers would not be lulled into going back to work unless their demands were met must have been as acutely embarrassing to Ford.

It must have been a difficult situation for the South African Government also although Ford does South African business, South Africa needs Ford's investment more in short, it boils down to a question of money — a great deal of it. And a great deal of money was being lost every day the strike continued.

It was clear that the strike had to be ended, but the workers would not return to work unless it was on their terms. So Ford was left with no alternative but to concede their demands.

Ford no doubt took what they considered to be their share of the credit for ending the strike and probably felt that they had done South Africa a favour by helping prevent the spread of labour unrest to other areas — not that there had been any sign of that.

Now the question arises as to what extent the arrests of Mr Botha, Mr Tshumbe and Mr Badela were a kind of revenge rather than having to do with suspected illegal actions?

Is it not possible that if they can be shown by a court to have been working to destroy the institutions of democracy and capitalism the tables would be turned? Ford and South Africa would then become the victims. Strikes would be restored and there would no longer be any danger of a halt in cash flow.

US enters row over PE detentions

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13/1/80
S. Post

THE United States Government has stepped into the controversy generated by the recent labour unrest at the Ford plant in Port Elizabeth and the subsequent arrest of three black leaders.



Jesse Jackson . . . turned down, but trying again.

The State Department has asked for a delegation headed by the Rev Jesse Jackson to be allowed into South Africa to investigate the situation at Ford.

In an official request to the South African Embassy in Washington, the State Department has also asked for more details on the arrests.

Refused

Earlier this week Mr Jackson was refused permission to visit South Africa.

After the arrests Mr Jackson spoke to President Carter.

"The President assured me of his concern and made it possible for me to meet the Secretary of State, Mr Cyrus Vance," said Mr Jackson. The

TURN TO PAGE 2

US PRESS
ROW ON PE
DETENTIONS

State Department action followed

Two of the detained men are leaders of the Port Elizabeth Black Civic Organisation - Mr Theophilus Mkhabela and Mr J. P. Mkhabela.

The other detainee is Mr M. H. Mkhabela, a member of the National Union of South African Workers and chairman of the Port Elizabeth branch of the African National Congress.

Security Police head quarters said the detention was a result of unrest since the three men had been active in similar activities.

The men are being held under the Internal Security Amendment Act by the Security Police in Port Elizabeth.

Mr Mkhabela is expected to appear in court tomorrow. It could not be confirmed if Mr Mkhabela will appear in court.

Mrs Vivian Mkhabela yesterday said she had not been notified that her husband was to appear in court.

President Carter
She said he had been refused permission to give the detainees a change of clothing at the Sunland Correctional Centre in July.

She told the man in charge was not present and that she would have to go back on Monday to change his clothes. She said she was not allowed to see him.

After the arrests police were feared to disperse other groups in Port Elizabeth and Walmer townships.

Meeting

The Pebco executive then called a meeting to discuss the situation. After the meeting a spokesman said it was decided to recommend that

The demonstration planned for tomorrow as a protest against the proposed removal of the Walmer residents to Zulu should be called off.

The proposed stay-away from work tomorrow should also be called off.

A boycott of white shops should not be considered at this stage.

The spokesman said Pebco executives condemned the detention of its leaders. "We feel the arrest of the people was an attack on Pebco."

some of these arguments were mentioned by the 1944 Gluck National Health Service (reported by Kanis, Ch.8). The ed that health care in South Africa should be related to an to supply and demand, that there was an over-emphasis on a comprehensive approach; and that externalities (e.g. ion) would make it worthwhile for the state to intervene tive measures. Various alternatives to the market are is sceptical about all of them, and suggests that relief ganisations to fill in the gaps (as in the collection of y to be more effective than government provision. He only those aspects of medical care in inelastic demand st prone to 'moral hazard') should be subsidised or prov illnesses would qualify first.

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Pebco deplored violence, the spokesman added. Any violence that might have taken place at Walmer township was without Pebco approval. SUNDAY POST Correspondents, Sany
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STRIKERS' VICTORY OVER STRAY UNION WAGES

POST 13/1/88

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THE STRIKERS' VICTORY OVER STRAY UNION WAGES

By the Wage Determination Board for the Fish Industry

Workers interviewed by SUNDAY POST claimed that before the strike they frequently worked a 12-hour day seven days a week, with no getting over-time pay.

"We work from 7 am till 7 pm for seven days a week when the fish come in. But when we get our wage packets, the money is so little that we don't know what we've been working for," said one of the workers, who did not wish to be named.

Many of the women who are the sole supporters of their families said they could not afford to feed their children properly out of the money they received.

"I must see that they eat from the wages I get but sometimes this is not possible. How can I send my children to bed with empty stomachs?" said another

worker.

The managing director of the factory, Mr H Kra-

mer denied world allegations that they were not paid extra for overtime work.

He also denied reports in local newspapers that some of his workers were paid R9 a week.

"Our company has at all times acted in accordance with the regulations laid down by the Wage Determination Board for our industry," he said.

However, Mr Oscar Mpethe, an official of the Food and Canning Workers' Union — which was also involved in the recent Fatis and Meris dispute — said that his union had ignored wage determinations during negotiations because wage levels set down there were too low.

"The wage set for female workers in the white fish industry is R18. This is ridiculously low," he said. — SUNDAY POST correspondent.



FLASHBACK: Fatis and Meris workers conclude their return-to-work agreement with management . . . the Food and Canning Workers' Union resolves another industrial dispute.

152 HA 148A

Angry crowd calls for release of Pebco leader

CT 14/1/80

Own Correspondent

PORT ELIZABETH — A crowd of about 6 000, who attended a mass meeting of the Port Elizabeth Black Civic Organization (Pebco) in New Brighton, yesterday called for the release of detained Pebco leader, Mr Thozamile Botha

Mr Botha and two other Pebco officials, Mr Mono Badela and Mr Phalo Tshume, were detained last Thursday

The chairman of the meeting, Mr Mbuzeli Ngani, made several appeals for silence as cries of "Release Botha He did not commit a crime" and "Why were our leaders detained?" rose from the angry crowd that packed the Rio cinema

Police patrolled the area around the cinema, but there were no incidents

Demonstration, stay-away cancelled

Mr Ngani told the crowd the Pebco executive had decided that

- The demonstration planned for today as a protest against the removal of Walmer residents to Zwide, had been called off because the East Cape Administration Board tour of Walmer and other townships had been cancelled

- The proposed stay-away from work today had also been cancelled

Mr Ian Sogoni, Pebco's treasurer, told the crowd that a meeting would be called within 14 days to decide what should be done about the detained Pebco leaders

He said the three men were detained under Section 22 of the General Law Amendment Act, which allowed for detention of up to 14 days

A spokesman for the Ford workers reported back on a meeting between their representatives and Ford management, where it was agreed to reinstate the workers He said workers would like to see those who had been dismissed, being reinstated first. Most people who attended the meeting wore tribal dress.

Undesirable short-cut

THE trouble with police enjoying vast, effectively unlimited, power to detain without trial is that they come to use it almost as a matter of course. Instead of the usual careful investigation leading eventually, perhaps, to charges and an immediate appearance in court, it becomes the easiest thing in the world simply to grab someone for questioning, either on suspicion or because some information has come to hand.

This short-cut procedure is the hallmark of a police state. It happens, tragically, to be the road down which South Africa has been taken.

The latest episode has occurred in Port Elizabeth. Just as the Ford strike, after many weeks of tension and argument, had reached the point of an agreed settlement, the Security Police arrested three leaders of the Port Elizabeth Black Civic Association — among them Mr Thozamile Botha, the man who played a prime role in bringing about the settlement. Not only that, but the return of dismissed strikers to

their jobs, which began yesterday, was to have been under Mr Botha's aegis.

It is fortunate for South Africa that Ford workers and people in Port Elizabeth have reacted with such restraint. The police action, occurring when it did as Mr Botha and his fellows were about to enter a meeting, was provocative and could easily have resulted in people responding with far more dangerous emotion than has been the case.

Exactly why the three men were arrested is still a mystery. A reported police explanation, which refers to weeks of unrest, stone-throwing, petrol bomb attacks and similar illegal acts, does not answer the basic question, if people are suspected of wrongdoing, why not full investigation — and then immediate charges and court appearances?

Heaven knows there is no shortage of "security" laws under which charges can be brought — in itself a commentary on the state of our nation.

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PE back to normal

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PORT Elizabeth returned to normal yesterday after a tense weekend during which several police vehicles were stoned and a hall set on fire in Walmer township.

Buses were running as normal as the residents of the city's black township apparently heeded the call by the Port Elizabeth Black Civic Organisation not to go ahead with a proposed general strike.

In Walmer Township — earmarked for a peaceful demonstration yesterday against the township's proposed destruction — the situation was reported calm although police apparently maintained a high profile

Ford workers also responded to the agreement reached recently between their leaders and management and yesterday the first twenty five dismissed workers reported to Neave plant for reinstatement

The calm in the township follows a decision by the executive of Pebeo to call off the general strike and the Walmer demonstration after the cancellation of an administration board tour through the township yesterday

Brigadier E S J van Rensburg, divisional commissioner of police in the Eastern Cape, described the weekend as "relatively calm"

A Port Elizabeth tramways bus was stoned in Kwazakele on Friday night causing minor damage to bodywork and breaking eighteen windows

The Vactory Hall in Walmer township was also set on fire but the fire brigade extinguished the fire before much damage was done to the wood and iron building

Police vehicles were stoned in two separate incidents in New Brighton and Walmer At one stage

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Who are Fattis & Monis? Fattis and Monis is the factory following products: All Record flour products including flour, Bread flour, Sifted flour, Unsifted flour, Wheatie products with the Fattis & Monis brand name including cake cups, macaroni, spaghetti, large & small shells, ribbon, plain and green, rings and dilatines; All the above under the following brand names: Pick 'n Pay, Pot o' Gold Roma; Philadelphia flour and Koeborg Milla pack mealie meal control a number of bakeries including Wrench Town Bakery Good Hope Bakery in Bliste River and Bitra Bakery in Somers

Fattis & Monis insist that there is no dispute. However says he is worried about the calls for a boycott of the blacks as much of the factory's trade is with blacks. The production going by employing scab workers in the place However production has been slowed down.

At a meeting at U.C.T. over 500 students supported a call Fattis & Monis products.

The South African Council of Sport (SACOS) has called on schools affiliated to SACOS to support the call for reinstatement and a boycott of the factory's products.

The Western Province Traders Association says it will in to sell the factory's products unless there is negotiation

Moves of solidarity with the striking workers are increasing last week more than 500 university and college students meeting last week more than 500 university and college students Peninsula Training College and Bellville Technical College be reinstated and for a boycott of Fattis & Monis products

Although those dismissed are "coloured", more than half African contract workers. In spite of the threat of being Homeands, the African workers have stood firm with their sisters. On the first day of the strike men from the Department of Coloured & African workers who had gathered separate workers refused to be separated. One said, "We were all

Officials of the 10 000 member union (the Food & Canning dismissed men had signed a document giving the union rig conditions. The factory has refused to negotiate with them were replaced by machinery and that it was part of a cut

The union was trying to negotiate for better pay and hours and an 8 hour working day. A director of the factory say of all proportion" and unreasonable and would lead to "d

For almost a month 88 workers at the Fattis & Monis factory been on strike. They struck because five of the fellow workers say the dismissals were because all five were me

Dismissed men had signed a document giving the union rig conditions. The factory has refused to negotiate with them were replaced by machinery and that it was part of a cut

Officials of the 10 000 member union (the Food & Canning dismissed men had signed a document giving the union rig conditions. The factory has refused to negotiate with them were replaced by machinery and that it was part of a cut

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FATTIS & MONIS STRIKE

Slow return by Ford strikers

By STEVEN FRIEDMAN
Labour Reporter

STRIKING workers began returning to the Ford Cortina plant in Port Elizabeth yesterday. But their return has been slower than the company hoped.

In a statement released yesterday, Ford's industrial relations manager, Mr Fred Ferreira, said 25 former Cortina plant workers returned to work yesterday "and their employment is being processed".

However, he added "The company's employment machinery is able to process up to 45 hirings daily. The turnout has not been entirely satisfactory from the company's point of view.

In terms of the settlement

between Ford and worker representatives which ended the strike last week, strikers are expected to report for work in batches of 25-50.

It was feared the process of reinstating workers could be hampered by the detention last week of Port Elizabeth Black Civic Organisation (Pebco) leader Mr Thozamile Botha and two other Pebco officials, Mr Mono Badela and Mr Phalo Tshume.

Mr Botha was to have played a key role in organising the return to work.

Some strikers had apparently threatened to stay away in protest at the detentions.

● See Editorial
comment — Page 10.

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Fourth Pebco man detained

PORT ELIZABETH — The detention of Mr Dan Qeqe at his business in New Brighton yesterday brings to four the number of Port Elizabeth Black Civic Organization (Pebco) members being held by the security police

The head of the security police in the Eastern Cape, Colonel Gerrit Erasmus said Mr Qeqe was arrested yesterday morning under Section 22 of the General Law Amendment Act

He said a member of the Walmer branch of Pebco Mr S Meke who was picked up on Friday had since been released

The other Pebco men still in detention are the chairman, Mr Thozamile Botha the secretary Mr Phalo Tshume, and Post journalist Mr Mono Badela

The section of the Act under which the four men are being held allows for detention for questioning of up to 14 days

Mr Botha Mr Tshume and Mr Badela were arrested last Thursday — the same night on which Mr Qeqe did not return to his home adjoining his service station in Ferguson Road

His wife Rose yesterday said he had gone to attend to the stock on his farm outside Alice He returned home at

10 pm on Monday and was arrested at the garage at 8 20 am yesterday

In October 1977, during the Port Elizabeth 'school troubles' Mr Qeqe, 50, treasurer of the non-racial Kwaru rugby union and a Sacroc cricket administrator, was detained He was held in custody for 59 days

His son Mpumelo then 19 and his nephew, Mi Mackenzie Sloti a high school teacher, were also detained

'All is not well when the head of the house is not here' Mrs Qeqe said yesterday 'It's one of those things We have to learn to live with them'

The Qeqes married for almost 24 years are parents of five and foster-parents to seven nieces and nephews

• Talks will be held today between the United States Consul-General in Cape Town, Mr Alan Lukens, Ford workers and the black trade union

The talks will be informal the secretary of the United Automobile Rubber and Allied Workers Union Mr George Manase said yesterday

Mr Lukens was at last week's five hour meeting at which senior Ford officials, representatives of the dismissed Cortina plant workers and the trade union thrashed out the reinstatement agreement

Ford

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arrests

spark

new US

now

The labour problems at the Ford Motor Company's Port Elizabeth plant and the subsequent arrest of black activist Thozamile Botha have caused a ripple of real concern among South Africa watchers here

Apart from anything else, American perceptions of the situation in Port Elizabeth could be pivotal in the continuing debate over American investment or disinvestment in South Africa

Events at Ford must be seen against the background of United States public opinion on South Africa.

The minority who know anything about South Africa and who are interested in southern African affairs are almost unanimously critical of South Africa's race and employment policies

UNANIMOUS

They are equally unanimous about the need to encourage change in South Africa — at the risk of simplification — the debate is whether change is encouraged by co-operation, by systematic but relatively gentle pressure and by dialogue, or whether it is served by tough, coercive action, isolation and action which will facilitate a possibly violent black take-over of power.

At present the first argument holds sway, greatly encouraged by the recent labour reforms in South Africa

It is epitomised by men like the Reverend Leon Sullivan who was responsible for the formulation of the so-called "Sullivan Principles" for non-racial, equal-opportunity employment practices. Men like Sullivan and a number of respected supporters in the US still believe that this is the route towards effective change in South Africa and they are fighting for wider acceptance of that reasoning in the US and for improved performance by signatories (like Ford) in South Africa.

SHAKEN

However, when one of the model signatories (like Ford) develop major black labour relations problems, men like Sullivan are shaken. And when the South African Government steps in and charges some of those involved with holding an illegal meeting, Sullivan and his supporters are both shaken and angry.

This action prompted Sullivan to send a telegram to South Africa expressing his "deep concern" and urging the South African Government to protect the rights of black workers

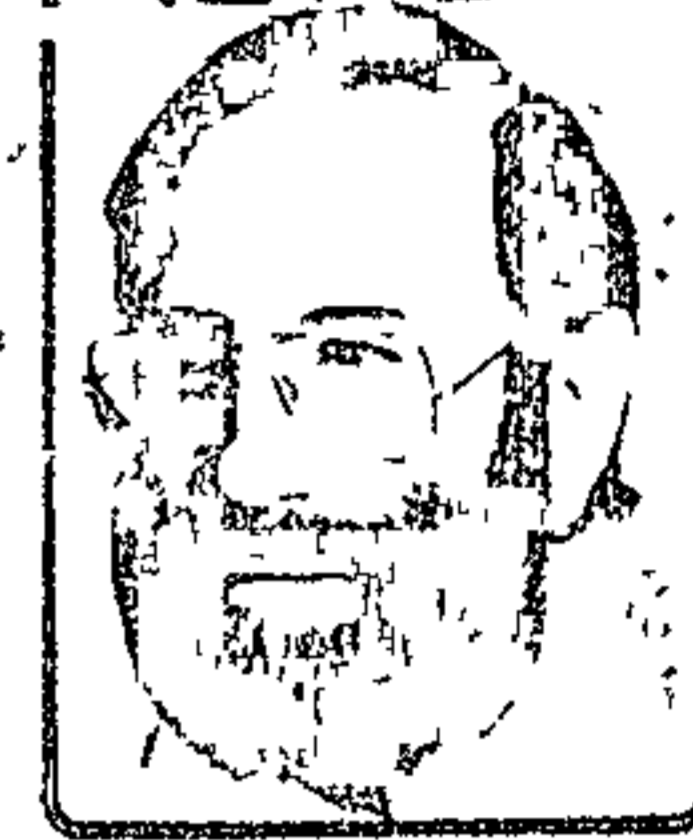
But when labour activists like Thozamile Botha and the entire executive of his Port Elizabeth Black Civic Association are taken into custody by the security police, the Sullivan credibility (and therefore the argument in favour of gradual change) is stretched to breaking point

And more extreme activists like the Reverend Jesse Jackson are encouraged

No matter what the real reasons for the arrests may have been, the American perception is generally that the men were arrested because of the activist role they played in the Ford labour unrest — and that this reflects adversely both on Ford and on the United States

Take the Jackson case. He was asked last year to intervene in the situation by Botha and his Ford supporters. On December 11 he visited the South African Embassy in Washington to arrange for a visit by a deputation

John D'Oliveira BEHIND THE NEWS



which would have included himself, Mrs Cardiss Collins, chairman of the Congressional Black Caucus, Mr Richard G. Hatcher, black Mayor of Indiana and Mr Marc Stepp, vice-chairman of the United Auto Workers Union.

As a media event it was a flop, with hardly any newspapermen turning up at the South African Embassy to hear Mr Jackson say the Ambassador, Donald B. Sole, had told him there was no prospect that his request would be agreed to by South Africa. A few days later this was confirmed by the South African Government.

URGENT

Jackson then sent a telegram to the President asking for an urgent meeting to discuss the situation and to generate pressure on South Africa to allow the delegation into the country. This action produced little reaction

At any rate, Mr Jackson was due to see the President on Friday last week as part of a comparatively large group of people who would be briefed on foreign policy matters

On the eve of that meeting there was the news that Ford had settled its problems with the workers.

Which would have left Mr Jackson very little to talk to the President about.

But, soon after this news arrived in the States, came the news that security policemen had arrested the Pebco men, which presented Jackson with some real meat to place before the President. They did discuss the issue (Jackson said afterwards that the President expressed his concern) and Jackson was granted an hour with the Secretary of State, Cyrus Vance later in the day. As a result, there was a formal request to South Africa from the United States for information on the situation and a formal request that the Jackson delegation be allowed into the country

CONFLICT

And yet another opportunity for conflict — albeit a relatively minor one — between the United States and South Africa.

"If only," a South African friend told me today: "we had not arrested the Pebco men, the whole controversy would have blown over"

However, the men were arrested. Many Americans believe they were arrested because of their involvement in the Ford labour dispute and we could be dealing with a situation which might help swing the investment debate towards disinvestment — whatever the reasons for the Pebco arrests may have been.

Few South Africans understand that the disinvestment debate continues below the surface in America and that almost every discussion on South Africa involves at least a mention of disinvestment.

CT 15/1/80

Ford ¹⁵² not ~~152~~ happy over rehiring

Own Correspondent

PORT ELIZABETH. — The number of former Ford Cortina plant workers, who yesterday applied for their jobs back on the first working day since last week's reinstatement agreement, was not satisfactory, the company said.

The company was able to process 45 hirings daily, the director of Industrial Relations, Mr Fred Ferreira, said yesterday.

He said the agreement between Ford and worker representatives provided for priority to be given to specific skills required to step up production in the shortest possible time. The reinstatement process was being guided by this.

The employment of the 25 former employees, who turned up yesterday, was being processed on the agreed basis. The turnout yesterday was not, therefore, entirely satisfactory from the company's viewpoint.

Official comment was declined on possible reasons for yesterday's low number of former workers applying for reinstatement.

Speculation was that the cancellation of the call by the Port Elizabeth Black Civic Organization for a work stoppage, had not filtered through to all workers.

Ford's public relations officer, Mr Johan Theron, said the Cortina plant had a labour force of 383 of whom 264 were former workers. The full complement was about 650. He said yesterday's absenteeism at all the plants was extremely low.

The director of the Midland Chamber of Industries, Mr Brian Matthew, said he had no reports from any of the chamber's members of unusually high absenteeism.

CAPK Times
17/1/80

Not the answer ⁽¹⁵²⁾

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AT THIS DISTANCE, it is difficult to make sense of happenings in Port Elizabeth where the local black leadership, having negotiated a settlement of the labour troubles in the Ford plant in that city, was then promptly slapped into detention. It is a tribute to the restraint of the black civic association, known as Pebco, that this provocation did not spark off a new wave of unrest. With the arrest this week of Mr Dan Qeque, four leading members of Pebco are now in detention, including Mr Thozamile Botha, who negotiated the settlement at the Ford plant, and who has emerged in recent months as a forceful and respected leader. Mr Botha, with two colleagues, was arrested as he was preparing to address a public meeting, in what appears to have been an ill-timed sortie by the security police which very nearly sparked off a riot. It is not clear whether Mr Botha is to be charged with an offence against the law of the land or whether his detention will continue without trial — as a gratuitous gesture by the security police in what they conceive

to be the interests of industrial peace.

Tough police action may have helped to restore an atmosphere of calm — for the moment. But real industrial peace cannot be secured like this. Industrial order is only possible when both employers and labour have strong and efficient leadership, capable of giving effect to negotiated agreements. Such a leadership was coming to the fore in Port Elizabeth — only to be thrust into jail. As the Eastern Province Herald has remarked, it is futile to attempt to eliminate black movements by suppression. Countless black leaders have been taken out of circulation. Yet in due course another springs up to fill the vacuum. And the danger increases that the new leaders will be more embittered and more sceptical about the value of negotiation. Meanwhile, the arrested men should be brought to trial if they have offended against the law — or else they should be released forthwith. Repression is not the answer to labour unrest, whether such unrest be politically inspired or not.

9.4 Priorities for Mental Health

Robbertze states 'The solution of the region's political problems must obviously take precedence in all fields, including that of mental health. But this acknowledgement in fact underlines the high priority claim of mental health, inasmuch as the conflicts in Southern Africa have a significant psychological component'. He sees one of the roles of mental health workers as assisting in restoring communication between members of different cultures.

Buchan (*16) describes the system of mental health care in Matabeleland, which shows how management of mental illness can be 'more community-oriented'. The aim has been to devise a strategy whereby as many patients as possible can be managed as outpatients; to contact patients earlier, and to prevent doctors from certifying patients before a diagnosis is reached. All these require the existence of psychiatric clinics in general hospitals which, with the help of a psychiatric nurse, can manage outpatients and refer cases presenting at general hospitals.

Buchan describes the considerable problems facing diagnosis in a different cultural setting from that of the practitioner; 'abnormally aggressive' or 'seriously irresponsible' are characteristics which require interpretation within each cultural context. In order to decide on admission or outpatient treatment, an accurate diagnosis is clearly essential. He felt that reasonable criteria for deciding on outpatient treatment could be evolved; that patients with thought disorder should be admitted, if clouding was heavy, to a general hospital; depressives could be treated on an outpatient basis. In discussion, Buchan agreed with Bührman that

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approach as impractical in this context, impossible in terms of staff resources and 'powerless in the judgement of the indigenous populations, when compared to the work of the traditional practitioner and the separatist priest.

Strikers at Ford go back

By STEVEN FRIEDMAN
Labour Reporter

THE reinstatement of strikers at Ford's Cortina plant in Port Elizabeth is now "proceeding according to schedule", the company's public affairs director, Mr Dunbar Bucknall, said yesterday.

Earlier this week Ford issued a statement complaining that workers were applying for reinstatement at a slower rate than the company expected after its agreement with workers' representatives last week.

It was feared that the detention of Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, and other Pebco officials would hamper the return to work.

Mr Bucknall said yesterday, however, that reinstatement had picked up markedly since Monday. "It's going like an express train. We can barely cope," he said.

He said 50 workers had reported on Tuesday, another 50 on Wednesday, and 65 yesterday.

Despite the earlier fears it appears that Ford workers have decided that "the detentions have nothing to do with Ford", as one of them put it at a meeting over the weekend.

ments.
process.

is of Meiring (*19) and Sundgren(*24) dealt with this question. poke of a developing conflict between medical practitioners on the and 'society' (represented ostensibly by politicians, bureaucrats nists) on the other. The conflict was aggravated by high medical sing more rapidly than the consumer price index. He argues that lion between the medical profession and the public would be harmful He therefore argued for more effective communication and co-operation between the profession and those empowered to act on behalf of the Co-operation should be based on the general acceptance of a cost-approach to medical treatment. Doctors, administrators, and the could be made more aware of costs and benefits of alternative treatments. Medical training and the mass media should be involved in this

Robbertze therefore recommends the creation of a cadre of mental health practitioners, not highly trained but able to act as a general practitioner in this field and to replace the mental health team at a grass roots level. Further, he recommends exploration of more natural ways of providing continuous supervised care, such as Lambo's 'village system' in Nigeria. Here mental patients, together with their families, would take up residence in a surrounding village (specially prepared to host these visitors) where they would remain, at minimal cost and not cut off from the community, until such time as they could return home. During their stay, relatives would have acquired many of the necessary skills for helping and coping with the problem presented.

Schweitzer adds that an African mental health system should draw its orientation from indigenous customs and values without rejecting the advantages of western psychiatry. Such a development would be aided by the inclusion of pertinent anthropological and cultural studies into the medical and psychological curriculum (also recommended by Watts, *8); and by systematic approaches to dialogue with indigenous healers, research to improve understanding of their methods and efficacy of their treatment, and concern within the existing system over the patients' own explanations of their sickness.

10. THE COST-EFFECTIVENESS OF MEDICAL CARE AND THE PRICE OF DRUGS

10.1 The Cost Effectiveness of Medical Treatment

is of Meiring (*19) and Sundgren(*24) dealt with this question. poke of a developing conflict between medical practitioners on the and 'society' (represented ostensibly by politicians, bureaucrats nists) on the other. The conflict was aggravated by high medical sing more rapidly than the consumer price index. He argues that lion between the medical profession and the public would be harmful He therefore argued for more effective communication and co-operation between the profession and those empowered to act on behalf of the Co-operation should be based on the general acceptance of a cost-approach to medical treatment. Doctors, administrators, and the could be made more aware of costs and benefits of alternative treatments. Medical training and the mass media should be involved in this

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Union to help city stevedores

Staff Reporter

THE Western Province General Workers' Union, representing the 300 Table Bay stevedores who staged a walkout last Tuesday, is to confront the stevedores' management with demands today and press them for a meeting with an elected stevedores committee tomorrow

At a meeting of the Cape Town stevedores, called by the WPGWU, at the weekend, 350 workers attended

At the meeting the stevedores

- Endorsed the policy of the General Workers Union to remain unregistered as it was the only way unfettered worker control of an open non racial union was possible
- Rejected attempts by Mr Louis Petersen of Tucsas to establish a registered dockworkers union working hand-in-glove with the Stevedores Association
- Confirmed in office the elected committee of 17 representatives
- Demanded from the Stevedores Association a right for the elected workers committee to invite representatives of the General Workers Union to all meetings with management

18/1/80

Nightwatchmen quit work (152)

Mercury Reporter

ABOUT 150 Durban nightwatchmen stopped work last night — apparently because their compound manager for 11 years was fired on Tuesday

The general manager of Safeguards Security Services in Durban, Mr M G Plows, said the men were from Kwa Mashu and only

the night shift from the compound was affected

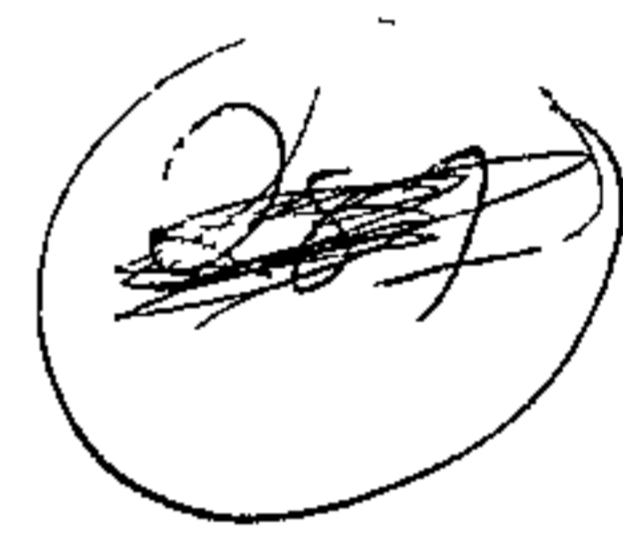
'Our operations manager and an official from the Department of Labour tried to reason with the mob but abandoned the attempt because they were so unruly and did not have a spokesman

'We believe the men were refusing to work because the white com-

pound manager at Kwa Mashu was replaced today,' Mr Plows said yesterday.

Most of the watchmen were to be stationed in the Durban area.

Mr Plows said soon after his representative tried to reason with the watchmen, they took off their uniforms and returned quietly to their homes



20 cents an hour men

19/1/80

152 287

Long hours, low pay for watchmen

Mercury Reporter

ABOUT 1 500 African nightwatchmen and security guards employed by firms in Durban, Pietermaritzburg and Pinetown are working long hours for low wages

A Mercury survey revealed yesterday that

the security guards worked for as little as R60 a month. This is what they are paid for working a 12 hour shift for six days a week.

The guards can be fined or dismissed for sleeping on the job and are often called on to pay for their own uniforms.

For employees whose firms are members of the Natal Association of Security Guards conditions are vastly different and have been improved considerably over the past six months. But of the estimated 22 security firms in Natal only 12 are registered with the association.

'It is virtually impossible to keep a record of fly-by-night security firms in Natal which pay low wages,' said the association's vice chairman, Mr T M Connolly, yesterday.

The association had recently agreed to an 8 per cent wage increase and from June this year guards would receive a further 9 per cent increase.

According to Mr Connolly the present association

starting wage for black security guards was R25,67 a week for six shifts of 12 hours. He said indunas and inspectors were earning R280 and R350 a month respectively.

He said it cost a security firm R155 a month to put a man in the field and the association's agreed charges to clients averaged R270 a month.

Mr Connolly said many firms which were members of the association did not register with the Department of Labour and because of their throat rates legitimate security companies find it difficult to compete.

'Clients usually want cheapest quote and do not consider what the guards are paid.'

4.1 DOCTORS

The 'Inverse Care Law' - health services are most available in the most needed - is certainly true of the distribution of doctors in rural areas and Bourne (*54) says that 51% of doctors practise in rural areas and villages where over 50% of the population live. 55% practise in rural areas.

The report notes that the number of doctors in rural areas is 600:1 in Durban and Kirscht, the number of areas when they prefer to live and in touch with extends this to 1:1000 in Durban and 50% of the population of Cape Town in 'Africa', he says. Part of the reason for the training of doctors is the medical school physician, and the proportion of being prepared to care for the person, and the inclusion of experience of period of call school would recommended that...

GENERAL NEWS

Unrest: Ford report gave early warning

Own Correspondent
PORT ELIZABETH - The labour unrest and industrial disputes which have plagued the Ford Motor Company in Port Elizabeth for three months were anticipated in a report commissioned by the company and received in November. The report was prepared by three Rhodes University academics at the request of the Institute of Race Relations and financed by Ford as part of the company's programme implementing the principles of the Sullivan Code of labour ethics. Two of the academics involved have now given interviews disclosing the report was highly critical of labour policies at Ford and the way in which the company had implemented the principles of the code. Their report, which reached Ford in the middle of its first strike last November, anticipated several grievances voiced by the strikers, including: ● The cutback in working hours, which meant that between 80% and 90% of Ford's black workers were earning pay below the poverty datum line; ● That real income of workers in the lower grades had declined over the past eight years; ● That black advancement had not been implemented quickly enough; and, ● That racism was still apparent, in spite of Ford's commitment to the Sullivan principles and integrated work facilities, and many of the improvements had been merely "window-

... dressing". Ford's director of industrial relations, Mr Fred Ferreira, said last night that Ford had encouraged this critical analysis of its labour structure. "We realised we needed an independent assessment of our policies, and are satisfied, by and large, the report has achieved just this," he said. The view of the three academics was that Ford's publicly-espoused intentions on the labour front had raised the expectations of its workers - but what the company had actually delivered, in the way of improvements and advancements, had fallen far short of these expectations. One of the team, Dr Marianne Roux, senior lecturer in sociology at Rhodes, said other companies which had not promised as much as Ford, nor implemented a programme of affirmative action, had not experienced industrial unrest. Another, Professor Michael Whisson, head of the department of anthropology at the university, said "Ford made big promises, which it could not deliver in the area of wages and could not deliver fast enough in other areas, like black advancement." However, the pair agreed there was an element of bad luck contributing to the labour unrest experienced by Ford. They said that because market demand was slackening, Ford had to lay off 300 of its hourly staff last July. And the survivors were put on short time. Prof Whisson and Dr Roux said that while their findings were critical, Ford was never-

theless a clear leader in implementing the Sullivan principles. They highlighted the fact that Ford's affirmative action budget would be substantially increased this year, and the company hoped to spend over R2 000 000 on programmes to uplift the black community from which it drew its workforce. But they claimed Ford's previous selection of areas for its largesse sometimes lacked "political sensitivity". They said a substantial portion of the R1 800 000 Ford spent on its affirmative action budget last year went to "pro-apartheid organisations". Prof Whisson said an enormous sum was allocated to support the East Cape Administration Board's housing scheme and, although the board was doing things for blacks, it was anathema to the people themselves. Both academics believed the recent labour unrest had contained one good lesson - that the union could not be left out of the negotiating process. They said the long-term aim should be to promote a single, non-racial union and that Ford should continue to press for modification of the law to permit labour to organise on a non-racial basis. On the whole, they believed the troubles would have salutary effects on all sides. The reinstatement of all strikers had been "a victory for commonsense". Mr Ferreira confirmed last night that the company was at present following up many of the report's recommendations.

... leation (*3-) all the... and it... the formul-... ration of appropriate... This process is no longer way at... medical school, following the issuing of a 'Charter of Ethics' by medical students (see Vol. 2). The Charter lays emphasis on the importance of medical education to the needs of all South Africans, the practice of medicine here these needs are to be found, a... a fuller understanding of the social... as medical... etc depart-... relieving... natives... doctors should... appropriate... and economic... ring a team... uses together... health... a more... action on the... e claims that... t... a... clistic and... any doctor... s... over... is could be... can deal... e... of... departments... responsibility... too... who tend to... health centre... of smaller... a two-

... HE... THAT PROPER... for... of three-year period of... training as with... of specialities and with... general practice overcas.

Rom 192
21-1-80

Gurion University in Israel.

Fattis & Monis Strike

For almost a month 88 workers at the Fattis & Monis factory in Bellville South have been on strike. They struck because five of their fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work - R40 a week and an 8 hour working day. A director of the factory says these demands are "out of all proportion", and unreasonable and would lead to "disruption" in his firm.

Officials of the 10 000 member union (the Food & Canning Workers Union), say the dismissed men had signed a document giving the union rights to negotiate for better conditions. The factory refused to negotiate with the union. It says the men were replaced by machines and that it was part of a cut-back of staff.

Although those dismissed were 'Coloured', more than half of the men who were on strike are African contract workers. In spite of the threat of being endorsed back to the homelands, the African workers are standing firm with their 'Coloured' brothers and sisters. On the first day of the strike, men from the Department of Labour tried to separate 'Coloured' and African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose."

Moves of solidarity with the striking workers are increasing. At a solidarity last week more than 500 university and college students from U.W.C., Hwats, Peninsula Training College and Bellville Technical College called for workers to be re-employed and for a boycott of Fattis & Monis products.

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation.

The South African Council of Sport (SACOS) has called on all sports bodies and schools affiliated to SACOS to support a call for re-employment of the workers, and a boycott of the factory's products.

More than 400 students from the University of Cape Town held a meeting and called for a boycott of all Fattis and Monis products.

The Women for Peace movement has called on the factory to negotiate with the workers.

The Cape branch of Natcoc - the National African Federated Chamber of Commerce - has issued a statement in support of the dismissed workers.

Fattis and Monis insist that there is "no dispute". However, firm says he is worried about calls for a boycott of the factory's trade is with blacks kept production going by employing scab workers in the plant. However production has slowed down. Who are Fattis and Monis? Fattis and Monis is the factory which produces the following products: The following Record flours, Self-raising Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour, Philadelphia flour; Koeborg Millie pack - mealie meal; all products under the following brand names; Princess, Pot o' Gold name brand, Ckeckers and Roma. Fattis & Monis also control bakeries in the Cape Town area. These include the Good Hope Bakery, Wrench Town Bakery in Observatory and the Ultra Bakery

Ford still held

PORT ELIZABETH - The three men arrested in Port Elizabeth recently following a strike at Ford's plant have had their detention extended indefinitely. A Security Power spokesman said the men, originally held under Article 17 of the General Law Amendment Act, were now held under Article 17 of the Terrorism Act.

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Ford man lists black problems

CAPE TOWN — A senior member of the industrial relations team of the Ford Company in Port Elizabeth, Mr Fred Ferrell, said black workers were faced with several deterrents when trying to advance their education.

Speaking at a South African Institute of Race Relations meeting, he said the root causes of the industrial unrest had been investigated.

He said many would doubt the validity of his talking on the subject of "Industrial peace -- industrial justice -- are these obtainable in the 1980 decade?" following the developments in Port Elizabeth.

He was sympathetic towards the workers and said companies had to "take stock of where they stood in the South African situation."

"The two recent com

missions (the Wiehahn and Riekert reports) have laid the foundation to a new and dynamic approach to industry," he said.

He admitted some white workers still felt that black workers were "not yet up to the standard where they could be trained into skilled artisans" but said he knew this was "totally wrong."

"Black workers are simply faced with far more severe problems than a white worker -- education standards are generally inferior and it is far more difficult for a black to further his education," he said.

Despite efforts to increase communication between management and the worker, problems still existed and this was probably the root of the problems of the recent strikes -- S.A.P.A.

300 (152)

See 300 for
addable index
152

Company
employees
manager
employee

The new Reporter
A Miami man was fired by a
large company and
recently he had
worked for the company
a manager

At Miami, Florida
the man was fired
by the Alcoa Waste
Company in Paducah
where he had worked for
many years

He is now employed as
a manager at the
company in Miami and
is now in Miami

The man, who does
not know his own
name, he joined the
company in 1954

The Alcoa Waste
Company is a subsidiary of
the Alcoa Company, which
is owned by
Alcoa Aluminum

The man's name is
not known to the
company in Paducah
and he is now in
Miami

The man's name is
not known to the
company in Paducah
and he is now in
Miami

The man's name is
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Miami

COURT TOLD OF

teargas attack

By Alinah Dube

A POLICE officer described yesterday how teargas was fired at a group of protesting workers in BophuthaTswana last year.

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He said this when 31 workers from Batswana-Gare Transport sacked last year after a strike at the bus company appeared at the Odi Magistrate's Court in BophuthaTswana.

They are facing charges of public violence before chief magistrate Mr P W van Niekerk.

Giving evidence, a police officer said that they were called to the Batswana-Gare Transport after the workers had gone on strike. It was alleged that workers were dissatisfied with the dismissal of a co-worker.

ACCUSED

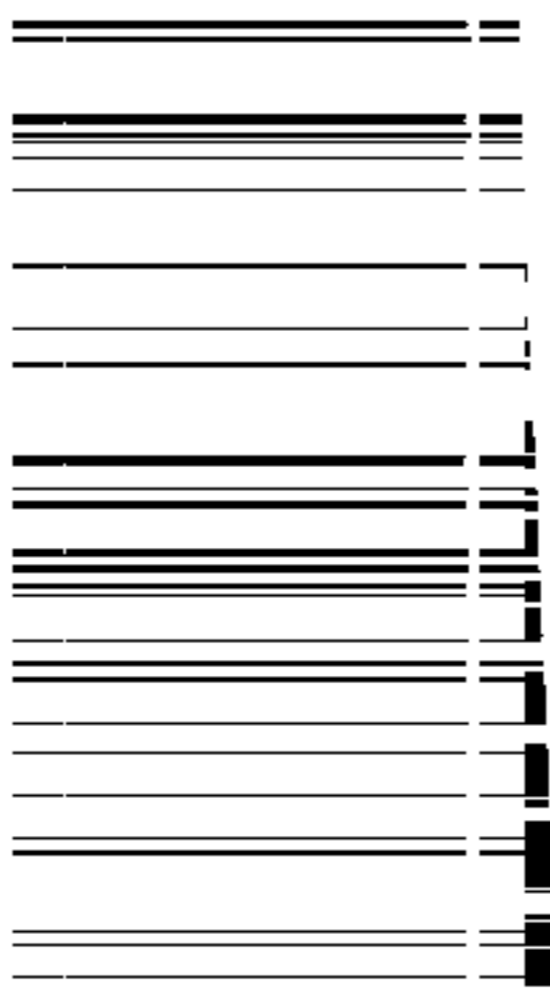
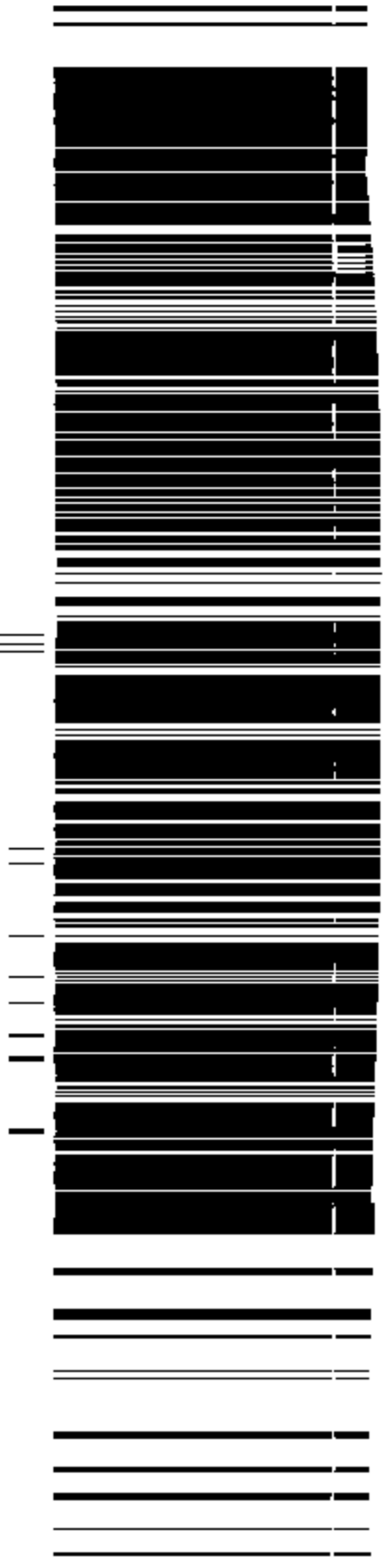
Police found the accused standing on the premises and everything was peaceful, he said. After police instructed the employees to evacuate the premises they asked if they could fetch their belongings from the storeroom.

"I refused to give them permission to do so and ordered them to go away without delay. The men left peacefully but gathered outside and still insisted that they wanted to fetch their belongings which included clothes, money and cars," the officer said.

Police, under the instruction of the officer, then fired teargas and people ran in all directions. The officer said the firing of teargas caused confusion in the area as passengers in an approaching bus got scared and pushed their way out of the bus thinking that it was fire. He instructed his men to arrest the fleeing workers.

The officer told the court that he did not know which charges to lay against the accused. He said he was also unable to identify any of the accused.

The hearing was postponed to March 3 and all accused are on R50 bail each.



21 Ford workers in court

PORT ELIZABETH --
Twenty one Ford Com-
pany workers appeared
briefly here in the
magistrate's court on a
charge of striking il-
legally

They were not asked to
plead when they appeared

before Mr P P J Van der
Merwe. The case was
remanded to February 21
after the defence applied
for further particulars of
the charge

One worker, a Mr
Kulati, came late and was
warned to be punctual on
February 21. -- DDR

(152) 30/1/80

Ford workers third court appearance

TWENTY former and reinstated Ford Motor Company employees made their third brief appearance in the Port Elizabeth Magistrate's Court on Tuesday on charges under the Riotous Assemblies Act.

They are alleged to have intimidated other Ford workers during the recent labour disputes at the

company's Struandale plants

They were not asked to plead and no evidence was led. The case was postponed until February 1 (tomorrow).

The magistrate, Mr P P J van der Merwe, issued a warrant of arrest for one of

the men, Mr Binakale Kulati (30), but withdrew it when he entered the courtroom late.

The conditions of the R50 bail — that they did not enter the premises of Ford and do not contact or interfere with State witnesses —

were relaxed to enable them to seek re-employment at Ford.

Some of these appearing in court have been reinstated since the alleged incident during the strike

Miss V Byleveld appeared for the State Mr P J de Bruyn instructed by H Fischat and Mr I Sogoni, appeared for the men

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down, migrant opportunities, themselves on (1978). that it is a determinant report of States that much and it comments families, low easingly, it major contri- and ironically gnised that y in improving y: consider- standing in ne as the safety. entral part it or treat nk in a casual p). However, ore that of an hnology can this causal ince those hnology, then ecognise this y repair and e is that sative web lying n Africa can te by and large

desires. The 1944 Gluckman Commission into the National Health Services (UG 30/44) reported that 47,6% of white schoolboys in the Transvaal were malnourished and that 31,5% of white schoolboys in the Cape and 43,6% in the Orange Free State were malnourished. Subsequent to these findings, national resources were then devoted to combating not merely the physical effects of malnutrition but the whole complex web of causes behind it. It was recognised that such malnutrition was merely one part of the wider issue of the so-called 'poor white problem' — and that it was necessary to tackle this wider problem by creating employment opportunities, by easing the transition of poor whites from the rural areas into the towns, by providing more effective political participation and by generally improving the social circumstances of this community if one was to eliminate, as has now been done, malnutrition amongst white schoolchildren. Essentially, thus, health was purchased for this group not by buying more drugs or medical services but by instituting a coordinated response to the problem involving a conscious programme of community development in which the health services played only one part. Implicitly, thus, the response to malnutrition amongst white schoolchildren involved the rejection of the idea that the health care system should be separated from other factors known to have an important effect on malnutrition.

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Similarly, South Africa could purchase higher health levels for the black population and could decide to close the gap between black and white health standards. However, to do this, it would have to act on the recognition that the primary determinants of health and illness are social and political phenomena. Social policies in South Africa which divide men from their families, which have excluded the bulk of the population from effective political participation, which disrupt communities and which are associated with widespread poverty, malnutrition and a failure to create employment opportunities in rural areas cannot be conducive to a healthy society. If medicine is to be effective, it must promote stable family life, adequate wages, promote educational and employment opportunities, better agriculture and more effective participation by communities in decision-making processes. As Montemayor has put it:

'As long as social injustice is not reduced, no amount of medicine or medical work can stem the ever-increasing tide of illness. For no amount of drugs or antibiotics can take the place of three square meals a day, and the normal means of getting three square meals a day is a just wage'. (Wells, 1974:24).

Walk-out at meat firm

Industrial Reporter 2/2/80

EMPLOYEES of a Somerset West meat firm have walked off the job over a pay dispute

The secretary of the Food and Canning Workers' Union, Mr Jan Theron, yesterday said about 20 workers had refused to return to the Helderberg Meat Products plant since Tuesday after receiving notification of increases in special employee meat prices. Mr Theron said many women at the plant were being paid R14.10 a week while men were getting as little as R17.

A director of the firm, Mr A J Carstens, said only "nine or ten" workers had left, and the company was not paying less than the minimum wage determination for the job. Most of its employees, he said, were getting considerably more.

Mr Carstens said some of the workers had returned to the plant yesterday but had been refused re-employment. He confirmed that the meat price paid by workers had been increased, and attributed this to rising costs.

Mr Theron said the workers had not been compensated for the increase with higher pay and the minimum wage was based on a determination which was more than a year old. The firm's management had told the union it was not prepared to negotiate with it, he said.

avoc, avoques, var. of avoc, adv.
 avoc, prep., avec
 Avyon, nm. Cl.III, NS avyos, Avyon
 bachelier, nm., jeune homme, écuyer
 banier, nf., bannière
 baron, nm. Cl.III, NS bar, baron,
 Guerrier, noble
 barun, see baron
 batiment, P6 v. battre
 battre, vk/1², battre
 beaus, i.f. of bel
 beer, désirer
 bel, adj., beau
 être bel, sembler bon
 ben, var. bien
 beste, nf., bête
 blancs, var. i.f. of bel
 blot, adj., bleu
 boen, see buon
 boivre, St/u, boire
 bordon, nm., bâton de pèlerin
 bord, nm., bord
 boter, frapper
 feu boter, provoquer des incendies
 bouter, see boter
 Cl.III, NS bris, fou,
 sache
 coroner
 of boche, nf., bouche
 v., stressed form of bon
 DIZ v. chaloir
 ; loci
 jam
 car, que. Often stressed
 viennes: (+ IV) ... done!
 si seulement...!
 (var. of) (var. of)

an, an-, see en, en-
 an, var. on (see om)
 anelos, var. P of enlore
 ancor, var. ancor(e)
 andeus, OP., tous les deux
 apprendre, see emprendre
 emprison, var. P of emprisonner
 anvers, var. envers, prep.
 apeler, apeler
 Apostolie, n
 appendre, ap
 aprivoisier
 aquiter, doli
 arcevesque, n
 arestier, ac
 arestier, see
 arme, var. v.
 as = a + les
 aser, var. as
 astet, var. P
 a, eg, prep., a, avec, contre, pour,
 ac, vers, entre, jusqu'à, etc.
 arrier, i.f. loc. se mettre à l'aise
 amorer, jeter l'ancre
 abesse, var. P3 v. abaisser
 baliser
 acollir, arser, acquérir
 assurance, nf., conture
 accouler, accouler, lier
 eg (1), prep., see a
 eg (2), P3 v. avoir
 adober, équiper, armer
 adonc, adv., alors
 adubent, var. P6 v. adober
 adubez, var. P5 v. adober
 aitez, P5 v. avoir
 aal, (meaning doubtful)
 proffer ad aal, donner de l'éperon
 aine, adv., jamais
 aingois, adv. prep., avant
 angols que, conj., avant que
 ainz, adv. conj. prep., plutôt, auparavant
 vant, mais, en contraire, avant
 al = a + le
 aleine, nf., halaine
 amaine, var. P3 v. amener
 amor, nf., amour, Amour (personnifié)
 amont, adv., en haut
 amor, nf., amour, Amour (personnifié)

Workers not paid claim

Cape Times
5/2/80

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Staff Reporter

HELDERBERG Meat Products in Somerset West refused to pay 19 workers a week's wages after they refused to turn up for work at the company plant last week according to the secretary of the Food and Canning Workers' Union, Mr Jan Theron

He said yesterday that the workers were told that this was because they had deserted. The company had referred them to the Department of Labour

The workers refused to turn up for work last Wednesday. It is understood a dispute between the workers and the firm has arisen over an increase in the price of meat available to workers and dissatisfaction over pay

Mr Theron said last week that many women at the plant were being paid R14,10 while men were getting as little as R17

Asked to confirm that the workers involved were not paid on Friday, a director of the firm, Mr A J Carstens, replied

'What will happen to you if you don't turn up to work?'

Those who failed to turn up for work without giving notice were not entitled to 'anything' including leave. The workers had "deserted"

He continued that the workers were referred to the Department of Labour in Somerset West as this was the proper procedure if they had a complaint

Mr Theron said last week that workers were not compensated for the increase in the price of the meat allowance and that the minimum wage was based on a determination more than a year old

Mr Carstens said last week that the price was increased because of increasing costs. The company was not paying less than the minimum wage determination and that many were getting considerably more

He said last week that the workers who had failed to turn up for work had been refused re-employment

THERE'S no Ford in the future of many black workers at that motor company — they're paying most of their black workers below the Household Subsistence Level (HSL)

And Ford is rated one of the top American employers of blacks in South Africa in terms of the Sullivan Principles. The principles are guidelines intended to improve the position of blacks employed by American companies in South Africa

This week a special SA Institute of Race Relations investigation into Ford's employment practices found that between 80 and 95% of Ford's black workers — who have been working on short time (28 hours a week) — are earning less than the HSL

In 1979 the Household Subsistence Level for a black family of six living in Port Elizabeth was calculated at R169 a month.

Ford commissioned the study, which was conducted by three academics from Rhodes University in Grahamstown. They concluded "The company has a very long way still to go before it can be said that it is implementing the principles in the manner and spirit intended by Sullivan"

The principles were designed by the Rev Leon Sullivan, a black American priest and company director.

Last year Ford was hit by a number of walk-outs by black workers. The unrest came after the dismissal of Pebco leader, Thozamile Botha, who was banned this week

After that workers refused to air their grievances through their union, the United Auto Workers Union. Many accused Botha of playing power politics, not believing the workers may have had genuine grievances. But, the SAIRR report now shows that workers have plenty to gripe about

Combined with a recent document from the Federation of South African Trade Unions (Fosatu), the SAIRR investigation brings into question the effectiveness of employing codes Fosatu — largest umbrella body for unregistered unions — found that a number of British firms had been misreporting to the British Department of Trade on their implementation of the EEC code. The codes had failed to help achieve

No Ford in the future of these car workers



FLASHBACK: Pebco leader Thozamile Botha addresses Ford workers as management looks on.

STUDY FINDS PAY BELOW SUBSISTENCE LEVEL

**SUNDAY POST
Special Labour
Correspondent**

whites are employed below grade 7, while 60% of blacks fall into grades 1 and 2. And, when blacks take over from whites, the jobs are often downgraded according to workers.

But, say union officials, even when whites and blacks are in the same position, whites earn more. The

large difference between minimum and maximum wages in a grade provides plenty of scope for wage discrimination

Security branch links with Ford are suspected by black workers

The company's close liaison with, and large donations to,

the local Bantu Administration Board has, says the report, "lent credence to the belief that the Ford management is part of an unholy alliance between white employers and the two most hated arms of the State (the Security Police and the Administration Boards)"

the mass of Ford's black workers. Black Ford workers also complain about receiving harsher disciplinary action than whites. For instance, a black worker reporting drunk to work was fired immediately.

On the other hand, a white worker, drunk at work, was simply asked to clock off and go home for the day. Ford has taken no interest in the prin-

the Sullivan Principles — that the signatories will not only do things which are progressive and in their own interest, but will also do things which are not in their own interests for the sake of the mass of the people."

Pluses for Ford are its recognition of unregistered union, the United Auto Workers Union, integration of facilities and education

These have given Ford its good track record in labour relations.

The Ford controversy of this week has brought into serious question the value of employment codes, especially since Ford has one of the best records of all foreign companies in this regard.

What, then, of other foreign corporations?

LEARNING POST

STARTS NEXT WEEK!
SPECIAL: What's John Tate got to do with learning English?



gistered unions, Fosatu added.

So what use are the codes unless there is a check on foreign companies supposedly implementing them?

Ford's labour policy may conform with many of the Sullivan Principles, but production managers and supervisors are doing little to implement them, according to the SAIRR report. In fact, the report suggests training programmes for them to help rid them of their prejudices.

Ford claims equal and fair terms and conditions of employment. But black workers point to educational barriers to their promotion. To go beyond grade 7 they need a standard eight certificate, while whites do not. And a black person with a matric has to start at the bottom of the ladder. Whites come in on a higher level.

Equal pay for equal work is not hard to advocate if whites and blacks do different jobs. The report tells how, at Ford, only 2% of hourly paid

S. Post
2/3/80

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TABLE II

Rheumatic Heart Diseases (390-398)		Hypertensive Diseases (400-404)		COLOURED		BLACK	
Male	Female	Male	Female	Male	Female	Male	Female
115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.5%	139 4.4%	49 2.1%	56 2.9%
212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%
9752 100%	7926 100%	1135 100%	804 100%	3114 100%	3140 100%	2390 100%	1921 100%
750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

Workers from the CMGM construction site in Saldanha Bay at Cape Town station last night after being brought to the City by bus Some slept, others played cards and the rest just sat around **15/6/80**

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

450 workers sent packing after dispute

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

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112

CT 6/2/80

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● Picture, page 2

Spaw 4/2180

Unions face fateful decision

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The white Confederation of Labour faces a fateful decision tomorrow: whether to oppose the Government for the first time in its history

And the decision is all the more crucial since it is linked directly with South Africa's national survival in the face of a "total onslaught."

This was made clear last week when the Minister of Mines, Mr de Klerk, threw down the gauntlet to the arch-conservative Mineworkers' Union and warned

"In confrontation lies the destruction of order and stability and peace in South Africa and southern Africa."

He was referring to the kind of confrontation which the union's leader, Mr P J "Arrie" Paulus, sees as being in the offing this year — a confrontation between the white worker and the National

Party Government

This confrontation could become more than a vague threat tomorrow if the confederation were to join its special committee on labour reforms in its call for the reversal of South Africa's mainstream labour reforms

Mr de Klerk made it clear that the Government was firmly committed to these reforms as the answer to mass unemployment — the "ground for revolution"

And he underscored the point by referring to communists on South Africa's borders and to the terrorist siege in Pretoria.

He also made it clear that trade unionists should have no business in the political arena, just as politicians should stay out of the labour field. Against this back-

ground, many observers believe that the confederation will find it extremely difficult to stick to its tenet of white exclusiveness on the labour front

One of its leaders, Mr H Mallett-Veale of the SA Technical Officials' Association, put it quite bluntly

"I cannot support contradiction of Government policy and of the labour reforms already introduced"

Others represent large numbers of non-militant state employees — railway workers, provincial employees and municipal workers — who could take offence at any overt move against the Government.

Many may hold the views of Mr T C Becker, general

Will the conservative white labour

movement demand the reversal of South Africa's labour reforms? Labour reporter SIEGFRIED HANNIG examines the forces at work, and warns that illegal strikes are expected to encounter very firm opposition from the Government and employers . . .

secretary-designate of one of the confederation's 20 member unions

"I am sure that most of our members and many South Africans believe that the day will come when we will have to accept that changes are inevitable

"Only then, if it becomes necessary and with the approval of council, will we make the changes

Becker says.

The reforms based on the Wiehahn Report have been staggering in principle, but not in practice so far

Acceptance of the new deal, albeit under protest, might allow the confederation more room for negotiation than outright confrontation would allow

There is little point in negotiating with people who refuse to compromise.

This may have been the

if our members so desire, and only if we can improve the position of our white employees," Mr

Prof Willem Kleynhans foresees a radical change in union thinking because of the change in the extra-parliamentary methods of the National Party — even to the extent of legal and illegal strikes, and he predicts . . .

Government's argument when it scrapped job reservation in the building industry without negotiating with the White Building Workers' Union, one of the unions in the confederation

Whatever the outcome of tomorrow's deliberations, white workers will continue to wield the power of the vote in the next elections

This knowledge, more than any other force, is widely expected to be the determining factor in the nature and pace of changes which lie ahead

But illegal strikes of the kind mounted last year by the Mineworkers' Union are expected to encounter a very firm hand from the Government as well as from employers.

500 on strike at Cape project

By STEVEN FRIEDMAN
Labour Reporter

WORKERS at an engineering site at Saldanha Bay struck yesterday in protest at the dismissal of eight colleagues.

The workers are employed by CMGM an engineering firm based in Johannesburg.

According to the Western Province General Workers Union which represents workers at the site at least 500 are involved.

"Virtually everybody besides a group of workers from the Transvaal are on strike", a union spokesman said.

CMGM management refused to comment yesterday.

By yesterday evening the workers had not returned to work. Late yesterday afternoon CMGM's manager director told them they would be paid off if they did not return. The workers said they would not work for the company if the eight were not reinstated.

Last week a worker at the site was dismissed and subsequently another seven had also been fired.

The workers were convinced that all had been fired for their union organising activities.

On Monday night, a group of about 200 workers demanded to be paid off if the eight were not reinstated. Management refused this request.

They then gathered outside the compound and refused to enter it unless the eight dismissed workers were allowed in as well. The compound guard refused this request and the crowd soon grew to around 500.

Police arrived and persuaded management to allow the eight workers to sleep the night in the compound, the spokesman said.

After initially agreeing to take all the dismissed men back management said it would only reinstate seven of them. The workers rejected this offer and were waiting to be paid off according to the union spokesman.

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Somerset West
Wrench Town Bakery, Observatory, Good Hope
Checkers, Potol gold, Pick 'n Pay macaroni
Princess macaroni, spaghetti, shells, rings
Fattis and Monis Macaroni, spaghetti, shells
Mile pack Mealie Meal, Fattis & Monis ice
Record Unsifted Flour, Record Wheatie Treat
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"Silapha sonke yaye injongo zethu zinye"
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lokugala logwayimbo indoda imele icala lose
bamnyama bame bem kwicala ledebala ababat
abanyama Nangona batha bagqiriswa ngok
Nangona eba bagqothimweyo ingabantu bebala
lento kunyanzeleke ukuba kuphungulwe abas
Ifektri ibalula into yokuba omashini efu
thi kusetyenzwe phantsi kwazo Ifektri leyo
amaphapha anika Union igunya lokuba denze
ngokuba yi (Food and Canning Workers Union)
Abasemagunyeni kumbutho weUnion onamalungu
ziya kwenza upshululu efemini
Bngemini Umphathi wefektri leyo uthe eziz
thethwano lokuba kunyuswe imali ibeyi - R4
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abahlalane ebesebenza nabo Bathi unobange
ebelivile South benogwayimbo into ebange
Inyanga ngoku sele izakuphela abasebenzi

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

ARGUS
6/2/80
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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).

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, 1976)	5,8 8,0-9,0	Kaser (1976:20) Chester (1976:70)
Netherlands (1971-2)	6,7	
Czechoslovakia (1971-2)	4,8-5,1	Kaser ibid. OHE (1976:1)
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.

Hansard No 1 (215

6/2/80

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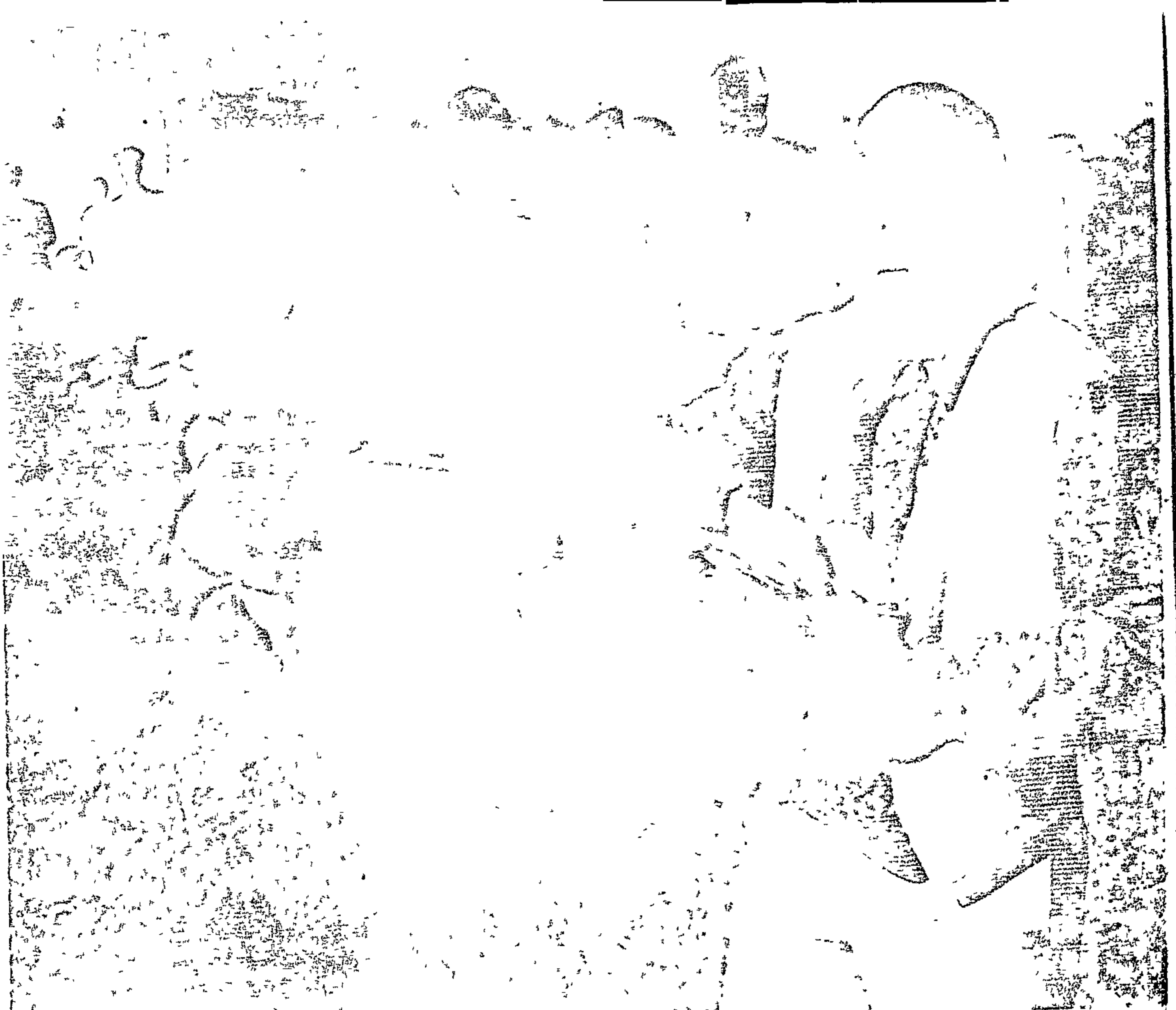
Strikes at Ford Motor Company plant in
Port Elizabeth

*12 Mr J D DU P BASSON asked the
Minister of Foreign Affairs:

- (1) Whether his Department received any representations from the United States Government in regard to strikes at the Ford Motor Company plant in Port Elizabeth and the arrest of strike leaders, if so, what was the nature of (a) the representations and (b) the reply thereto,
- (2) whether he will make a statement on the matter?

The MINISTER OF FOREIGN AFFAIRS

- (1) No
- (2) Falls away



Workers who refused to work after a labour dispute at a CMGM construction site at Saldanha Bay receive leave pay at a company industrial site in Epping. They received their usual pay in Saldanha Bay before being taken by bus to Cape Town station on Tuesday night. They spent yesterday afternoon at the Epping site and left for Transkei and the Ciskei by train last night. Cape Times No. colour Richard Bell

280 strikers refuse offer

Cape Times 7/2/80

Staff Reporter

ABOUT 280 workers from the CMGM engineering company in Saldanha who went on strike on Tuesday yesterday refused the company's offer of re-employment and returned last night to their homes in Transkei and the Ciskei. The workers struck when a leading member of the Western Province General Workers' Union, Mr M Sodladla, was sacked.

All workers who wanted to be re-employed after being paid out by the company could do so, a company spokesman said yesterday. However, a large party of

foreman

On Tuesday morning 450 workers had refused to work. The company was told by Miss Diane Cooper of the WPGWU that the workers believed that Mr Sodladla had been dismissed because of his union activities. "We assured the union and the work force that this was not so and that we believed the dismissal to be fair."

The company had spoken to the workers, offering to take them all back except for the dismissed man and had asked them to return to work. Leave pay for the new year period which was due to them would be paid. Mr Sodladla denied claims made by the company regarding his dismissal. He added that his foreman had not been Mr Nyathi, but a Mr Duma.

ki worker, asked to be paid out and left for Transkei and the Ciskei on a train from Cape Town station last night at 7.30. They were taken from the CMGM site in Saldanha Bay by bus on Tuesday night after refusing to continue working following the dismissal of Mr Sodladla. They spent yesterday afternoon at a CMGM industrial site in Epping where they were paid leave pay. They were paid normal pay in Saldanha Bay before leaving for Cape Town. A committee of six met the managing director of CMGM Cape (Pty) Ltd, Mr Paul Hodge at his office at the Epping site where topics included the dismissal of Mr Sodladla on Monday. In a statement released yesterday afternoon by Mr Hodge, the company said that Mr Sodladla had been dismissed by a foreman, Mr D Nyathi, for refusing to work. After being dismissed, he had threatened the

Sacked workers refuse jobs back

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's 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

Workers 'brutally treated'

AKG 43
7/2/80
148
152
83

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.

Workers in Row Over Late Shift

EAST LONDON — Six employees at the Hoover electrical appliance factory here have claimed their services were terminated this week after they had refused to work an afternoon shift.

But management said

they walked out on their jobs after they had been told they had to work the shift because the company was losing money in energy if they worked an earlier shift.

The six employees are—
Mr. W. Milsa, Mr. L.

Matebent, Miss C. Bacela, Mr. L. Moyeni, Miss M. Xakushu and Miss L. Mizimi.

They said they had worked an afternoon shift in the factory's paint shop during 1979. At the beginning of this year

they worked a straight day shift which they welcomed. They did not see any reason why they had to work a late shift as they were the only employees working in that department.

"On Monday we were told by our supervisor that we were going to revert to the afternoon shift," Mr. Matebent said.

"We told him we did not want to work the shift as it was inconvenient for us, especially getting home late at night."

"What's more we were not relieving anyone on the shift so the work we did in the afternoon and evening could be done during the morning."

They appealed to the production manager, Mr. Noel Nell, who told them they had to work a late shift because of energy problems.

"He told us we could leave the company and he would get other people to do the work if we were not

prepared to work the late shift," Mr. Matebent said.

He said they were then told they would be fired if they did not want to work on that shift.

Mr. Nell said the workers had not been fired. They had walked out on their jobs.

"On Monday they were in my office and I explained the whole position to them," he said.

"They have to work the late shift because of energy problems and the only reason why they worked the early shift from the beginning of the year was that we were training them on a new system—changing from wet paint to powder paint."

He said the training period was now over and the company had been losing a lot of money because of the distribution of power when the paint shop worked an early shift.

"When they left my of-

ice on Monday I thought they would understand the position and work on the shift but they all failed to turn up for work on Tuesday and the entire factory almost came to a standstill.

"I could have sent 150 workers home for the day but I chose to employ other people who are still being trained in the paint shop," Mr. Nell said.

He said what hurt him was that one man was behind all the trouble. He would have been prepared to move them, if they had asked for transfers, to departments in which they could work on the early shift.

All were getting top wages and it was sad they did not realise every plant had job specifications to be met and employees had to fit in or find other jobs.

There is a lady in the group (Miss Bacela) who was due to get a ten year service badge in a few months' time", Mr. Nell said —DDR



Four of the six workers who have lost their jobs at the Hoover factory (from left), Mr. L. Moyeni, Mr. L. Matebent, Miss C. Bacela and Mr. W. Milsa.

R22 000

given ⁰⁰ ~~200~~
to PE ^{2/2/80} ~~100~~

strikers ⁹

PORT ELIZABETH —
Workers dismissed from
Ford Motor Company last
year and those not re-
employed at Adamas
Paper Mill and General
Tire received R22 220
from the South African
Council of Churches at the
weekend

The SACC's regional
secretary in Port
Elizabeth, Miss Heather
Ross, said the payout to
450 families was carried
out in her office on Satur-
day

A spokesman for Ford
workers, Mr Government
Zini, said "The SACC
must be truly commended
for their assistance in
reducing human suffering
among black families "

Other groups who were
asked to give financial
help and expressed deep
concern and had also
promised aid, he said

The Port Elizabeth
Black Civic Organisation
appealed for financial aid
on behalf of workers

Pebco last year appeal-
ed to the SACC, the
chairman of the Soweto
Council of Ten, Dr Ntatho
Motlana, the Azanian
Peoples' Organisation
(Azapo) and to all
professional people and
businessmen in Port
Elizabeth's black town-
ships

Ford workers have been
re-employed by the com-
pany.

Mr Zini said the next
move would be to hold
fund-raising programmes
to help the families of the
detained Pebco leaders

A gala film show will be
held at the Rio Cinema in
New Brighton on
February 21 at 7 pm —
DDC

**SACC aids
sacked
workers**

Own Correspondent

PORT ELIZABETH — Workers dismissed from the Ford Motor Company last year and those not re-employed at Adamas Paper Mill and General Tire received a total of R22 220 from the South African Council of Churches (SACC) at the weekend.

The SACC's regional secretary in Port Elizabeth, Miss Heather Ross, said payments to 450 families were made in her office on Saturday.

A spokesman for Ford workers, Mr Government Zini, said "The SACC must be truly commended for their assistance in reducing human suffering among black families."

Other groups who were asked to give financial help had expressed deep concern.

Boss tells 27 to go in bonus rift

By EDMUND JAYIYA

TWENTY-SEVEN workers at the Kilber Automotive Products, Booyens Reserve, walked out yesterday after they had approached the manager about their "monthly bonuses" which they had not received at the end of the month.

They said working conditions in the company were not good. They worked from 7.15 am to 5 pm. They were allowed 35 minutes for lunch.

Some of the men claimed they earned about R23 a week, though a few earned fair salaries.

The spokesman of the workers, Mr Shadrack Mogorosi, told **POST** they were told the books were being compiled and they would get the bonus

Yesterday, they approached the manager, Mr D Weed, about the bonus. He told them to leave if they were not prepared to work.

POST found the workers outside. They told us the story and we approached the manager.

He told us the workers arrived before 7.15 am, but did not start work. They chatted in the changeroom

He said he told them



Mr Weed said he told the men to work or leave the company

to work and those who were not prepared to work could leave.

A director, Mr H Berman, said there was an agreement between the management and the workers that the monthly bonus would be paid when the target figure was reached.

He denied that the workers were entitled to a monthly bonus.

He added that at one stage, the target figure

was not reached, but the workers were paid "this bonus"

About the working conditions, he said the workers agreed to go on lunch for 30 minutes.

They asked him to reduce working hours on Friday so they could go home early

The company, he added, did everything it could to "make them happy"

He said "The company is not under-paying them and the lowest-paid worker here gets 30 percent more than the scale prescribed by the Industrial Council



Some of the workers who went on strike.

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Post 12/2/50

APR 7 1980 13/2/80

All Ford

workers back

~~197~~ ~~1977~~ ~~1977~~

Own Correspondent

PORT ELIZABETH — The last 17 of the 700 Ford-workers who walked out of the Cortina plant on November 21 last year, start work today

This ends a troubled chapter in the Ford labour dispute which started with a mass walkout that brought the plant to a virtual standstill

A company official said last night the last 17 were offered positions yesterday

SACC CASH FOR FIRED WORKERS

THE SA Council of Churches is paying out R22 200 to 450 workers dismissed at Ford Motor Company, Adamas Paper Mill and General Tire in Port Elizabeth during labour unrest at the end of last year.

A spokesman for the Eastern Cape branch of the council, Mr S Zondani, said yesterday that the payout started at the weekend at Port Elizabeth when 375 people received money. The remaining 75 were expected to collect theirs later this week.

Those receiving money were largely Ford workers. Their names had been

submitted by workers' representatives

Although about 700 were dismissed during the strikes at Ford, only those who did not seek re-employment but who waited for re-instatement received money.

The rest of the recipients were only a handful of former General Tire and Adamas Paper Mill employees believed not to have been re-employed.

The Port Elizabeth Black Civic Organisation, which played a prominent part, last year appealed for financial help for the dismissed workers

vice for the preliminary we are faced with obscene disparities in the structure of economic power

It's OUT for 7 women at Holiday Inn

By WILLIE BOKALA

THE Jan Smuts branch of the Holiday Inn this week sacked seven women who went on strike after being accused of stealing money.

The women went on strike after management had told them to pay R25 each for the loss of R50 allegedly stolen from customers. They were also threatened with a R50 deduction from their pay if the demanded R25 were not paid by 12 noon on Tuesday.

They said that they felt so humiliated after being accused of theft and being forced to pay for what they did not steal that they immediately went on strike saying they would not work until the matter was resolved and their names cleared.

The manager of the branch, Mr George Rayn, said the women were dismissed because they refused to obey his orders that they return to work within 24 hours.

After ordering them to go back to work Mr Ryan assured them, "R25 before 12 noon tomorrow or to work."

They were later called and told they should come back on Tuesday to collect their pay. They were signed out and told "no more work for you".

Mr Hans Enderle, operations director of the Holiday Inns, said from the company's head office this week that they were very disappointed that it had to happen "like this, since every hotel employee's foremost duty is to serve guests and if the employees were unhappy they could have contacted their department's liaison committee representative."

The seven women dismissed after refusing to pay for money allegedly stolen from hotel guests.



is important because it calls efficiency (unspecified) can do this so, it could function without contentious decisions. But, to do this costs are specified in addition to efficiency - can maximising or balance to equity. Specification of hospital would either be done medically, i.e. by duration using the minimum value of treatments that maximises the resources detailed physically at its disposal. These policies are implicit, but these hospitals. Prices, of treatment, of decisions and choices, institutions and the of demand, itself predicted wealth. So we come via necessity of confronting equity. The discussion about its claim on where, as in South Africa,

seriously ill first and they were sitting and those women were just sitting there refusing to work," he said.

He said the first customer lost R30 and on Sunday another complained that R20 was missing "We confronted them but none could say she had taken it."

When asked about the R25 condition and the R50 fine all he could say was: "What I can tell you is that they refused to work and as a result they were dismissed."

He never said a straight No or Yes to the pay back claim. "Our customers were waiting," he said.

The women said it was true that they were given five minutes in which to get back to work. But they refused because conditions earlier put to them were not lifted. Mr Rayn told them he still expected them to pay R25 each.

They said on the first occasion they were searched and nothing was done. On the second, some were searched, some not. They were told they would be called to a meeting with management. When they realised that the meeting was not forthcoming they confronted the manager themselves.

Mr Rayn asked, "Where is the money?"

They kept quiet because he was aggressive. Then approaching them one at a time he asked the same question. When they said they did not know he said: "What do you mean you don't know?"

He then told them they were to pay back the money, failing which they would be fined R50 each. They then refused



Six of the men who allege they were fired for refusing to ride in an open truck during a rain storm.

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Sacked for refusing ride in storm on open truck

By JOE THOLOE

14/2/86 Post

SEVEN men yesterday alleged they were fired from Reliable Production Company in Steeldale for refusing to ride in an open truck during Tuesday night's rain storm.

The men said they were at the usual meeting point — a shop near Jeppe Station — when the truck came to fetch them for night duty.

"We asked the white driver to wait until the storm had subsided, but he refused and drove back to the factory," one of the men said.

Nine of them had been waiting for the truck. Two climbed onto the truck when the driver refused to wait and seven were left at the shop.

"There was water on the floor of the truck and the few sacks we were told to use to cover our heads were wet," the men alleged.

"When we went to the

factory in the morning to find out why we had been left behind, we were sacked and told to fetch our pay at noon," one said.

The manager of the company, manufacturers of bolts, screws and nuts, a Mr Simon, was not available for comment yesterday afternoon.

POST was told by sources in the company that the seven had been replaced by men who were fetched from the labour bureau in the morning.

OVERTIME

The seven worked a 9 30 pm to 7 am shift. They are all from Soweto, aged between 21 and 38 and have been working at Reliable Production for between three weeks and eight months. They are Paulus Mdlalose, Ebenezer Monageng, Abraham Molo, Oupa Leeto, Leslie Chapo, Jacob Mokatsanyane and Mahlomola Monageng.

"The manager told us the company had lost production because we had not turned up for work,"

the men said. "We said we could make up for it with overtime, but he said he would not pay for the overtime."

STOVE

Stove, Defy 4 plate, large oven, R85. For this bargain and many more turn to Classified on pages 16 to 18.

the story?

Police alert as packers quit

RIOT police stood by yesterday afternoon as more than 800 workers at the Ceres Fruit-growers Co-op Association brought vital seasonal fruit-packing to a halt over the threatened dismissal of a colleague.

The workers decided on strike action when they learnt that a colleague, Mr Klaas Markus, had been asked to retire and that his wages would not be guaranteed after Tuesday.

According to the secretary of the Food and Canning Workers' Union, Mr Jan Theron, the workers saw this as a 'revenge' because Mr Markus was a delegate at recent wage negotiations with the company's management.

In terms of the agreement wages at the factory are to be increased next week from R9 and R10 a week to R24 for women and R26 for men.

Mr Theron said this jump would inevitably lead to mechanisation and resultant redundancies.

& Monis Strike

Workers at the Fattis & Monis factory in Bellville South struck because five of their fellow workers were dismissed. The dismissals were because all five were members of the union who was trying to negotiate for better pay and hours of 8 hour working day. A director of the factory says the demands are "all proportion", and unreasonable and would lead to

the dismissal of a member union (the Food & Canning Workers Union), say they had signed a document giving the union rights to negotiate with the factory refused to negotiate with the union. It was said by machines and that it was part of a cut-back of

workers were 'Coloured', more than half of the men who were on strike. In spite of the threat of being endorsed by the African workers are standing firm with their 'Coloured' workers. The first day of the strike, men from the Department of Labour and 'Coloured' and African workers who had gathered at the factory refused to be separated. One said, "We were all together."

The number of striking workers are increasing. At a solidarity meeting university and college students from U.W.C., Hewat, George and Bellville Technical College called for workers to join a boycott of Fattis & Monis products.

The Ceres Fruit-growers Association says it will instruct its members not to buy products unless there is negotiation.

The South African Council of Sport (SACOS) has called on all sports bodies and schools affiliated to SACOS to support a call for re-employment of the workers and a boycott of the factory's products.

More than 400 students from the University of Cape Town held a meeting and called for a boycott of all Fattis and Monis products.

The Women for Peace movement has called on the factory to negotiate with the workers.

The Cape branch of Nafcoc - the National African Federated Chamber of Commerce - has issued a statement in support of the dismissed workers.

Fattis and Monis insist that there is "no dispute". However a director of the firm says he is worried about calls for a boycott of the factory's products by blacks because much of the factory's trade is with blacks. The management have kept production going by employing scab workers in the place of the striking workers. However production has slowed down.

Who are Fattis and Monis? Fattis and Monis is the factory which produces the following products: The following Record flours; Self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wheatie Treat flour; Philadelphia flour; Koeberg Mille pack - mealie meal; all products with the Fattis & Monis brand name. These include icecream cones, cake cups, wafers, macaroni, spaghetti, large and small shells, pasta ribbons - broad, narrow, plain and green, pain rings, dilatines. Fattis and Monis also pack their pasta products under the following brand names; Princess, Pot o' Gold, Pick 'n Pay no name brand, Ckeckers and Roma. Fattis & Monis also control a number of bakeries in the Cape Town area. These include the Good Hope Bakery in Elsies River, Wrench Town Bakery in Observatory and the Ultra Bakery in Somerset West.

Ford man queries US ^{16/2/80} ~~emb~~ ¹⁵² ~~emb~~ role in dispute

By GORDON KLING

THE director of industrial relations at the Ford Motor Company in Port Elizabeth, Mr F H Ferreira, yesterday said that he saw no reason for the "involvement" of United States Government representatives in the company's internal industrial relations affairs

In a statement following a report in the Cape Times—yesterday — on the presence in Port Elizabeth of the US Deputy Assistant Secretary of African Affairs, Mr Robert Keeley, the US Consul-General in Cape Town, Mr Alan Lukens, and a counsellor at the US Embassy in Pretoria,

Mr Howard Walker — Mr Ferreira described the original involvement of US representatives as a "one-time" occurrence because of the need for a mediating figure

This role had since ended and he saw no further reason for the involvement of the representatives in internal industrial relations issues

If the American representatives were seen as playing a mediating role it was unfortunate and it should be stopped. Specifically, he opposed the idea of representatives meeting Ford employees to discuss issues related to the work situation which were of a purely internal nature

A U S Embassy spokesman commented last night "We essentially agree with this statement by Mr Ferreira"

The Minister of Foreign Affairs, Mr Pk Botha, said yesterday that "we are busy establishing the facts"

Commenting on a secret report into industrial relations at Ford conducted by the South African Institute of Race Relations, the assistant director of the institute, Mrs H Woolman, said

"The report was an internal audit commissioned by Ford from the institute, which appoint-

ed the auditors. On completion of this report it was found to be such an important document — taking into consideration what had happened at Ford and in Port Elizabeth in general — it was decided at a meeting on Thursday night that it should be released to the press. Up until that stage it was a confidential document, and it still is. Although, the auditors have discussed various aspects of the report with newspapers, the full document and details have not been provided to the press, but will be released next week"

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Ford walks a tight-rope with no safety-net

DOMINATING the dark wood-panelled reception area at the Ford head office is a disconcerting picture 'Cape Point' by Gabriel de Jongh is an inspiring painting of an East Indian man rounding the majestic cliffs at the end of the peninsula but the vessel is set on a course which must cause it to founder

The company's industrial relations director, Mr Fred Ferreira likes the painting and smiles wryly at what could be taken as an allusion to the company's prospects in a battle against odds which are nothing short of a microcosm of all the forces at work in South Africa today

All the workers involved in the series of disputes which began with the resignation of the Port Elizabeth Black Civic Organisation (Pebco) chairman and current security police detainee Mr Thozamile Botha have been reinstated, but the atmosphere on the shop-floor is an uneasy peace. It features

- Black distrust of white management

- Deep divisions among black employees themselves which has already erupted in violence on the job as a struggle for control of the black United Auto and Allied Workers Union gets under way

- A latent rift between white and black workers

- The paradox of management being required to help employees through government bodies which are not popular among the employees

- High worker aspirations engendered by Ford's high reputation as an employer

In many ways it amounts to attempting to reconcile the irreconcilable but Mr Ferreira believes it can be done and on balance he is succeeding

He also believes the situation has the seeds of disaster, and accepts that the consequences of failure are frightening. As a sign of the company's determination to solve its labour problems rather than postpone or circumvent them, he refers to the 1978-79 slump in the industry which on purely economic grounds would have permitted mass lay-offs when the walk-out occurred

The contradictions are every where, and perhaps the ultimate contradiction of them all is the indication that Ford is going through its present phase simply because it has been relatively successful in accommodating its labour problems and in gaining a reputation for this

'We are considered number one in terms of the implementation of the Sullivan principles (governing employment practices of American firms) around the world' he says

Ironically, it's a problem. Certainly we had created aspirations which we did not fill - not deliber-

ately but it happened - in this whole sea in South Africa of stifled opportunities we have created almost a siphon. People have been cooped up for their entire life time

Their expectations exceeded our ability to satisfy them

He nods when asked if it is possible that the Prime Minister Mr P W Botha, may be doing the same thing

Mr Ferreira is well aware that the company's housing fund donations to the Eastern Cape Administration Board risk identifying it with an unpopular government authority. We spend more than R1 million through the administration board. If we don't utilize them, we have no housing. Where do we turn?

It is apparent that the Auto Workers Union is not representative of the majority of the company's black labour force, but neither is the Pebco associated dismissed workers committee. A battle for control of

zamide will help, he will then show us what to do

Mr Skosama says he is optimistic about the outlook, but with the young we have to be very careful. They make demands today and want results tomorrow. We have to pacify them, teach them to exercise more care and patience. It's an explosive situation if we fail. We'll in a way be defeated in our own game'

Mr Zini is more bitter over the situation at Ford and the labour situation in general. You can imagine reading a newspaper and working at Ford he says with reference to reports that the dispute there was settled

The black man is not being paid like the white man. It can't be that Ford is leading in the motor industry'

No follow up

Mr Zini accuses Ford management of making reassuring sounds on black grievances, but not seeing that white supervisors follow up in a practical manner. Some employees saw Ford as an extension of the government. The company allowed employees to devote time to state bodies, but it acted against Thozamile Botha when he was forced to take time off work at the request of the security police

The supervisor should have told the security police to make an appointment for after hours

Lack of support at Ford had forced Botha to resign under duress, said Mr Zini. He's detained now by the police - they have the right - but Ford had no right

The crux of the problem now will probably revolve around the reinstated workers. Many feel the company did not want them back, that it has placed them in menial positions, and will find an excuse to dismiss them. One worker maintains that company-conduct cards of the strikers contain the words 'walked off job - never rehire' circled in red

What happens next time I have a problem and that card comes out? I've lost already'

Mr Ferreira concedes that 25 of the workers have been given lower posts than they held previously but says their pay has been maintained at previous levels and it is the intention of the company to advance them as positions become available

It will all depend on how workers gauge Ford's sincerity, says Mr Zini

Responds Mr Ferreira 'We have a written agreement with them giving their jobs back under company conditions and we are implementing it in letter and spirit

THE complex and delicately-balanced relationship between management and workers at the Ford Motor Company in Port Elizabeth is developing into a paradigm of industrial relations likely to signpost developments in the workplace throughout the country, writes GORDON KLING, who this week interviewed key figures in the fragile entente which now governs the company's operations

the union is likely with the head of the workers committee. Mr Government Zini continuing that he is urging Pebco sympathizers to join the union in a move which could leave Pebco in a decisive position

Pebco itself is trying to keep a low profile in the Ford context, says the shadow chairman Mr Wilson Skosama

The thing at Ford has an ugly face on it. Our people suffer financially and otherwise, he says and referring to management. Of course it's bad in the business world for your staff to turn against you

He feels his post is a hot seat. My wish now is just to make a success of it - to work with the committee, keep the (peaceful) image of Pebco, and see it grow. We are not thinking of positive action at this stage. We are in a holding operation. You can well imagine that things will flare up if we make one false move. The release of Tho-

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750 Ceres strikers refuse to return

Staff Reporter
A SPOKESMAN for the Ceres
Fruitgrowers Co-op Association
last night refused to comment

on yesterday's strike by 750
workers who refused to return
to work till they were given an
assurance that a colleague

would be re-employed

The decision to strike was
made on Friday when the work-
ers learned that Mr Klaas Mar-
kus had been asked to retire
and was told his wages would
not be guaranteed

Yesterday the workers were
given three minutes in which to
return to work, but refused
saying they would not resume
work till they had been guaran-
teed that Mr Markus could go
with them

Sacked AND short-paid, at first

By WILLIE BOKALA

SOME of the women sacked by the Jan Smuts branch of the Holiday Inn last week were not paid out fully.

Only quick action by reporters and the intervention of POST forced the hotel to call back the women and correct its mistakes. Thanks to POST, the women are now happy that they have been paid out satisfactorily.

The women were sacked when they went on strike after being accused of stealing money by the hotel management. Management had told them to pay R25 each for the loss of R50 allegedly stolen from customers. They were also threatened with a R50 deduction from their pay if the demanded R25 was not paid by 12 noon on Tuesday last week.

LIFT CONDITIONS

Post 18/2/80

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The woman, accused of stealing, sacked, short paid.

They were later approached by the manager, Mr George Rayn, who ordered them to go back to work within five minutes failing which they would be sacked.

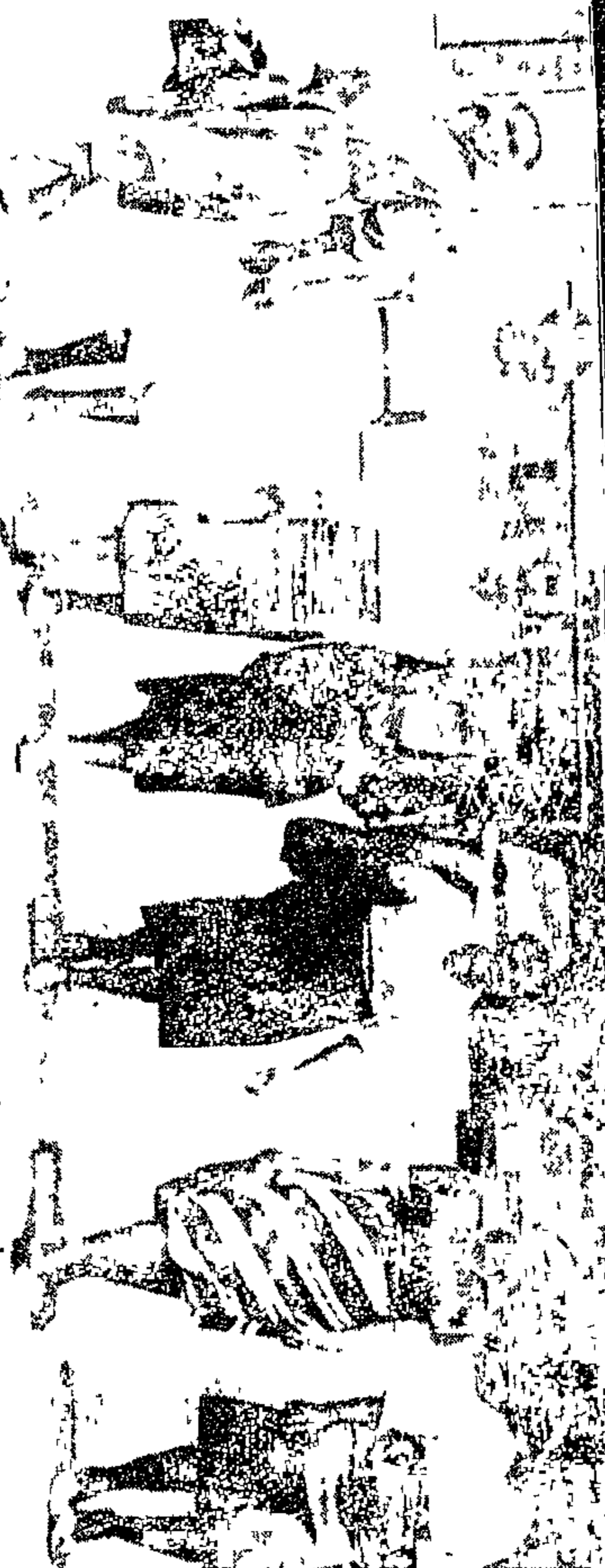
They refused and instead demanded that management first lift the conditions set earlier that they each pay R25 or be fined R50 for the loss of R50.

Mr Rayn told POST that one of his customers had lost R30 and R20 within a week. "We were trying to find out who stole the money and confronted our employees. They went on strike and we had to pay them off as our customers were waiting with no-one to serve them," he said.

The women were told to collect their pay last Wednesday. One of the women, Mrs Agnes Njeje, said they were unhappy at the treatment meted out to them by the Holiday Inns. "When we went to collect our pay on Wednesday we were made to wait until very late. It looked like we were never going to get it with nobody showing concern at our long wait.

"When we ultimately got the pay it was so small

between the two reports has therefore been distributed according to the age categories. The differences in totals



we were immediately suspicious that we had deliberately been underpaid. We felt lost and helpless until POST took up our case and made inquiries for us. On Friday we were given more money but they said there were no mistakes in others' pay slips," she said.

Miss Njeje was first given R49.03. Later she got R27.24 more.

When the women approached POST with their pay slips on Thursday our accounts department examined the papers and they were found to be confusing. POST contacted the Holiday Inns and pointed out the flaws.

Although a spokesman for the hotel was quick in pointing out that POST was involving itself in affairs which were "none of its business," he suggested that the women come and see the manager with their complaints. The general manager, Mr Geiges, could not comment on the matter and referred POST to Mr Hans Enderle, operations director, at the Holiday Inns headquarters. He was not in for comment.

Fired because of 'deliberate absence'

By KINGDOM
LOLWANE

RELIABLE Production Company in Steeldale has reacted to allegations that it dismissed six of its workers for refusing to ride to work in an open truck during Tuesday's rainstorm.

Mr E A Simon, managing director of the company, said the men were sacked because of the production loss caused by the deliberate absence from work.

The workers told POST last week that they had refused to ride in an open truck during a rain storm. They said they had asked the white driver to wait until the storm had subsided, but that he had refused.

Mr Simon said the workers on night shift normally make their own way to work.

"However, a light truck is sent as a convenience

each evening to Jeppe Station to collect some of the men who choose to use it.

"The night shift foreman waited 20 minutes later than usual to allow the rain storm to abate. He then had to leave to start the night shift," Mr Simon added.

He said the foreman had assumed the six men would make their own way to the factory as normally happens when workers miss the truck.

He said the six neither made any attempt to get to work for even a portion of the shift, nor had they tried at Jeppe or elsewhere to speak to the foreman.

The men have not been reinstated.

~~Simon, Rensburg, Mareking, Postmasburg, Vrysburg, Clanwilliam~~
Vredendal.

lvinia Beaufort West, Carnarvon, Fraserburg, Laingsburg,

nce Albert, Sutherland, Victoria West, Willoston, Britstown,

De Aar, Philipstown, Barkly West, Hartswater, Herbert, Hopetown, Kimberley, Taung, Warrenton, Namaqualand, Vanrhynsdorp, Hay, Kenhardt and Prieska.

(Report of the Commission of Enquiry into matters affecting the Coloured Population group, R.P. 38/1976).

2. Department of Agricultural Economics and Marketing, Agricultural Production and Economics Division, Karoo District, Opsomming van Finansiële Resultate van Studiegroepe in die Winterreën Karoo, Suidelike Karoo, Sentrale Bokaroo, Gemengde Karoo, Noord-Wes Karoo; 1974-75, roneo.
3. Report of the Commission of Enquiry into Matters affecting the Coloured Population group, (Theroy Commission Report), R.P. 38/1976 p.138.
4. The case of this farmer is interesting: he lived only 6 kilometres from a town (Merweville) and found it cheaper to fetch casual workers from the town to help him at peak times than to employ a permanent labour force. He paid workers R1 for half a day (about 5 hours) plus firewood, fruit and vegetables and fetched them and took them back to town. The farmer said at these rates he could always find as many workers as he needed.

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'Revenge'

strikers

told: No

guarantee

~~138~~

THE strike at the Ceres Fruitgrowers' Co-op Association today entered its fifth day with the management refusing to guarantee that all strikers would be re employed

~~181~~

Between five and 10 people are now in danger of not getting their jobs back, the secretary of the Food and Canning Workers' Union, Mr Jan Theron, said today.

The workers decided on strike action when they learnt that one of their colleagues, Mr Klaas Markus, had been asked to retire

They saw this as 'revenge' over his role as a delegate at recent wage negotiations with the company

19/2/80

'The management's refusal to guarantee full re-employment has engendered suspicion about whether it wants a real solution,' said Mr Theron

'The workers feel that with the co-op employing about 800 people, the extra five or 10 shouldn't make such a difference'

More than 750 striking packers have brought vital seasonal fruit packing to a halt

SUMMARY

It would seem, then, that certain characteristics distinguish the care-group members from the general population. In contrast to the community, most care-group members have many of the items considered necessary for good health, and are aware of the benefits of using clean water.

5. CONTACT BETWEEN CARE-GROUPS AND COMMUNITY

In analysing the impact that the care-group had upon the general population, we divided each village into two groups: those who had had contact with the care-group (the experimental group) and those who had not (the control group).

In retrospect, though, the effectiveness of the care-groups might have been better shown had our control group been a village similar in all respects to Chavani or Mbokota, but without a care-group.

In Chavani, 31% of those questioned had either been visited by or had gone to a care-group member; whereas in Mbokota, only 22% of the community had made contact with the care-group.

6. EFFECT OF CONTACT WITH CARE-GROUPS

In this section, comparison is made between those had had contact with the care-group and those who had not. Except where differences are noticeable, the two villages have been treated as a single unit.

6.1 Health Possessions, Villages Combined

	Contact %	No Contact %
soap	92	84
washcloth *	47	32
pit latrine	26	14

*Pit latrines significantly different at 10% level, X^2 test. In the Table, we show the effect of contact upon the acquisition of soap, washcloths and pit latrines in the two villages. In all of these, contact had a positive effect upon the proportion of people possessing these items, there being a non-significant increase in the proportion of people possessing washcloths and soap, while a significant number who have had contact possess a pit-latrine.

We did notice an increase in the number of washcloths owned by families irrespective of contact after the introduction of the care-groups. We have insufficient data, however, to determine whether or not this was due to a ripple-like effect through the community, arising out of the establishment of the care-groups.

6.2 Knowledge of Trachoma

No knowledge of Trachoma
Knows something about Trachoma
(Difference significant at
This Table shows that contact
increase in the villagers' know

6.3 Combating Trachoma

We also examined the way
assisted in measures specifically
As a preventive measure, they
towards the concept of trachoma
childhood, known as Mavoni and
as a healthy stage in a child's
when he or she grows up.

It was found that while the gen
evenly divided as to whether M
had had contact believed that
by village, however, showed th
been successful in educating th
ing Mavoni as bad. In Mbokot
the contact and non-contact gr
of communication which the non
have had.

In order to cure trachoma, the
ointment to any person who app
analysis shows that in fact th
those they had contact with.

X^2 test) -- relative to the number in the non-contact group who had received ointment -- must be seen in the context that 70% of those questioned reported that one or more of their children had had Mavoni. So although the figure of 83% might seem excessive, the high incidence of Mavoni would seem to

The President of the AHI, Dr the coming consultation

750 fruit workers strike

CAPE TOWN - About 750 striking workers at the Ceres Fruitgrowers' Co-operative refused to return to work yesterday without an assurance that one of their colleagues, Mr Klaas Markus, would be re-employed

The workers decided to strike on Friday after learning that Mr Markus had been asked to retire, and that his wages would not be guaranteed after Tuesday

The workers gathered at the

co-op at about 7 45am yesterday and, after 45 minutes while one of their foremen made a speech, they were given three minutes to return to work

"We refused to return to work until we have received a guarantee that Mr Markus could come with us," one of the workers said

"We did not receive this assurance and after about six minutes we were all threatened with dismissal

"We left the grounds singing

and we saw a number of policemen with guns on their shoulders," he said

According to the secretary of the Food and Canning Workers' Union, Mr Jan Theron, the workers see Mr Markus's threatened dismissal as 'revenge' because he was a delegate at recent wage negotiations with the company's management

A spokesman for the Ceres police said that as far as he knew, no arrests had been made at the co-op - Sapa

This highly significant figure is 0.05,

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Firm to re-employ

Staff Reporter

The Ceres Fruit Growers Corporation whose 150 employees were dismissed when they went on strike this week said yesterday it was prepared to re-employ all but five or 10 of the workers.

However a spokesman for the workers union Mr Ian

Theron said last night that although the workers were more than willing to return to work they demanded that all be re-employed.

The company's general manager Mr Ben Ludik said last night a full statement would be released once the matter had been resolved.

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RDM 20/2/80
Strike is
still on 159

CAPE TOWN — The strike at the Ceres Fruit Growers' Co-operative Association in the Cape yesterday entered its fifth day as the management refused to guarantee re-employment of all the striking workers

Five or 10 people are in danger, of not being able to return, the secretary of the Food and Canning Workers' Union, Mr Jan Theron, said yesterday.

Workers decided to strike on learning that a colleague, Mr Klaas Markus, had been asked to retire — Sapa

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**Ceres strike:
Talks fail**

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152

THE management of the Ceres Fruitgrowers' Co op Association failed to reach agreement with representatives of the striking packers and members of the Food and Canning Workers' Union at a meeting yesterday

'The management repeated its stand that it could not guarantee re-employment for all the striking workers,' the secretary of the union, Mr Jan Theron, said today

'They said there would not be employment for more than the original five or 10 because they had taken on workers to replace the strikes

Mr Theron said the management claimed it had employed about 250 new workers, but at least 70 of these were only temporary

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Warning on Interference

Political Staff

HOUSE OF ASSEMBLY — The visit by United States diplomatic officials to the Ford motor plant in Port Elizabeth this year after labour unrest at the factory yesterday led to a warning from the Minister of Foreign Affairs Mr R F Botha, to officials of foreign governments not to interfere in domestic affairs.

Mr Botha's warning came when he replied to questions by Mr John Wiley leader of the South African Party, who asked for details of the visit.

Mr Botha said that if officials of any foreign country interfered in South Africa's domestic affairs including labour issues, the government would view the matter in a 'serious light'.

He disclosed that while the government had been informed in advance of the visit to South Africa by Mr R Keely, the US Deputy Assistant Secretary of State for African Affairs, the reason given for the visit was orientation in respect of his duties as secretary.

According to information received from the United States Embassy in Cape Town, he paid a courtesy call on the managing director of Ford in

Port Elizabeth on February 16 and visited the plant to acquaint himself with the operations of the American owned company.

The embassy added the call had nothing to do with any current labour negotiations.

He added that other US diplomats were present during the call.

IX DISEASES OF THE DIGESTIVE SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64	0,92	0,42	1,60	0,72	1,31	0,67	0,80	0,68
65+	1,80	1,16	1,61	2,44	1,91	0,75	1,44	0,91
ALL	0,31	0,21	0,33	0,16	0,33	0,17	0,25	0,20
NO.	653	430	116	56	370	201	533	329

X DISEASES OF THE GENITO-URINARY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,00	0,10	0,25	0,10	0,04	0,06
1-4	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
5-24	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
25-44	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
45-64	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
65+	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
ALL	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
NO.	276	303	38	42	169	165	203	130

PRETORIA — Support for the right of railway unions to strike — a right denied them by the Railways and Harbours Services Act — is growing

The unions have called for an investigation into their "disabilities" — including a strike ban — and the Federal Consultative Council of Railways Staff Associations has appointed a committee to review the arbitration machinery available to railway workers

The consultative council speaks for all seven railway unions. The committee will report back to the first council meeting in March

The feeling is strong that the unions should break away from the restrictive Act and be subject to the broader provisions of the industrial conciliation legislation like all other unions

This legislation makes

Railmen want right to strike

provision for a conciliation board in wage disputes. If it fails they can go to arbitration and even to an industrial court

If that fails the union can take strike action after a ballot

It is likely to be recommended by the committee that the right to strike be returned to railmen. It was taken

away from them in the 50s

For the past 20 years the Artisan Staff Association ASA and the Footplate Staff Association FSA have been unhappy about the provisions for settling pay and other disputes in terms of the Railways and Harbours Services Act

In a pay dispute like those involving the ASA and the FSA last year the Service Act lays down that a three-man tribunal with a judge as chairman should decide on the merits or otherwise of pay claims

Tribunals rejected claims last year by the ASA and FSA for 15 per cent pay rises, following an administration offer of ten per cent

The unions say the fact that one of the three members of the tribunal is always a retired senior railway executive gives the issue, as far as they are concerned, a tilt in the wrong direction — DDC

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DAILY DISPATCH

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67

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22/2/80
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 Charges withdrawn

PORT ELIZABETH — Charges were withdrawn here yesterday against two of the 20 black men appearing in the Magistrate's Court in connection with alleged intimidation arising from labour unrest at the Ford Motor company here late last year. No evidence was led and the hearing was adjourned to June 16 in the Regional Court. Bail of R50 for each of the accused was extended.

with selected major categories of disease. Clearly, this is an entirely hypothetical 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 Neoplastic Diseases and Diseases of the Circulatory System in men, the 'coloured' community stand to gain most from measures 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.

ACKNOWLEDGEMENT

The writers wish to thank the Board of the Colonial Mutual Life Assurance Society for their generous financial assistance.

Post 22.2.80
Fired workers (186)
Win R25 000 (152)

NELS DAIRY has agreed to pay R25 000 as an out of court settlement which was made final in the Rand Supreme Court yesterday following the dismissal of 23 workers.

The contempt of court case arose from a Supreme Court order made last year interdicting Nels Dairy from dismissing Mr Joseph Mabaso and 23 of his colleagues who participated in the works committee.

According to the terms of the settlement, the 24 workers who were the applicants unreservedly withdrew their application against Nels Dairies following the settlement. The workers will receive R15 000 from the settlement and the remainder will pay the court costs.

The action was brought by Mr Mabaso who worked for the company for 25 years and 23 other workers against a director of the company, Mr Johannes Daniel Nel.

Ford: Case against 2 dropped

Own Correspondent

PORT ELIZABETH — Charges against two of 20 Ford workers accused of intimidation under the Riotous Assemblies Act were withdrawn in the Port Elizabeth Magistrate's Court yesterday.

The state withdrew charges against Mr Mathews Mpongoshe, 24 and Mr Thembile Jawula, 32. The other 18 men were not asked to plead and no evidence was led.

They are Mr M Gqalama, 27, Mr B Kulati, 30, Mr T Keli, 30, Mr V Brongo, 27, Mr S Momi, 28, Mr Z Ngqomdo, 25, Mr W Buni, 23, Mr S Moyana, 23, Mr W Twebe, 27, Mr S Skoti, 27, Mr L Bikisha, 29, Mr M Dladla, 28, Mr S Landule, 29, Mr G Sogoni, 24, Mr H Nqam, 24, Mr F Fontein, 25, Mr M Nyobe, 25, and Mr Z Ndongeni.

The case was postponed till June 16.

Cape T 22/2/80

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Ford bid to break worker unity claimed

MORE than 700 of the 723 Ford workers fired after the company gave them an ultimatum to return to work or else, have been re-employed. But the committee which represented the dismissed workers has warned that any more trouble at Ford would be of the company's own doing.

The chairman of the committee Mr Government Zini, claims that the company is 'victimising' the re-employed workers — the last batch of 17 restated last Wednesday — by dispersing them throughout the various company plants to scatter their leadership, instead of giving them their old jobs back.

Mr Zini said the workers had been 'dispersed' throughout the various Ford plants so that the leadership among them could be scattered, creating a slackening of unity and discipline, especially at the Cortina plant.

'Any resultant trouble at this particular plant will be directly attributable to Ford management,' Mr Zini said in an interview.

He said that Ford spent R18 million of its 'affirmative action budget' on pro-apartheid organisations including certain sports bodies — a matter his committee intended raising with high ranking United States diplomats when they visit the Port Elizabeth plants this week.

Another allegation against the company made by Mr Zini was that Ford's assisted housing programme in the townships was aimed at higher-income workers rather than the poorer classes.

ASSAULTED

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CAPE HERALD 23/2/80

SS STRIKER

↑
POLICE ASSAULTED
ME, SAYS STRIKER

A WOMAN worker who was part of the negotiating team trying to sort out the differences between 750 striking Ceres workers and their bosses claimed that she was assaulted by riot police on Monday as the strike entered its second day.

The woman, Mrs Maria Abrahams, claims that riot police, who had been called to the factory on Monday morning when workers again refused to go back to work, assaulted her, ripped her clothes off and dragged her to a waiting police van in her underwear.

She has now instructed attorneys to lay a charge of assault against the police.

A senior police spokesman for the Boland police confirmed on Monday that the woman had been arrested but denied any knowledge of the assault claim.

SACKED

Trouble started at the Ceres Fruit Growers' Cannery on Friday when workers found out that one of their colleagues, Mr Klaas Markus, had been sacked.

Mr Markus played an active role in getting the workers to join the Food and Canning Workers' Union and his dismissal infuriated workers.

After the morning tea-break, workers refused to go back to work and were milling about the factory grounds. Riot police were called and they arrived in six vans but did not enter the premises. Senior officers did, however, mix with the crowd.

A representative from the company then gave the workers five minutes to get off the premises but they refused to go and demanded to speak to a spokesman from the Food and Canning Workers' Union.

When the union representative arrived it was established that no one would be sacked, but if this were done then the person would be given a week's notice in writing.

The workers said that at one stage they were told that the factory had 700 other workers to take

750 stop work

as Ceres

worker fired

their place if they did not get back to work.

An inspector of Labour was then called in. He asked the workers whether they were aware that it was illegal to strike and forms were handed out to them which they refused to fill in.

GROUP

On Monday a group of four, including Mrs Abrahams, approached the factory management and were told that if the workers were not at work in three minutes they would all be sacked.

The workers then left the premises.

One of the women in the group, Mrs M Schuurman, told Cape Herald:

'As we came through the gate one of the managers pointed Mrs Abrahams out to the police and two of them rushed her. One struck her in the face with the fist.'

'Some of the workers ran forward and managed to get her away and the police then left her alone.'

'We all walked away from the factory, but then the riot squad vans blocked the street.'

A policeman then ran up to us shouting, 'Waar is die meid?' and dragged her off. Her clothes were ripped from her and she was dragged away in her underwear,' said Mrs Schuurman.

Mrs Abrahams was taken away by the police and the workers then went home.

A spokesman for the Paarl police said Mrs Abrahams had been released and warned to appear in court. He said she was to appear on charges related to Labour Legislation. He knew nothing of the alleged assault.

A factory spokesman, Mr I Ludick, refused to speak.

The General Secretary of the Food and Canning Workers' Union, Mr J Theon, confirmed that Mrs Abrahams had to appear on charges of incitement to strike and resisting arrest.

He said the union's lawyers had been told to lay charges of assault against the police.

CAPE TIMES 23/2/80

Strike (152) continues (138)

A STRIKE by 750 workers at the Ceres Fruit Growers Co-operative continued yesterday in spite of efforts by the co-operative's management and union officials to break the deadlock.

The workers decided to walk out after a colleague, Mr Klaas Markus, was asked to retire.

All those who walked out were subsequently fired, but the co-operative has offered to re-employ them. However, the strikers have refused to return to work without their colleague, Mr Markus.

Mr Jan Theron, an official of the Food and Canning Workers Union, is in Ceres negotiating on behalf of the 750 workers.

The company's general manager, Mr Ben Ludik, confirmed yesterday that the dispute was still continuing, but refused to comment further.

(1986) 152 Post 96.2.80

Getting it straight

IN LAST Friday's edition of POST, under the heading "Fired Workers win R25 000", it was incorrectly stated that Nel's Dairy has agreed to pay R25 000 as an out-of-court settlement which was made final by the Supreme Court following the dismissal of 23 workers

The court record reads

1 The applicants unreservedly withdraw the applications against the respondents.

2 By reason of the fact that —

(a) Respondents will necessarily incur costs in excess of the sum of R25 000 in the conduct of the above litigations, and

(b) in the event of respondents being successful, costs will not, by reason of the impecuniosity of the applicants, be recoverable, Respondents agree

to contribute the sum of ~~R25 000~~ the applicants' costs

3 This deed of settlement constitutes a full and final settlement of all or any pending actions or other alleged causes of action by any of the applicants as also all the persons mentioned in the schedule herunto annexed, marked "A", against the respondents or any of them, or any of their employees.

POST takes this opportunity of apologising to Nel's Dairy for any embarrassment and inconvenience caused by the incorrect report

276 152 342 342

By Maureen Griffin

THE bleak poverty of thousands of black people, intensified by an enforced 20 kilometre separation from their only hope of work in Ladysmith, is a time-bomb that could blow stability there sky-high.

Black leaders warned this week the bomb will go off if there is another bus fare increase for workers.

The workers must travel from the township they didn't want to move to in the first place to factories where wages don't even pretend to keep pace with the rising cost of living.

Fare increases were introduced in September last year, bringing to 90 percent the increases commuters have had to face in one year.

The bus company withdrew its demands, however, when Ezakheni Township's 9 500 workers boycotted the buses in a month-long protest that forced the Government to launch an inquiry into their grievances.

The inquiry took the form of a committee representing workers, KwaZulu Transport (who provide the bus service), and leaders of commerce and industry in Ladysmith.

They met on February 8, in Pietermaritzburg, and their findings have been reported to Dr Piet Koornhof, Minister of Co-operation and Development, who has stayed the proposed hikes pending a Government decision on the best course to take.

While the Government struggles to defuse the situation, KwaZulu Transport insists that a fare increase is imperative. Workers say they won't pay more until their wages rise considerably, and employers are adamant that it's up to the Government to improve fare subsidies.

The Sunday Tribune learnt this week that when KwaZulu Transport (owned jointly by the Corporation for Economic Development and the KwaZulu Development Corporation) was granted its increase in September, the Department of Transport ruled that there were insufficient funds for a subsidy and passengers would have to bear the entire increase.

Although the increase granted to the bus company was only 14 percent, to the passenger it worked



Last time black workers boycotted bus service but this time things could be much worse...

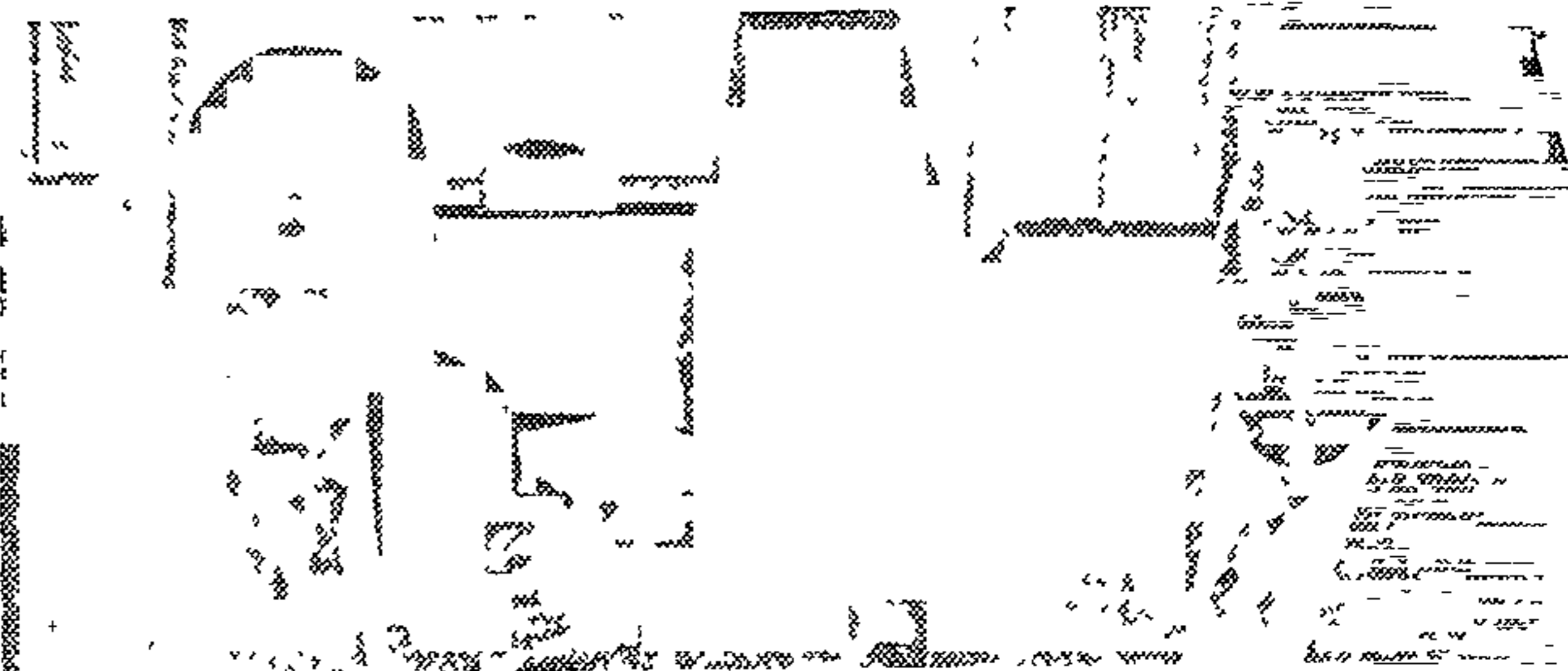
TOWN

On a

time bomb

Another increase in bus fares for black workers in Ladysmith will set off explosion, say black leader

Chief Owen Sithebe (right), chairman of a liaison and consultative committee consisting of worker representatives and bus company employees, with Mr Elliot Mngadi, mayor of Ezakheni and vice chairman of the committee



dent of the Ladysmith Chamber of Industries, told the Tribune this week "If, instead of doubling fares within a year, KwaZulu Transport had upped them in step with wage increases, there would not have been a problem.

"How can anybody expect wages to keep up with rents and busfares when these double in a year?"

Mr Sithebe, one of three people who represented workers on the committee that reported to the Government on the boycott, said "Our oral evidence also included the assertion that the Government must pay for its policies.

"We were moved to Ezakheni against our will from places that were in many cases so near to Ladysmith that we didn't

reveal how much they paid their workers.

According to the records of the local Black Allied Workers Union, one woman who is described as a "runner" in the clothing trade receives R6 a week. Another whose job description is omitted earns R8.70 a week gross, but for the week ending

October 9, 1979 received only R5,96 after deductions.

According to Mr C. Peckett, group manager KwaZulu Transport, of price hikes, the cost of buses and escalators operating costs were so high that the need for a further fare increase.

from R2,10 to R2,30) in an area where wages are notoriously low, and where township rents had almost doubled only a year before.

After the fares were reduced to their pre-September level and buses were once more in use, a liaison committee representing workers approached commerce and industry to discuss wages.

Gilbert Richmond, president of the Ladysmith Chamber of Commerce, told the committee that a study he had made of wages paid by commercial undertakings in the town had satisfied him that these were very fair.

The Ladysmith Chamber of Industries refused to meet the committee, maintaining that the correct negotiating procedure was through the medium of industrial councils, properly constituted factory liaison committees, or through the Wage Board. It would be unconstitutional for the chamber to act as a wage negotiating body.

Martin Winter, presi-

try is the ogre, but we don't see how the blame for fare increases can be placed on our shoulders.

Subsidy

"Our chamber is making representations to the Government to increase the subsidy for the commuter."

But Stephen Sithebe, KwaZulu MP representing the Emnambithi area on the outskirts of Ladysmith, argued: "If wages were sufficient at the time of the fare increase, people would not have boycotted the buses.

"When the increase was introduced, employers gave workers just that amount that was needed to pay the extra fare. But why should the workers pass on their wage increase to the bus people? They are not working for the bus company.

"If commerce and industry won't pay decent wages, then the commuter can't pay the bus company."

could cycle into town. "Many people who were on privately-owned properties were uprooted and told they were a black spot in a white area.

"The Government must pay for these policies by increasing subsidies, and in future whenever there is need for a fare increase, the Government must push up the subsidies."

The Wage Board has determined wages for men learner machinists in the clothing trade in Ladysmith at a minimum of R8,50 a week, and for women at a minimum of R7,40 a week. After three years a qualified male machinist is paid a minimum of R17,80 a week, and a qualified female machinist receives a minimum of R14 a week.

The Tribune's attempts to establish how much workers in the clothing trade earn in Ladysmith were unsuccessful. Of the five companies approached, spokesmen were either unavailable or declined to

28/2/80

Sunday Tribune

150

BY JOHN KANE-BERMAN

IF "FORD" wasn't already a household name, the company's recent labour troubles would have made it one. This was no run-of-the-mill industrial dispute but a broader clash that throws two central issues into sharp focus. How risky it is to awaken expectations of change but fall short in fulfilling them and how dangerous it is for South Africa to liberalise in the economic field but fail to liberalise in the political field.

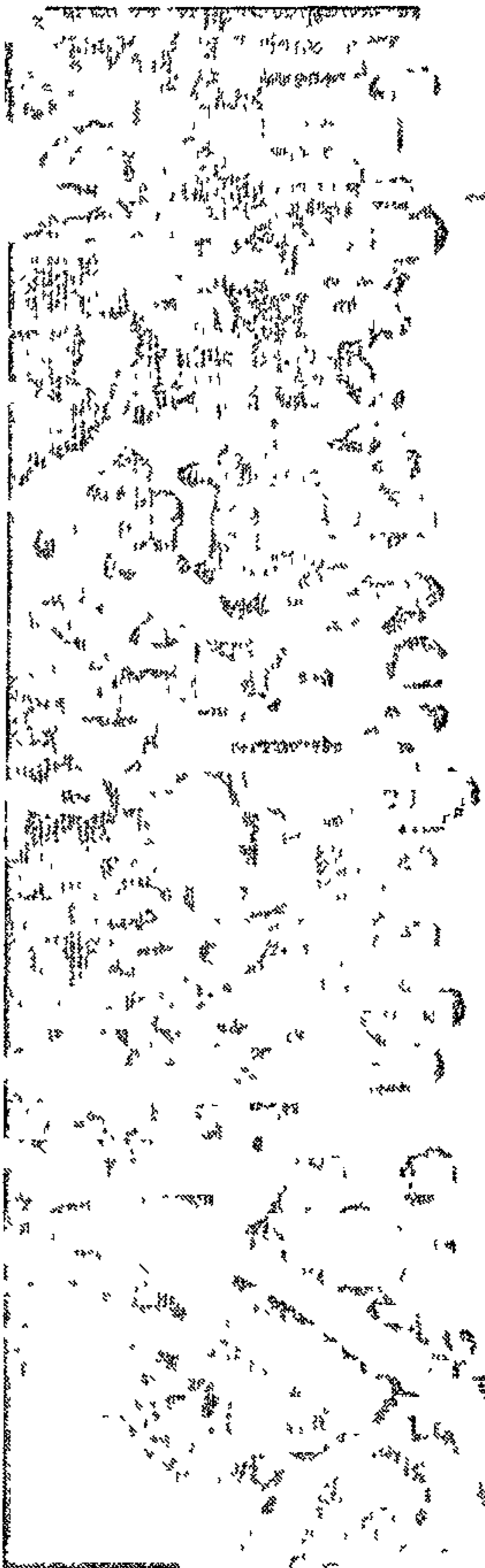
There is a danger that the factories could become the surrogate political battleground of the 1980s. Neither problem is entirely new to South Africa. Violence which claimed 200 Black lives in mining compounds in the mid-1970s has been partly attributed to heightened Black expectations following the end of Portuguese colonial rule in Mozambique and frustration among migrant Basotho miners at political repression back home.

The spark that set off Ford's troubles last November is now common cause. A trainee draughtsman, Thozamile Botha, alleged that he had been compelled to resign after refusing to curb his political activities outside the factory which had invited the attention of the Security Police.

Seven hundred Black workers at the company's Port Elizabeth plant downed tools in protest. Events quickly escalated not only to a point where they were beyond Ford's control but also beyond the control of the workers' union.

A settlement was eventually reached with the help of the American Consul-General in Cape Town and all the strikers are now back on the job except Mr Botha, who is sitting in detention. A number of the workers are facing charges under the Riotous Assemblies Act.

But why Ford, of all companies? Some of the answers emerge from an external audit of the company's labour practices, which is to be published this week by the South African Press.



Thozamile Botha addressing striking Black workers at Ford's Port Elizabeth plant

'FORD WILL BE THE BOOBY IN THE FACTORY FLOOR'

See EXPRESS 24/2/80

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third that Black unionists appreciate Ford's attitude to the UAWU.

Supply bottlenecks and the depressed state of most of South Africa's motor industry forced Ford to lay off 300 workers last June and work short-time. The result says the audit, was that the Black union was in no position to press effectively for what it saw as the right of each worker to take home a wage above the poverty datum line.

Black workers believe that the UAWU and the White

workers to alleviate the city's housing shortage.

That Blacks have to be better qualified than Whites before they get promoted. That although the company's wage scales are colour-blind on paper, racial discrimination operates in practice because Whites are paid above the minimum rate in a particular grade whereas Blacks are paid closer to the minimum. That even before the shorter working week Black wages failed to keep abreast of the rising cost of living.

The auditors also say that the policy of promoting equal and fair employment conditions at Ford is being implemented with a notable lack of enthusiasm, particularly outside Fred Ferreira's industrial relations directorate. Pitt and Ferreira admit that they would not be surprised if there was a lack of enthusiasm down the line for policies devised in head office. They claim that while various government departments -- including the Security Police -- may contact Ford management from time to time, there is no relationship between the company and the Security Police. Ferreira says that one of the problems during the strike was that a large body of Black workers rejected the union because it was unable to meet their expectations. Consciously or unconsciously we raised expectations beyond what we could meet. It is true that some of our people are over-educated for the jobs they are doing. We took them on in the hopes we would be able to put them into the right jobs but because of the lack of growth last year -- we are still operating at about 75% of our plant capacity -- we could not absorb them. But as the economy picks up this year and next those difficulties may be partly overcome," he says.

Brian Pitt

tions

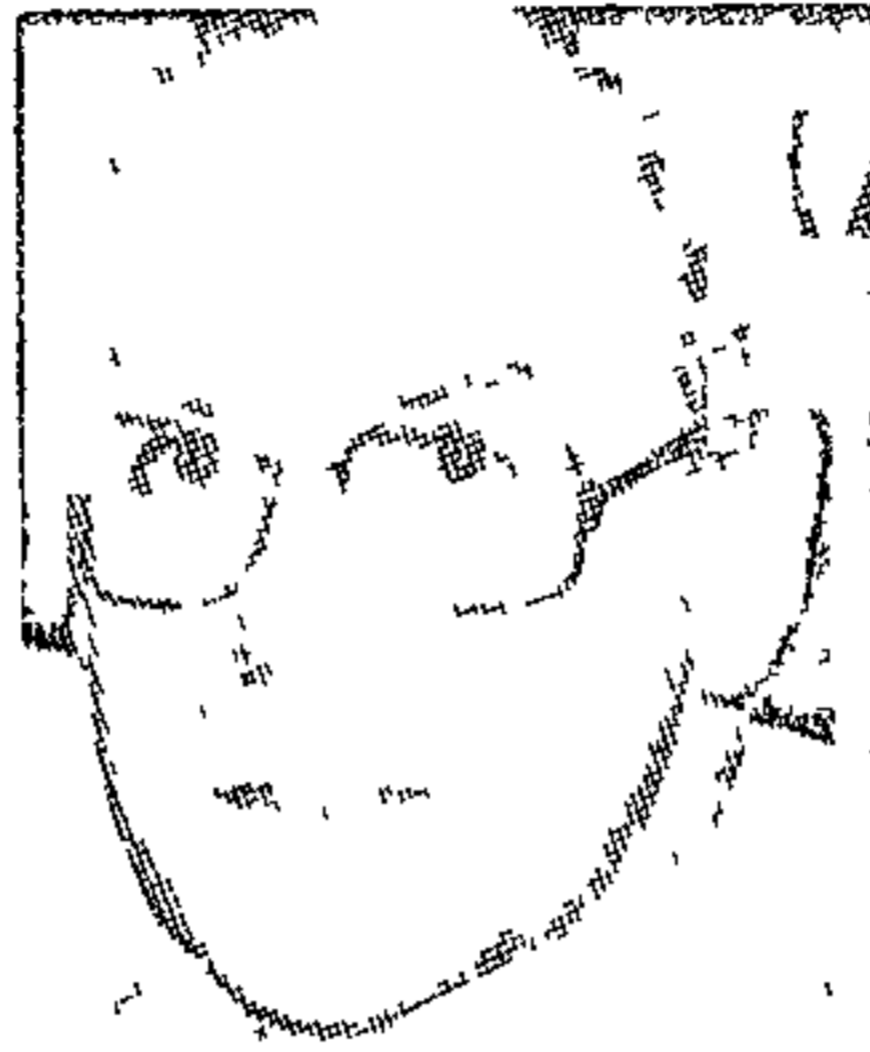
The audit was conducted by three academics at Rhodes University, Professor M G Whisson, Dr M Roux and Mr C W Manona, and the president of the United Auto Workers' union at Ford, Mr J W Mke

The purpose was to get an objective assessment of how Ford is measuring up in implementing the Sullivan principles for subsidiaries in South Africa of American companies

We were looking for criticism not praise Ford's managing director, Brian Pitt, and industrial relations director, Fred Ferreira, said this week

The auditors found deep alienation in the factory, which got steadily worse as last year's economic recession bit into jobs Not only was there distrust of some of the changes management was trying to make in the factory, but, says the audit, 'management was equated with the status quo within a much wider context than the factory milieu'

Some Black workers even ac-



© Fred Ferreira
'they expected too much'

cused Ford of being part of an unholy alliance between White employers and the Security Police and the Administration Boards

Yet the audit also highlights some important plus points One is that Black union officials assess Ford as the best employer in the Port Elizabeth-Uitenhage region, another that eating and comfort facilities have been desegregated and a

union jointly blocked an attempt by the Black union at an industrial council meeting to push the minimum wage up from R1 to R1,50 an hour Although Ford says the unions were fully informed of the reasons for the lay-offs and the drop from a 45-hour to a 28-hour week, this does not alter the fact that more than three-quarters of Black and Coloured hourly-paid workers — and some Whites — found their earnings below the PDL

The situation led to great scepticism of the sincerity of the company's stated commitment to the Sullivan principles Other grievances compounded this scepticism among them, according to Professor Whisson and his colleagues

• That many (though not all) of Ford's labour relations officers apply stricter rules to Blacks than to Whites and are suspected of having close connections with the Security Police

• That Ford has formed an unholy alliance with the local Administration Board in its ef-

No longer docile

THERE is still a formidable problem arising from continuing resistance by White unions to Blacks being indentured as apprentices And the situation is not being helped by the Government's apparent total lack of direction.

To the extent that there were elements of politics in the Ford strike, the company was in a sense the fall guy, particularly in that the Government has itself raised Black expectations

says Ford labour director Fred Ferreira "Ten years ago, labour was docile, preoccupied with its basic needs But now people are starting to look beyond these to the social and political environment Labour organisations could become vehicles for some form of political expression, to get Blacks a place in the sun. Disenfranchised people are increasingly looking at their employers as having a role to play in recognising their problems and exerting influence on their behalf"

Sunday Express

24/2/80

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Doctors

won't

treat

us, say

striker's

Cape Herald
4/3/80

MANY workers had things to say which gave an insight into the problems surrounding the Ceres strike. Some of the quotes from these people indicated that there was a fair amount of intimidation from people not connected with the factory.

⊙ 'Doctors refuse to treat us when they learn we are strikers. We have to lie and say we are from other firms'

⊙ 'People living in shanties who had never been troubled before have been told that they will have to get out — while others, who don't work for the factory, have been left alone'

⊙ 'We fear that the next step will be to put us out of the houses built by Ceres Fruit Growers, although they stand on council property'

⊙ 'Workers brought in from other areas will be kept on and more of them will be brought in'

NOTICE

⊙ 'I have given notice and found myself a new job because I can't afford to strike — and I don't think I could have afforded to work on at Ceres Fruit Growers any more'

⊙ 'We are coerced into signing forms promising that when our children reach the age of 16 they will work for the factory, irrespective of what standard of education they have reached by this time'

⊙ 'Other people in Ceres are behind us. Even whites in the area have come to us asking "Can't your bosses treat you properly?"'

⊙ 'I'm going to buy a bag of mealie meal — and that's what we are going to eat until this thing is resolved'

Ceres strike report

WHY would more than 700 workers go on strike because one man was fired? We asked the man himself, Mr Klaas Markus, grey-haired, soft spoken and about 1.5 metres tall.

Mr Markus was one of the men who worked to get workers to join the Food and Canning Workers' Union — and a few months ago he was part of a group which asked the management at Ceres Fruit Growers for higher wages.

'Now, after 30 years at the factory, they want to sack me because they say I am too old,' he said.

When workers heard he'd been fired, they walked out in support — and have been on strike since Friday February 15.

'I am not an old man,' said Mr Markus outside the hall where over 600 of the workers met on Thursday.

SINGLED

He believed that he was being singled out because he was one of the organisers and is a union member of long standing.

'I felt good when all the workers stood by me and I know that I would do the same for them,' he said.

During his 30 years service he had done many jobs. He started with £1 9s 'in the old money' until recently when he earned R22 a week.

It angered him when an employee, who has been with the company for a short while, said: 'This will happen to all you old people, you will be declared redundant.'

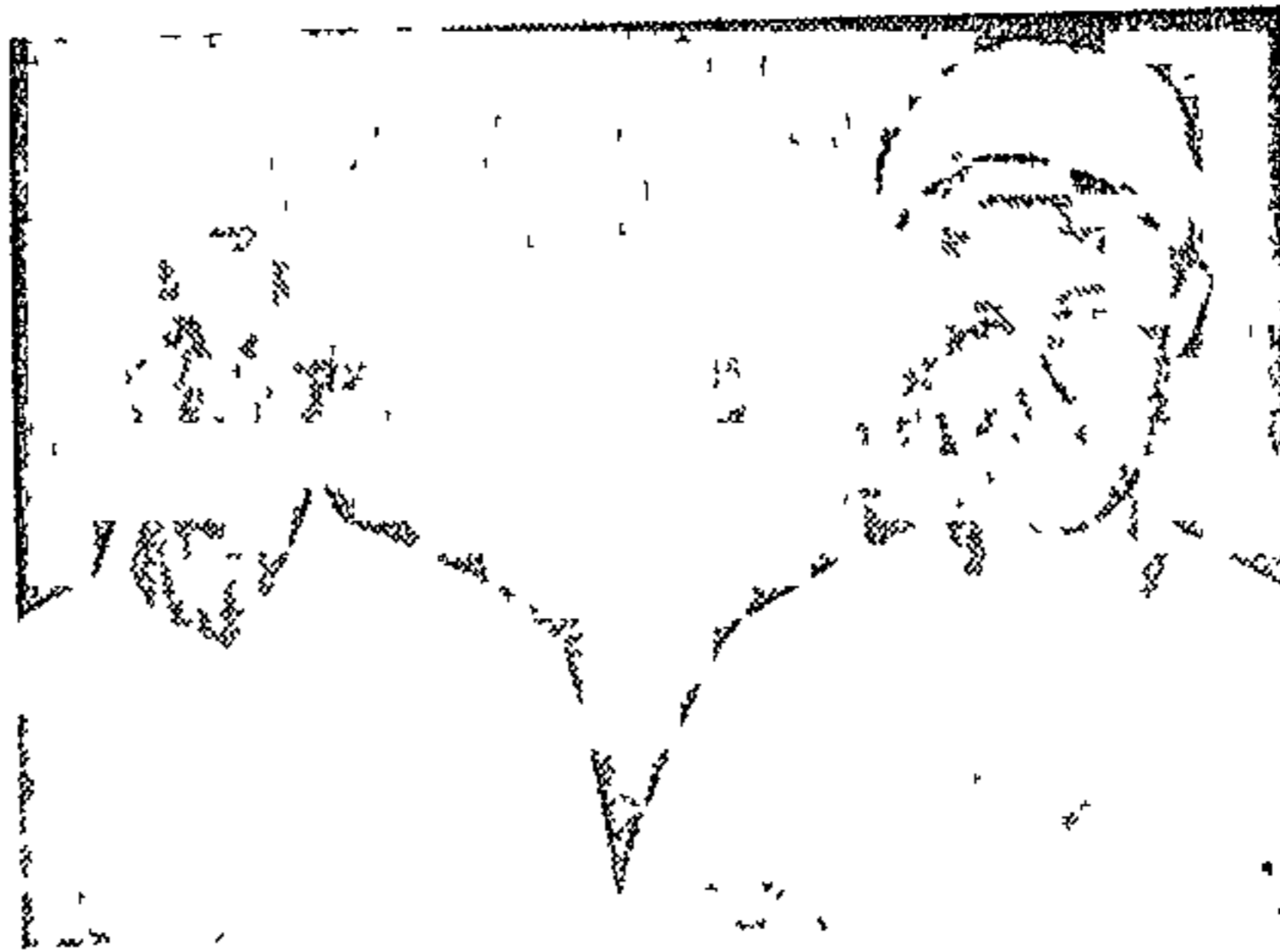
RESPECTED

Mr Markus is a respected man in the community and when people spoke of him at the meeting, it showed.

As one woman said, 'the old people put Ceres Fruit Growers where it is today. No one with a Standard 8

Klaas says

he was singled out



● **KLAAS MARKUS**, left, and Mrs Maria Abrahams, who has been charged with incitement to strike and resisting arrest. She has laid a charge of assault against the police.

certificate came to work at the factory, it was the uneducated people who are old today. Now the factory wants better educated people and they want to cast workers like Mr Markus aside. We will not let that happen.'

When the police surged towards the crowd on the day the strike started the workers hid. Mr Markus among them — and the dapper little man managed to evade the police.

Not so lucky was Mrs Maria Abrahams, a forewoman who was arrested at the factory and later released. She was warned

to appear in court to face charges of incitement to strike and resisting arrest.

Standing next to Mr Markus at the meeting last week, she said she had no regrets about going on strike in his support. Union attorneys have laid complaints of assault against the police for the way in which they allegedly treated her.

Because of the pending court cases she was unable to say anything which could be used as evidence, but she made it very clear that no matter what the outcome, 'I will still be a union member.'

WE'RE NOT GOING TO BE TREATED

Struggle to keep heads above water



MR George Esterhuizen and his wife at their White City home.

By Anthony Doman
GEORGE ESTERHUIZEN is a man who will step down for no one. It was that unwillingness to become a veg-man, he believes, which cost him his job with Ceres Fruit Growers last month. He doesn't believe in spending any time brooding over that, either. He can't, not with a family of nine to support. Although one of his sons works, he brings in only R17 a week. One of the daughters worked at CFG until last week's strike, so the family has to exist on that R17.
 With one child at high school and three others at primary school, it's a never-ending struggle to keep our heads above water, he commented. 'We have to pay for some of their books, too,' his wife added.

At least the Esterhuizens have some money coming in, worse off is another family we spoke to in Bloubaai, where CFG workers live in company houses. Both husband and wife, who are well into their 60s, have worked for the firm for almost 30 years. Two of their daughters also worked at CFG — but now they are all out on strike. They asked not to be identified for fear of victimisation.

HIGH SCHOOL
 Their daughter at high school is really the only one of the younger children who understands a bit of what the strike is about. 'I used to give her money every week, but now I have to explain to her that I can't,' Mr Esterhuizen said. 'In a way she accepts it, but the other youngsters can't quite grasp what has happened.'

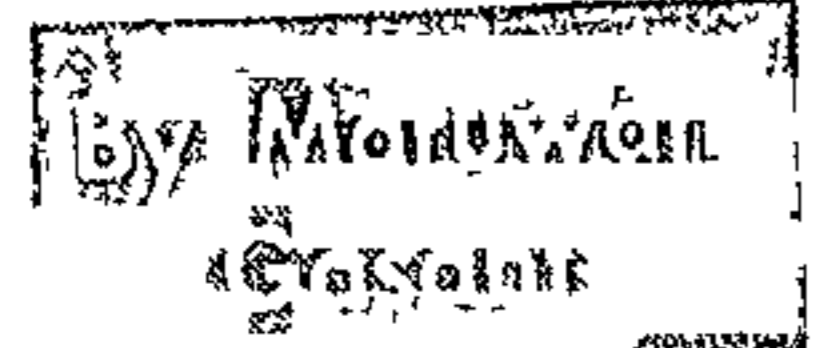
FOUR WORK
 'In summer it's not so bad here because all four of us work,' the wife said, 'but in winter (the off-season) the husband is the only one working and we have to struggle to afford firewood, paraffin, candles and so on. We can't even think of buying clothing in winter.'
 In spite of all this hardship, they're cheerful about one thing: they're not going to give in. 'We will keep on,' they said. 'We've been through such hardship already, this is not hard on us. We are not thinking of ourselves — our time is almost past. It's the future and our children we're thinking of.'

Cape Herald ~~186~~ 152

AS SLAVES

IF you can face a row of riot police pointing guns at you and still take a step forward; if you can eat minced fat and potatoes for weeks; if you can live off your son's weekly earnings with a clear conscience; if you can stand in the sweltering heat with hundreds of other people for hours; if you can do all these things then you will realise that there is more to striking than staying away from work.

A young woman swaggers into a half completed church singing CFG se d is om, and in unison, ver 600 others already congregated in this building without a roof cheer and clap joyfully.
 But something is wrong, these people are talking



about breaking the backbone of the largest factory in Ceres, the place that provides them all with work.

Why?
 Have they all been affected by the sun, have they all gone mad?

'The time has come when the black man can no longer allow himself to be treated as a slave. We are fighting here for a lot more than the re-statement of a worker or an extra few cents. We are fighting for our dignity.'

CHEERS

The speaker is a woman of about 50. She is slim and small but makes herself heard very clearly and once again the crowds cheers.

A man standing on a drum raises his hand and there is silence.

His wife is one of the 16 people still working at

the factory. At the moment she is the only one earning money in the home. If she also stops work, like her husband, then there will be no income

He says she has been attacking him, ridiculing him and arguing with him since the strike started.

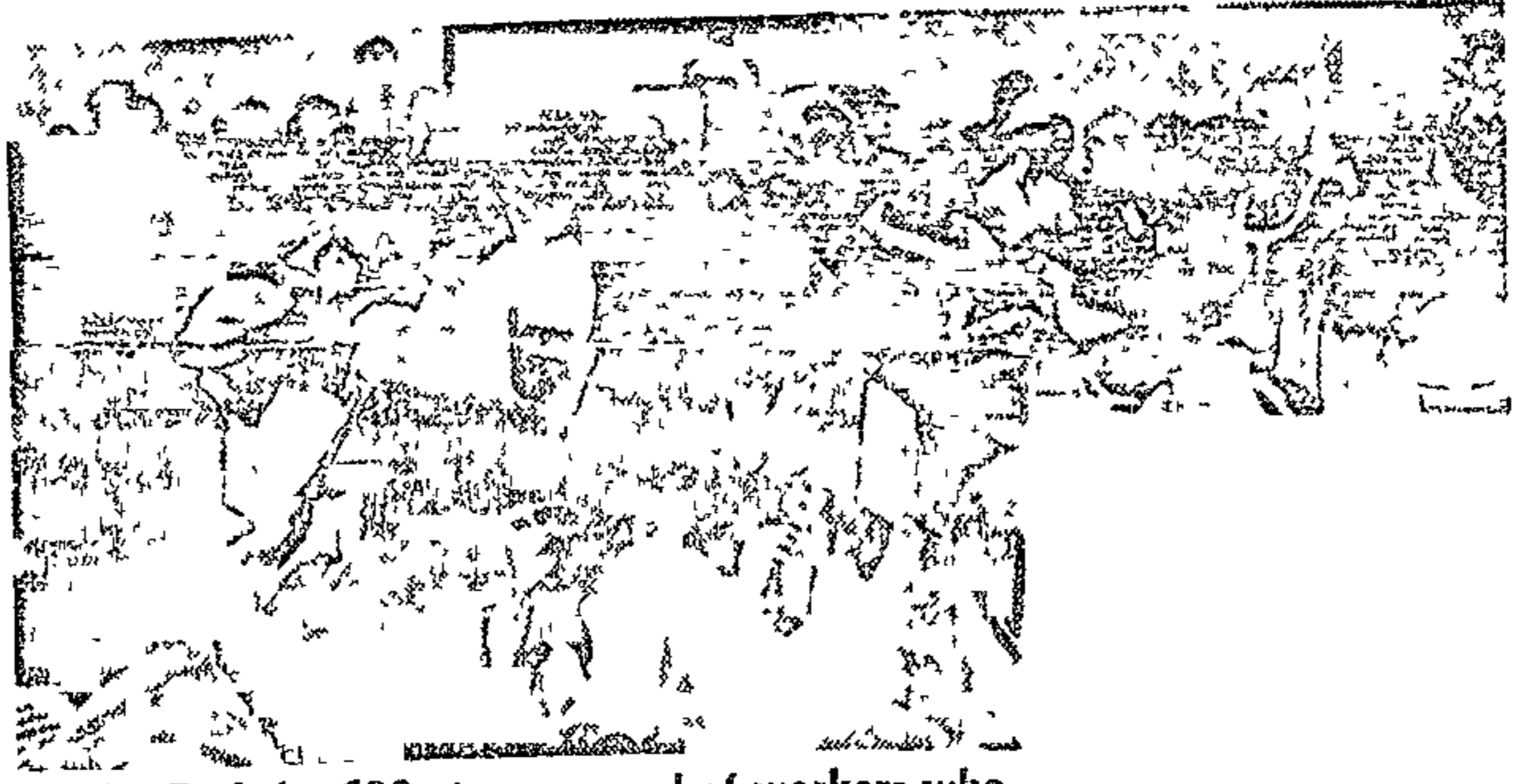
'STILL HERE'

'But I am still here, I will not let the problem between the two of us destroy the thing which we workers have struggled so long to build.

Someone cracks a joke about the couple and there is still time for laughter.

The young woman who made the singing entrance gets up to talk — and at the same time a man is asked to leave the meeting and return when he has finished his cigarette. This, after all, is the house of God.

'Workers, this is the kind of thing you will have to face. This is the kind of thing you will have to prepare yourself



SOME of the 600-strong crowd of workers who filled a partly-constructed church hall to hear the latest news of the strike.

for,' the young woman says.

'You will be bribed, you will be intimidated, they will try to trick you and they will tell you not to follow the man from the union because he gets a fat salary while you get nothing while striking.

But we must believe in the strength of the union Unity is...

'Strength,' the crowd replies.

She tells them to look to the Patis and Monis workers who for months carried out what we are only beginning.

She tells them of women whose husbands were beginning to say: 'you stay a bloody union meetings; when do I get my food?'

The young woman says she has news for those husbands; they will have to wait for their meals, there is more than food at stake.

'And I have news for you,' she says sweeping her finger across the crowd; it is only a man and his wife with backbone that will make this thing work'

More people speak and a roll call is held and finally, before they realise it, the sun has set on another day of the strike — another day of self deprivation and self determination.

They walk from the meeting with the la words from the your woman ringing in the ears 'Power — amandla'

MORE THAN 700 striking workers at Ceres' biggest fruit packing concern — Ceres Fruit Growers — gathered at the Pentecostal Church Hall in Bella Vista, Ceres, last Thursday in an impressive display of solidarity in their week-long strike. At the end of the day they hadn't learned much now, but their spirits were as high as ever.

RDM 29/2/80
Fruit packer
strike ends

CAPE TOWN — About 700 workers at the Ceres Fruit Growers Co op have decided to end their two week strike and return to work

The workers brought seasonal fruit-packing to a halt on February 15 over the threatened dismissal of a colleague

A representative of the Food and Canning Workers Union said they had been given the assurance that Mr Klaas Markus would be reinstated - Sapa

Ceres co-op
ARGUS 29/2/80
is back 152
3 Fruit 158
to normal

ALL activities at the Ceres Fruit Growers Co op were back to normal This follows the successful negotiations between representatives of the workers and the management, the firm's general manager, Mr Ben Ludik, said today

Mr Ludik said employees had been under a misapprehension that a worker would be paid off because of his part in negotiating a Conciliation Board agreement which came into effect on February 20.

About 700 workers decided to strike on Friday February 15, automatically terminating their employment contracts with the co op, he said

'All differences and misunderstandings were cleared up during negotiations on Wednesday. About five percent of employees who terminated service were not considered for re employment'

Botha details '79 strikes (152)

THE ASSEMBLY — There were 54 strikes in South Africa last year, involving 16 879 workers and 11 companies the Minister of Manpower, Mr Fanie Botha, said yesterday in reply to a question tabled by Mr Ron Miller (NRP Durban North).

Mr Botha said there were more companies involved because all the sympathy strikes which occurred last year at various mines were regarded as one strike." RDM

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280 Mr R. B. MILLER asked the Minister of Manpower Utilization:

- (a) How many industrial strikes took place during 1979, (b) how many (i) employees participated in and (ii) companies were affected by these strikes and (c) how many employees were prosecuted for strike action during that year?

The MINISTER OF MANPOWER UTILIZATION:

- (a) 54
(b) (i) 16 879
(ii) 111
(c) 55

Note It will be observed that the figure in paragraph (a) relating to the number of strikes is much lower than the figure in paragraph (b)(ii) relative to the number of companies involved. The reason for this is that all the sympathy strikes which occurred last year at various mines were regarded as one strike, while each company involved as such was also included in the figure in paragraph (b)(ii).

Dispute over pay

Striking Putco men fired

Post 27/2/80

2/25
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By LEN KALANE

ELEVEN punch operators at Putco in Wynberg claimed that they were yesterday summarily sacked from work "because they liked rushing to newspapers".

And when attempts were made to get Mr. Paul Duvenhage, who is supervisor for the 11 men to comment a lady said: "Mr. Paul Duvenhage is not available and he will not be available at any time."

Mr. C. T. Bailey, the operating executive at the depot said. "These people have fired themselves. They just walked off while we were trying to negotiate. They have breached a contract with Putco and we won't have them back. Other people are doing their job."

MEETING

The 11 operators went on strike on Friday afternoon after demanding more pay. On Monday they went to the depot for a brief meeting and left.

They said they were called into an office yesterday and accused of telling newspapers that they were on strike.

A white official told them that this embarrassed the company and accused them of "wanting to have things their way" and that they were fired for that reason.

The operators said trouble started when they had demanded more pay — a minimum increase of R40 a week. They said they have peacefully been negotia-

for a pay rise since last year November.

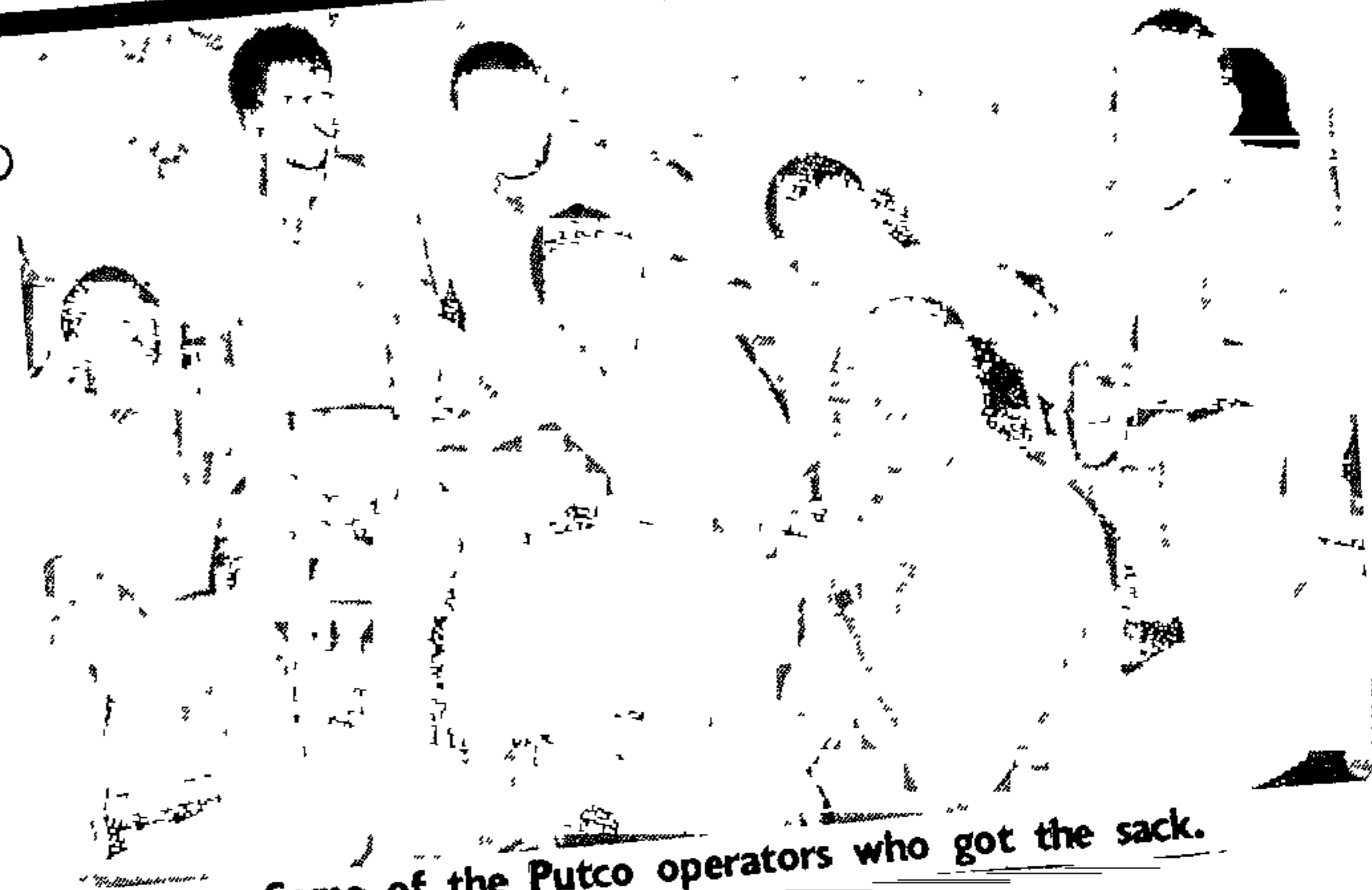
The operators, who have been employed at Putco for between two and 12 years, said authorities have been ignoring their pay demands. They then went on strike last Friday.

PETITION

The men said some of them got R39 a week and were demanding a R40 increase to earn R79. Trouble started when they handed a petition to the authorities.

"We are helpless and have nothing to do now," the men said. "We just have to find other jobs."

The 11 men form a staff of 12 punch operators at the Wynberg depot near Alexandra township. The 12th is on leave and is expected back on Monday.



Some of the Putco operators who got the sack.

152 ~~223~~ Post 2628

Putco men

on strike

By Joe Thlooe

ELEVEN punch operators at Putco in Wynberg are on strike — demanding a minimum wage increase of R40 a week.

And if the strike continues to Thursday it may affect buses and the wages of Putco workers at this and other depots in the Transvaal

The operators stopped working just before 3 on Friday afternoon — an hour and a half before normal knocking off time

Yesterday morning they went to work for a brief meeting and then left the depot

The 11 claim that the average salary of a punch operator working for other companies using computers is R350 a month after a year

"But with us we have a person earning R36 a week," one of them said "There are others earning less than R40 a week"

The men have been working for Putco for between two years and 12 years

The longest serving is Mr Jonas Mathibe, who has been a punch operator for ten years

The 12th operator is on leave

The men say they work on waybills — necessary for the operation

of the buses — for the following depots

Wynberg, Edenvale, Boksburg, South Rand, Springs They also work on wages for these depots and the Putcoton and Leadlane depots

If the men are not at work by Thursday the wages and the bus service from these depots will be affected

The men say that they have been dissatisfied with their pay since last year

"On Monday we called our supervisor to a meeting and told him we wanted increases He said he would come back to us in two weeks time

"On Friday we asked him if we would be getting increases this week, and he told us the managing director, Mr Albino Carleo, was on leave.

ALL LEFT

"When he said anybody who is not satisfied with his explanation can take his jacket and go, we all left

"This morning we were at work and asked if we were going to get increases He told us to wait, so we left

"We will go back to work if the company gives us the R40 a week increase This will bring the minimum wage to around R80, which is fair"

The supervisor, a Mr Paul Duvenhage, yesterday refused to comment on the strike

Mr C T Bailey, the operating executive, was not available for comment

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CABLE TITLES 25/2/80

Ford considers some changes

PORT ELIZABETH A number of recommendations made by the authors of The Sullivan Principles at Ford were currently enjoying the management's consideration according to a statement issued by the Ford Motor Company of South Africa.

The Sullivan Code refers to the principles governing employment practices of American firms throughout the world.

The industrial relations director of Ford, Mr Fred Ferreira, gave his company's reasons for releasing the full content of the Whisson report which was completed late last year.

We had originally requested the South African Institute of Race Relations in September 1979 to conduct the survey in order to obtain the objective views of an outside party for the purpose of gauging how meaningful our efforts of implementing the Sullivan Code had been in the past.

Because of our deep involvement in pursuing the objectives we felt that our assessment could be rather subjective and for this reason we requested a frank and impartial audit which also implied full

co-operation with the authors of the report.

Naturally the report was intended as an internal document and not meant for public consumption. However in the light of the recent labour unrest which the company experienced we deemed the survey of wider significance and believe that through its release a better understanding of recent events at Ford could be gained.

Also there has been a lot of speculation around the report and our decision to make it public will help clear the air.

Mr Ferreira said a number of the recommendations made by the authors were currently enjoying the management's consideration.

Before acting on these recommendations the company plans to have a round table discussion of the report with the authors, Professor Michael Whisson and Dr Roux, he said.

Mr Ferreira said the company planned to assess the progress made this year by commissioning the Institute for Race Relations to repeat its audit during the latter part of 1980 - Sapa

By RIAAN DE VILLIERS
Labour Correspondent

Ford's labour policies come under heavy fire

unions and health care
Complimenting Ford manager on its "full and honest co-operation" the report said it was "made clear from the outset that the directors wanted the truth as the investigation saw it and the report should be viewed in the light of that basic integrity"

THE employment practices of the Ford motor company in Port Elizabeth have come under heavy fire in a report released at the weekend.

While Ford is generally seen as one of the most enlightened employers in South Africa, many of its labour policies are criticised sharply and the report recommends far-reaching changes to bring Ford in line with the Sullivan Principles for United States subsidiaries operating in South Africa.

According to the report, commissioned by Ford itself, the company has a very long way still to go before it can be seen as implementing the principles in the manner and spirit intended by the Rev Leon Sullivan, their author.

Among its more startling findings are, that because of short-time worked, most of the

coloured and black workers have been earning wages well below the Household Subsistence Level — formerly the Poverty Datum Line — and that real earnings of most of them have declined since 1971.

The report also focuses close attention on the association between Ford and institutions "dedicated to the maintenance of apartheid".

These include alleged links between personnel managers and the Security Police, and co-operation between the company and the Eastern Cape Administration Board.

It strongly urges the company to terminate these links if it is to achieve credibility as an institution contributing to peaceful change away from apartheid.

The report released with Ford's agreement, was commissioned by the company from the Institute of Race Relations last year as an independent audit of its implementation of the Sullivan Principles.

It was completed in September, shortly before Ford was hit by a massive wave of labour unrest.

The report was compiled by three academics at Rhodes University — Prof Michael Whisson, head of the Anthropology Department, Dr Mariam Roux, senior lecturer in sociology, and Mr Cecil Manona, a research officer of the Institute of Social and Economic Research.

In a statement released yesterday Ford said it had agreed to the release of the report to promote a better understanding of recent events.

The part of the report dealing with wages found that because of short-time worked the average wages of more than 80% of black and coloured workers varied between R110 and R155 in various job grades.

There was serious poverty among workers, who complained that they were starving.

Only a revision of wage scales could meet the Sullivan Principles on this issue, the report said, and also warned that this was a major grievance which had profoundly influenced worker attitudes towards management.

It said it had found widespread lack of commitment to the principle of equal and fair terms and conditions of employment, which could be seen as the central element of the entire code.

Analysing employment figures, the report said they appeared to confirm the belief among black and coloured workers that they had to be better qualified than whites if they were to be promoted.

The figures also lent credibility to the belief of many black workers that, while there was no institutionalised discrimination the scales and differences

trials enabled a substantial amount of discrimination to take place.

The authors agreed with the management view that the formal pay structure was colour blind but they concluded that the facts on wages and differentials as presented by the company make a mockery of the aspirations of the Sullivan Principles, and gave more than adequate ammunition to critics of Ford management.

Dealing with links between Ford and apartheid institutions, the report said black and coloured unionists believed there was close liaison between some personnel managers and the Security Police, and they believed their activities were watched closely and reported to the SP.

These beliefs engendered an atmosphere of distrust which appeared to cancel out much of the affirmative actions management might take in implementing the principles.

The company had co-operated extensively with the Eastern Cape Administration Board seen by the mass of blacks as the principal executor of the policy of apartheid.

Good relations between the company and the board expressed in substantial housing loans lent credence to the belief that the Ford management was part of an unholy alliance between white employers and the hated hated

Dealing with housing programmes the report found the company had been able to do virtually nothing for the mass of its black and coloured workers and called for a complete re-evaluation of its housing policies.

On recreation and sport, the report found the distribution of the company's black budget was unsatisfactory and potentially wasteful.

Commenting on the distribution of the company's black budget generally the report said: "At present the projects of the company can be seen far more easily as efforts to stabilise the status quo than they can be seen as promoting fundamental changes."

The report credited Ford with good performances in several areas including integration of facilities, pressing for the elimination of discriminatory industrial laws, establishing training programmes for blacks, recognition of black

He also announced that the company would commission the Institute of Race Relations to repeat its audit later this year to assess its progress in terms of the Sullivan Principles.

He also announced that the company would commission the Institute of Race Relations to repeat its audit later this year to assess its progress in terms of the Sullivan Principles.

Ford: Long way to go

Post 25/1/80

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POST, Monday, February 25, 1980

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THE Ford Motor Company of South Africa has a long way to go before it can be said to be implementing the Sullivan Principles for improving wages and conditions of black employees, in the manner and spirit intended by the Rev Leon Sullivan, says a SA Institute of Race Relations team invited by Ford to conduct an "audit" of the company's operations in Port Elizabeth

The audit was made last September

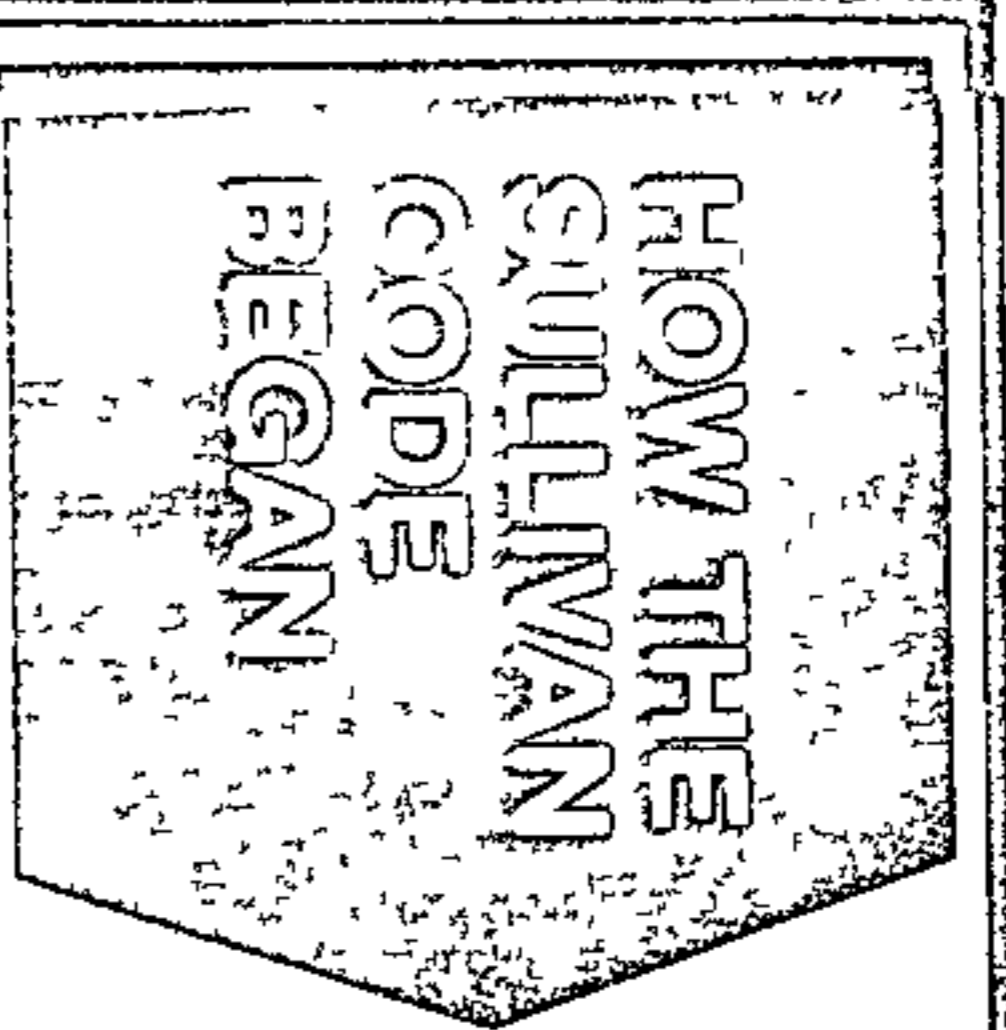
The team, headed by Prof M G Whisson, head of the anthropology department of Rhodes University emphasises that the Ford management gave its full and honest co-operation. "Also, the judgment of the non-white union organisers bears repetition — "Ford is the best of the motor companies in the region to work for", says the report

"Our impression is that a handful of managers in industrial relations are committed to the implementation of the letter of the principles in such a way that the interests of the company generally take precedence over the interests of the mass of the lower paid workers, for example the evolution of the hourly wage structure

"We identified far less commitment to the spirit and goals of the principles even in this small group, the report says

Outside industrial relations, management and supervisory staff viewed programmes to implement the principles as "one of the crosses which bosses far from the shop floor impose upon the men who have to produce and sell vehicles"

A LOWER PLACE



THE Sullivan Principles were drawn up by the Rev Leon Sullivan, a director of General Motors Corporation, who is the founder of the Opportunities Industrialisation Centre in Philadelphia, United States

several black African countries and, due to pressure from some of those countries, in March 1977 he formulated his six "Sullivan Principles" for South Africa, a country he visited in 1978

in the process of construction and implementation

The facilities provided offer a very fair compromise between integration and the freedom of people to associate with whom they please

On the Sullivan Principle of equal pay for all employees done equal or comparable work for the same period of time the report says that, for as long as less than a third of the job classifications in the salaried grade are filled by non-whites justice will be seen to be done only where a far higher proportion of the non-whites share the same job classifications as the whites. This might be done by simplifying or generalising the classification system

On equitable wage and salary ranges, the minimum of these to be well above the appropriate local minimum economic living level," the reports comments "Wage scales have fallen relative to the household subsistence level over the past eight years, and it has become increasingly difficult for a growing proportion of workers to earn an adequate real wage

"At the bottom, where the rate is only marginally above the HSL, the real wage has almost kept pace with the HSL, as it has done at the top of the hourly-paid scales

"In the intermediate grades, differentials have narrowed and the black hourly-paid workers have suffered disproportionately

For example, in Grade Seven, a man at the minimum for his grade must work 57 percent more hours each a month to achieve the HSL, he did eight years ago

"In 1971, a 28-hour week would have meant that those on Grade Six (minimum) and Grade Two (maximum) would have earned less than the HSL — the comparable grades today are 10 (minimum) and six (maximum) "

A number of recommendations made by the authors of The Sullivan Principles at Ford were currently enjoying management's consideration, says Ford, asked to react to the Whisson report

Mr Fred Ferreira, industrial relations director, said "Before acting on these recommendations, the company plans to have a round-table discussion of the report with the authors, Prof Whisson and Dr Roux "

Mr Ferreira also announced that the company plans to assess the progress made this year by commissioning the SAIRR to repeat its audit during the latter part of 1980 —Sapa

The report adds "When asked to do so, they will implement the principles with a greater or lesser degree of enthusiasm, but with productivity and sales the major goals, the affirmative action programmes take a definitely lower place in their priorities."

The report is critical of Ford when discussing wages and differentials.

"The facts as presented by the company make a mockery of the aspirations of the Sullivan Principles and give more than adequate ammunition to the critics, both internal and external, of Ford Management."

It says there is no doubt that the major concern of the mass of workers at Ford is the purchasing power of their weekly or monthly wage. The only meaning to their lives is spelt out on the pay slip.

"The evidence from the company figures, as well as from union officials, clearly indicates that the position of the majority of non-white workers has deteriorated substantially since 1971 in real terms and that progress through the grades does not bring the benefits that it did a few years ago."

Figures tend to lend credibility to the belief many black workers have that while there is no institutionalised discrimination between whites and non-whites, the scales and differential both between the minimums and maximums within grades and between the minimums for each grade, enable a substantial amount of discrimination to take place.

"Our findings reveal that union leaders and shop stewards are extremely sceptical of the aims and goals of the company. Negative attitudes are reinforced by their belief that the company, through its industrial relations officers, have close connections with State security agencies. This fear will only be overcome when all suspicions of State security intervention has been removed."

MASTERY OF LANGUAGE

Just as a positive effort on the part of blacks is necessary for them to master the English necessary for their promotion through the salaried grades, so a positive effort to learn Xhosa on the part of the supervisory staff at Struandale is necessary for them to be able to fulfil their roles as supervisors.

On industrial discriminatory laws, the report says Ford has been swimming vigorously with the tide over the past two years or so, and has engaged in appropriate advanced planning and training programmes for further advances. In so doing, it has conformed to the prescription of the Sullivan Principles.

With the increase in non-white artisans, the bargaining power of each of the unions will move towards parity, and their interests complement rather than conflict with each other.

"Already we sense awareness of moves in that direction at the level of union management, if not in perceptions on the workshop floor."

The company should therefore continue to press for modification in the law to permit labour to organise on a non-racial basis.

On the Sullivan principle of non-segregation of all the races in all eating, comfort and work facilities, the report says Ford has complied with this principle for the most part and the final stages are

(151)

08/c/58

POST

WOMEN STRIKE ON NO-BAGS RULE

Post 25/2/80

MORE than 200 women employed by Elmar Underwear Company in Fordshurg, Johannesburg, went on strike on Friday after being instructed by management not to enter the factory with their bags anymore.

The incident happened about 7.30 am when the women refused to enter the factory and resume their daily work. Police were called but the situation was solved by the secretary of the Fordshurg branch of the Garment Workers Union, Mrs Sarah Chitja.

One of the women said they were told that as from Friday, they had to leave their bags with the security guard at the gate.

A white supervisor at Elmar, who refused to give us his name, said he saw the women standing outside the company premises on Friday morning.

He said he thought the gate had been locked.

He then refused to comment further and referred POST to the factory manager, a Mr Ramsden.

Mrs Chitja told POST she arrived in time and saved the situation from worsening.

She said she addressed the women and told them about an agreement in our clause" concerning changes within the company by management.

CAP TINKS 25/12/80
52 152 102

Report calls for change in Ford labour policies

Own Correspondent

PORT ELIZABETH — Ford Motor Company faces sharp criticism and is called upon to make sweeping policy changes in the field of labour relations, in a report released yesterday.

The full text of the report 'The Sullivan Principles at Ford' was issued by the Institute of Race Relations with Ford's blessing. Commissioned at Ford's request, it was compiled by Professor Michael Whisson, head of the department of anthropology, Dr Marianne Roux, senior lecturer in sociology, and Mr Cecil Manona, a research officer with the Institute of Social and Economic Research — all of Rhodes University.

The report in general is critical of labour policies at Ford and the way in which the company has implemented the six principles of the Sullivan Code.

The report — now released for the first time — suggests that Ford makes sweeping changes.

Among the suggestions are that the company severs its connections with the Eastern Cape Administration Board, that it terminate alleged close liaison between some personnel managers and the security

police who it is claimed closely monitor union activities and that key executives in the industrial relations directorate, who are said to be members of the Broederbond, should dissociate themselves from the organization.

The report suggests that

A NUMBER of recommendations made by the authors of 'The Sullivan Principles at Ford' were currently enjoying management's consideration, a statement issued by the Ford Motor Company of South Africa said.

Report, page 2

these actions should be taken if the company is to achieve credibility as an institution contributing towards peaceful change away from apartheid.

If this is not done, the report states, the affirmative action programme will be seen essentially as an attempt to modernize racial domination rather than do away with it.

The report says that by cooperating extensively and publicly with the East Cape Administration Board, among whose functions has been the provision of black housing and the administration of influx control, Ford is seen by the mass of black people as being associated with the principal

executor of the policy of apartheid.

But the report accepts that in the housing field it would be difficult for Ford to achieve anything without some form of co-operation with the board, but suggests its contacts should be as discreet as possible.

ble

The present relationship between the company and the board, the report says, lends credence to the belief that management is part of an unholy alliance between white employers and the two most hated arms of the state (the security police and the administration boards).

The report states that coloured and black union leaders believe that the company as a whole is concerned with curtailing their activities. It quotes one union leader as claiming that personnel officers went through an induction course organized by the security branch and the former Bu-

reau for State Security.

"Whether these beliefs are imaginary or otherwise, the fact that a shop steward was recently visited at his home by a member of the security branch and questioned about his activities on the shop floor further reinforced their suspicions," the report says.

Referring to the two key executives in the industrial relations directorate — Mr Fred Ferreira and Mr Dirk Pieterse — as being listed members of the Broederbond, the report says: "Whilst formally no longer in favour of discrimination based on colour alone, the organization nevertheless has a history of dedication to the establishment and maintenance of Afrikaner domination."

The report anticipated many of the grievances behind the recent labour unrest experienced at Ford.

The workers were upset because many of the company's black workers were earning wages below the poverty datum line because black advancement had not been implemented last enough and because there was still racism particularly on the shop floor.

Workers

win

Nels

Dairies

dispute

152

S. Post

24/2/80

A MAJOR victory for workers was won this week when a court ordered that Nels Dairies pay R25 000 towards covering the workers' legal costs.

The settlement of the dispute was made an order of the Rand Supreme Court.

According to the terms of settlement, the workers unreservedly withdrew their application against Nels Dairies, who undertook to pay them R25 000.

The action was brought by Mr Joseph Mobaso and 23 others against Nels Dairies and a director of the company, Mr Johannes Daniel Nel.

The workers asked the court to order Nels Dairies to declare their dismissal from the employment of the company "null and void" and that they be entitled to wages from July 12, 1979.

Mr Mobaso said in an affidavit he had been employed by the firm as a driver since 1953. On May 9, 1979 he and 23 other workers asked for a Rand Supreme Court order interdicting the company from dismissing them for participating on a works committee.

Mr Mobaso said that on May 10 the company undertook not to dismiss any of the workers.

The next day Mr Nel told Mr Mobaso to take 24 days' leave — SUNDAY POST Correspondent

Post 4/3/80
152

Women sacked

EIGHT Johannesburg women working for Ultratex have been sacked without pay for allegedly being absent from work for two days in succession. They claim the manager had instructed them to stay home for those days as production had slackened.

The women are Mrs Eunice Smith, Mrs Peggy Mabena, Mrs Selina Madumo, Mrs Josephine Taupedi, Mrs Sarah Molefe, Mrs Florence Gama, Mrs Angeline Msibi and Mrs Lefinah Molefe.

The women have been working for the firm for periods ranging from five to 22 years, earning from R17 to R22 a week.

The women also allege that they were general labourers, doing men's work like unloading railway trucks. Mrs Florence Gama claims she injured her leg

while unloading a truck.

Mrs Gama said, "I was never paid for injuries under the Workmen's Compensation Act, and I had to pay doctor's bills."

The managing-director of Ultratex, Mr David Margolis, said the women had been sacked for absents without his consent. He mistook their absence for a strike in sympathy with Mrs Josephine Taupedi, whom he had sacked earlier.

The women had a letter signed by Mr Margolis, where he refused to consider an increase for the workers and instead suggested that "It is you who must come forward with a plan on how we can work so that I can give you an increase, not I."

The Legal Resources Centre is investigating the dismissals.

100 on strike

By ERNEST NKABINDE
ABOUT 100 workers in the sales department of the Coca-Cola Vaal Bottlers yesterday refused to work until the company had refunded money deducted from

the pay of drivers last week and had agreed to give van helpers half a cent for each case they deliver. After negotiations between the management and the works committee the men got refunds ranging from 80c to 85c. But when the company

offered to increase the allowance to helpers from a quarter cent to a third of a cent, the man still did not go back to work. No deliveries were made for the day.

The men are to meet the management again this morning, to resolve the allowance to the helpers.

The van helpers get R38 a week and a quarter cent for each case they deliver. The helpers — 74 of them — say that their allowance ranges between R5 and R7 a week and say that is too little.

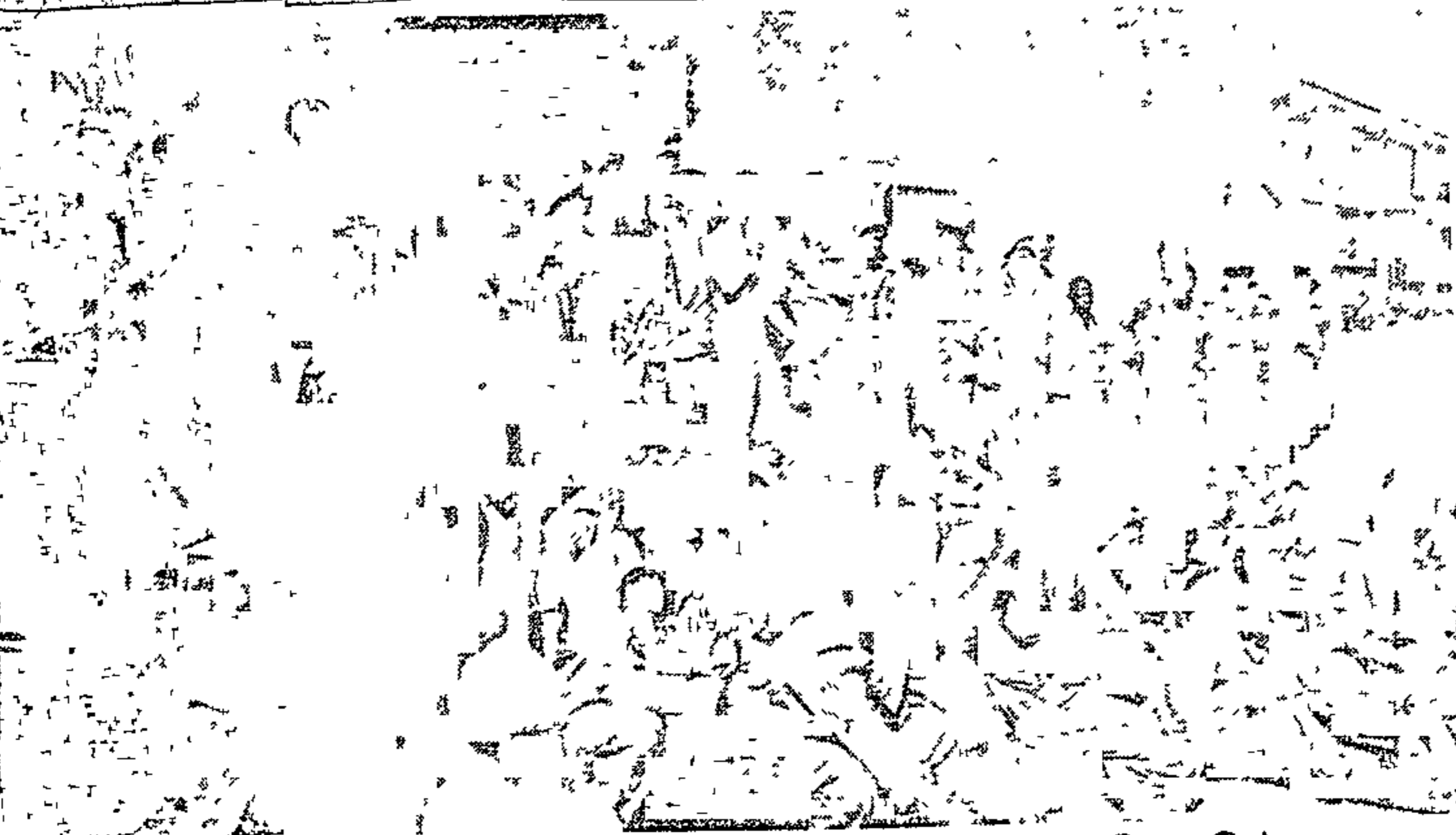
Money

The managing director of the firm, Mr Neil Luck, yesterday said there was no strike. But when asked about the people loitering outside the premises he said the men were alleging that money was deducted from their pay, but it was an internal matter.

The men allege that on February 18 they were told they had to clock in and out. Generally, they clocked in, but because they knocked off late at night, they did not clock out.

Money was deducted

Post 7/13/80



the crowd of workers who went on strike yesterday at Coca-Cola.

100 workers down tools

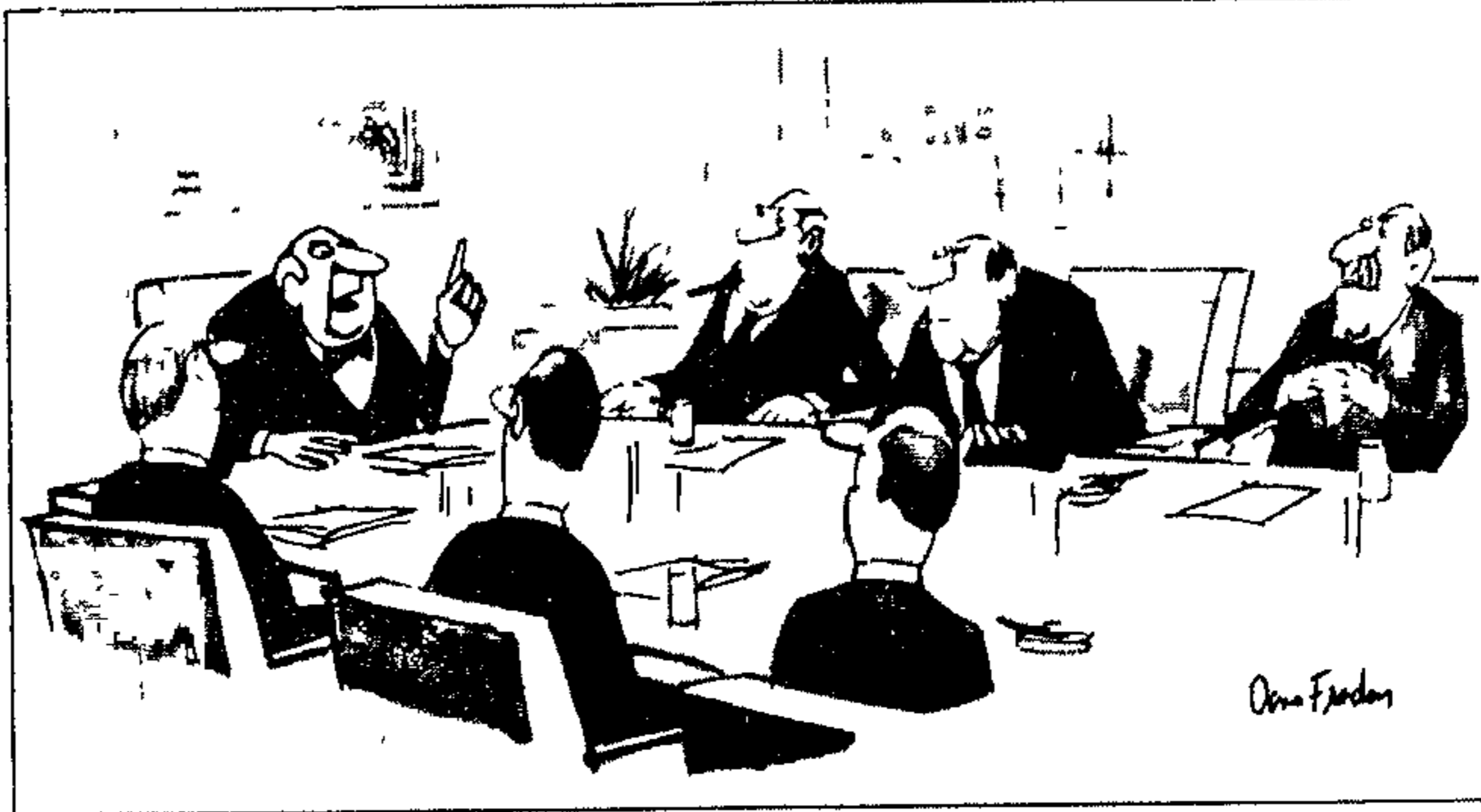
from their pay because they had not clocked out. They claim that last week they sent the works committee to talk to management about the money that was deducted, but nothing came of the talks. Yesterday the 23 drivers and 74 assistants clocked in at 7 in the morning, but would not work until their griev-

- ances were attended to. Other grievances were:
- That they did not get their bonuses at the end of last year although some of them had worked for the company for over 30 years;
 - That some of the workers were assaulted at work, and
 - That management sometimes takes up to six months before registering workers

Post 7/13/80

Prepare for the return of the vampire

153
S. James 16/3/80



All those in favour of passing the added cost along to the consumer signify by saying "Aye"

"Certain prices will have to rise otherwise (certain) business enterprises will suffer such large losses that they will simply not be able to continue"
Minister of Finance, Owen Horwood, addressing the Transvaal Congress of the National Party on Tuesday, September 18, 1979.

"The Government claims that inflation is a worldwide phenomenon and nothing can be done about it. They just accept inflation as a fact of life and the measures they adopt are inadequate and unsuccessful"
Rupert Lorimer, PFP Member of Parliament, in his Second Reading speech on the Railway Budget this week

IF inflation is as bad in the next 10 years as it has been in the past five, then by 1990, some 94% will have been siphoned off the value of the rand.

In that case, the buying power of one rand will have been emaciated from 100c in 1975 to a puny 6c in 1990.

Unfortunately, the "scare" value of such devastating statistics, in this case based on figures from the Department of Stats, has suffered an equally devastating devaluation in the mind of Jan Pubhek — not to mention the Government.

The vampire of inflation — alive and flourishing worldwide — has so weakened and conditioned John Citizen that he seems beyond self-help.

It needs a revitalised Ralph Nader to carry his cause, assuming a Nader could succeed in the high orthodoxy of the South African climate.

As for Minister Horwood and the Government, their

case for growth *uber alles* is already well established and largely accepted. It has been difficult to argue on their terms that we can have strong growth for some time yet without the slightest worry of so-called demand inflation, because there remains sufficient spare capacity in the economy to distance the possibility of "too much money chasing too few goods".

I dislike having to take issue with the official line because I believe it is both well-meant and fundamentally on the right track.

It is true that we need a growth-first policy at this stage (and beyond) to keep mopping up the huge inflow of new job-seekers (300 000 a year) that will flood the labour market between now and the turn of the century.

It is also true that there is little danger of a demand-pull boost to inflation in the near-term.

Next, there is no doubt that Horwood and his men

have worked hard to keep the growth in the money supply to reasonable levels — a classic Friedmanist answer to inflation.

Not least, it is true that the advanced economies like the US and UK are also suffering the vampire's attentions at the jugular. And we cannot fight the blood-sucker without the concerted help of these, our main trading partners.

But I cannot but chuckle at Horwood's extravagant picture of "business enterprises suffering such large losses that they will not be able to continue..."

With the earnings and dividends of listed companies averaging at least 50% more in their most recent financial years than in the ones before, and with still better on the cards, it seems to me that company bosses could be doing a great deal more to absorb

To Back Page

STU13-9
17000 BACHELOR OF ARTS (HONOURS)
EXAMINATION RESULTS IN FACULTY ARTS
YEAR 1, M.A.
AS AT 29 02 80
PAGE 1
17000
101795X
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C
T

Black unions: What danger?

MANAGEMENT attitudes towards growing trade union power in the Republic within the next five to 10 years will be crucial to industrial peace, according to a leading authority on black-white industrial relations.

The assistant director of the University of Cape Town's Graduate School of Business, and a member of the National Manpower Commission, Mrs Kate Jowell, this week compared Britain's dismal record of industrial unrest with South Africa's relatively peaceful industrial climate.

Conflict

"Our environment is immensely more conflict prone," she cautions. "The issue is not whether conflict can be avoided, but whether the mechanisms we have in this country for channeling that conflict with the least disruption will stand up to the immense new pressures being put on them."

It will be important for black trade unions to register and put themselves within the constraints of the legislation covering industrial relations.

It will be equally important for management to discard the all too prevalent "hell-to-go-to-hell" attitude towards groups of workers

Politics

On whether blacks will accept the constraints of the industrial council system, Mrs Jowell says "One cannot deny the legacy of history. It is an unfortunate fact that because we have excluded blacks from legitimate trade union membership for so long, we have emphasised their political status rather than their status as workers."

She adds that because there had been a tendency to see strikes by black workers as "political" and as threats to national security, this had led to a more rapid politicisation of unions.

REGISTRAR (ACADEMIC)

STUD NO	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
102531	ROSEMARY KATHERINE	102101	AFRIKAANS	UP (50)	1
14149	H.A.A./H.A.A.				14149

* TOTAL NUMBER OF STUDENTS 1

DEAN

POST

913180 (A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S) (T) (U) (V) (W) (X) (Y) (Z)

16/3/80

152

GAME WORKERS WOULDNT START

Tribune Reporter

WORKERS at the huge Game Discount World complex in Durban yesterday refused to start work in protest against alleged humiliating interrogation during an investigation into irregularities at the store.

About 40 Indian and coloured workers at the Ordnance Road

complex gathered outside the main doors about 20 minutes before they were due to open.

They were addressed by the store manager before agreeing to return to work.

At least one staff member has been questioned by police and others dismissed since the investigation began.

The investigation,

by senior management at Game and a security firm, was into the alleged funneling out of the company of thousands of rands.

Since fraud was uncovered, about 20 staff members have been interrogated by senior management and representatives of a security firm.

Staff members said the interrogation had been "harsh and be-

littling."

The attitude of management caused dissatisfaction among the staff and yesterday almost the entire Indian and coloured work force at Game refused to start work until they had been given a "reasonable explanation".

The store manager, Mr Gerry Alberts, addressed the protest meeting at about 7.45

During the point of view...

He also promised that 10 workers who had been fired after the initial investigation would be reinstated.

The workers then agreed to start work "and things going as usual" at 10.05 am. A senior executive...

STUDENT NAME	COURSE	DESCRIPTION	SYMBOL	15026
STUD N				
15026				
15011	604201	ROMAN DUTCH LAW I	2-	133011C
15005	105104	LATIN I	F	134965B
15010	603202	ROMAN LAW & JURISPRUDENCE IUP		135195B
10031	605202	ROMAN LAW & JURISPRUDENCE IUP		100311J
1322A	604201	ROMAN DUTCH LAW I	UP	132288R
13054E	105104	LATIN I	UP	130545T
13326E	105104	LATIN I	F	133262A
13955I	105105	LATIN ELEMENTARY	ABS	139650U
10156	105103	LATIN I	F	101563V

REGISTRAR (ACADEMIC)

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18 16 14 12 10 8 6 4 2 0

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The attitude of management caused dissatisfaction among the staff and yesterday almost the entire Indian and coloured work force at Game refused to start work until they had been given a "reasonable explanation".

The store manager, Mr Gerry Alberts, addressed the protest meeting at about 7.45

am after hearing the workers' point of view.

He also promised that 10 workers who had been fired after the initial investigation would be reinstated.

The workers then agreed to start work "and things were going as usual by 8.05 am," a senior Game executive told the Tribune.

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16/3/80

S IN FACULTY ARTS		AS AT 29 02 80		PAGE 2	
YEAR : 2					
STUDENT NAMES	COURSE	DESCRIPTION	SYMBOL	MARKS	STUDENT NO.
GIDFON	604201	ROMAN DUTCH LAW I	2-	(61)	133011C
TRAVERS	105104	LATIN I	F	(41)	134965B
WESIFR	603202	ROMAN LAW & JURISPRUDENCE IUP	IUP	(54)	135195H
THEODURE	603202	ROMAN LAW & JURISPRUDENCE IUP	IUP	(51)	100311J
M JOHN	604201	ROMAN DUTCH LAW I	UP	(66)	132288R
ER SUSANNE	105104	LATIN I	UP	(62)	134545T
ARD JOHN	105104	LATIN I	F	(47)	133262A
N CAREN	105105	LATIN ELEMENTARY	ABS		139650U
IN MARITZ	105104	LATIN I	F	(40)	101563V

REGISTRAR (ACADEMIC)

UJET

Kleenem workers fired

By PETER SETUKE

ABOUT 29 workers at a Newlands broom factory lost their jobs yesterday because they spent too much time in the toilets and had asked for a raise in the salaries en-bloc instead of individually.

The company is Kleenem Brushworks which early this year denied that workers were forced out of toilets by an official of the firm. The denial followed a story in POST where we exposed conditions at the factory.

During our investigations early this year management refused we interview workers at random — and yesterday the company again denied allegations by workers and still refused that we question the remaining workers.

The company instead chose to supply us with workers to interview.

The workers claimed yesterday that the owner of the firm dragged workers, including women, out of toilets while they relieved themselves, manhandled them and pushed them to their work positions before being properly dressed.

They were sacked without notice by manager Mr Laurence "Dave" Barrit for allegedly wasting time in the toilets and delaying production.

The workers further allege that the fore-

man, Mr Koos van Tonge, called them to the office and told them that their services were no longer required because of delay of production and signed off their reference books.

He told them that they can collect their wages on Friday, warning that this will be without notice pay.

According to the workers, Mr Barrit had told them that 6 000 blacks in Johannesburg alone were unemployed and would fill positions of lazy workers.

This was in reply to their pleas for an increase to the R15 a week they are earning since they started working for Kleenem a year ago.

Those who were allegedly assaulted by the owner of the firm, better known as "Majazana" include Daphne Thusini, Sanna Mandlazi, Grace Muambadzi, Sarah Malindi, Alice Hlomuka, Maria Magwaza, Susan MaboJane, Maria Motileng, John Khoza, Christopher Maseko and Fanvana Mncube.

A distraught Miss Susan MaboJane recalled how she was laughed at by the whole firm when owner "Majazana" dragged her semi-naked out of the toilet, smacked and pushed her onto some boxes.

She said he complained that she was wasting production time in the toilets.

Mr Attwell Khoza told POST "I brought a medical certificate af-

29 lose jobs

POST 20/3/80

ter being ill and this was torn to pieces and chucked into the waste paper basket by the manager who rejected it I was not paid sick leave for that week."

The manager of Kleenem Brushworks, Mr Laurence "Dave" Barrit denied all allegations and dismissed them as lies. He said he dismissed the workers because they asked for an increase en bloc instead of one at a time.

Mr Barrit said "The firm has been running since the early Forties and the workers earn R20, and not R15, for females and R18 for males as they say."

He said Mr Benedict Motsieloa, who started last year earned R27 because he is matriculated while Mr David Modise, who start-

ed in 1963 earned the same wages because "he was uneducated."

"I pay my drivers R30 a week and the firm is happy about the conditions. So, where do you come into the picture? If you write anything defamatory, I will sue POST, sack your uncle, Ephraim Mokgosi who is employed for over 30 years and starve 1 600 black children as this is the total number of my workers' dependents and lose nothing out of it," said Mr Barrit.

Recently, Mr Michael Shabalala had complained to DIGNITY WATCH about the ill conditions of Kleenem Brushware after he "had been amongst those who were driven with a broomstick by Mr Barrit to speed up production." The other victim was Mr Wilson Sibisi.

STU13-9
EXAMINATION RESULTS IN FACULTY A276
AS AT 29 02 80
PAGE 1

COURSE	DESCRIPTION	SYMBOL	10000
911101	MATHEMATICS I-M102	(37)	152527*
REGISTRAR (ACADEMIC)			

Eastern Cape motor world looks bright

152
235
2/3/80

THE employment situation in the Eastern Cape motor industry — the areas most important industry — continues brightening, with news that General Motors and Volkswagen have taken on 1 250 new workers this year

This follows in the wake of a bleak year, when production cutbacks at General Motors and Ford in Port Elizabeth led to several hundred retrenchments and reduced working hours at both companies, and labour unrest at Ford

Spokesman for the two companies said yesterday that General Motors had taken on 750 new hourly paid workers, and Volkswagen 500 hourly paid and salaried personnel

General Motors mass recruitment this year has resulted from the company's preparations for the introduction of the Opel Kadett and the present high demand for its other ranges

A spokesman for the company said yesterday the 750 new workers had been employed since the end of the year shutdown Recruitment was now continuing at a slow rate because present labour demands had been met.

STRONG DEMAND

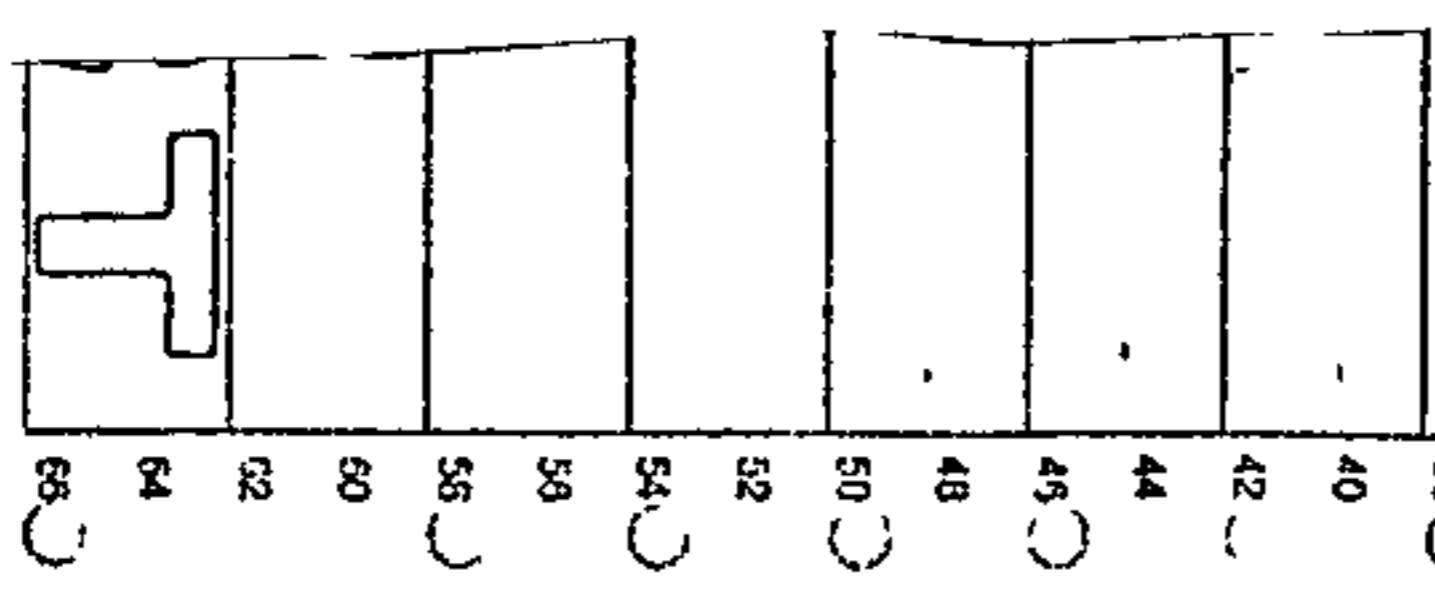
"1980 will be a good year for us, which in turn goes well for our plant employment levels", said the managing director of General Motors South African, Mr Lou Wilking

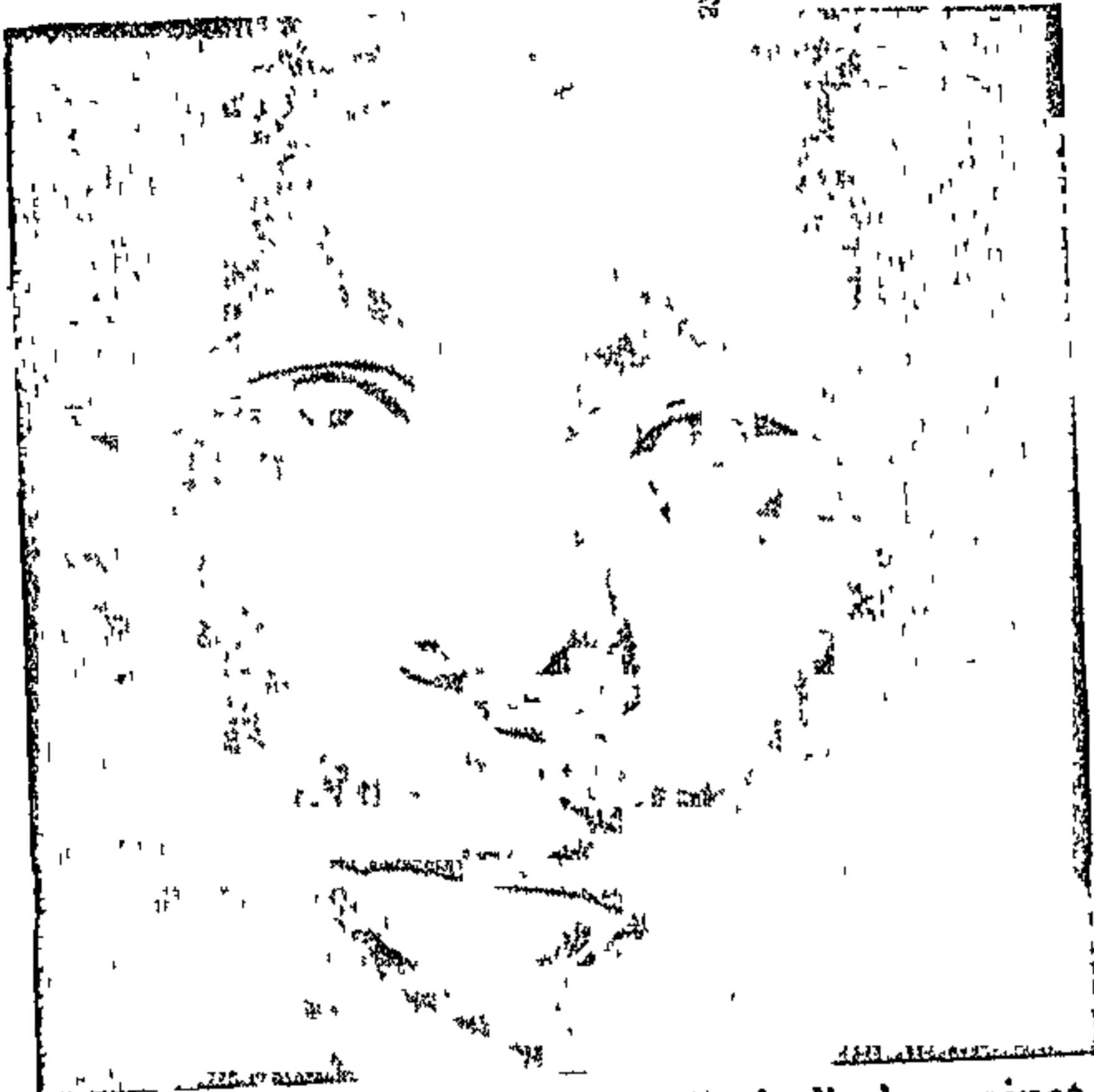
The company's new Opel Kadett, to be marketed from the end of the month, is the company's hope to compete in the important small car bracket

A spokesman for Volkswagen at Uitenhage, said yesterday that its employment levels had been raised considerably this year because of a strong demand for its products and because of its R46-million expansion programme, announced earlier this year The plant has also had to work much overtime to cope with production demands The company was likely to take on considerably more new employees this year

Ford has also reported that it had worked a full work week at all its plants this year It was consolidating production after its labour unrest at the end of last year, leading to retrenchments and subsequent reinstatement of about 700 workers It had no large scale labour extension plan for the near future It was recovering well from a dip last year, by selling most Escorts in its history last month

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
152327X	VAN DER MERWE	BARBARA LOUISE	911101	MATHEMATICS I M102	F (37)	29 02 80	1
10000						02 80	1
* TOTAL NUMBER OF STUDENTS 1							
DEAN							
REGISTRAR (ACADEMIC)							





Mr Abey Maimane . . . "rebelled against the company."

Post R/4/3/8

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Sacked for taking care of sick wife

By IKE MOTSAPI

ANGLO American Properties employee from Soweto, Mr Abey Maimane, was given leave to look after his sick wife by his overseer who then fired him when he returned to work without giving him any pay because "he had rebelled against the company".

Mr Maimane's problem started on January 20 this year when his wife fell sick. He reported the matter to a Mr Terry Swinson, who gave him leave to look after his wife and "to return when she was well again".

When Mr Maimane went back to resume duties on February 28, Mr Swinson told him that his job had been offered to someone else because he had rebelled against the company.

He said "I was deeply shocked by this change of attitude. Mr Swinson refused me a hearing and discharged me. He also refused to give me any pay — leave pay — because he said I had rebelled against the company."

Mr Terry Swinson told Dignity Watch that Mr Maimane lied. He then refused to comment further and invited Dignity Watch to come to his offices in town.

For two weeks now, Dignity Watch has tried in vain to get in touch with Mr Swinson. He is either not in, has just gone out or working at night.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
13020	BACHELOR OF ARTS		YEAR : 2			29 02 80	2
133849N	PEARCE	CAREY SUSAN	114101	RELIGIOUS STUDIES I	3	(51)	133849N
140639U	PETERSEN	BERTRAND SYDNEY	102201 110201	AFRIKAANS FN NEDERLANDS II F AFRICAN HISTORY I	F		140639U
133499H	PLAATJIES	NANCY	101105	AFRICAN LANG INTENSIVE (SOT2-	ABS	(66)	133499H
137501H	PLACIS	JOHN ACHILLES	001303	COMPANY LAW			137501H
139271G	REFURAN	BARRY GEORGE	105104	LATIN I	F	(36)	139271G
052892K	KUSS	SALLY MARY	103302 104202 110303	SOCIAL ANTHROPOLOGY II (PRE- AFRICAN HISTORY II	2-	(60)	052892K
121461Y	SANDGROUND	DAVID LEON	106202	ECONOMICS II	3	(53)	121461Y
133333C	SEAKIANOS	ALEXANDER GEORGE	107201	ENGLISH II	3	(57)	133333C
133034C	SHAPIRO	DEENA NELE	107101	ENGLISH I (PRE-1980)	3NX		133034C
137998Y	SHAPIRO	LEONARD STEVEN	114101	RELIGIOUS STUDIES I			137998Y
134302F	SOLOMON	IVOR DANIEL					134302F

114532F
121723H
102168C

CT

C.T. 25/3/80
153 206

Meat workers on 'unlawful' strike

By STEPHEN WROTTESELEY
 MORE THAN 50 men employed at the Maitland abattoir works of Karoo Meat Exchange (Pty) Ltd went on an 'unlawful' strike yesterday after the company refused to continue employing an unregistered black worker.

In a statement issued late yesterday, Mr Johan Louw, the general manager of the company, said that 59 employees had been involved in the "unlawful" strike. It had started about 7.30 am when workers had clocked in and refused to work. Their complaint was that the company would not continue employing an unregistered black employee. Following three requests from the management to continue work and pleas that they discuss the case in detail with their works committee, the employees refused and therefore they personally discontinued their service contracts. Mr Louw said the employees left the premises in an orderly fashion. It is understood all the company's black employees are on strike.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION
101795X	PERAIEP	SHEILA JOSEPHINE	105703	LATIN HONOURS
1207760	KUBIN	VIVIENNE	109701	HERKE H HONOURS
* TOTAL NUMBER OF STUDENTS 2				
DEAN				
BRADFORD, H J				
ECONOMIC HIST.				

UJCT

65 63 61 59 57 55 53 51 49 47 45 43 41 39 37 35 33 31 29 27 25 23 21 19 17 15 13 11 9 7 5 3 1

38 40 42 44 46 48 50 52 54 56 58 60 62 64 66

Arrives 25/3/80

Casuals employed by meat-strike farm

(186) (165) (152)

A FEW casual workers have been employed by Kairoo Meat Exchange following the dismissal of 59 strikers at the company's Matland abattoir factory yesterday

The general manager, Mr Johan Louw, said the men stopped work because the company would not continue to employ an unregistered black. He said the firm faced a possible R500 fine, but

would not say why it had chosen this time to dismiss the men. Production was not affected, said Mr Louw. He refused to say how many workers were on strike, but it is believed

the factory employs about 80. The management of Kairoo Meat is today meeting a committee representing the 59 dismissed workers

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
13010	RACHELOR OF ARTS	AS AT 29 02 80				
162004K	WUHE	SUZANNE ELIZABETH	106103	ESQ. COMICS IA	F	(43)
158955C	CARD	SALLY ANN	107101 116120 116120	ENGLISH I (PRE-1980) DATA I CULTURAL HISTORY OF N.E. I	F F 2-	(40) (60) (56)
102195Z	CHAIT	CHERYL	102101	AFRIKAANS	UP	(50)
153955D	CLARKE	PE ELOE JILL	105202	SOCIAL ANTHROPOLOGY I (PRE-1980)	UP	(60)
157784K	COHEN	DAVID	104101 110101	ARCHAEOLOGY I HISTORY I	P- F	(62) (23)
155503M	COLLIER	LIDSEY JEANNE	911101 916103	MATHEMATICS I M102 ANIMAL BIOLOGY (HALF COURSEUP)	UP	(59) (54)
153999Q	COLLINS	HELENE RAYMON	110120	DATA I	F	(56)
153021E	COUCHE	ROBERT GEORGE RENESON	004101	PSYCHOLOGY I	UP	(56)
138572X	COULFENAY	CECILE	107101	ENGLISH I (PRE-1980)	3HX	
153796V	DAVIS	CASSANDRA ELAINE	107101	ENGLISH I (PRE-1980)	3NX	
140457	DELAHUNTY	ANNA TERESA	904101	GEOMETRY I	ATS	
162384E	DOLAN	MICHAEL EDWARD	105102	ECOLOGIC HISTORY I	F	(8)
155931Q	GILPHESSIS	MARGIA ELIZABETH	107101	ENGLISH I (PRE-1980)	3	(57)
158919N	DUNCAN	AJREA SY ION	005101 004101	PSYCHOLOGY I PSYCHOLOGY I	F F	(49) (49)
150415K	ERASMUS	AYO JACQUES ERASMUS	901101 910104	COMMERCIAL LAW A STATISTICS IC (HALF CRSE)	F F	(35) (48)
1023107	EVANS	GAVIN MARK READ	101103	AFRICAN INTENSIVE (X110A) 3	3	(57)
161480X	FAFAK	GIULIETTA	107101	ENGLISH I (PRE-1980)	3NX	
153845T	FARRELL	GIULIA DENISE	115101	ENGLISH I	UP	(57)
152866J	FARRELL	MICHAEL BRUCE	004101	PSYCHOLOGY I	UP	(55)
157359T	FINLAY	EMILIA JANE	104104 115102 115103	ESQ. COMICS IA FR. CH INTENSIVE ITALIAN INTENSIVE	UP UP UP	(52) (58) (54)
159744K	FIORAVANTI	LUIGIA	914102	PHYSICS I	UP	(58)

EXAMINATION RESULTS IN FACULTY ARTS
YEAR : 1

STUD NO SURNAME

Firm's call rejected by strikers

(152)
CT,
26/3/80

Staff Reporter
STRIKING Karoo Meat Exchange workers yesterday rejected a call from the company to apply for re-employment. They say they would not apply unless all workers were re-engaged and till management agreed to discuss the dismissal of an unregistered black worker with the company's works' committee.

According to a statement issued yesterday by the Western Province General Workers' Union, an unregistered union which represents all the workers, 59 black workers employed by Karoo Meat Exchange at their Matland abattoir factory refused to begin work on Monday in protest at the dismissal of a factory worker.

Full explanation

"Contrary to the constitution of the registered works' committee elected by the workers and accepted by the management, this man was dismissed without any prior consultation with the committee," the statement says.

"Last week, the committee questioned the general manager, Mr Johan Louw, about the dismissal of the worker and he undertook to provide the committee with a full explanation of the dismissal.

"He failed to fulfil his undertaking and on Monday, the workers refused to work until their queries had been answered.

"Mr Louw refused to meet the committee to discuss the issue. His claim that he offered to meet the committee on Monday is not accurate. He, in fact, offered to meet the chairman

of the committee alone and this offer was rejected by the workers.

"Yesterday morning, the workers offered to return to work on condition that Mr Louw met their committee. He refused once again to do so.

"After union officials interceded and spoke with him yesterday morning, he agreed to meet the committee at the meeting, which was held yesterday afternoon, the committee was informed that the workers could return to work on Friday and they would be re-engaged on merit.

'Unacceptable'

"He specifically stated that not all workers would be re-engaged. This is unacceptable to workers who insist they will not return to work unless all workers are re-engaged and until management agrees to discuss the dismissal of a worker with the elected committee.

"The actions of the Karoo Meat Exchange management are considered highly provocative and is further evidence of their unwillingness to discuss issues fundamentally affecting workers with their elected representatives.

"This is the attitude which is responsible for the deterioration in relations between the Karoo management and the workers.

"The union committees of the other large meat factories have convened a meeting for tonight (Wednesday) to discuss the issue further," concludes the statement.

● Mr Louw last night refused to comment on the union's allegations.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
13010	BACHELOF OF ARTS		YEAR : 1			13010
160942M	FOLLETTI	MARGARET JANE	103202	SOCIAL ANTHROPOLOGY I (PRE-1980)	3NX	160942M
157568V	FRIEDLANDER	RAE DEVONA	107101	ENGLISH I (PRE-1980)	3NX	157568V
150294D	GARISCH	SONYA IRENE	115102	FRENCH INTENSIVE	F	150294D
158290E	GARNETT	DIANNE SYBILLE	905101 911101	CHEMISTRY IA CH. 102 MATHEMATICS I H102	ABS ABS	158290E
154026V	GEFFEN	BENITA	109102	HERREN INTENSIVE	F	154026V
154362K	GIANNAKAKIS	ASPASIA	115101	FRENCH I	UP	154362K
153981W	GILL	CHRISTEL KAROLA	117101	POLITICAL SCIENCE I	UP	153981W
155173R	GILL	JUDITH MARY	107101	ENGLISH I (PRE-1980)	3NX	155173R
159186D	GOSS	JOANNE ATHERSTONE	115101	FRENCH I	UP	159186D
158211U	GREN	JANET FAY	004101	PSYCHOLOGY I	UP	158211U
153855J	GRUSSE	KIRSTIN CHARLOTTE GERDA	106102	ECONOMIC HISTORY I	ABS	153855J
162285X	HALLIER	SUZANNE LOLLIUS	106103	ECONOMICS IA	UP	162285X
161662V	HANCOCK	EDWINA ANNE	107101		X	161662V
162109F	HARRIS				X	162109F
						155641A
						115954M
						159604H
						161491J
						152126E
						155720L
						152889J
						155148P

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DAY MARCH 26 1980

Strikers demand

jobs back for all

Also 26/3/80

STRIKING workers at the Karoo Meat Exchange in Maitland, who walked out on Monday over a dismissal, have refused to apply for re-employment without an assurance that all will be taken back.

At a meeting between management and representatives of the 59 workers yesterday, the company said it was not in a position to guarantee vacancies for all the workers.

Those who wished to apply for employment should do so on Friday to resume work next Monday, the general manager, Mr Johan Louw, said.

"ATTICABLE"

The company undertook not to appoint any new employees on a permanent basis until those who wanted to apply for re-employment had done so.

In spite of counter allegations, the company believes it has made every effort to resolve the issue through amicable dialogue, Mr Louw said.

A spokesman for the Western Province General Workers' Union said management's failure to consult the works committee on the dismissal of an unregistered worker caused the strike.

The workers demanded the reinstatement of all 59 men and discussion of the original dismissal.

Union committees of other large meat factories are expected to meet today to discuss the matter.

CT

STUD. NO.	SURNAME	FIRST NAME	COURSE	DESCRIPTION	SYMBOL	PAGE
1000001						1
* TOTAL NO. DEPT. OF STUDENTS						
REGISTRAR (ACADEMIC)						
1000001						
1000002						
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13130

PAGE 1

AS AT 29 02 80

EXAMINATION RES. LIS. I. FACULTY ARTS

13130 PERFECTION DIPLOMA I. SPEECH & N. YEAR: 3

1000001-1000010

* TOTAL NO. DEPT. OF STUDENTS

REGISTRAR (ACADEMIC)

Friday, March 28, 1980

Cape Town Meat workers return today

152

THE 59 striking Karoo Meat Exchange workers will return to work today with an ultimatum that unless all of them are re-engaged, they will continue striking

However, the general manager of Karoo Meats, Mr Johan Louw, said the firm would not decide until Monday whether to re-employ all the workers

The workers, all the African employees at the firm, went on strike on Monday after a worker was dismissed without the elected works committee being consulted

Mr Louw has asked the workers to apply for re-employment today, but says he cannot guarantee that there will be vacancies for all the workers

Meanwhile, a letter signed by representatives of Cape Town meat workers from 11 major firms supporting Karoo workers in their demand that all the workers be re-engaged, was delivered to Mr Louw yesterday.

The representatives said in the letter that none of the workers employed at the undersigned firms would do any work for Karoo while the dispute continued

"The mood of the workers is extremely angry and they are determined that the attitude and action of the Karoo management is not extended to the rest of the industry," the letter reads

Commenting on the letter, Mr Louw said he was satisfied that his workers were very well paid

EXAMINA

STU13-9

MISCELLANEOUS APTS

SURNAME

STUD NO

152327Y VAN DER MERWE

* TOTAL NUMBER

DEAN

UUCT

24	26	28	30	32	34	36	38	40	42	44	46	48	50	52	54	56	58	60	62	64	66	

1	3	5	7	9	11	13	15	17	19	21	23	25	27	29	31	33	35	37	39	41	43	45	47	49	51	53	55	57	59	61	63	65
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Meat dispute in the air after talks

Labour Reporter

A MEETING between the management of Karoo Meat Exchange Ltd and the committee representing 59 striking workers ended in conclusively today.

The workers rejected a call by Mr Johan Louw, general manager of Karoo, that they fill in work application forms for consideration by the company.

If Mr Louw wants us back, he must take us back without application. If must take us all,' one worker said.

ADJOURNED

Another said Mr Louw, who adjourned the meeting until Monday, was 'trying to play a cat and mouse game' with the workers.

A spokesman for the Western Province General Workers' Union said Mr Louw's failure to make a decision on re-engagement today was highly provocative' in view of the anger among meat workers.

Management seems to be intent on provoking an industry wide strike, he said.

INTERNAL MATTER

Mr Louw said after the meeting that his reason for delaying a decision until Monday was 'an internal matter to be explained to the committee'.

The dispute at Karoo concerns alleged failure by management to discuss the dismissal of an un-registered employee with the recognised workers' committee.

A general meeting of Cape Town meat workers is to be held in Langa tomorrow to receive a report from the Karoo workers.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
1025211	CAAGUIT	PETER HARRY	603202	ROMAN LAW & JURISPRUDENCE IUP	UP (57)	4 1025211
077201P	ANDREWS	DAVID BRIAN	107301	ENGLISH III	3 (56)	4 077201P
101148U	WASKIN	MELANIE ANN	114101	RELIGIOUS STUDIES I	UP (54)	5 101148U
101875J	DUSSE	PETER GRAHAM	004301	PSYCHOLOGY III	3 (52)	4 101875J
114694IT	CLARKE	JOHN GEORGE	908204	GERMAN IIA (HALF COURSE)UP	UP (51)	4 114694IT
115418E	LUPIDU	ODILE ARLENE	101202	AFRICAN LANGUAGES XHOSA II UP	UP (50)	4 115418E
111405IT	GUATIS	RICHARD MARK	911201	MATHS IIA M204	UP (55)	4 111405IT
100997E	FABER	LESLEY SHARON	911103	MATHEMATICS IB	F (41)	5 100997E
098097IT	DEBAK	SUSAN	004301	PSYCHOLOGY III	UP (57)	4 098097IT
113612K	PGATZOUKIS	EUSTRATIOS JOHN	805301	ROMAN LAW II	UP (63)	4 113612K
101853K	KLIJA	HELENA JANET	110201	AFRICAN HISTORY I	UP (50)	4 101853K
102381J	OKOVSF	INGRID GERILINDE	115103	ITALIAN INTENSIVE	UP (60)	4 102381J
097859U	LEVEIAN	LAURA JEAN	902201	ASTRONOMY A (HALF COURSE)	2 (63)	5 097859U
101158F	OSTERBAAN	WILLEM DINANT	106301	ECONOMICS III	ABS	5 101158F
094835G	PORELL	ANALIESE LYNETTE	110317	DRAMA III	UP (53)	4 094835G
111331M	PLUTKIN	NADINE BETTY	107301	ENGLISH III	ABS	5 111331M
103519A	PSHMAN	ANIHONY	117301	POLITICAL SCIENCE III	UP (53)	4 103519A
102719H	SMALLHURNE	AMANDA JANE	802151	HISI & APPRECIAT OF MUSIC IABS	UP (58)	5 102719H
102257Z	TAYLOR	COLLEEN JANE	105103	GREEK & ROMAN LIT & PHIL	3 (58)	5 102257Z
033909H	VALLEY-OMAR	FARUK ISMAIL	102302	AFRIKAANS EN NEDERLANDS IIIF	UP (58)	5 033909H
101164L	VAN DER ELST	JEAN-MARIE RICHARD	106301	STATISTICS IIA (HALF CRSE)	UP (51)	4 101164L
			910101	STATISTICS I (HALF CRSE)	F (24)	
			910108	STATISTICS I (HALF CRSE)	F (34)	
112105D	VAN ANGAARDI	ANNE-MARIE	911201	MATHEMATICS IIA M204	UP (55)	4 112105D
116606W	VENIER	GILDA MARIA	102101	AFRIKAANS	UP (50)	4 116606W
133100Z	VILLJOEN	ADELE	107301	ENGLISH III	2 (67)	4 133100Z

UJGT

ARGHS 28/5/80

dispute in the air after talks

Labour Reporter

A MEETING between the management of Karoo Meat Exchange Ltd and the committee representing 59 striking workers ended in conclusively today.

The workers rejected a call by Mr Johan Louw, general manager of Karoo, that they fill in work application forms for consideration by the company.

If Mr Louw wants us back, he must take us back without application. If must take us all,' one worker said.

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A spokesman for the Western Province General Workers' Union said Mr Louw's failure to make a decision on re-engagement today was highly provocative' in view of the anger among meat workers.

Management seems to be intent on provoking an industry wide strike, he said.

INTERNAL MATTER

Mr Louw said after the meeting that his reason for delaying a decision until Monday was 'an internal matter to be explained to the committee'.

The dispute at Karoo concerns alleged failure by management to discuss the dismissal of an un-registered employee with the recognised workers' committee.

A general meeting of Cape Town meat workers is to be held in Langa tomorrow to receive a report from the Karoo workers.

Meat strikers return with ultimatum

Street
RDM
28/3/80
152

By RIAAN DE VILLIERS
Labour Correspondent

THE 59 striking black workers at the Karoo Meat Exchange returned to work yesterday with the ultimatum that unless all were re-employed they would continue to strike.

However, the firm's general manager, Mr Johan Louw said applications would be considered over the weekend and appointments would be made on Monday.

He said he could not say at this stage whether all workers would be taken back.

Workers at 11 major meat firms in Cape Town have pledged their support to the Karoo workers and have undertaken not to do any work for the firm while the dispute continues.

In a letter sent to the Karoo management yesterday, representatives of workers at the 11 firms pledged their "absolute" support for the "non-negotiable

demand' by Karoo workers that they all be re-engaged.

The representatives added they had decided that no workers employed at the 11 firms would do any work for Karoo while the dispute continued.

The letter was sent following a meeting attended by more than 100 representatives of meat workers at the 11 firms on Wednesday night.

In a statement issued yesterday, the union warned the workers were in an "extremely angry mood and were determined that the attitudes and actions of the Karoo management should not be extended to the rest of the industry.

The incident at Karoo had come at a time when meat workers were complaining bitterly about wages and conditions in the industry, it said.

It added, Karoo workers would report back to a mass meeting of meat workers in Langa township tomorrow.

The letter to Karoo expressed "total opposition" to Karoo management's behaviour during the dispute towards its elected workers' committee.

It added "We demand that you explain to the workers at each of the companies the reasons for your refusal to re-engage all Karoo workers."

A union spokesman said yesterday workers at another meat firm had been asked by the firm to help handle goods from Karoo Meat Exchange, but they had refused.

Mr Louw confirmed he had received the letter and that other firms had offered to help Karoo during the dispute.

"But while isolated incidents of assistance may have occurred, we have not accepted their offers because we don't need help."

Mr Louw said the management of all 11 firms met yesterday afternoon. He would not disclose what was discussed at the meeting.

EXAMINATION RESULTS IN FACULTY ARTS		YEAR : 3	
STUD	SUR NAME	FIRST NAMES	CI RS
133102	VILJOEN	ADELE	115317
113117	RAVENHURG	JOHAN JANIA	910301
0901405	DE GROOTE	CAROL FESSA	11030
0955405	JILLIS-SMITH	JANE	0 221
132741	Y LLOYD	JILL ESTELLE	11021
114038	ZUCKLEBY	CHRISTOPHER HANS	1 010
TOTAL NUMBER OF STUDENTS			24
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60
62
64
66
UUCT

Meat men support strikers

MORE than 100 representatives of meat workers employed by 11 major firms in the Cape Town industry are totally opposed to the behaviour of management at Karoo Meat Exchange in the present labour dispute there.

At a meeting last night the representatives drafted a letter to the general manager of Karoo, Mr Johan Louw, objecting to the initial dismissal of an employee without the elected workers committee being consulted, and management's refusal to re-engage all 59 workers on strike.

"We support the Karoo workers absolutely in their non-negotiable demand that all the workers be re-engaged," they said.

WORKERS

It was decided no workers employed at the 11 companies would work for Karoo meat exchange while the dispute continues.

The representatives demand that Mr Louw explain to workers at each of the companies why management has refused to re-engage all the Karoo workers.

A spokesman for the Western Province General Worker's Union said yesterday the workers were determined the attitude of the Karoo management should not extend to the rest of the industry.

He said the incident at Karoo had occurred at a time when, as management was aware, Cape Town meat workers were particularly bitter about working conditions and wages in the industry.

The Karoo workers would report for work today but were adamant they would return to work only if all of them were re-engaged.

back to a mass meeting of meat workers in Langa tomorrow, the spokesman added.

13130 RACHELUP OF ARTS YEAR 2 3

STUD NO	SUR NAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	MARKS	GRADE	DATE	MARKS
107301	DAVID	DAVID	ENGLISH III		UP	(57)	4	102521E	13030
107301	PETER	PETER	PSYCHOLOGY III		UP	(54)	5	101148U	
101475J	PETER	PETER	PSYCHOLOGY III		UP	(52)	4	101475J	
101202	DOYLE	DOYLE	AFRICAN LANGUAGES XHOSA II		UP	(50)	4	115418E	
911103	LESLIE	LESLIE	MATHEMATICS I		F	(41)	5	100997E	
605301	ELSTIKATIOS	JULI	ROMAN LAW II		UP	(63)	4	113612R	
115103	ISRI	ISRI	ITALIAN LITERATURE		UP	(60)	4	102301J	
105301	MILLEN	DINA I	ECONOMICS III		ABS	(63)	5	101158E	
107301	MARIE	HEITZ	ENGLISH III		ABS	(53)	4	094485G	
102131	AMY	VA JANE	HIS & APPRECIAT OF MUSIC IABS		UP	(53)	5	102719B	
102572	GOLDF	JANE	GREEK & ROMAN LIT & PHIL		UP	(58)	5	102257Z	
102302	FARON	ISMAIL	AFRIKANA S FOLK DANCE		UP	(58)	5	033309H	
101164L			STATISTICS I (HALF CRSE)		F	(34)	4	101164L	
112105D			STATISTICS I (HALF CRSE)		F	(34)	4	112105D	
116606H					UP	(50)	4	116606H	

250 back
striking
meat
workers

Labour Reporter
OVERWHELMING support for the 59 striking workers from Karoo Meat Exchange Ltd was expressed at a meeting of about 250 meat workers in Langa today.

Workers from 14 factories — almost the entire fresh meat industry in the Peninsula — attended the meeting

It was decided workers' committees would approach their managements on Monday to demand that an elected representative from each firm attend the 8 am meeting between Karoo management and the striking workers' committee.

REPORT BACK

Each representative would report back to his factory at lunchtime on the decision taken by Karoo general manager Mr Johan Louw

A general report-back meeting is to be held in Athlons on Monday night.

The Karoo workers walked out last Monday in protest at management's alleged failure to discuss with their committee the dismissal of an unregistered worker

UUCT

Visiting sailors go on strike

By LIZ MCGREGOR

TWELVE SAILORS on a ship docked in Cape Town harbour have gone on strike, claiming that they have not been paid their wages for several months, are forced to eat rotten food and live in unhygienic conditions.

The Greek consulate yesterday agreed not to allow the ship to leave Cape Town till the matter had been settled. The 13 000-ton ship sails under a Cypriot flag but the owner, a Mr Chochoomopoulos, is Greek.

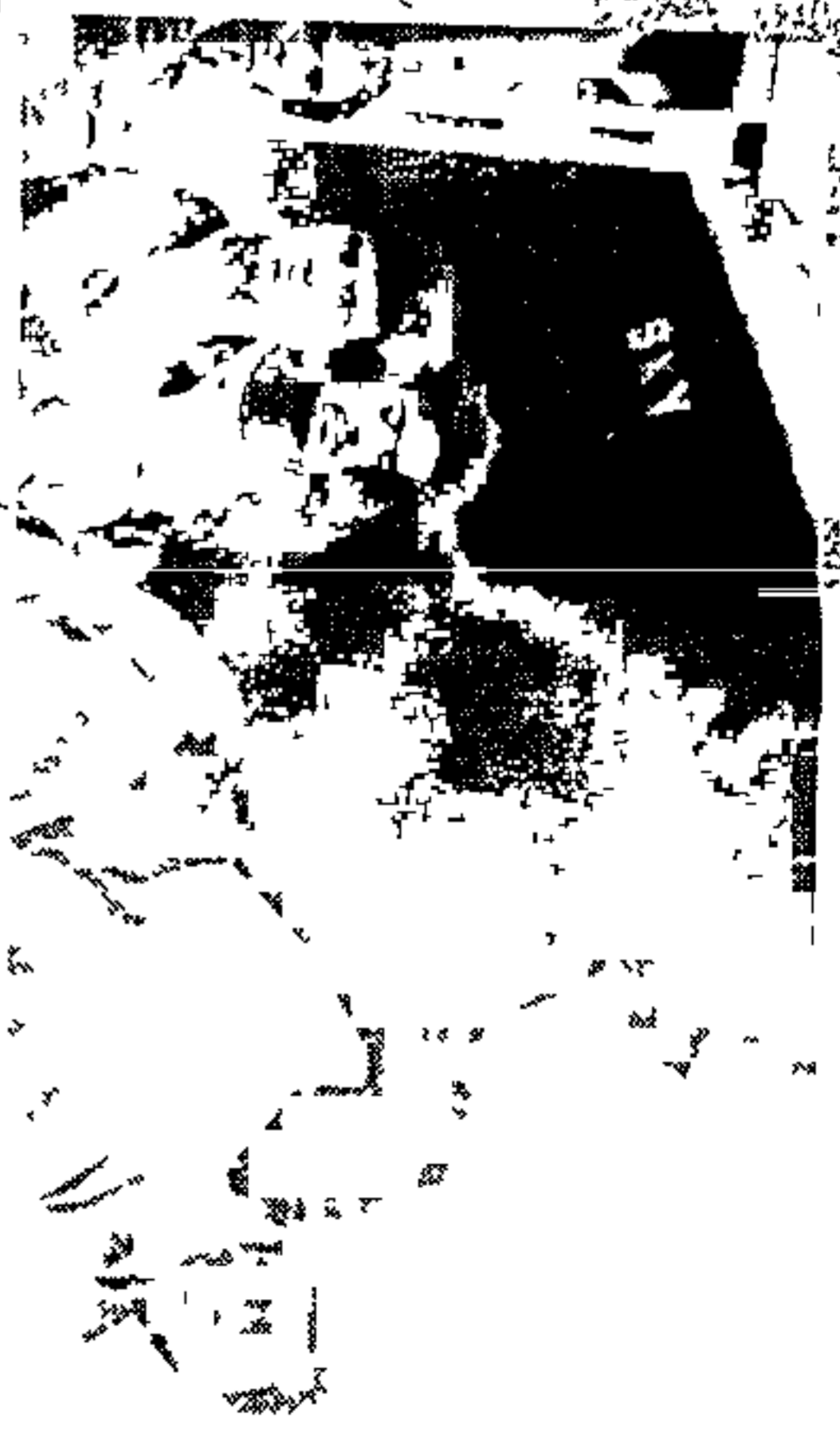
The sailors, who come from Pakistan, Sri Lanka, Bangladesh, India and the Philippines, went on strike as soon as the "M V Sky" reached Cape Town on Wednesday.

They sent a telegram to the International Transport Workers' Federation (ITF) in London asking for help. The ITF contacted

the Western Province General Workers' Union in Cape Town, which has arranged for a lawyer to represent the sailors. Some of their grievances are:

- They have not been paid for several months, some for as long as 17 months.
- Some of the food they are given is rotting and the water is rust-coloured because the water tank is filthy.
- Their bed linen is changed only once a month.
- There is no ventilation in their cabins, as a result of which they are forced to sleep on deck.
- The lifeboat reserved for the crew is inadequately equipped.
- The ship's generator, the boiler and one of the pistons are not in proper working order. The sailors maintain that this is unsafe.

One of the striking sailors on the "M V Sky", Mr A K M Jamalabedin from Bangladesh, centre tells a Cape Times reporter of their grievances. Fellow crewmen listen



SYMBOL	DESCRIPTION	COURSE	FIRST NAMES
ABS	PSYCHOLOGY I	004101	JOSEPHINE ALEXANDRA
ABS	OKAMA I	116120	MARY
F	FRENCH I	115101	UTE
F	FRENCH I	115101	RONALD ALAN
F	POLITICAL SCIENCE I	117101	TREVOR RONALD
UP	AFRIKAANS RELIGIOUS STUDIES I	114101	SUSAN MARGARET
ABS	MATHEMATICS I M102	911101	MARGARET JOANNE
2-SNX	PSYCHOLOGY I	004101	TIMOTHY JAMES GRAHAM
UP	RELIGIOUS STUDIES I	114101	GWYNETH JULIA MARY
3NX	ENGLISH I (PRE-1980)	107101	EDWINA ANNE
UP	ECONOMICS IA	106103	SUZANNE COLLINGS
ABS	ECONOMIC HISTORY I	104102	KIRSTIN CHARLOTTE GERDA
UP	PSYCHOLOGY I	004101	JANET FAY
UP	FRENCH I	115101	JOANNE AHERSTONE
3NX	ENGLISH I (PRE-1980)	107101	JUDITH MARY
UP	POLITICAL SCIENCE I	117101	CHRISTEL KAROLA
UP	FRENCH I	115101	ASPASIA
F	HEBREW INTENSIVE	109102	BENITA
ABS	CHEMISTRY IA CH. 102	905101	DIANNE SYBILLE
F	FRENCH INTENSIVE	115102	SONYA IRENE
3NX	ENGLISH I (PRE-1980)	107101	RAE DEVOKA
13	SOCIAL ANTHROPOLOGY I (PRE-1980)	105202	MARGARET JANE

ION RESULTS IN FACULTY ARTS YEAR : 1

AS AT 29 02 80



Meat firm hedges on re-employment

Staff Reporter

A MASS MEETING of Cape Town's meat workers will be held in Langa today so that striking Karoo Meat Exchange workers can report back to an industry-wide gathering on the progress of the strike.

And on the management side, Mr Frans Pieterse, the executive director of Asokor Beperk, the holding company of Karoo Meats, flew to Cape Town from Johannesburg last night to consult Karoo management about the strike.

Asokor, one of the biggest meat firms in the country, is owned by Picardi Investments.

The meetings follow a strike on Monday this week by 150 workers at Karoo Meats after one of their colleagues was allegedly dismissed without any prior consultation with the workers' committee.

Gathered at 7 am

The workers gathered at the firm's Maitland factory at 7 am yesterday to apply for their jobs.

Members of the works committee representing the workers were then told by the Karoo Meats general manager, Mr Johan Louw, that the workers should fill in application forms and the company would decide during the weekend which workers would be re-engaged.

He said the workers would not be re-engaged in their original positions.

The workers unanimously decided that they were not prepared to fill in the application forms.

"He must take us all back without conditions, not with application forms and not one by one" said one worker.

Mr Louw refused to say whether he was prepared to re-engage all the workers. He said the reasons for the delay in deciding whether all the workers were to be re-employed had been explained to the works committee. He said it was "an internal matter" and he was not prepared to repeat it to the press.

STUD ID	BACHELOR OF ARTS	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
15010	BACHELOR OF ARTS	FRANCOIS	RAE JEROME	1071	SOCIETY ANTHROPOLOGY I (PRE-1980)	31X	16994PM
15177	BACHELOR OF ARTS	FRANCOIS	DIANNE SYBILLE	905101	ENGLISH I (PRE-1980)	31X	157508V
15206V	BACHELOR OF ARTS	GERFEN	HEMILY	911101	ENGLISH I (PRE-1980)	31X	1502460
154302N	BACHELOR OF ARTS	GILAKAKAKIS	ASPASTI	109102	CHEMISTRY I A CH. 102	48S	156290E
153971N	BACHELOR OF ARTS	GILL	CHRISTEL ANN LA	117101	MATHEMATICS I 1102	48S	154302K
154172N	BACHELOR OF ARTS	GILL	JUDITH ANN	107101	POLITICAL SCIENCE I	UP	153981M
154180N	BACHELOR OF ARTS	BOSS	JONANNE ALBERTINE	115101	ENGLISH I (PRE-1980)	31X	155173R
154211U	BACHELOR OF ARTS	GOFF	JANET FAY	004101	FRENCH I	UP	159186D
153355J	BACHELOR OF ARTS	CRUSOE	KIRSTIN CHARLOTTE BERDA	109102	PSYCHOLOGY I	UP	152211U
142215X	BACHELOR OF ARTS	HALLIER	SUZANNE JILLIGS	109103	ECONOMIC HISTORY I	48S	153055J
141024V	BACHELOR OF ARTS	HAVOCOCK	EDVILANNE	107101	EDUCATIONAL	UP	152285X
152104F	BACHELOR OF ARTS	HARRIS	GRAVETH JULIA ANN	111101	ENGLISH I (PRE-1980)	31X	161602V
155641A	BACHELOR OF ARTS	HART	TIMOTHY JAMES GRAHAM	002101	RELIGIOUS STUDIES I	F	162109F
				107101	PSYCHOLOGY I (PRE-1980)	31X	155641A
					MATHEMATICS I M102	48S	115954M
					AFRICAN STUDIES I	UP	159604H
					POLITICAL SCIENCE I	F	161491J
					FRENCH I	F	152120E
					FRENCH I	48S	155720L
					PSYCHOLOGY I	48S	152889J
					ENGLISH I (PRE-1980)	31X	155148P

UJCT

29/3/80
152

'Sjambok on workers and pay docked'

A BLACK worker at Trident Steel in Germiston complained to POST about the treatment of black workers by a company official, Mr B Noordman.

The employee alleged deductions from their pay-packets and that people who object to this were either fired or asked to resign.

It was also claimed that Mr Noordman carried around a sjambok that he uses on workers.

He uses words such as "kaffir" to employees, said the complainant.

POST was also told that there were workers in the company who buy liquor for Mr Noordman and others who work in his garden and that this group of workers are treated well.

Mr E Behr, the company

director, told POST some allegations had been made before and were found to be untrue.

He said a year ago the foreman deducted money from the workers' wages for late-coming and that he (Mr Behr) had put a stop to that practice.

PLASTIC

He admitted that Mr Noordman carried a plastic rod about but that he only toyed with it.

The people who work in his garden are not forced to do so and they get paid for it. They don't do the man's garden during working hours," said Mr Behr.

250 at meat strikers meeting

Cape Times 3/13/80 Staff Reporter ~~Robert~~ (152)
MORE THAN 250 workers from 15 Peninsula meat firms attended a report-back meeting in Langa yesterday by the 59 striking Karoo Meat Exchange workers

The meeting reaffirmed its support for the 59 workers, who went on strike a week ago today after a colleague had been dismissed without consultation with the registered workers' committee

At 8 am today the Karoo workers will be told by their management whether all of them will be reinstated

It was decided at the meeting that workers from each of the 15 firms should go to their respective managements when they start work at 7 am today and ask that an elected representative be sent to be present at the 8 am meeting between the Karoo workers and their management

Meat strikers to return

Labour reporter

STRIKING workers of Karoo Meat Exchange Ltd will return to their jobs in the factory tomorrow after negotiating a settlement of a dispute with management today.

The 59 workers downed tools a week ago after management dismissed an unregistered worker without consulting the workers' committee, as required by the committee's recognised constitution.

In nearly two hours of hard bargaining today, the workers won the right to return to their old jobs, with full pay for the time they have been out of work.

They were given the assurance that management would in future consult fully with the workers' elected committee.

EXCLUDED

Representatives of the Western Province General Workers' Union to which the meat workers belong were excluded from the negotiations.

So were representatives of nine other meat factories who arrived for today's talks in terms of a resolution taken by about 250 meat workers at a meeting in Langa on Saturday.

In a report to them after the dispute was settled, the chairman of the workers' committee, Mr Lennox Booil, said the workers had refused to apply for re-employment.

INSISTED

They had insisted on returning to their original positions although the factory had already taken on some other workers.

It was agreed the workers would be paid their wages for the last week on Thursday.

Mr Booil said the committee had refused to sign a document presented to them, saying they would abide by their existing constitution.

'We are a factory workers' committee, not a liaison or a works committee,' a member said.

UNITY

A spokesman for the Western Province General Workers' Union said the Karoo strike indicated the unity and determination of union members in all the other meat factories, as well as those in Karoo itself.

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17	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
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42	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
43	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
44	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
45	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
46	DAVISON	DAVID	ENGLISH III	ENGLISH III	3	16	DAVISON	DAVID	ENGLISH III	ENGLISH III	3
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US GOVT

CAPE TIMES 15/2/80

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meet car

workers

By GORDON KLING

TOP United States Government officials will be present when Ford Motor Company management and worker representatives meet in Port Elizabeth today in an attempt to bridge new rifts in the shaky industrial peace at the firm.

The long-standing dispute now threatens to develop into a major political storm with far-reaching implications for businesses in South Africa.

On the eve of the crucial meeting Ford executives and the compilers of a secret report on its labour problems were meeting to discuss its contents, which are highly critical of key aspects of the company's implementation of the Sullivan Code of Conduct. The code standardizes employment conditions for American firms operating outside the United States.

Although the report will be released only some time next week, the Cape Times is aware of the findings after pre-publication of some material and extensive interviews and re-

search in Port Elizabeth over the past two days.

The report was written and researched by Rhodes University staff — the head of the Anthropology Department, Professor Mike Whisson, a senior lecturer in sociology, Dr M Roux, and a research officer for the Institute of Social and Economic Research, Mr C W Manona.

Black labour leaders believe that the survey, conducted at Ford's request by the South African Institute of Race Relations, accurately reflects key problems at the company.

However, some of the recommendations come as a shock

intend any organized stay away action.

Mr Skosama said Pebco was essentially a pressure group with civic affairs objectives, but it took a stronger line on the labour dispute at Ford than did the workers' trade union — the United Automobile and Allied Workers' Union.

The continued detention of the Pebco chairman, Mr Thozamile Botha, had left the organization in a dangerous holding operation. If the situation remained calm it was possible that the authorities would think the detention of Mr Botha was justified, but if violence erupted Pebco would have failed in its role.

'Worker discontent'

The head of the dismissed workers' committee and a Pebco member, Mr Government Zini, said worker discontent was continuing at Ford.

He saw today's meeting with Ford as an "intent to put a seal on an agreement which we hope will work".

Among those at the meeting will be the US Deputy Assistant Secretary of African Affairs, Mr Robert Keeley, the US Consul-General in Cape Town, Mr Alan Lukens, and a counsellor

Tomorrow

Tomorrow the Cape Times will publish an in-depth look at Port Elizabeth's labour troubles and the implications for South Africa.

which go to the core of white South African business practice and values. They would have the company terminate associations with recognized authorities, including the Eastern Cape Administration Board through which the company channels funds for employee housing.

Although the company has reinstated all workers involved in the series of wildcat stoppages and lock-outs which began last November, interviews with principal figures indicate that the dispute is far from settled. Many workers maintain that they are being forced to accept lower grades of work and are being victimized.

The shadow chairman of the Port Elizabeth Black Civic Organization (Pebco), Mr Wilson Skosama, said there were indications that reinstated workers were being victimized and that the situation at Ford could deteriorate. Pebco did not at this stage

at the US Embassy in Pretoria, Mr Howard Walker.

The director of industrial relations at Ford, Mr Fred Ferreira, denied yesterday that the company was being pressured by the US Government and said the American officials were participating as "individuals".

It was reported late last night that the full text of the report monitoring Ford's performance in the light of the Sullivan Code would be released next week.

He believed the dispute had erupted because Ford, which was accepted internationally as a leader in employment practices, had created worker aspirations which had exceeded the company's ability to meet them.

Mr Ferreira said 25 workers had been reinstated in lower grades than they had held previously but were being paid the same salaries, and it was the company's aim to return them to their previous grades as soon as positions became available.

Cape Times

15/2/80

(52)

Report by Rhodes trio forecast unrest at Ford

14/1/80
JAD
12/1
15/1
18/1

PORT ELIZABETH — Labour unrest and industrial disputes at Ford Motor Company here for the last three months were anticipated in a report commissioned by the company and received in November.

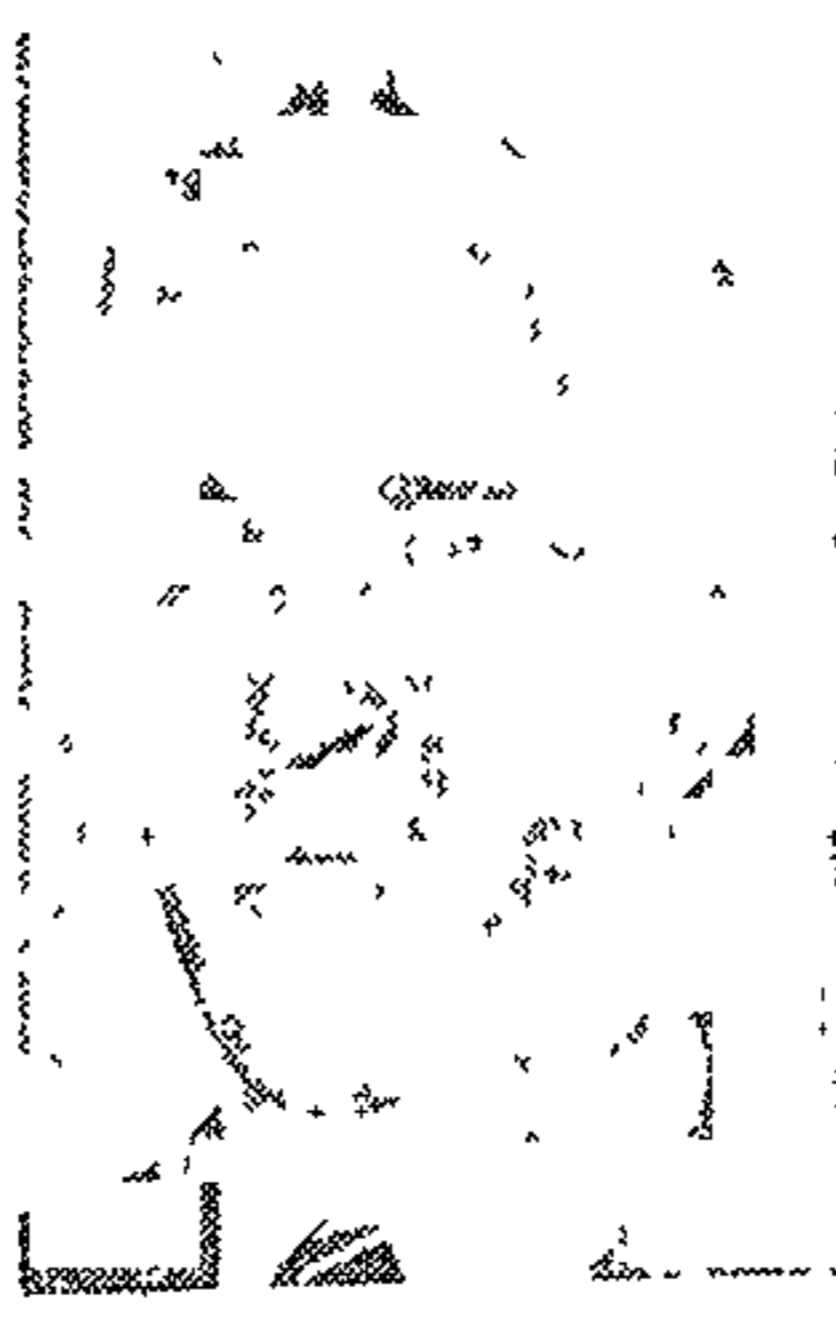
The report was prepared at Ford's expense by three Rhodes University academics at the request of the Institute of Race Relations and was part of the company's programme of implementing the principles of the Sullivan Code

Interviews this week with two of the academics revealed the report was highly critical of labour policies at Ford and the way in which the company had implemented the principles of the code

Among the grievances anticipated by the report were the cutback in working hours which meant between 80 and 90 per cent of Ford's black workers were earning wages below the poverty datum line, that real income of workers in the lower grades had declined over the past eight years, that black advancement had not been implemented fast enough, that racism was still apparent in spite of Ford's commitment to the Sullivan principles and integrated work facilities, and many of the improvements had been merely window dressing

Ford's director of industrial relations, Mr Fred Ferreira, said last night Ford had encouraged this critical analysis of its labour structure

The view of the



PROF WHISSON... a good lesson

academics was that Ford's publicly espoused intentions on the labour front had raised the expectations of its workers but what the company had actually delivered in the way of improvements and advancements, had fallen far short of these expectations

Dr Marianne Roux, one of the team and senior lecturer in sociology at Rhodes, said other companies which had not promised as much as Ford, nor implemented a programme of affirmative ac-

tion, had not experienced industrial unrest

Another member of the team, Prof Michael Whisson, head of the department of anthropology, said: "Ford made promises which it could not deliver in the area of wages and could not deliver fast enough in other areas like black advancement."

Prof Whisson and Dr Roux said in spite of their criticisms of Ford, they believed it was still the most progressive employer of labour in the industry and had taken a clear lead in implementing the Sullivan principles

They highlighted the fact that Ford's affirmative action budget would be substantially increased this year and the company hoped to spend in excess of R2 million on programmes to uplift the black community from which it drew its work force

Both Prof Whisson and Dr Roux believed the recent labour unrest had contained one good lesson — that unions could not be left out of the negotiating process.

Mr Ferreira confirmed last night the company was currently following up many of the recommendations contained in the report — DDC

INDUSTRIAL

RELATIONS

STRIKES

1979



STOPPAGES OVER PAY AND A WOMAN

Mercury Reporter

A DURBAN cartage company has laid off about 200 labourers who refused to work unless they received higher wages.

The managing director of DTB Cartage Co. Mr. G. Tasker issued a statement to the Mercury saying that towards the end of last week their liaison committee had made an ap-

proach on behalf of Black employees for a wage increase.

The request was refused on the grounds that our Black staff was given an increase in February this year at bonus in July and further increases are scheduled later.

The matter is under discussion with the liaison committee in conjunction

with the Department of Labour

Meanwhile, the business of the company will continue with altered native labour if necessary.

The labourers gathered outside the company's premises in John Milne Road yesterday morning and refused to work until their pay had been increased.

As many were truck workers the company's cartage business was brought to a halt and the Indian drivers who were not taking part in the incident had nothing to do.

The protesting workers were then told to return on Wednesday for their wages as they had been dismissed. Many said they were willing to work but could not survive on their pre-

sent pay.

Dog Squad policemen stood by as the crowd dispersed, but there were no incidents.

Meanwhile, about 350 workers at the Hammarsdale Rainbow chicken plant were laid off yesterday when they refused to return to work after staging a sit-down stoppage.

Dog Squad policemen

Leslie Social Sciences Building
University Avenue
Groote Schuur Campus

Telefoon: 65-4145; 69-8531

INLEIDING

Gedurende die eerste nege jaar van sy Sentrum vir Intergroepstudies gereeld sy werksaamhede gepubliseer. Om die verjaarsdag op 1 April 1978 te vier is in 1977 vervang deur 'n Oorsig oor die

DIE OORSPRONG EN DOELSTELLINGS VAN

Die Sentrum word grootliks gefinansierd deur die Bailey-Trust wat ingevolge die testament van Bailey gestig is. Dit is geregistreer as Institute of Inter-Racial Studies Ltd (Garansie) - 'n maatskappy beperk deur 'n aandeel-kapitaal kragtens die Maat Nr. 61 van 1973).

from Pietermaritzburg were on stand-by while the workers stopped work in protest at the dismissal of a woman worker who apparently had been dismissed several months ago, a senior police spokesman said.

No incidents

Police from Hammarsdale area were first on the scene but left after the workers were paid off by the management. There were no incidents, however, the spokesman said.

The stoppage is the second to occur at the Rainbow headquarters in recent months.

When workers staged a stoppage at the group's head office before, violence flared and employees who refused to join in were threatened when they left the premises in company vehicles.

Mr. Stan Methven, managing director of the group, was not available for comment yesterday and other staff members were not allowed to comment.

Workers in pay dispute fired

KOM
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152

DURBAN. — More than 200 black labourers of the DTB Cartage Company in Durban, who went on strike for increased wages yesterday, have been dismissed and told to return on Wednesday to collect their last wages.

The workers demanded an increase in their starting wage of between R15 and R22 a week.

A spokesman for the workers said they had not been given an increase for more than a year.

Senior police officials, Labour Department officials and members of the Security Police assisted the company in its attempt to reach a settlement with the striking workers

The workers told the director of the company, Mr Geoff Tasker, that they wanted an increase in their weekly wage. He said he would consider their request and give them an answer

He returned about half an hour later and told them that if they did not return to work immediately they would be dismissed.

A spokesman for the workers replied that they only wanted an increase in their wages. He said that if they were going to be dismissed they would put on their coats and go home.

Some of the workers remained and tried to discuss the matter with police officials and members of the Security Police.

They were told to leave the grounds without causing a fuss.

One of the company's Indian drivers said that although the drivers had not openly supported the strike, they were glad that it had happened

"What is going on here is a disgrace. Some of these workers earn as little as R15 a week despite the hard work they do," he said.

The drivers, who possess extra heavy duty drivers' licences, earned only about R45 to R50 a week, he said — Sapa

Striking men are dismissed

MORE than 200 African labourers at the DTB cartage company in Durban, who went on strike for higher wages yesterday, have been dismissed and told to return tomorrow to collect their wages.

The workers have demanded an increase in their starting wage of R22 a week.

A spokesman for the workers said they had not been given an increase for more than a year.

He said some workers were earning between R15, R19 and R22 a week. Senior police officials, labour department officials and members of the security police assisted the company in trying to reach a settlement with the workers.

The director of the company, Mr Geoff Tasker, asked the workers what they wanted. They told him that they wanted an increase in their weekly wage, and he said he would think about it and give them an answer.

He returned about half an hour later and told them that if they did not return to work they would be dismissed.

A spokesman for the workers replied that they only wanted an increase in their wages. If they were going to be dismissed, they would put on their coats and go home.

Some of the workers remained and talked to the senior police officials and members of the security police.

They were told to go home without causing a fuss. One of the Indian drivers said that although they had not openly supported the strike, they were glad of it.

"What is going on here is a disgrace. Some of these workers earn as low as R15 a week despite the hard work they do," he said.

The drivers, who possessed extra heavy duty drivers licences, earned only about R45 to R50 a week, he said. — Sapa.

Die hoofdoel van die Sentrum linge groepsverhoudinge in lei, in die besonder oor v taalgroepe.

AKADEMIESE ADVIESKOMI

Die program van die Sentrum Akademiese Advieskomitee w Direkteur (Voorsitter), di teit van Kaapstad, Sir Ric professor M.F. Kaplan, pr G.F.R. Ellis en mede-prof

Die Sentrum word beheer d Prinsipaal van die Univer die Voorsitter is, en die die Vise-Voorsitter. Di Die Abe Bailey-Trust wor Landman en mnr G.K. Lind versiteit van Kaapstad d professor G.F.R. Ellis e Biskop A.W. Habelgaarn v Maatskappy.

Terwyl professor G.F.R. verlof is, dien dr Robe op die Akademiese Advie

Die vaste personeel bestaan uit die Direkteur, Ph.D. Hendrik W. van der Merwe, M.A. (Stellenbosch), Ph.D. (Kalifornie), die Administratiewe Assistent, mev. H. Albertyn en 'n deeltydse sekretaresse, mev. B.J. Chapman.

Gedurende die jaar is meJ. Morna Cornell en Ruth Rutherford as tydelike klerklike assistente en meJ. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassistent in diens geneem. Twee ere-

Pay dispute at Kaserne

Drivers on strike

ABOUT 1 000 railway cartage drivers went on strike yesterday over a pay dispute at the Kaserne depot in Jeppe, near Johannesburg.

Trouble started when the drivers were told their pay was not ready yesterday and that they would be paid today.



Spokesman Ben Zulu

By LEN KALANE

The drivers said they are used to getting paid on the 27th of every month but this time were notified very late about the delay.

Mr Ben Zulu, a representative for the drivers, said they came to work yesterday hoping to get paid and were only told at about 11 am that the date has been changed to today.

Workers decided to strike and said they would only resume duties if they got paid.

Work came to a stand-

still with most of the railway trucks left idling in the yard. Drivers were loitering all over the place and some stood in groups

The strike was peaceful and there were no incidents. Police were also not called in as most of the workers stood next to the office waiting for their pay.

Mr Zulu said the decision not to give them pay yesterday was inconvenient and very unfair to them as they were informed within a very short time about the new change.

Wives of most drivers who are migrant labour-

ers came to the depot hoping to collect some money from their husbands but were forced to return empty handed.

Mr Zulu said they would start working anytime after they have got paid. By late yesterday afternoon the drivers were not paid as yet.

A senior official in the Cartage Department confirmed that the notice informing the drivers that their pay would be delayed came through very late.

Standstill

"Everything has now come to a standstill. People are very angry and say that they won't work until they get paid. It is a pity that they were informed late about the change.

"We hope that everything will get back to normal when they get

paid today," the official said.

For a number of years now black truck drivers have taken over the jobs of whites on the SAR. When they went on strike, most of the business ferried from the SAR headquarters came to a standstill.

This is the first time that so many drivers employed by one co-operation went on strike and their action could have serious effects. The Kaserne strike is one of several strikes by blacks in the past few months.

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ervreel nes in vergader-

735 (152) DD
Bus drivers appeal 29/8/77

EAST LONDON — Fifty-four bus drivers who were convicted in the Regional Court here on August 2 on a charge of contravening the Riotous Assemblies Act, have lodged an appeal against their conviction.

Their conviction followed a strike at the Ciskei

Transport Corporation on January 19 this year.

Of the 102 bus drivers who originally appeared 55 were found guilty and each was sentenced to nine months' imprisonment conditionally suspended for four years.

— DDR

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad

Rondebosch

Republiek van Suid-Afrika

7700

Kantooradres:

Leslie Social Sciences Building

University Avenue

Groote Schuur Campus

Telefoon: 65-4145; 69-8531 Uitb. 766

INLEIDING

Gedurende die eerste nege jaar van sy bestaan het die Sentrum vir Intergroepstudies gereeld 'n jaarverslag oor sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

NM 29/8/79 (152)

Dismissed cartage workers back on same pay conditions

Mercury Reporter

MORE than half the workers laid off by a Durban cartage firm for refusing to work until they received an increase have returned to work.

The managing director of DTB Cartage Company, Mr. G. Tasker, said 47 of the 78 workers who had been dismissed had returned to work yesterday.

They had done so of their own accord and on the same terms of employment as before.

Reacting to reports that his workers earned R15 to R22 a week, Mr. Tasker said the starting salary for a labourer was R22 a week and could advance to R43,50 a week through service and dependability.

We have licensed accommodation for 65 Black

workers who live here free of charge. They also all receive free uniforms and rations when they arrive at work in the morning.

Mr Tasker said that workers received an increase in February and two bonuses were paid to them during the last financial year.

Some workers received up to 14 months' salary during the year as a result of bonuses and to the more senior staff members this amounted to a substantial sum of money.

Although the workers who returned yesterday will not receive the immediate increases which they demanded, Mr Tasker said negotiations between management and the liaison committee representing the Black employees would continue

Ged Sen sy ver in Die Bal Bal Inst Gare n ae Nr.

Apologies and back at work after one day's strike

MORE than half of the black labour staff at DTB Cartage Company in Durban, who were laid off after striking for higher wages, returned to their jobs early yesterday.

They downed tools on Tuesday after demanding an increase in their starting wage of R22 a week.

The managing director of the company, Mr G Tasker, said 47 of the striking workers returned yesterday and apologised for their actions.

"They were taken back on the same terms on which they were previously employed. About 38 others have also been taken on from the Labour Bureau to supplement our staff."

Mr Tasker disputed claims by a spokesman for the striking workers

that they had not been given an increase for more than a year, and that some workers were earning as little as R15 a week.

"Our black staff was given an increase in February this year, and I can also assure you that there is nobody on our payroll earning R15 a week. Our starting wage for of-the-street workers is a standard R22 a week.

ACCOMMODATION

He said the labourers employed at DTB Cartage were given free accommodation in a compound, and also enjoyed free rations and overalls.

"Some of the older workers are also paid an extra eight-week bonus at Christmas."

Mr Tasker declined to comment on what action the company planned to take in response to the workers' demands for a higher wage.

"We will have to deal with their liaison committee," he said.

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
 Eerw. D. Guma
 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. Som
 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. Bos
 Dr Sheila T. van der

Lede word na die Algemene Jaarskappy uitgenooi en kies eil op die Beheerraad. 'n Verkiepige ampsdraer is Biskop verpligtinge aan lede opgelepleeg in verband met sake we

NAVORS

Gedurende die verslagjaar he Sentrum die volgende behels:

A. Mobiliteit en Politieke Haerdie projek is 'n paar jaad soek onder die kleurling beverland is onderneem. 'n Aantal tydelike navorsings-

logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

152
 2/18/76

Police arrest 55 strikers

Own Correspondent

DURBAN. — Armed riot police arrested 55 people today after using tear gas to disperse about 400 strikers at the Rainbow Chickens processing plant at Hammarsdale.

The workers were supporting a wage dispute.

Police arrived at the scene at about 4 am and ordered them to disperse.

When they refused, the police threw about seven tear gas canisters.

Albertyn en h deeltydse sekretaresse, mev. B.J. Chapman.

Gedurende die jaar is mej. Morna Cornell en Ruth Rutherford as tydelike klenklike assistente en mej. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassistent in diens geneem. Twee ere-

et navorsing- en studie-
re as sy plaasvervanger
en die Raad van Beheer.

die Direkteur, professor
(Stellenbosch), Ph.D.

Assistent, mev. H.

Die hoofdoel van die Sentrum is om navorsing na die onderlinge groepsverhoudinge in Suid-Afrika te bevorder en te lei, in die besonder oor verhoudinge tussen rasse- en taalgroepe.

2

AKADEMIESE ADVIESKOMITEE EN RAAD VAN BEHEER

Die program van die Sentrum staan onder die toesig van h Akademiese Advieskomitee wat in 1978 bestaan het uit die Direkteur (Voorsitter), die Prinsipaal van die Universiteit van Kaapstad, Sir Richard Luyt, die Adjunk-Prinsipaal, professor M.F. Kaplan, professor W.H.B. Dean, professor G.F.R. Ellis en mede-professor D.J. Welsh.

Die Sentrum word beheer deur h Beheerraad waarvan die Prinsipaal van die Universiteit van Kaapstad, ex officio die Voorsitter is, en die Adjunk-Prinsipaal ex officio die Vice-Voorsitter. Die Direkteur is ex officio h lid.

teenvoerdig en die Un-
fessor W.H.B. Dean,
professor D.J. Welsh.
oordig die lede van die

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 groote Schuur Campus aandrae.

15

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, farmas 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 h oop samelewing belangstel.

Ten slotte is dit met innige genoeë dat ek my verpligting tennoor die ere-navorsingsbeamptes van die Sentrum vir hulle bydraes tot die navorsingsprogram, boekstaaf en tennoor die personeel vir die wyse waarop hulle hulle pligte gedurende die jaar uitgevoer het.

Hendrik W. van der Merwe
Direkteur

Desember 1978

Drivers go back

By LEN KALANE

RAILWAY cartage drivers who went on strike at the Karsene depot in Jeppe, Johannesburg, on Monday morning, returned to work after their pay dispute was settled yesterday.

The drivers went on strike at the depot after a row over the delay of their pay with officials.

A representative for the drivers Mr Ben Zulu, said about 1 000 were in the strike. This included all the drivers working over three shifts, their assistants and other labourers. But a spokesman at the Johannesburg headquarters said only 100 workers went on

strike. It was nothing serious, he told POST. The spokesman said there was a misunderstanding between the drivers and officials over the pay delay. He said about 100 drivers stopped work when they did not receive their pay.

He said the drivers had a meeting with officials and, after being given an assurance that they would get their pay yesterday they resumed work. The drivers were eventually paid yesterday. But officials at the Karsene depot would not allow newsmen to speak to the drivers.

who had formed long queues, collecting their pay. Reporters were ordered to leave the premises.

But it was, however, learnt that those who got paid were trickling back to work. The drivers went on strike when they did not receive their pay on Monday. Complaints were that they were used to getting their pay on the 27th of every month, but were told at 11 am on Monday that their money would be available the next day.

The drivers said the short notice over the delay of their pay made them angry and they decided to go on strike. The strike lasted the whole day and was peaceful. There were no incidents and police were not called in.

(Lede aan):

- Professor E.V. Axelsson
- Professor J.F. Beekman
- Professor J.F. Broek
- Mnr C.S. Corder
- Professor W.H.B. Dean
- Dr J.P. Duminy
- Professor G.F.R. Ellis
- Biskop A.W. Habelgaarn
- Mnr E.V.E. Howes
- Professor M.F. Kaplan
- Dr. 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

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuing aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Unwersiteit van Kaapstad het benevens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huise op die laer

152 DD
30/8/79

Police fire teargas at unruly Natal strikers

PIETERMARITZBURG — About 55 workers from the strife-torn Hammarsdale Rainbow Chicken plant were arrested after police used teargas to disperse an unruly crowd at the factory gates yesterday morning.

Yesterday afternoon the workers, many of them women, were still being held at the Hammarsdale police station while charges were being formulated.

The heavily armed police, who were sent to the area early in the morning, were still at the factory late yesterday afternoon in case violence broke out again.

A spokesman for the Federation of South African Trade Unions said

attempts by the union to speak to the management about the dispute were unsuccessful. Officials from the union had not been allowed on the factory premises, he said.

Trouble first flared up at the factory on Monday morning when workers began a sit-down strike to protest at the dismissal of a woman who had allegedly sworn at a supervisor.

On Tuesday when buses bringing labourers to work arrived at the factory gates most of them were not allowed to return to their posts, but were dismissed, the spokesman claimed.

Mr Stan Methven, of Rainbow Chickens, was not available for comment.

DDC

DIE OPSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

Rainbow Chicken workers arrested

Mercury Bureau

PIETERMARITZBURG — About 55 striking workers from the Hammar-
sdale Rainbow Chicken plant were
arrested yesterday after police used
tear-gas to disperse an unruly crowd
at the factory gates.

Those arrested, many of them
women, were being held at the Ham-

mar-
sdale Police Station.

Though a small group of workers
camped on the pavement outside the
Rainbow Chickens head office there
were no other incidents.

A spokesman for the Federation
of South African Trade Unions said
that attempts by the union to speak
to management about the dispute
had been unsuccessful.

Officials from the union had not
been allowed on the factory
premises, he said.

Trouble first flared at the factory
on Monday morning when workers
began a sit-down strike in protest
against the dismissal of a woman
who had allegedly sworn at a super-
visor.

The union spokesman said that as

a result of the unrest about half
labour force faced unemployment in
an area in which there was little
chance of finding other jobs.

A police spokesman at Hammar-
sdale said charges were being for-
mulated and it was not known when
the arrested workers would appear
in court.

Friends (Quakers) en van die
Committee deurgebring. Hy h
verskillende dele van die la
ings toegesprek en senior b
Corporation, van Community R
Departement van Justisie van
van die American Friends Ser
verbonde aan verskeie univer
Gedurende Augustus en Septem
Nederland, Switzerland, Swed
Hy het vooraanstaande joerna
lomite, senior amptenare var
en verskeie regerings betrob
ontmoet. Hy het besprekings
en opvoedkundige verenigings
aan Nederland het hy 'n toela
gram ontvang van die Algeme
Gereformeerde Kerken in Holl

Professor J.L. Boshoff, ere-
Program, het met 'n aantal in
in Natal en Transvaal insluis
en industriële firmas in Nat

(b) Konferensies

Gedurende 1978 het die Direk
bygewoon:

Jaarlikse Konferensie, Na
en Raadsvergadering var
tuut vir Rasseverhoudir

Suid-Afrikaanse Jaarlikse
Society of Friends, Sti

Negende Wêreldkongres va
Verhandeling voorgelê
bygewoon van die Raad
logiese Vereniging as
van Suid-Afrika (Augustus)

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. Fiederma
Professor R.F. Fuggle
Mnr G.J. Gerwel
Eerw. D. Guma
Professor A. Paul Hare
Dr Gertrud Heydorn
Mnr F.A. Jacobs
Mnr H.M. Jimba

Mnr H.W. Middelmann
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
Mev. 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 Maat-
skappy 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 geraad-
pleeg 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 Onder-
soek onder die kleurling bevolking van die Kaapse Skier-
eiland is onderneem. 'n Aantal tydelike navorsings-

POST

TRANSVAAL

Telephone 27-6081

WE HAVE lately seen a new wave of strike action.

Almost every other week workers down their tools because of one grievance or the other and exercise what should in fact be a normal approach in the country's labour scene.

In most so-called civilised countries striking is a respected conduit through which workers express themselves. This is particularly true of free enterprise societies where the workers have a right to negotiate, and if that fails, to go on strike.

In South Africa, however, even if we claim to be a free enterprise economy, blacks have been barred from exercising this very necessary and healthy action. The result has been, whenever these workers are pushed too far against the wall, and go on strike, chaos follows.

It is true striking is sometimes unproductive in that it leads to the halt of the means of producing the goods. But if this action is heavily coloured with political dissent, there is trouble.

In the past the police, who should really be the last to be called under such circumstances, were usually the first on the scene. All sorts of nasty things for the workers, the police, and the country resulted.

It seems we are entering a new era where blacks are allowed to strike without being jumped upon by the police.

We believe this is an extremely healthy situation. It shows the country is growing in the awareness of the things necessary to the free flow of labour in a capitalistic society.

If only the whites would get rid of the pathological fear of blacks by allowing them to have their own trade unions. Trade unions have the organised machinery in which strikes can be turned from wildcat affairs, which are frequently completely destructive and thus useless to all parties.

As long as employers know that they will be able to play football with their workers, then we see a very healthy economic future for the country.

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings en senior beamptes van die Carnegie

13

c) Ander lede:

Mnr K. Bosman

Mnr H.W. MiddeImann

4

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

A. Mobiliteit en Politieke Verandering in Suid-Afrika Hierdie projek is 'n paar jaar gelede aangepak. 'n Onder-soek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

Riot police fire teargas at strikers

ARMED Pietermaritzburg riot police arrested 55 people yesterday after using tear gas to disperse about 400 strikers at the labour-troubled Rainbow Chickens processing plant at Hammarsdale.

It is understood that several people were slightly hurt when the strikers scattered in

all directions to escape the tearsmoke.

The Divisional Commissioner of Police for Natal Inland, Brig H A Viljoen, said the people were arrested in a small number of scuffles with the police and had been taken to the Hammarsdale cells.

They face charges under the Riotous Assemblies Act, he said.

Trouble started when a

woman worker was dismissed from the plant a few weeks ago.

Some of the workers demanded that she be re-employed, and stayed away from the plant.

Brig Viljoen said "quite a number" of these workers were dismissed, but subsequently rehired at "beginners wages".

About 400 workers gathered

to Page 2

14

die jaar...
lede van die
in hulle
leenthede van
bydrae tot
e Sentrum
Met die
e op die laer

Openbare
frikantse
die Weskaap-
omitee en van
in die Kaap,
nderking
e platteland
van die
a. Hy is
se Vereniging
liging. Hy
rdigde in die
penning vir

Armed police gas strikers

From Page 1

thered in front of the plant early yesterday and refused to work in protest against the wage dispute.

Police arrived at the scene at about 4 am and ordered the crowd to disperse.

When they refused to disperse, police threw about seven tear gas canisters.

Most of the workers fled after the police action but 55 were arrested in a number of scuffles.

Police stayed at the plant and also patrolled streets of the nearby Hammarsdale township.

At noon yesterday all was quiet at the scene and no further disturbances were reported.

Soos voorheen gemeld, is die Sentrum vir Intergroepstudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir die

LIDMAATSKAP

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra: dr Sherila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

3

afgelepe 10
in stigters-

152 3/18/94

Back to normal at the chicken plant

PRODUCTION was back to normal at the P1 and P2 Rainbow Chicken processing plants at Hammarsdale yesterday after three days of strikes and worker unrest which allegedly delayed the processing of about 150 000 birds.

The dispute between the workers and Rainbow management apparently arose over the dismissal some time ago of a woman worker. According to one source, the dismissal was discussed at a meeting at Mpumalanga Township near Hammarsdale at the weekend and sparked off trouble on Monday.

Police this week used tear gas and dogs to disperse crowds when workers from Mpumalanga were allegedly intimidated as they boarded company buses. Unrest flared again later outside the processing plant.

Between 250 and 700 people were arrested and detained at Hammarsdale Police Station while another 50 were slightly injured.

It is believed that about a third of the 700 strong labour force involved in the dispute. But by the late shift yesterday the situation had calmed although police escorted workers back to Mpumalanga at about 10.30 pm.

Mr. M. J. M. M. McKeown, production manager at the processing plant, said there had been no further trouble yesterday and production was back to normal. He could not disclose whether negotiations were taking place between management and workers.

Mr. McKeown was one of those injured during a confrontation at the plant on Tuesday. A security dog released to control a crowd of workers, accidentally bit him on the side. He said he had been treated by a doctor as a safety precaution.

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-

en opvoedkundige verenigings. As gevolg van Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie)

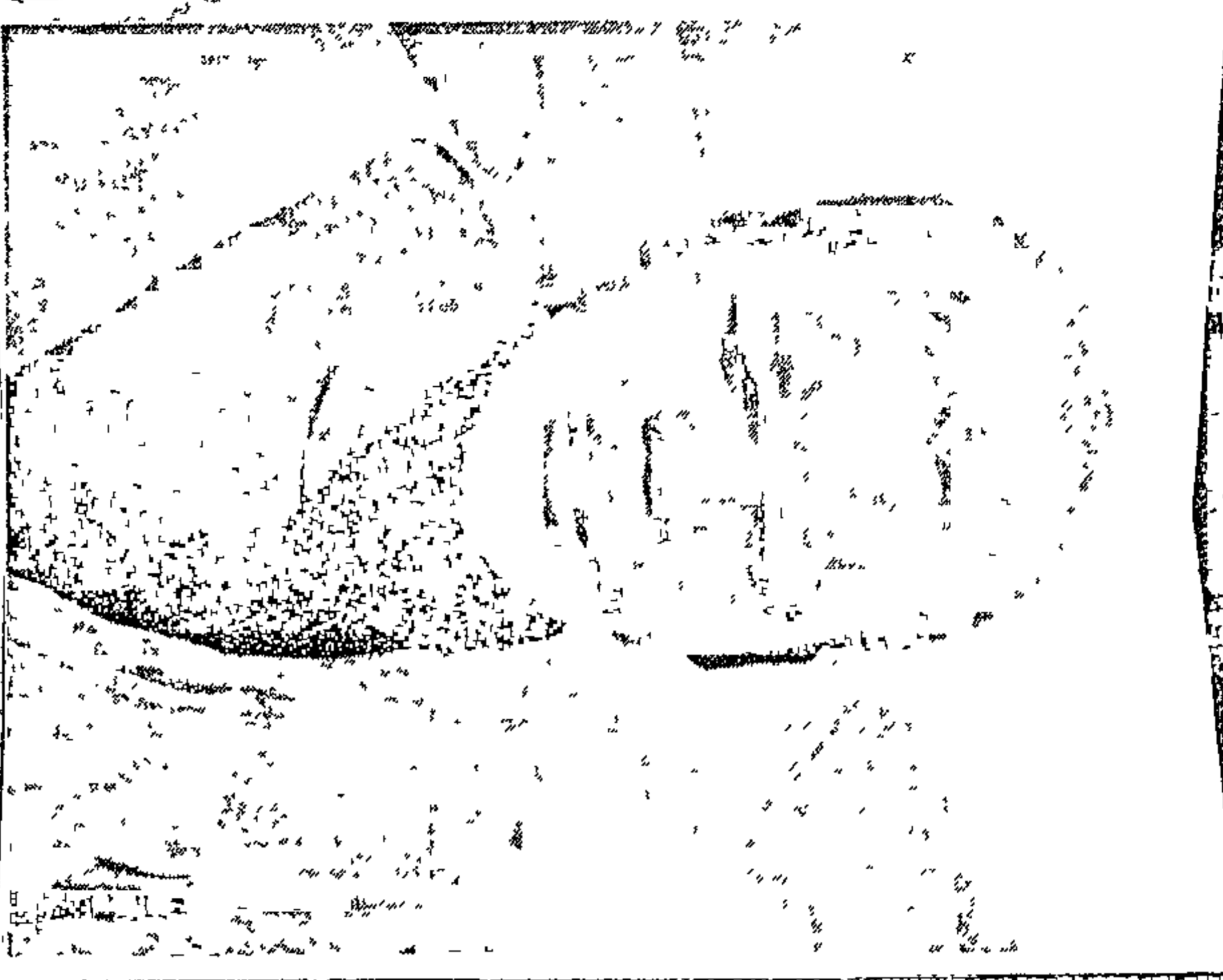
Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandeling voorgelê in Werkgroep 6 en Vergaderingsbygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

c) Ander lede:

- Mr K. Bosman
- Professor A. Cupido
- Mr N. Daniels
- Mr Achmat Davids
- Professor R.J. Davies
- Professor J.J. Degenaar
- Mr René de Villiers
- Dr I.D. du Plessis
- Professor J.J.F. Durand
- Professor J.B. du Toit
- Mr A. Flederman
- Professor R.F. Fuggle
- Mr G.J. Gerwel
- Eerw D. Guma
- Mr H.W. Middelman
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- Mr L. Phillips
- Professor H.P. Pollak
- Mr W.J. September
- Mr Franklin Sonn
- Mr P.M. Sonn
- Regter J.H. Steyn
- Mr R. Tobias
- Professor R.E. van der Ross
- Professor J.H. van Rooyen

Help sought



The Springs probation officers are looking for the family of Zenzile Maphoso (16), who is a patient at the Morkburg Branch Hospital. All Zenzile can recall is his name, surname and age. He cannot recall where he is from. According to Mrs. G. M. Ndlovu, his probation officer, Zenzile is now in the hospital. She says she can contact Mrs. Ndlovu at the Commission's offices near the Springs Magistrate's Court. Phone her at 56-3741.

NAVORSING

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

- A. Mobiliteit en Politieke Verandering in Suid-Afrika
- B. Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Strike over pay

dispute at dairy

MANY FIRMS in Cape Town were without milk yesterday morning when the entire delivery staff of the Salt River branch of Royal Dairy refused to carry out deliveries.

The work stoppage occurred because the men were not given a promised pay rise, workers at the dairy said yesterday.

About 40 men were standing in the yard of the Salt River branch and trucks loaded with milk stood idle.

Management at the branch refused to discuss the dispute. Officials of the Department of Man-

A Berky employee who had collected milk from the branch said "There is tension in there. They wouldn't let me into the yard at first."

Workers said they had arrived for work as usual at 4.30 am but no one had made any deliveries.

The management of Royal Dairy's head office could not be contacted immediately for comment.

By 10.30 am about 120 workers were gathered in the yard of the dairy while officials of the Department of Manpower negotiated with them. There were jeers from the crowd as a handful of men continued working.

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. 'n Verhandeling, voorleë in werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiaal-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

152 8/18/79 Post

Strike over pay dispute at dairy

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The work stoppage occurred because the men were not given a promised pay rise, workers at the dairy said yesterday.

About 40 men were standing in the yard of the Salt River branch and trucks loaded with milk stood idle.

Management at the branch refused to discuss the dispute. Officials of the Department of Manpower were on the scene.

A Berky employee who had collected milk from the branch said "There is tension in there. They wouldn't let me into the yard at first."

Workers said they had arrived for work as usual at 4.30 am but no one had made any deliveries.

The management of Royal Dairy's head office could not be contacted immediately for comment.

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Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandelingsvoorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudings as h lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap, die diensafdeling van die Godsdienstige Vriendekring (Quakers), wat gemeenskapsontwikkeling op die platteland en in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook h lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het benewens h bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

resolve the work stoppage have also failed. Says a unionist. "The workers have consistently asked management to negotiate without success. Our main concern now is to get the workers re-employed and management round the bargaining table."

Meanwhile, the long-standing dispute between UK-owned firm Glacier Bearings and the unregistered Metal and Allied Workers' Union has reached deadlock. The union has been pressing for recognition from management.

According to union general secretary Junerose Nala, Glacier has told the union that it will not recognise an unregistered trade union: "They told us they had been advised by government officials not to deal with unregistered unions at this stage."

Nala says Glacier worker representatives told management that "registration and recognition are not the same thing. You can have one without the other." While unions with African members will soon be able to register (and Glacier, says Nala, has urged the union to do so), Nala tells the *FM* that her union refuses to register "as the law now stands."

The dispute is thus stalemated and relations on the factory floor are at a low ebb. Says Nala. "There's no further point in talking."

Unionists accuse both Glacier and Rainbow of ignoring worker demands and refusing to bargain with their respective workforces. They contrast this attitude with that of US giant Kellogg, whose SA subsidiary this week agreed to recognise the unregistered Fosatu-affiliated Sweet, Food and Allied Workers Union.

Kellogg thus becomes the second company in SA after Pinetown's Smith & Nephew (both are subsidiaries of overseas firms) to enter into a written union recognition agreement with an unregistered union, and the first to do so where the union's recognition demand was not initially backed by a registered, non-African, union.

In both cases, the agreement is binding on both parties and enforceable through the civil courts. The Kellogg agreement differs from that at Smith and Nephew in that it deals with negotiation procedures only and does not lay down wage rates.

data as a means of assessing a
urement which has stood the test
ly method of evaluating the health
t is frequently the only data
yses of routinely collected mor-
rtant indication of the unhealthy
limitations are appreciated, they
erall health profile of the com-
roblems and identifying major
ne the past in order to place the
undertaken as a preliminary inves-
of the current mortality experiences
frica.

programmes in order to provide an assessment of the services one become operational and to ensure that these services remain adap sensitive to the health needs of the community.

If the provision of health services is to be approached scientific is necessary to determine parameters by which the health status of community can be measured. Whilst this is a relatively simple matter specific medical problems which have readily identifiable quantitative qualitative indices, when an overall assessment of health is required measurement becomes problematic.

The medical profession has, on the whole, tended to concentrate rather than on health. Consequently, despite the fact that effort being made to measure the positive aspects of health, these have to be applicable for routine use at a national level, leaving little alternative but to make use of measurements which concentrate on the unhealthy aspects of the community. Mortality data is one such measurement.

Information about the mortality experience of the community is routinely collected in most countries, the reliability and detail of this data showing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).

TRADE UNIONS Pitfalls and progress

Workers and management are once again at loggerheads in Natal. As the *FM* went to press, a work stoppage at Rainbow Chickens' Hammersdale plant had led to the arrest of about 55 African workers after the police had reportedly tear-gassed a worker meeting outside the Rainbow gates.

Rainbow MD Stan Methven was unavailable for comment, but Durban trade unionists tell the *FM* that about half the African workforce at Rainbow's head office plant stopped work on Monday and were asked to leave by management, who argued that they were on strike. Since then, the Rainbow workers claim, management has locked the factory gates and allowed only some of them to return.

The dispute began, say the unionists, when a worker committee at Rainbow objected to the firing of a woman worker who was active in the committee. Repeated attempts by the committee (which is assisted by the unregistered Transport and General Workers Union and by Fosatu legal officials) to resolve the issue failed. The Department of Labour rejected pleas to mediate on the grounds that Rainbow is an agricultural operation and thus outside the ambit of industrial legislation.

On Monday, according to a union source, Rainbow workers stopped work in order to see management in an attempt to resolve the dispute. This failed and the workers were told to leave the factory.

Since then, attempts by union officials to see management in an attempt to

* For details of sources of deaths before 1926, see reference 3, Volume for 1938, page XVIII.

200 Babelegi workers on strike

By MALOSE MATSEMELA
ABOUT 200 labourers at Elite Upholsters, a furniture factory in Babelegi industrial area, Bophutha-Tswana, went on strike over pay demands yesterday.

The strike started at 7.30 am. On the eve of their pay day they refused to work unless their pay demands were met.

The factory is amongst those exposed by POST

for paying slave wages ranging from R5 to R15 a week. The workers hung around the factory premises before marching to the local company offices.

A number of them, including women, braved the morning downpour as they prepared to meet the labour officials with their grievances.

A spokesman for these labourers said it had been a long time since they asked for an increase.

Our manager Mr. Velkoff ignored us and told us that those who wanted to leave should do so, the spokesman said.

The BophuthaTswana police patrolled the industrial area's streets.

The labourers resolved that they would go to the factory this morning only to fetch their wages.

The manager, Mr. Henry Velkoff, could not be reached for comment. But according to sources in the factory, Mr. Velkoff said the labourers are automatically dismissed.

14

Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandeling voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudinge as 'n lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap, die diensafdeling van die Godsdienstige Vriendekring (Quakers), wat gemeenskapsontwikkeling op die platteland en in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het benewens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

Gold mine dispute settled

RDM
5/9/79

152

Pretoria Bureau

TWO Transvaal gold mines and a mine officials' association have settled their dispute in the Pretoria Supreme Court over a "go slow" strike.

A settlement between Randfontein Estates Gold Mining Company (Witwatersrand) Ltd, Vaal Reefs Exploration and Mining Company Ltd and the South African Technical Officials' Association was made an order of court by Mr Justice Gordon yesterday.

According to papers supporting the original application in June, it was claimed that "go slow" actions by the association's members had caused production losses at one mine of about R955 500 in a 10-day period.

The dispute arose over pay demands by the association, which were followed by a purported work-to-rule in operating lifting hoists, with a result that the number of trips each hour dropped

This resulted in delays in getting miners to the surface after shifts, in moving equipment and supplies and produced a drop in the tonnage of ore-bearing gold and uranium taken to the surface for milling.

As a result of the delays in taking miners back up to the surface there had been instances of unrest, it was claimed.

In terms of the settlement, a rule nisi granted against the 19 respondents on June 20 was withdrawn against three — Mr P F Foaynsteyn, Mr J C Scheepers and Mr Q V Ingram.

The settlement also states "that the remaining respondents did unlawfully and in breach of the Industrial Conciliation Act retarded the progress of work within the meaning of the said Act on the mines, the property of the applicants, by 'going slow', purporting to work to rule and/or causing the hoists under their control to make fewer than normal trips per operating hour or in any other manner".

The parties have agreed to pay their own costs.

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Workers walk out after ⁽¹⁵⁾ dispute

By JANE ARBOUS

MORE than 500 Sea Harvest workers have walked out of the Saldanha Bay factory since Friday after disputes with management.

On Friday 250 employees in the factory's packaging department staged a walk-out in protest of the dismissal of six of their colleagues who apparently took too long a tea break. A spokesman for the Food and Canning Worker's Union, Mr. O'Mpetha, said yesterday.

Dismissal

When the workers, all from Hopefield, did not arrive at work yesterday, the management transferred workers from another department to replace the absent workers. Mr. O'Mpetha said these workers refused and after management threatened them with dismissal about 300 female colleagues walked out in protest.

At midday yesterday the Hopefield workers had been fetched by bus and the situation was back to normal.

The manager of Sea Harvest, Mr. H. E. Kramer, confirmed the walk-outs by his employees, but disagreed with the reasons given by Mr. O'Mpetha.

Mr. Kramer denied that the six workers had been dismissed, saying they had been reprimanded for not reporting back to work after their tea break on Friday.

JAARVERSLAG
1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of
Inter-Racial Studies Limited
(Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad
Rondebosch
Republiek van Suid-Afrika
7700

Kantooradres:

Leslie Social Sciences Building
University Avenue
roote Schuur Campus

65-4145; 69-8531 Uitb. 766

INLEIDING

Die nege jaar van sy bestaan het die
groeptudies gereeld 'n jaarverslag oor
gepubliseer. Om die Sentrum se 10de
april 1978 te vier is die jaarverslag
deur 'n Oorsig oor die Eerste Tien Jaar.

EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe
Bailey-trust wat gevolg die testament van Sir Abe
Bailey gestig is. Dit is geregistreer as The Abe Bailey
Institute of Inter-Racial Studies Limited (Beperk deur
Garansie) - 'n maatskappy beperk deur garansie en sonder
'n aandeel-kapitaal kragtens die Maatskappywet 1973 (Wet
Nr. 61 van 1973).

Work 'back
to normal'
at factory

EVERYTHING was back
to normal at the Sea
Harvest fish processing fac-
tory in Saldanha following
a work stoppage yesterday,
a spokesman for the firm
said today.

The managing director,
Mr. H.E. Kramer, said the
four-hour stoppage in-
volved about 200 workers.

By 2 pm everything was
resolved and the factory
was humming. There was
no production lost, Mr.
Kramer said.

A spokesman for the
Food and Canning Work-
ers Union, Mr. O. Mphahlele,
said about 250 workers
walked out on Friday after
management refused to
give reasons for the dis-
missal of six of their
colleagues.

Everyone returned to
work after the firm re-
instated the six employees.

Thousands boycott buses

NM
11/9/29

(152)

Mercury Reporter

LADYSMITH — A massive boycott by Black bus commuters began here yesterday after the second hike in fares this year by Ezakheni Transport.

Mr I. Deshayes McCourt, manager of Ezakheni Transport, described the boycott as "a peaceful resistance" with no signs of violence or stoning of buses so far.

The firm's buses carry about 9 500 passengers daily in each direction between outlying Black residential areas and Ladysmith.

Yesterday only about 40 passengers used buses during the morning and the loss to the company is expected to be considerable, but Mr. McCourt would not comment on how much it would be.

"We are operating on a legal basis with increased

fares approved by the Road Transportation Board and we will definitely not be reducing the licensed fares," he said.

Factories and business firms canvassed yesterday reported absenteeism, but on the whole this was not as high as had been expected. One large factory reported about 130 employees absent.

Straggled

The factory manager said employees had straggled in until lunch time.

"Some of the girls who walked from their homes were dead beat and I don't think they would have made it if they had had to walk another kilometre," he said.

Mr Nic van Rooyen of G. L. Clothing Manufacturers (Pty) Ltd said that out of a Black labour force of

about 250, 10 percent had not turned up.

Many employees had arrived as late as 10 a.m. Some workers who were late faced loss of earnings.

Most employers have come to the assistance of their employees and reimbursed them for the increased fares. However, no one can put the finger on what is behind the boycott.

Major H. W. S. Strydom, Ladysmith Station Commander, said no arrests had been made for intimidation of bus passengers. Police had been on the alert throughout the weekend and yesterday all bus routes were patrolled but there were no signs of violence.

Mr van Rooyen said his factory had helped employees with the increase in fares.

He had motivated his workers to buy weekly tickets, but on Friday employees had been reluctant to do so.

Intimidation

Mr McCourt confirmed that there had been very few sales of weekly tickets last Friday, although this was usually in the region of 8 000.

Some employers said a few workers had reported intimidation by "tsotsis".

The increases in fares range from 70c on a five-day ticket to 85c on a six-day one and 95c on a seven-day ticket.

From Ezakheni to Ladysmith, a six-day ticket from the Klip River complex to Ladysmith has been increased by R1,80 on the old R5,30 fare. The casual fare increases range from 5c a trip to 20c on some routes.

Footsore commuters keep bus boycott going

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ONE man jogs but the others settle for a steadier pace.

Mercury Reporter

LADYSMITH — The bus boycott here entered its second day yesterday. Ezakheni Transport buses once again ran on schedule "without passengers", a large tyre factory announced it was closing down production until the boycott was over and thousands of footsore commuters trudged wearily to work in town.

Reports of intimidation were more frequent but the source of this intimidation is vague and hard to pinpoint.

Blacks who wished to use the bus service have allegedly been told in no uncertain

terms not to do so or "you will be killed, if not now, sometime later at your home".

However commuters appear to be reluctant to report these threats to the police

Mr. Clive Hooper, managing director of Dunlop S.A. Ltd., said in Durban yesterday that it had been decided to close down production at the Ladysmith factory until the boycott was over.

"We had a fair absenteeism on Monday but the problem escalated that night. We seem to be one of the few factories in Ladysmith working night shifts and Black employees did not want to walk to work at night.

"We can't run the factory for only 12 hours a day. It is a continuing process so the Ladysmith factory is closed at the moment."

Mr. I Deshayes McCourt, manager of Ezakheni Transport, said

The big walk

seemed to be even fewer passengers than on Monday when the boycott was nearly total.

"We are waiting for developments and will not reduce the fares. The police have been looking after us very well," he said.

One Black man, who did not wish to be identified, said that he walked 26km

from Ezakheni to Ladysmith and it took him about three hours. "We are having this protest to get the fares reduced."

There is talk of keeping up the boycott for at least a week if not longer.

One complaint is that the

few Indian-owned bus services running to Black residential areas have not increased their fares this year but that Ezakheni Transport, which is owned by the Bantu Investment Corporation, had had two fare hikes within six months.

but buses for the Chief

African Affairs Correspondent

EIGHT busloads of schoolchildren cheered Chief Gatsha Buthelezi's arrival at Louis Botha Airport yesterday when he returned from a three-week tour of the United States

There at the invitation of the Association for Public Justice, the Chief delivered a number of speeches — including one to the disinvestment task force of the National Council of the Churches of Christ

He also spoke on radio shows and on television in various parts of the country.

Chief Buthelezi said yesterday he wanted to record his protest against the "mischievous" misinterpretation of his speech to the third international Christian political conference by certain South African newspapers.

They had interpreted his speech as a policy statement which had implied a rejection of majority rule

"It is common cause that my policy on representation in South Africa is contained

in the majority rule speech I delivered in Soweto in March 1976

"That is where all of us are going whether we like it or not. The problem we face is how to get there. This is a problem of the mechanics of getting there, and this is what I tried to deal with in my speech."

During an address in New York on constructive involvement in the liberation struggle, two exiles had tried to misrepresent him to his audience

"Mr. David Marolen and Duma Ndlovu, a former journalist on Post, tried to disrupt the dialogue I had with my audience at the Phelps-Stokes Foundation

"They attempted to misinterpret my position. Many prominent Americans present were dismayed by Duma Ndlovu's crudeness in going about this."

Chief Buthelezi said the former British Foreign Secretary, Dr David Owen, would meet him, his Cabinet and members of Inkatha's executive committee at Ulundi on Sunday

12/9/79

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Buses still run, but empty

Mercury Reporter

LADYSMITH — As the bus boycott by Black commuters went into its third day yesterday an emergency meeting was held by the bus company, representatives of commerce and industry, the Sakekame and South African Police.

Mr. P. Bothma acting general transport manager of the Economic Development Corporation, addressed the meeting.

The bus company, Ezakheni Transport is owned by the EDC with an involvement by the KwaZulu Development Corporation.

Mr. I. D. McCourt, manager of Ezakheni Transport, declined to make any statement, but reiterated that the fares would definitely not be reduced.

Higher fares led to the boycott.

Once again buses ran on schedule but with no passengers

The number of Blacks who are now staying in town to avoid the long walk from home to work in town and then back again in the evenings has increased.

Outside one large factory night shift workers camped out

Some of the workers, mainly women, said they had walked from as far as Toleni in the Wasbank area the previous day but had arrived too late for the shift which began at 6 p.m.

They had come with rudimentary sleeping

kit and slept out of doors waiting for the next shift yesterday.

A spokesman for the Ladysmith section of the Drakensberg Administration Board said that they would not prosecute anyone accommodating employees affected by the bus boycott at present.

"We will keep the position under observation and assess the situation daily," he said.

Although the Dunlop factory was forced to close down production on Tuesday as far as could be ascertained no other firms in town had been faced with a similar situation.

A spokesman at Scotford Mills (Pty) Ltd., said that they were one of the lucky ones and by 8.30 a.m. yesterday there were only 31 absentees out of a labour force of about 1 000.

"We tackled the situation of the increased bus fares as soon as we heard of it and kept in close contact and liaison with the employees.

"We held a number of meetings and used the liaison committee fully."

There had been no problems even with the two sections working night shift.

The whole increase in fares had been subsidised by the company.

A senior police officer said yesterday that Indian bus companies had not raised fares but some were increasing prices in the near future.

High

She said that the fare increases were too high.

Two other women, Mrs. Eslina Duma and Mrs. Virginia Mthembu, both of whom had children, said they had walked from Toleni in the Wasbank area.

They, too, were sleeping out.

Many were waiting to go on night shift at a nearby factory.

As the third day of the boycott ended more and more Blacks were deciding to sleep in town overnight.

Many factories and businesses as well as employers of domestic servants had helped out by paying part or all of the fare increases.

Some employers have allowed employees to sleep on their premises.

An effort was made yesterday to ascertain the factory workers' average wage in Ladysmith.

Mr. Martin Winter, the president of the Tugela Basin Division of the Chamber of Industries, said the type of factories sited there were too diverse to be able to determine an average on wages.

Workers sleep on site to avoid 26km hike

Mercury Reporter

LADYSMITH — Mrs. J. Zwane is a widow who claims she has worked for the same factory for 21 years and now earns R22 a week.

She has four children two of them she is still supporting.

She is one of the many thousands of Black workers affected by boycott of Ezakheni Transport buses following steep hike in fares for the second time this year.

She was one of those camping out because she could not face the 26km

2000 PE motor men threaten to strike

Start
12/1/79

~~147~~
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Own Correspondent

PORT ELIZABETH — Two thousand motor industry workers last night rejected wage policies made by the Eastern Cape's three big motor firms, and threatened to "down tools" unless demands for better wages and job security were met.

The workers — all members of the National Union of Motor Assembly and Rubber Workers — took their stand at a mass meeting at a hall in Gelvandale.

The workers' decision is another one in a series of problems which have recently beset the motor industry already hard-hit by the petrol increase, which has led to retrenchments and short time.

The wage proposals would have come into operation on August 1. The companies, General Motors, Ford and Volkswagen, have offered to:

Increase minimum starting wages from R1 to R3 an hour for certain workers, increase wages across the board by from 6c to 15c an hour for other workers in a different category; continue with the bi-monthly wage review to keep pace with the minimum increase in the Consumer Price Index, and extend the agreement for 12 months from August 1 1979, to July 31 1980.

The proposals were unacceptable to workers who have also demanded job security in the form of, among other things, improved overtime pay, short time benefits, service leave, termination of contract benefits, and shift benefits.

With shouts of "Let's down tools, let's show we're no weaker than the women of Eveready," the workers refused the across-board increases. It was the same union which led 230 Eveready women workers in a strike last year.

CLINGING

Referring to problems caused by retrenchments and short time, one of the workers said people were "desperately" clinging to their jobs. "They come to work even when they are ill," he said.

"With everything except

afford to lose their jobs.

"We will have to sacrifice to gain something. I fear that if we compromise on this issue, unions might just as well be disbanded."

The secretary of the union, Mr Freddy Sauls, said the executive committee had already rejected the proposals last week. A decision was, however, taken to leave the final decision to the workers.

He added "What is the use of us accepting an increase of 6c or 10c when there is no guarantee that you would remain in employment until, say, the end of the year? Job security is more important."

Spokesmen for the three motor companies declined to comment.

Don't let's be lulled

THE FACT that the bus boycott at Ladysmith has been conducted so far in an orderly fashion should not lull anybody into the belief that there is nothing to worry about. Surely we have learned by now that there is no more sensitive and potentially explosive area of the labour scene than the transportation of Black workers.

Yet incredibly there is still no coherent policy for dealing with the upsetting consequences which increasing bus fares have on communities who are captives of a policy that has thrust them into townships many miles from their work. We continue to move from crisis to crisis, using stop-gap measures to smother the anger and frustration.

In the present Ladysmith protest it is evident that the bus company, which is owned by the Economic Development Corporation and involved with the Kwazulu Development Corporation, has a valid reason for raising its fares. With the dramatic increase in the fuel price it can no longer operate economically on the present tariffs. However that does not alter the fact

that the Black commuters cannot afford to part with the extra money. Mostly they live on shoe-string budgets, and an additional 70 or more cents a week for transport means that much less food on the table.

Some employers have acted commendably by assisting their workers. Others have been compelled to close their businesses temporarily. The bus company is losing money, and the workers are getting sore feet and more fed up by the day. What a chaotic scene!

Perhaps the Government will step in with an additional subsidy to defuse matters, but that will provide no long-term solution. It might do better to forego some of the tax wealth it derives from each litre of fuel sold and lower the fuel price to transport companies.

But surely the real answer to the problem lies in Black workers being paid minimum wages which will enable them to meet additional transport costs from their own pockets. Until that happens each new fare increase will pose a potential security risk.

CHICKEN AND CUCUMBER SALAD

- 1 cup cooked chicken, diced
- 4 T finely chopped walnuts
- French dressing/mayonnaise
- lettuce

5. Drury, East London

1 cup cucumber, peeled and diced
1 cup cooked green peas

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

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

---000---

SPRING GREEN SALAD

- 1 medium size lettuce
- 2 onions
- parsley

1 cucumber
mint (fresh)
scallions

May Bennett, Ridgeworth

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

---000---

CURRIED GREEN BEAN SALAD

- 2 lbs sliced green beans
- 2 chopped onions

1 d salt, level
2 cups water

Mrs Futter, East London

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

- Sauce:
- 1 1/2 cups sugar
- 1 d curry powder

1 heaped T flour
1/2 bottle vinegar

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

---000---

APPLE TUNA TOSS SALAD

- 1 medium head lettuce, torn in bite-size pieces (4 cups)
- 2 cups diced apple
- 1 11 oz can (1 1/3 cups) mandarin orange sections, drained
- 1 6 1/2 or 7 oz can tuna, drained and broken in large chunks

1/3 cup coarsely chopped walnuts
1/2 cup mayonnaise or salad dressing
2 t soya sauce
1 t lemon juice

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

---000---

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4/2/79

1 fresh green medium size cabbage
onions
carrots

Cut the centre from the cabbage and form a bowl. Wash well. Peel and pineapple. Cube tomatoes and leaves of the cabbage. Slice pineapple, tomatoes, sliced in a bowl, adding any juice. Add salt and black pepper to taste. Put into the cabbage bowl. Add a bowl of mayonnaise for dressing. Cut across the top of the bowl, cut across the top of the bowl until the radiator water.

GERMAN POTATO SALAD

boiled potatoes
cooked bacon
mayonnaise

Cube the potatoes while still hot with the potatoes, onion salt and pepper. Use hot

EGG SALAD

hard boiled eggs
salanaise

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

CHICKEN AND CUCUMBER SALAD

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce

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

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

152 14/9/79
Carry on walking

Mercury Reporter

LADYSMITH — People would continue to boycott the Ezakheni Transport buses until the fares were reduced, warned Mr. E. Mngadi, the Mayor of Ezakheni, and Mr. A. K. Dube, a councillor, here yesterday.

They also slammed low wages paid to many Black factory workers and said that the truth of the matter was that most workers were not able to afford the big hike in fares, the second increase this year.

They claimed that women workers earned as little as R8 a week at factories. Out of this they were now faced with the prospect of paying at least R2,80 a week for bus fares. On some routes the fares were much higher.

This left these Black workers with next to nothing for food and living expenses.

Indications were that a local political faction was exerting pressure and using intimidating methods to scare off most potential users of the service, Mr. Tino Volker, MP for Klipriver, claimed here yesterday.

The almost complete boycott of the buses continued for the fourth day with the position remaining more or less static yesterday.

Mr. Volker, who has become personally involved in discussions and negotiations with various parties, said that he was hoping that by some

Mayor says bus fares must be reduced

time next week the position would improve.

He said that from information available to him at least 90 percent of the commuters had been offered an increased allowance or a salary or wage increase to compensate for the hike in fares.

It was true that the tariffs had been increased considerably but, apart from the subsidy which was being paid, the transport company was still likely to lose about R200 000 for the year ending March 31, 1980.

Application had been made for an increased subsidy to overcome the need for a further tariff increase next year.

APPLE TUNA TOSS SALAD

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

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

salt and pepper
paprika and parsley

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

1 cup cucumber, peeled and diced
1 cup cooked green peas

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

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

HONEY CAKE

Jan

1 cup Flour

4 t baking powder
2 T butter

3 T honey

if it is too thick. Chill in a large bowl. Before serving pour on sour cream and sprinkle with chopped chives.

Cat

RAINBOW DISPUTE Reconciliation?

152
pm 14/9/99

Attempts to resolve the labour dispute which led to a work stoppage at Rainbow Chickens' Hammersdale plant are under way. The stoppage resulted in more than 100 Rainbow workers losing their jobs and the arrest of 55 Rainbow workers (FM August 31).

The Durban branch of the Federation of SA Trade Unions (Fosatu), which has

been assisting a worker committee at Rainbow, is pressing to have the workers who lost their jobs (they include members of the committee) reinstated. According to Fosatu, management has said it has "an open mind" on the issue, and a meeting between it and Rainbow management could take place soon.

A number of the workers have been re-employed by Rainbow. The company has replaced many of those who lost their jobs with casual labour but, says a Fosatu spokesman, "production suffered badly - hence the re-employment of some of the original workforce. But most of them, including a number of committee members, are still out of work. Rainbow management was unwilling to comment this week as chairman Stan Methven is away.

The 55 workers who were arrested after police tear-gassed an alleged gathering of Rainbow workers outside the plant have been charged under the Riotous Assemblies Act and will appear in court on September 27.

Meanwhile, three Monis and Fattis workers (including worker leader Friday Mabike) have been convicted under the pass laws in Cape Town because their employment contracts terminated when they left the company after the much-publicised work stoppage there.

The workers were fined R50, but the sentence was suspended for two weeks, conditional on them leaving the Cape Peninsula, or obtaining permission from the local administration board to remain. If they do, the sentence will be further suspended.

According to the Food and Canning Workers Union, the administration board has indicated that it will grant the permits on condition the workers leave their Monis and Fattis accommodation. They have not yet decided whether to comply.

- 4 eggs
- 1 lb sugar
- 1 lb ground almonds (or hazelnuts)
- 1 t baking powder
- 1 T flour
- 1/2 grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°F for 1 hour. Serve with whipped cream.

beans in each serving bowl. Sprinkle with Worcester sauce. Cover with soup. Garnish with cream and crumbled bacon or crofftons.

PRESERVED BRINJALS

- brinjals
- white vinegar
- olive oil
- garlic
- fresh marjoram

Peel brinjals and cut into Julienne strips. Put into enamelled pot and cover with white vinegar and bring to the boil. Cook for as short a time as

Sue J

to boil.
eat and soak
add rest of
e tender. Cool.
e remaining

Mine strikers back at work

By Erik Larsen and Deon Delpoit

Black migrant miners at Germiston's Balmoral Gold Mine were yesterday given a choice of returning to work or being fired.

Most were reported to be on duty today, with only about 10 having chosen to leave. But The Star was unable to obtain official confirmation of this.

Germiston's District Commandant Colonel D. G. Oosthuizen said he understood that most of the men decided to resume work.

Two other senior officers, the only police to have visited the mine compound, left at 2 pm yesterday when agreement was reached that those who elected to leave the mine could do so, the colonel said.

Mine officials were ad-

man... proposals... discussed... They presented their ultimatum after the hurried arrival... manager, who has been in Sabie... His first action after talking to officials... order... pressmen... premises.

Management appeared to be positive after facing the first strike in the Boshoff group of mines in nearly a century. They are now allocated to the Chamber of Mines.

The strike for almost 100 percent increase in wages, from R2,65 to R5 per day began on Thursday when miners ended their shift at 5 pm. They informed officials they would not go underground until they received a pay increase.

RONG EN DOELSTELLINGS VAN DIE SENTRUM

word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet, 1973 (Wet Nr. 61 van 1973).

Die eerste nege jaar van sy bestaan het die Interpropeestudies gereeld 'n jaarverslag oorrede gepubliseer. Om die Sentrum se 10de op 1 April 1978 te vier is die jaarverslag aang deur 'n Oorsig oor die Eerste Tien Jaar.

INLEIDING

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SENTRUM VIR INTERGROEPSTUDIES

1978

JAARVERSLAG

After a week of walking the Ladysmith workers are as determined as ever

By MAUREEN GRIFFIN

IF contingents of riot police patrolling townships of boycotting blacks spells peace, then the situation in Ladysmith is, as everybody insists, peaceful.

What is certain is that a state-mate has been reached in the week-long bus boycott that has plagued Ladysmith since fare increases came into effect last Monday.

While thousands of commuters continue resolutely to trudge over 40 kilometres to work and back every day rather than pay the increased fares, the transport company continues to run empty buses rather than reduce fares.

Ominous

And as emergency talks continue between officials of Ezakheni Transport, police, black leaders and local leaders of commerce and industry, ominous news filters through of expected bus strikes in Pietermaritzburg and Newcastle.

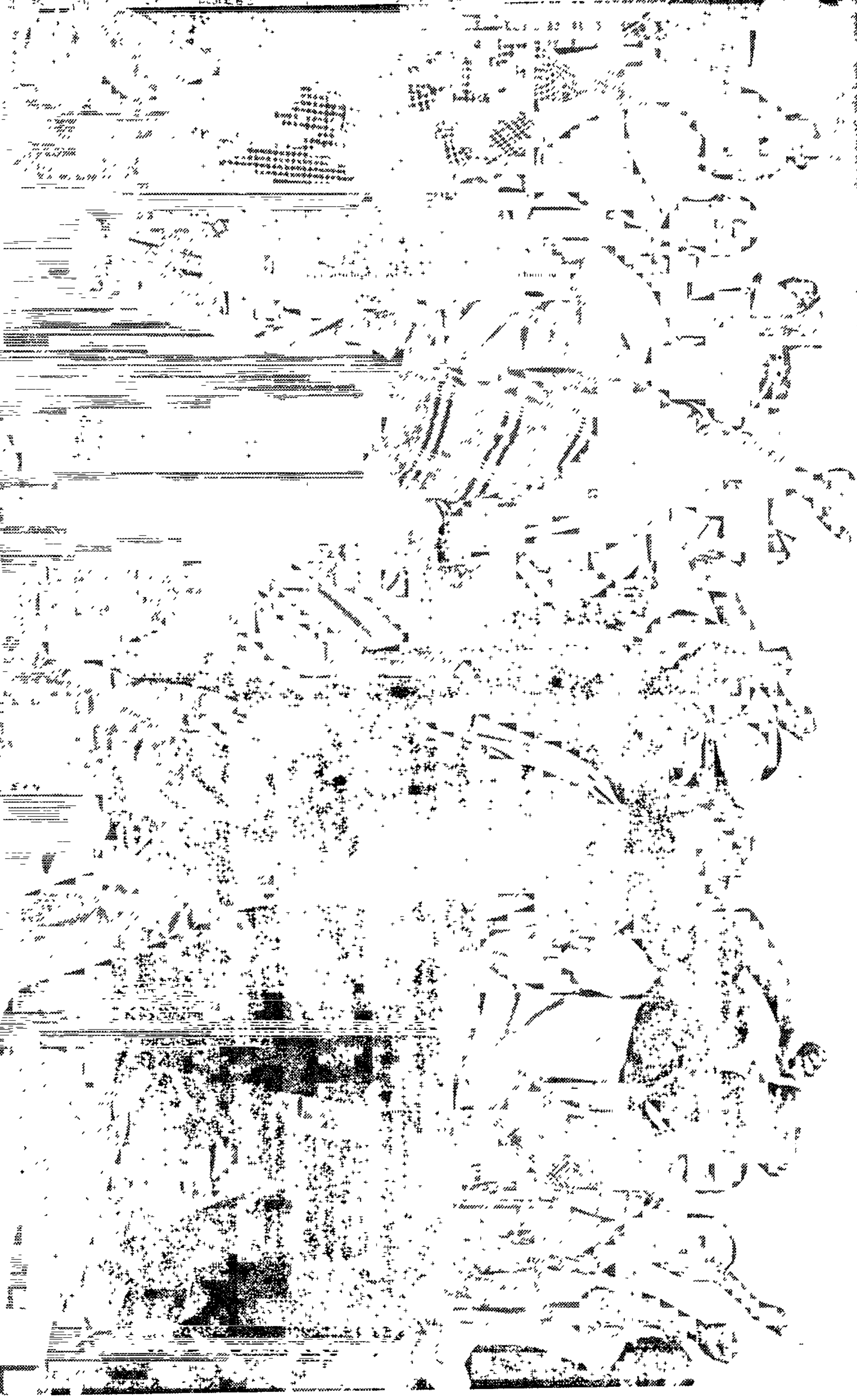
Says Mr Elliot Mngazi, Mayor of Ezakheni, the township outside Ladysmith whose 9500 workers are among those who won't ride the buses: "The boycott is well-organised and proceeding peacefully. We're happy that police are not intimidating our people."

Riot trucks and patrolling police have become a common sight in the townships since the boycott began, but Colonel Anton Muller, District Commandant at Ladysmith says, "We just protect the people and the buses against possible stone-throwing and other violence."

"We do not prevent pirate taxis and other vehicles from transporting people to work. They can do so as long as they wish."

Foolsore

STOP THE BUSES, WE WILL



WALK

and now there are fears of similar moves in Newcastle and Pietermaritzburg

And to maintain the uneasy peace, school children who at the start of the week marched along the township's streets to meet their footsore parents from work, have been requested not to repeat this action.

"We have stopped the children from doing this as it might be mistaken for a repetition of Soweto," says Mayor Mangadi.

He said Ezakheni's workers had decided to boycott the buses after he and his councillors had pressed for talks with the management of Ezakheni Transport not to increase fares by 70c, 85c and 95c a week.

We were told that the expense of running the line had escalated to a point where fares had to be raised, and that the Transportation Board in Pretoria had approved the increases.

"We pointed out that of our 9 500 people who work in town close on 400 earn only R8 a week. If a six-day ticket for instance, costs R33.40 these people will not have enough left to live on and pay rent."

Meeting

"When our pleas fell on deaf ears, we called a public meeting in the community hall. Our people all decided to walk to work. They will not ride the buses until the fares go back to the old price."

Their feet may be sore, but it is the bus company that suffers most. This Friday over R30 000 was lost in weekly tickets that went bought. Next Friday it will be another R30 000 not to mention the money wasted hourly running buses on schedule without any passengers.

The managing director of the company that employs them could not be reached for comment this week.

Another company, Dunlop, which closed down production on Tuesday, paid its workers on Friday and promised to re-employ them on Monday with the added offer of sleeping space on site for those who needed it.

The works manager said this week the company had agreed to make up the difference in the fares. Subsidies would be paid to any worker who wished to use the bus service.

But for many boycotters who live in other townships too far away from Ladysmith to walk the distance every day, the outlook is even bleaker.

Hundreds of women who earn R19 and R20 a week working for Consolidated Frame Cotton Corporation Limited dare not attempt to walk home after work as they'll never be able to walk back in time for the next day's work.

Washing

So they didn't go home this week. Through bitterly cold nights they slept in the open on plastic coverings outside the factory gates, covered in blankets, sharing one toilet between them and, doing without running water even for washing themselves.

To feed themselves they buy simple provisions like bread, milk and poultry from hawkers outside the gates. Their husbands and

Sleeping

Several other employers have made similar offers of subsidies and sleeping space. According to Mr Mangadi, subsidy offers were made to all the commuters, but so far these offers were in the minority.

"The entire matter of the boycott should be taken up at a higher level," he said.

Ezakheni Transport is owned jointly by the Industrial Development Corporation and Kwa Zulu. The manager, Mr I. Deshayes-McCourt, who earlier this week said the company would not consider reducing fares, and who daily attended emergency meetings regarding the boycott, could not be reached for further comment on Friday.

"Our feet may be sore, but it's the bus company that's the real loser" ... chanting workers walk to work



These women factory workers choose to camp in the open next to the factory rather than pay higher fares.

Running to town together, father and son are part of a thousand-strong protest against higher bus fares.

Miners go back — without pay

152
POST

16/9/79

SUNDAY POST Reporter
TEN OF THE 300 striking
miners at the Balmoral
Gold mine near Germis-
ton resigned yesterday
after the mine manage-
ment refused to meet
their demands for more
pay.

The rest of miners end-
ed their two day strike by
returning to work yester-
day morning.

The 300 miners, who
consist of the entire un-
derground staff, went on
strike on Thursday de-
manding an increase in
their daily pay from
R2,67 to R5.

A mine spokesman yester-
day confirmed that the
miners had returned to
work.

"Only about ten decided
to leave after the mine
management had refused
to meet their demands.

"They decided to go
back to work yesterday
morning. Only a few said
they would not work and
decided to leave the
mine," he said.

The strikers said their
pay demands were pre-
sented to the mine's man-
agement on Friday after-
noon — but they were
rejected outright.

Several miners claimed
the management had told
the strikers that those
who wanted to leave
should "hand in their
cards".

But, they said, some
miners had not been told
to pack and go, even
though they had handed
in their employment
cards.

The miners also claim-
ed that three of their
spokesmen had been victi-
mised and told to leave.

The strike started on
Thursday morning when
instead of going under-
ground, the miners spent
the morning assembled in
an open courtyard.

The police were called,
but the miners refused
to go to work even after
an official from the De-
partment of Co-operation
and Development had
spoken to them.

Posadres:
p/a Die Universiteit van Kaapstad
Rondebosch

(Geregistreer as The Abe Bailey Institute of
Inter-Racial Studies Limited
(Beperk deur Garansie))

SENTRUM VIR INTERGROEPSTUDIËS

JARVERSLAG
1978

staan het die
jaarverslag oor
trum se lode
le jaarverslag
rste tien jaar.
SENTRUM
eur die Abe
van Sir Abe
s The Abe Bailey
d (Beperk deur
ansie en sonder
ppwet 1973 (Wet

766

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

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

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

----000----

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

- boiled potatoes
- cooked bacon
- mayonnaise
- chopped onion
- salt and pepper

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

----000----

SPRING GREEN SALAD

May Bennett, Ridgeworth

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

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

----000----

CURRIED GREEN BEAN SALAD

Mrs Futter, East London

- 2 lbs sliced green beans
- 2 chopped onions
- 1 d salt, level
- 2 cups water

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

- Sauce:
- 1 1/2 cups sugar
- 1 d curry powder
- 1 heaped T flour
- 1/2 bottle vinegar

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

----000----

Extra police as new bus ban looms

Mercury Reporters

LADYSMITH — After a weekend respite the boycott of Ezakheni Transport buses is expected to continue again today.

And in Pietermaritzburg extra police will be on duty in the Hammarsdale area where commuters are expected to boycott bus services as higher fares are introduced today.

Here yesterday there was no sign that any workers would take to the buses again.

Indication

Mr I D. McCourt, manager of Ezakheni Transport, said there had been no sale of weekly tickets which seemed to indicate the boycott would continue.

We usually sell on Fridays but this weekend four buses were converted to be able to sell tickets in case commuters suddenly decided to buy. There has been absolutely no response.

He said that one of these buses was in Ezakheni Township to aid commuters and the others on other routes. Buses would run on schedule even if empty.

A meeting had been held with the township council on Friday but there had been no further developments.

Orange sections, aise, soya sauce ssing to salad;

arsely chopped walnuts yonnaise or salad

auce Juice

1 c. T
4 T
French dressing/mayonnaise
Lettuce

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

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

----000----

15.2

Thousands join in hours boycotts

NW 18/9/29

153

~~153~~

Mercury Reporters

BUS boycotts boiled over into widely separated parts of Natal yesterday, with thousands walking to work rather than pay higher fares.

By last night the week-long boycott of Ezakheni Transport buses in the Ladysmith areas showed no signs of weakening

Hundreds of employees at a factory in Marburg on the lower South Coast stopped work in protest against higher fares and demanded a subsidy from their employers

Thousands of commuters at Hammarsdale boycotted the KwaZulu Development Corporation's buses yesterday. In protest against fares which had risen by in some cases as little as 2c, about 80 percent of the area's work force took to the road

Emergency meeting

The crisis in Ladysmith has prompted Mr Tino Volker, MP for Klip River, to call an emergency meeting this morning. He will chair a session between representatives of industry and commerce and spokesmen for the transport company and the Ezakheni Township Council

Mr Volker said he had also invited the Mayor of Ezakheni and spokesmen of the liaison committees at the biggest factories in Ladysmith

An official for the KwaZulu Transport Company, a KADC subsidiary, said the Hammarsdale boycott was partial. "There is resistance to the increased fares but nothing on the scale of the Ladysmith boycott."

Walking home and sitting it out



Police kept a low profile, but their vehicles could be seen in the Mpumalanga township and cruising through a section of the border industrial area, which lies between Durban and Pietermaritzburg

Many Africans used the buses, but those from areas nearest Hammarsdale walked

Pinetown factories were not affected although a bus company employee said only five of the company's normal run of 30 commuter buses were filled yesterday morning

Police were standing by in Marburg, but the strikers at Marburg Manufacturing Co were peaceful Yesterday morning the management appealed to the workers to return to work but they refused They told the Mercury that they would not go back until the company subsidised their fares

Some said they earned between R6 and R7 a week Employees with longer service were paid R10 They claimed they would have nothing after paying for weekly bus tickets

Those who lived at Gamalake township were paying R1.50 for a weekly ticket which would now cost R2.25 A weekly ticket from Izingolwen via Pad-dock would now cost R2.40

Mr. L. Aaron, the manager of the factory, said the workers had nothing against his firm but were bitter about the bus fares

AFRICANS leave Hammarsdale's textile industries, above, yesterday on the walk home — a short cut through the veld and, below, some of the 700 strikers at Marburg Manufacturing Company who held a sit-down strike in protest against the increased bus fares



18 | 9 | 79

INTERGROEPSTUDIËS

The Abe Bailey Institute of
Racial Studies Limited
(deur Garansie))

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INLEIDING

Die Jaar van sy bestaan het die
studies gereeld 'n jaarverslag oor-
reë. Om die Sentrum se lode
1978 te vier is die Jaarverslag
oorsig oor die Eerste Tien Jaar.

WETSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe
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Garansie) - 'n maatskappy beperk deur garansie en sonder
'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet
Nr. 61 van 1973).

Cops use gas in strike

POLICE yesterday dis-
persed a crowd of 300
striking black workers
with teargas when
they attempted to storm a
factory building in the
first violent incident of a
widespread bus boycott
campaign.

The clash occurred
near Port Shepstone,
south of here, when com-
muters angered at a pro-
posed 50 percent increase
in bus fares, stormed the
factory where they are
employed.

On Monday, the factory's
full workforce of 950
people held a sit-down
strike. Thousands of peo-
ple in other towns of Na-
tal have also refused to

ride buses in protest
against the fare hikes.
Since last week, an esti-
mated 9 500 workers in
Ladysmith have preferred
to walk 40 km to work
in some cases, and simi-
lar boycotts are being
maintained in Pieterma-
ritzburg and Newcastle,
according to AFP.

Sapa reports that the
workers sought wage in-
creases to help cope with

the increased fares which
come into effect next
month. A factory mana-
ger warned them that
they would be paid off
if they did not start wor-
king peacefully. At that
point the workers storm-
ed the building.

Police on standby mov-
ed in on the crowd with
tear gas and dispersed
them.

Pay cuts, so workers down tools

Agaso
152
24/9/79

URBAN Foundation workers involved in a building project at Langa downed tools today in protest at wage cuts introduced last week.

About 20 workers at the Langa High School sat around in groups this morning, waiting for a meeting with Mr N Noffke, Urban Foundation building and training manager in the Western Cape.

Workers said some wages had been cut from R1.40 an hour to R1.10 an hour, and others from R1.10 to 93 cents an hour. All wages had been reduced, they said.

Some complained the lower wages, with the short time of between 24 and 32 hours they worked each week, put them below the poverty datum line.

'EXPLOIT'

'What is the Urban Foundation for?' one worker asked. 'Is it here to exploit or to teach the people?'

Another said the reason given for the cuts was that workers were not being productive. 'Why do they tell us after more than 2 years, when the projects are nearly complete?' he asked.

Mr Noffke countered 'When does management's

patience come to an end? We have been battling for some time to get a reasonable rate of production out of some of these chaps.'

Mr Noffke said only seven of eight workers had had their wages cut. Some, however, had been given an increase.

'These chaps have to understand the Urban Foundation is not a charitable organisation. We have gone out of our way to give them the opportunity to learn a trade for their benefit, but they have to be prepared to work reasonably.'

Mr Noffke said there were always some 'agitators' who were prepared to bite the hand that fed them.

Mr Noffke was due to meet the workers later.

No break in bus ban as fares fall

(Mercury Reporter)

LADYSMITH — Reduced fares, heavy rain and storms yesterday did little to induce Black commuters to ride on the buses of Ezakheni Transport and the 18-day-long boycott continued

The fares reverted to those before the hike on September 10

Mr I D McCourt, the manager of Ezakheni Transport, said there had been no passengers on the buses in the Ladysmith area but buses in the Dundee and Washbank area has been carrying more passengers than previously

Loss

A skeleton service of nine buses is still being operated. Usually there are more than 50

The company is estimated to be losing R25 000 a week

A mass meeting may be held in Ezakheni Township on Sunday when Black leaders will outline what happened at a meeting called by Mr Tino Volker, MP for Klip River, on Wednesday

This meeting was attended by White and Black representatives

Taxis

Private taxis are reported to be doing a roaring trade ferrying passengers from Ezakheni and other outlying Black residential areas to town and back

While most of the Zulu Development Corporation buses were running empty yesterday a privately-owned bus company, Unity Bus Service, was fully

patronised

Colonel R Robinson, District Commandant for Dundee, said the boycott was peaceful but in Limehill the boycotters were blocking the buses from getting into the area

On the lower Natal South Coast there has been good response to an appeal to businessmen to help Black employees with next week's increased bus fares

This is expected to dampen the efforts of intimidators in the area

The area has already suffered economically by the ban on petrol sales at weekends

Now, with regulations relaxed and a chance of weekend trade picking up, a serious reduction in the Black work force could be devastating



LADYSMITH bus boycotters plod on. They say they're getting used to walking

Sun. Trib. 30/9/79

Proper briefing would have avoided boycott

152 ~~1382~~

Tribune Reporter

THE failure of the KwaZulu Transport management to warn commuters before bus fares were increased was yesterday blamed for the bus boycotts in the Mpumalanga township near Hammarsdale.

Mr Michael Sibisi, a member of the Mpumalanga executive association, said there was too much misunderstanding in the township about the fares increases which came into effect two weeks ago.

Since then about 50 per cent of the commuters have boycotted the bus ser-

vice, and this week at least three buses were stoned.

Subsidies have meant that workers themselves are not affected by the increases, and that only casual travellers have had to pay more.

According to Mr Sibisi, the people in Mpumalanga should have been adequately briefed about the increases before they were announced. If this had been done, people would not have boycotted the buses, he is convinced.

Now he and other township representatives are hoping to meet representatives of the KwaZulu Transport Company to try

to get bus fares decreased temporarily so that commuters can be properly briefed.

In Ladysmith the three-week old bus boycott shows no sign of stopping although bus fares have been decreased.

Mr Chris Khumalo, a Ladysmith journalist, said yesterday: "The people are fed up with the BIC (Bantu Investment Corporation) who are part-owners of the Ezakhem Transport Company.

"They say the buses were always late and wouldn't stop. They are used to walking, or else they use other forms of transport."

Stones fly in bus boycott

Star 6/10/79

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APPLIED ACCOUNTING PRACTICE

APPLIED EXAMPLES

DURBAN — Another bus was stoned in Port Shepstone last night after a violent week in which at least 50 alleged agitators have been arrested since the bus boycotts began last Monday. Police said buses were still running empty today and eight vehicles had now been damaged since the strikes against higher fares began, reports Sapa. Meanwhile, concern over the boycotts has resulted

in a meeting between six Natal chambers of commerce and the Government. The meeting was convened by the Association of Chambers of Commerce (Assocom) at the request of Natal chambers, said Mr Raymond Parsons, executive director of Assocom. It is hoped that constructive proposals will flow from this discussion," he said.

ed an item of new plant for R60 000. Depreciation is provided at 12½% p.a. A 5% initial allowance is granted for wear and tear being 20% on the reducing balance. Depreciation was 40% in 19.6 and 42% in 19.7, and taxable income amounted to R45 000 and R50 000 respectively, for the financial years ended 31.12.19.6 and 19.7.

1. What is the balance on deferred tax account in respect of the plant at 31.12.19.7, assuming
 - a) deferral method
 - b) liability method?

2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 19.7, assuming
 - a) deferral method
 - b) liability method(assume there are no other items causing timing differences)

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

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

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

Draw up the income statement for the 19.8 financial year under
 - a) liability method
 - b) deferral methodAssume the tax rate remains 42%

Six quit when two are fired

By JOE THOLOLO

LESS THAN a week after sending a list of grievances to their management, eight women employed by African Commerce Developing Company who manufacture staples in Benrose, are without jobs.

But the manager, Mr Clive Benson, denies it has anything to do with their list of grievances.

The women submitted their grievances to their managing director, a Mr Chain, on Friday

On Tuesday morning, one was fired, then another and the rest walked out in sympathy

The eight are Sarafina Zwane, Khanyisile Sibanyoni, Tembani Ngubeni, Mavis Sibanyoni, Esther Nkosi, Sophie Mabaso, Grace Vilakazi and Beauty Nkosi.

The women complained that:

- From 6 am to 6 pm, they are on their feet, with only 30 minutes for lunch
- During the lunch break, they are not allowed to leave the

that on Friday afternoon they were called into Mr Benson's office one at a time and threatened with dismissal if they wrote another letter to the managing director

On Tuesday morning, Khanyisile Sibanyoni, who had written the petition while the rest dictated, was fired

Tembani Ngubeni went to find out why Khanyisile was fired and she in turn was fired

The rest walked out in sympathy with the two

On Tuesday afternoon, Mr Benson denied that the dismissals had anything to do with the grievances



Jobless . . . from left, Mrs Grace Vilakazi, Mrs Beauty Nkosi, Mrs Sarafina Zwane, Mrs Mavis Sibanyoni, Mrs Tembani Ngubeni, Miss Esther Nkosi, Mrs Khanyisile Sibanyoni and Miss Sophie Mabaso

1. What is the balance of the plant at 31.1
 - a) deferral me
 - b) liability m
2. Show how the tax cha income statement for assuming
 - a) deferral me
 - b) liability m
(assume th timing di
3. How will the answer of an extraordinary company, amounting in the 19.7 financi
4. How does the answer deductible loss, wh income from other s income statement as
5. Further to Note 4, profit before depre

Draw up the income under

 - a) liabili
 - b) deferra

Assume the tax rat

152

153

factory premises.

● They are not allowed to receive phone calls, although some have children. If they were allowed to leave at lunch, they could use public phones in case of emergencies.

● Mr Benson is always threatening to fire them and they work uncomfortably under these threats.

● Because they knock off late, one was criminally assaulted and had to be taken to hospital.

The company refused to pay her for the time she was in hospital.

She was also not paid when she returned to the hospital for sutures to be removed and when she went to the police to make a statement.

The women claim

'UNSUITED'

"She was unsuitable for the job," he said. "I was going to let her go last week, but I gave her a chance. She is unsuited for the job."

"It was just coincidence that she was dismissed after the letter to the managing director."

He said the rest walked out on him and "I cannot stop them."

He went on: "I called them in on Friday and in the presence of the foreman, we ironed out their grievances, which were negligible."

"An agitator has been at work — that's what we call it in the UK."

Asked why he had not paid them off, he said that Khanyisile's and Tembi's pay would be ready at 5 pm on Tuesday, and that the rest would be ready by yesterday.

11/10/79

152 11/10/79 Post

PAMPHLETS urging workers to join trade unions were this week distributed in central Ver-eeniging.

The pamphlets are believed to be from the Food and Canning Workers Union in Cape Town and focus on the strike by Fattis and Monis workers in April last year

They read In 1978 workers at Fattis and Monis factory at Bellview, Cape Town, decided that they needed a strong voice to speak about their problems

They felt they should unite and stand together to make their demands But unity in the factory was not enough They needed the unity and support of other workers in other factories"

The I and M workers joined the Food and Canning Workers Union, which represents all workers in the food industry

The union gave the workers advice and assistance in their struggle to organise themselves, but management at F and M

Pamphlets on Vaal call for solidarity

refused to accept the union as the voice of workers

Early in 1979 the workers signed a petition drawn up by the union asking for R40 a week and a 40 hour week

On April 23 five workers were dismissed They were active union members

The next day, five more workers were fired because they refused to work unless they were given reasons for the previous days dismissals

On April 25, 78 workers went on strike in support of the dismissed workers

A union was the best choice because it united workers into one body

Moreover, it provided advice and assistance to workers, but the fight for trade union recognition in South Africa was not an easy one Employers resisted union demands all the time

The pamphlets advised workers that victory for F and M workers was only a small victory in the long history of the struggle that would have to take place if all workers were to win their rights to join trade unions

"The time to organise is now"

Toyota fires 14 workers

By KINGDOM
 LILWANE
 FOURTEEN em-
 ployees at Toyota
 — the car manufac-

turers in Wynberg
 — were this week
 dismissed following
 a dispute with man-
 agement over a ne-

gotizing committee.
 And minutes after
 the 14 were seen be-
 ing escorted out of
 the company yard by
 security guards, more

than 100 other work-
 ers at Toyota stopped
 working and asked
 management to ex-
 plain the dismissals.

The dismissals arise
 from the turning down of
 an application by the
 workers to be preser-
 ed with a constitution of
 the company's liaison
 committee. The workers
 told POST they did not
 approve of the committee.

They had then present-
 ed their own constitution
 which was also turned
 down.

TARGET

The 14 — all active
 members of the Metal and
 Allied Workers Union —
 were called and told they
 had not reached a partu-
 cular production target.

A meeting was called
 in which the workers, the
 managing director of the
 company, a police colonel
 and an inspector from the
 labour department were
 present.

But according to the
 workers no agreement
 was reached at the meet-
 ing.

But the company's man-
 aging director, Mr C Ad-
 cock, said the dispute fol-
 lows a warning to four

WHY, ASK

Why did

they get

workers for not coming
 to work on time.

Mr Adcock said the
 four had been asked to
 sign admission letters to
 the effect that they were
 late.

At that point the 14
 refused to go to work, ap-
 parently because of severe
 warnings to late-
 comers, said Mr Adcock.

RE-INSTATED

He said about 70 of the
 more than 100 and some
 of the 14 who had ori-
 ginally refused to work
 have been re-instated. The
 others were told to come
 today (Friday) when the

company will decide as
 to whether to re-employ
 them or not.

Asked if he knew the
 majority of his workers
 were members of the Me-
 tal and Allied Workers
 Union, Mr Adcock said he
 was aware some of them
 were but that he did not
 know if they still were.

He said the company
 could not recognise the
 union since it was not
 registered.

He said some of the
 union members in the
 company were elected to
 serve in their liaison com-
 mittee but that some of
 them had to resign be-
 cause of inefficiency.

Some of the workers who were dismissed from Toyota this week.

152

11/10/79

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Progr

Methods of where the processes are precise methods in advance analysed by

2.3 Lookin

Basically, logical and mainly the social benefits that on and programme a breakdown may be compared on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

76 workers back after car firm row

By HARRY MASHABELA Staff Reporter

SEVENTY-SIX of the 101 black workers who left the Toyota car manufacturing company in Sandton last Tuesday after a dispute with management have been taken back.

A spokesman for the Metal and Allied Workers Union said yesterday the other 25 of them shop stewards and active members of the union, have been asked to report at the company today to hear their fate.

He said trouble started about 9am last Tuesday when four workers from the picking section were called to the office of the warehouse manager.

The warehouse manager told the four to sign warnings for not having reached production targets the previous Friday. Two refused to sign, one citing medical reasons.

"When the four returned to their section fellow workers decided to ask the warehouse manager a Mr Brits for an explanation on the issuing of formal warnings as this was something new," explained the spokesman.

At noon the 14 pickers involved were called to the canteen. They were told to get back to work. All agreed.

They went back to their working area but insisted on seeing Mr Brits.

Security guards were called and escorted the 11 out of the premises.

After tea at 4.15pm the other warehouse workers decided to find out from the management why the 14 men were sent away.

The management then called all the workers together. There followed a long discussion. Police and an inspector from the Labour Department arrived on the scene and joined the deliberations.

The problems of a liaison committee were discussed. So was the question of recognition of the union.

Eventually at 6pm the workers left, having been told they should return to work on Thursday after the public holiday and that they would be asked to apologise.

On Thursday all but 25 were taken back. The 25 were told to report at noon the next day. When they did they were paid and told to re-apply for their jobs today.

The spokesman said the reason given by the management for not taking the 25 back was that their performance records were bad.

"But this is disputed by workers and the union because some of the workers taken back had had many warnings while all the 12 shop stewards had never had any warnings," the spokesman said.

The managing director Mr C. Adcock told the Rand Daily Mail last week that the 14 pickers were fired because they refused to work.

He said trouble had started last Tuesday morning after four men had been late for work.

The four men were warned and given forms to sign admitting they had been late. One signed, one refused and the fourth said he was late because he had trouble with his feet.

This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these

now taken with no further analysis, way of systematically valuing the or then comparable to one another.

Objectives

ce of priorities has been seen used by medical and nursing stages as that it can be used, therefore, lends itself to group of people.

and then given a score (from

Specific diseases:	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	-	0
Yaws *	-	++	+++	++++	0

October 19, 1979

PUR

Death threat to union man

LT. (152) 227

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(1)

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By RICHARD WICKSTEED

POLICE CONFIRMED yesterday that an arson docket had been opened after Wednesday night's alleged petrol-bomb attack on the Guguletu home of an organizer of the General Workers' Union (GWU).

Is

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The general-secretary of the union, Mr Dave Lewis said he received an anonymous telephone death threat yesterday morning. A Cape Times investigation yesterday disclosed a pattern of intimidation against the members and organizers of two of Cape Town's largest unregistered trade unions — the GWU and the African Food and Canning Workers' Union.

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The Rev H S Marawu of the GWU — whose home was completely destroyed in Wednesday's fire — said that immediately before the start of the blaze, he heard the sound of breaking glass and smelt petrol fumes. He believes a petrol bomb was used to start the fire, which he said destroyed goods worth about R3 000.

Mr Lewis said yesterday that his cars' tyres were slashed on Monday this week, and confirmed that he had received a telephone call earlier this week warning him that his home would be petrol-bombed.

He said he received another call yesterday morning in which he was told that the same thing had happened to the Rev Marawu would happen to him 'except this time we'll nail the windows and doors down so you can't get out'.

He listed several other inci-

dents of intimidation against people associated with the union. These include:

• The smashing of the windscreen of a car belonging to Ms Judy Favish last month. Ms Favish was associated with the union before being banned.

• An anonymous telephone call in which Mr Lewis was told he was a "communist", and that his "brains would be blown out".

The general-secretary of the FCWU and the AFCWU, Mr Jan Theron yesterday told of similar harassment of union officials. These include:

• Telephonic death and bomb threats.

• An incident in Lamberts Bay in April this year, during the Worcester Rainbow Chicken strike, in which a van belonging to the union was daubed with red paint, and planks with nails sticking out of them were placed under the wheels. Mr Theron said the police had opened a docket, but had not yet charged anyone.

• The secretary of the Western Cape Traders Association, Mr K Alhe, received a threatening letter in June following his association's call for a boycott of Fattis and Monis products in support of striking pasta workers. The strikers are members of the FCWU.

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1929 - 1974

State pays R21 000 after baton charge

By RIANDE VILLIERS
Labour Correspondent

The case was due to be heard on Monday.

The highest payment of R6 000 will be made to Mrs Christine Molokele, who has lost effective vision in one eye. Mrs Beauty Khambele, who sustained a fractured arm, will receive R2 000. Mr Gavin Anderson, acting general secretary of the union on the Reef at the time who also sustained a fractured arm, will receive R1 750.

Other payments ranging from R50 upwards will be made to workers who sustained abrasions and lacerations as a result of baton blows and bites by police dogs.

The baton charge outside the factory gates on March 29, 1976, created a furor in South Africa and abroad and had a major impact on industrial relations.

A labour leader warned the incident would be seen abroad as a "Mun-Sharpeville". About 40 policemen, some

armed with wooden batons, reported to have charged several hundred workers and clubbed scores of them — including a pregnant woman — to the ground.

In one sequel, Mr Andersson, who was arrested at the scene, and Mr Sipho Khubeka, another union organiser, were later found guilty on charges of instigating a strike but were acquitted on charges of obstructing the police and failing to comply with police orders.

Both were served with banning orders shortly afterwards, which have not yet been lifted.

The union spokesman said yesterday the baton charge which "severely injured innocent workers" emphasised the intervention of the police in industrial relations was damaging and counter-productive.

The union called on employers to handle industrial relations without involving the State and the police.

Spokesman said the outcome of the case completely vindicated the workers and the union. The settlement follows claims for damages for wrongful and unlawful assault against the Minister of Police lodged in

Belgium.

to be applicable for routine

little alternative but to make use of measures

unhealthy aspects of the community. Mortality data is one such

Despite the problems of using mortality data as a means of assessing a community's health status, it is a measurement which has stood the test of time and, to date, is usually the only method of evaluating the health populations, albeit indirectly, since it is frequently the only data which is available. The standard analyses of routinely collected mortality data undoubtedly provide an important indication of the unhealthy problems in the community and, if their limitations are appreciated, they provide an invaluable input into the overall health profile of the community, highlighting the predominant problems and identifying major trends.

Since it is often instructive to examine the past in order to place the present in perspective, this study was undertaken as a preliminary investigation to a more detailed analysis of the current mortality experiences of the various communities in South Africa.

This paper is essentially an attempt to identify and collate published data relating to the past mortality experiences of the various communities in South Africa. Extensive discussion about the data has been avoided as it is hoped that the Tables and Figures will speak for themselves, and that they will stimulate thought, comment and, where necessary, action.

SOURCES OF DATA

From 1926* to 1938, detailed data on deaths in South Africa were published in an annual report on vital statistics.³ Intermittent reports covered the period 1938 to 1962,⁴ since which time a regular series has been published.⁵ The figures for whites cover the entire period 1921-1970,

* For details of sources of deaths before 1926, see reference 3, volume for 1938, page XVIIII.

Information about the mortality experience of the community is routinely collected in most countries, the reliability and detail of this data showing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).

Baton charges: injured workers paid R21 000

By ZWELAKHE
SIBULU
WORKERS who were injured by baton-charging police during a dispute at Heinemann Electric last week paid more than R21 000

The 19 workers and a former official of the Metal and Allied Workers' Union sued the then Minister of Police, Mr J. K. R. Kruger, for damages arising from the police action.

The matter, which was due to be heard in court on Monday, was settled out of court this week.

In addition to the payout, the State will also pay the costs of the action which are believed to be more than R10 000.

The official of the union, Mr Gavin Anderson, who was suing the Minister with two other workers, etc, served with a five year banning order in 1976, a few months after the incident.

Police baton-charged a crowd of workers outside the Glendale factory during a pay dispute. Twenty people, including a pregnant woman, were injured.

"The outcome of the case completely vindicates the workers and the union," a spokesman

for the Metal and Allied Workers' Union, Mr Ben van der Merf, said.

The condition of the settlement was that, by paying out, the State is not accepting liability and that due to the fall and foul treatment.

The total amount paid out by the State is R21 500. The largest financial claim was made by Ms Christina Maloleke who lost 80 percent of her sight.

Ms Maloleke has been paid R3 000, and the other big claim in the group (R200) was paid out to Ms Penny Maloleke for a bad eye operation. The settlement paid out was R250.

The baton charge on

the workers created an international outcry. Principals of the Metal and Allied Workers' Union Mr Anderson and Mr Sibulu have been harassed for five years a few months later.

The State's payout showed that the workers and the union were not properly treated to let the managing director of Heinemann to settle the dispute, Mr Kruger said.

The baton charge which severely injured innocent workers, emphasized that the intervention of the police in industrial disputes is a dangerous and counterproductive

152

17

We have received your Purchase Requisition requesting a new/second hand typewriter.

Could you provide the following information for our records

- (1) Name
- (2) Description
- (3) Price
-
-

Is this

- (1) For purchase
- (2) For repair
- (3) For disposal
- (4) For other

Please state if a

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If new machine is a replacement, please state Serial Number, make and type of existing machine

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2 The Cape Times, Tuesday, October 23, 1979

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Talks on Fattis labour dispute

Staff Reporter

THE administrative manager of the Bellville branch of Fattis and Monis, Mr A Terblanche, left for Johannesburg yesterday for consultation with the company's Johannesburg-based directors.

It is believed that discussions will centre on the terms of an imminent settlement to the six-month-old labour dispute which began in April when 88 workers went on strike in sympathy with five workers dismissed by the firm.

Negotiations between Fattis and Monis and the Food and Canning Workers' Union which represents the firm's striking workers, have been in progress during the past two weeks.

It seems certain that the different factions in the dispute will reach an agreement soon after assurances from the organizers of the nation-wide boycott of pasta products that they will halt their campaign immediately should a satisfactory settlement be reached.

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500 motor workers walk out

C. Times 1/11/29
 152
 192

Own Correspondent

PORT ELIZABETH — More than 500 workers at Ford Motor Company's Struandale plant in Port Elizabeth walked out yesterday because they felt that the company had victimized Mr Thozamile Botha, leader of the Black Civic Organization

Pamphlets demanding that Mr Botha, who resigned from the company on Tuesday, be allowed to return to put his case, were distributed yesterday

"If he is not here at 12 noon today, tools down everybody for three days," the pamphlet said

Production at the plant came to a standstill when both manual and white-collar workers staged a mass walk-out at 12 45 pm

Mr Botha, a former trainee draughtsman at Ford, resigned after being told that he was absent from work too often

At a civic meeting attended by thousands of township residents on Tuesday night, the civ-

ic organization unanimously decided to employ Mr Botha full-time

In an interview before yesterday's walk-out, Mr Botha said a Ford official warned him last week that he would either end up in prison or lose his job

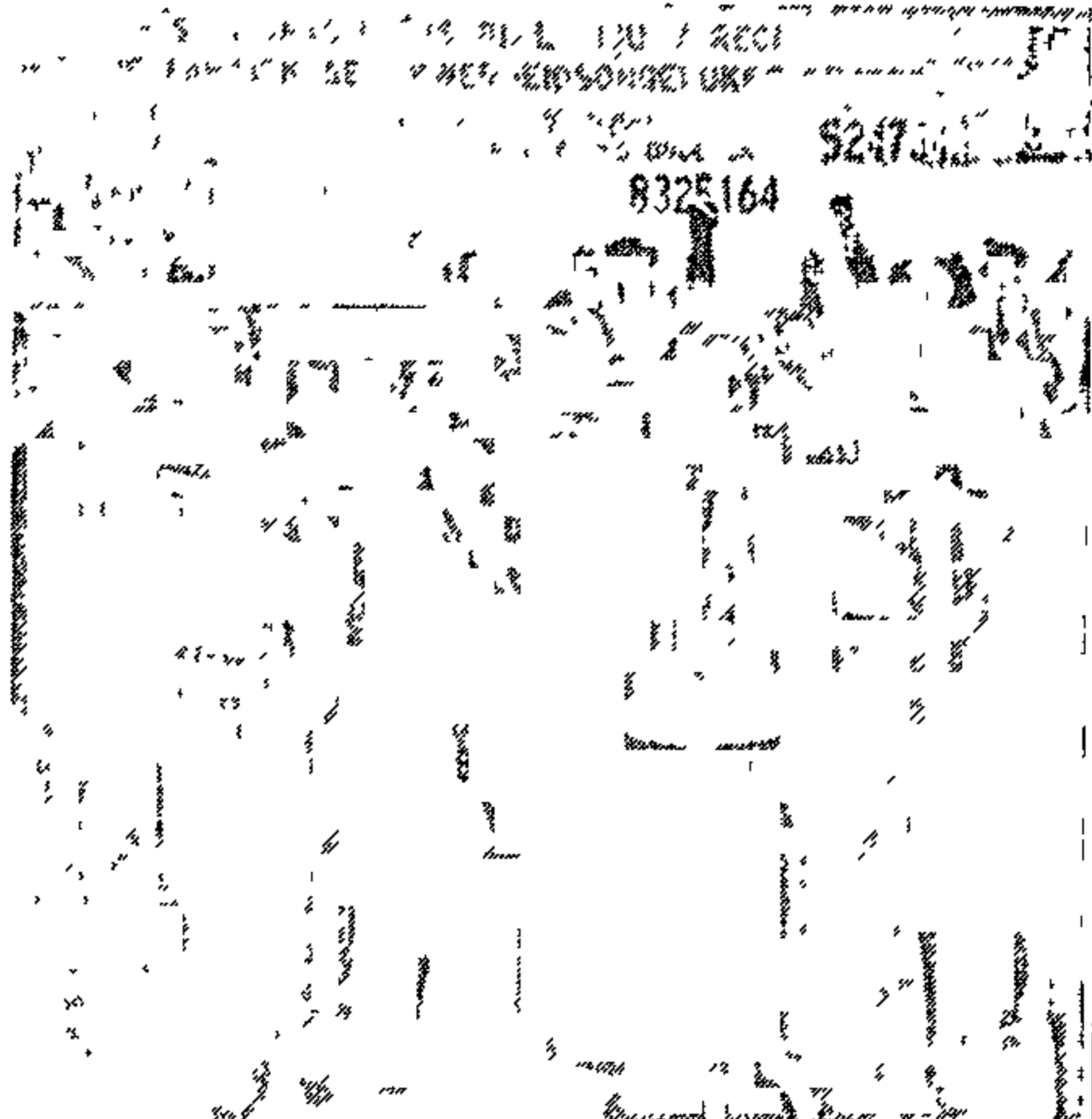
He said he was also told that members of other departments were displeased with his connection with the civic organization

A Ford spokesman said the company disassociated itself from the alleged remarks "If they were made by a Ford official, then it was in a personal capacity," he said

He repeated an earlier statement that it was not Mr Botha's politics but his frequent absences from work which concerned the company

He said it seemed that most of the black staff had left Things were normal at Ford's other plants, he added

A white-collar worker said Mr Botha was popular with the workers



Protesting workers walk out of the Port Elizabeth Ford plant because of the alleged "victimization" of a fellow employee

Fig 56 Beenartelakie Elise / doortjies

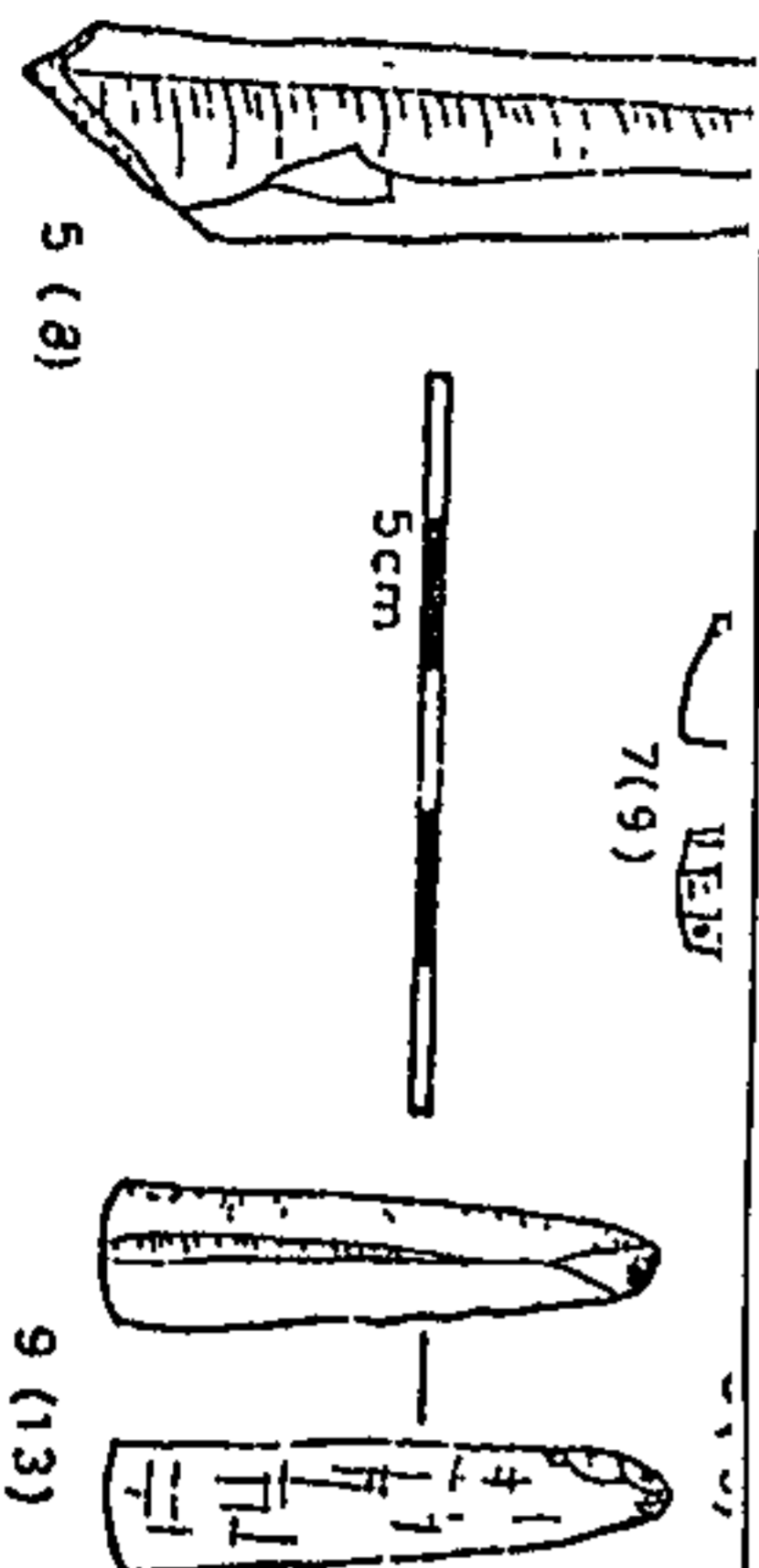
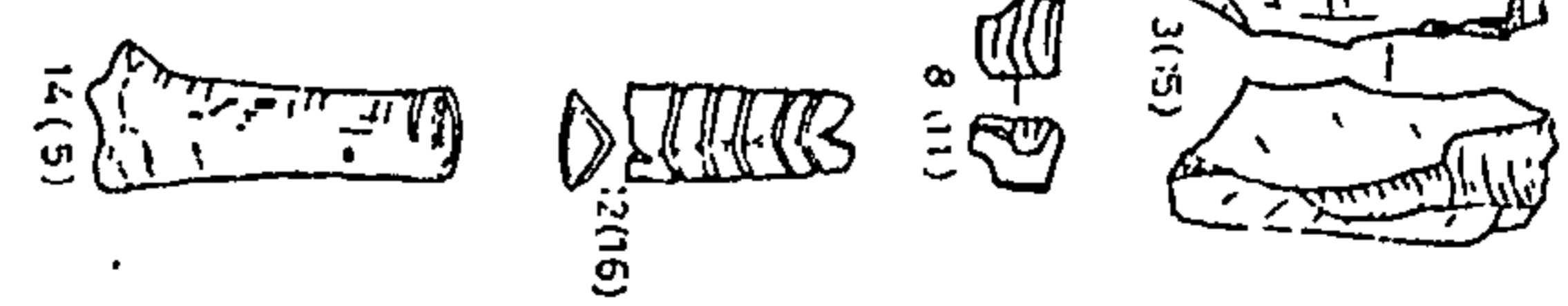
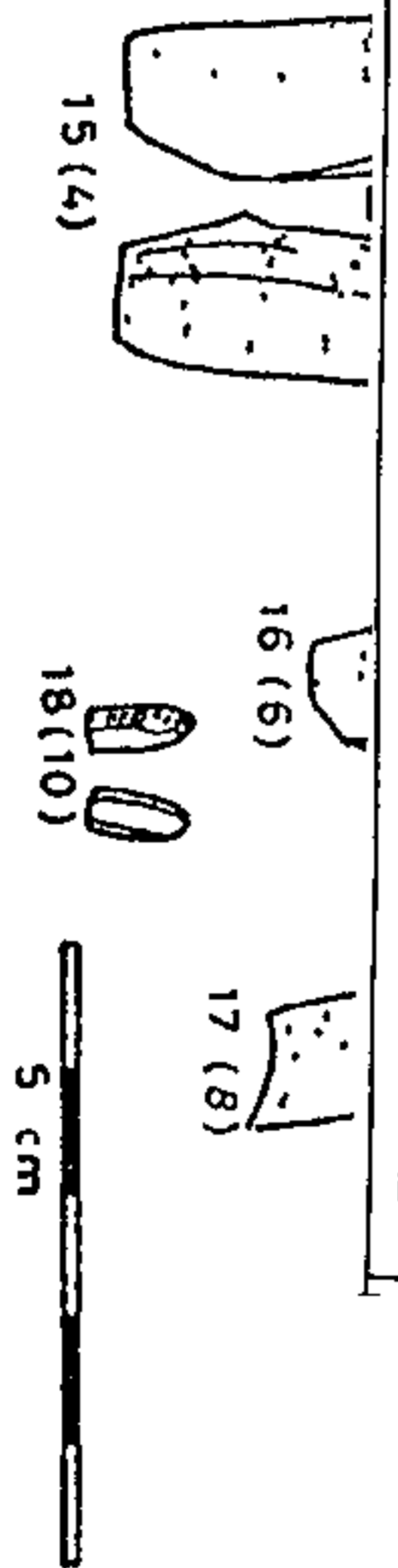


Fig 57 Beenartelakie 1 Buryn 2-3 Outils 4-5 Naalde
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600 walk out at Ford

DA 11/179 (192) (152)

PORT ELIZABETH — About 600 workers at the Struandale assembly plant of Ford Motor Company downed tools at midday yesterday.

DISEASES

IX

CONGENITAL ANOMALIES

91

XIV

	W		A		C		B		W		M
	M	F	M	F	M	F	M	F	M	F	
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74	0,17	0,08	0,
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05	0,01	0,01	0
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00	0,01	0,01	0

They demanded the reinstatement of the chairman of the Port Elizabeth Black Civic Organisation, Mr Thozamile Botha, who resigned from the motor company on Monday

With clenched fists raised above their heads, hundreds of men went out of the gates of the plant

Pamphlets demanding that Mr Botha be allowed to go back to put his case were distributed yesterday morning.

"If he is not here at noon today, tools down everybody for three days," the pamphlet read.

In an interview with one of the leaders as they left the entrance, I was told the workers in the plant had requested an interview with the plant manager, Mr K Berning, to explain what they regarded as the forced resignation of Mr Botha

"Mr Berning would not see us. Instead he sent a Mr Veitche to talk to us," said the spokesman

They in turn would not talk to Mr Veitche and there was a deadlock. The next to be approached was their representative in the South African Motor Assembly Trade Union, Mr Johnny Mke, who advised the workers to return to their jobs.

As they were leaving the main entrance the workers told one another they would meet at the entrance at 7 30 a m today and if Mr Botha was not reinstated by 8 30 a m they would leave for their homes.

Asked to comment on the walk-out the Ford public affairs director, Mr Dunbar Buchnall, confirmed the men had staged a walk-out because of the resignation of Mr Botha

"I have no hesitation in saying his absence from work interfered with his performance," said Mr Buchnall.

He said that in the last couple of weeks Mr Botha had often been away and he was told that his periodic absence from his desk was detrimental to the company's production.

Mr Buchnall said there was no political reason for the move. When asked whether Mr Botha would be taken back unconditionally if he continued to do his work to the satisfaction of the company but carried on with his private affairs which would include his chairmanship of the Port Elizabeth Black Civic Organisation, Mr Buchanall refused to speculate

In an interview before yesterday's walkout, Mr Botha said a Ford official warned him last week that he would either end up in jail or lose his job

A Ford spokesman said the company dissociated itself from the alleged remarks "If they were made by a Ford official then it was in a personal capacity," he said.

The Port Elizabeth Black Civic Association, under the chairmanship of Mr Botha, appears to be the most strongly-backed body in the townships now. This is evident from the thousands of residents who have attended its meetings.

"At a meeting attended by thousands of residents on Tuesday night, it was unanimously decided to employ Mr Botha on a full-time basis

The meeting was opened by the actor John-Kani who traced the history of the Port Elizabeth urban blacks from The Hill, Newton Park, Korsten to New Brighton "from where he is now being driven out to Transkei and the Ciskei"

Mr Botha told the meeting he had been forced to resign from his job

He said he had been told by his employers to choose between the company and his outside activities

"I had no option but to resign so that I could work for my people," he said

0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23	1-4	0,01	0,01	0,01	0,01	3
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00	5-24	0,02	0,01	0,01	0,0	
5-24	-	-	-	-	-	-	-	-	25-44	0,02	0,05	0,05	0,05	
25-44	-	-	-	-	-	-	-	-	45-64	0,23	0,19	0,19	0,4,	
45-65	-	-	-	-	-	-	-	-	65+	1,25	1,09	1,09	1,0	
65+	-	-	-	-	-	-	-	-	ALL	0,13	0,15	0,15	0,1	
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67	NO.	276	303	303	303	
NO.	519	359	170	113	942	785	1143	1075						

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192
152

Ford
workers
strike

1/11/79 Post

walk out

1979

HUNDREDS of workers at Ford's Struandale Plant in Port Elizabeth walked out yesterday in sympathy with the resignation of Mr Thozamile Botha, a company employee and leader of the Black Civic Organisation.

Shortly after 1 pm yesterday afternoon, 600 workers marched out the gates of the plant waving black power salutes after management had apparently refused a demand that Mr Botha be brought to address the workers.

The action follows allegations by Mr Botha that he was offered the option of continuing working for Ford or of resigning and continuing with his involvement in the civic organisation. Pamphlets calling for a three-day strike unless Mr Botha be called to put his case were distributed amongst workers at the plant early yesterday.

The pamphlets demanded that Mr Botha be given a fair chance to

put his case and said there should be no victimisation at Ford. Workers leaving the plant today said they intended staying away for three days in protest against the "disgraceful" treatment of Mr Botha who was described as "the people's leader". A spokesman for Ford said shortly before the walk-out that the company was confident there would not be any action

Stoppage

He confirmed that management had not tried to contact Mr Botha nor had it called in the police. Company spokesmen were not available for comment after the walkout and it is not known how seriously the plant has been hit by the stoppage.

The first waves of workers out of the plant gates said that they believed many others would follow the walkout from both the Struandale plant and other Ford installations in Port Elizabeth.

Capitalism in Europe
Russia - from the
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May 30 - June 21)

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Industrial
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(August 2 - August 21)

ugh Europe and to
grew larger,

monopoly and oligopoly became "problems". International trade increased. Despite a so-called depression towards the end of the century, living standards rose in the advanced countries. Capitalism reached towards India and Africa: the age of Imperialism began.

Lectures: (1) The spread of industry to France, Germany, and the United States (2) Free trade and protection (3) The "great depression" of 1873-96 (4) The transport revolution (5) Imperialism.

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.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by their fatality rates, for example, a decrease in the mortality related to Tuberculosis will not only be influenced by a decreasing incidence of this disease but also by improved prevention at primary, secondary and tertiary levels of intervention which will consequently decrease the fatality rate and, therefore, the associated mortality.

Secondly, it should be appreciated that although the calculation of rates is important for comparative purposes since they take into consideration the underlying population, for the providers of health care the actual numbers are also of importance. This is particularly true for those groups which contribute a comparatively large proportion to the total population, for example 'coloured' children 0-4 years old. The different demographic profiles of the two communities for 1951 are presented in Fig. 1, and this provides an indication of the age distribution of whites and 'coloureds'. The changes in this distribution which occurred between 1941 and 1970 are, for the purposes of the present study, of relative unimportance.

The expectations of life for 'coloureds' and whites are presented in Fig. 6. Although data has been published for Africans⁵, this is speculative and is not considered to be of sufficient reliability to warrant inclusion. Two different expectations of life have been included: (1) e_0 - the expectation of life at birth, and (2) e_{45} - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at e_4 expectation of life than white males. that the gap between the expectation of

ing. This trend is apparent in both times, although it is particularly marked deficit of 1,0 years in 1941 at e_0 has a deficit of 3,7 years in 1929 has incr

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, at either e_0 or e_{45} , have reached expectations of Life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of Life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

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Ford at standstill as 700 strike

Star 1/11/79
Thurs
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Own Correspondent

PORT ELIZABETH — Ford Motor Company's Struandale plant in Port Elizabeth was at a standstill today as 700 workers continued their wildcat strike in support of Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation

The workers streamed out of the factory gates after noon yesterday in sympathy with Mr Botha, who resigned on Tuesday following an alleged ultimatum to choose between his job or his association.

By 7.30 am today hundreds of workers had gathered outside the plant demanding that management bring Mr Botha to address them on the circumstances of his resignation.

Shop stewards and management held a brief discussion at the plant's entrance and after an address by Mr S Mpongoshe, a steward, the crowd decided to wait until 9.30 am for Mr Botha's arrival.

Shortly after 10 am a union representative told the crowd that Mr Botha would address them at 7.30 am tomorrow.

The strikers then began drifting away.

The workers expressed strong solidarity with Mr Botha and bitterly attacked the company. But they emphasised that they would be prepared to return to work if management was prepared to bring Mr Botha to them.

The strikers remained orderly although solitary workers leaving or entering the plant were loudly jeered.

Detectives trying to bribe workers claim

Staff Reporter

TWO MEN claiming to be private detectives yesterday attempted to bribe striking Fattis and Mous workers to return to work, a spokesman for the Food and Canning Workers' Union (FCWU) said yesterday.

The spokesman said such incidents could only make a settlement to the six-month-old strike "more difficult to attain".

if they would ignore the settlement negotiations currently in progress between the FCWU and the Fattis management, and return to the factory.

"The workers replied that they would return only with their union and if all the workers were taken back.

"The men asked the strikers who had told them to strike, suggested that ringleaders were responsible, and told them that most of the workers still did not know why they were on strike", he said.

The general manager of Fattis and Mous in the Cape, Mr A Terblanche, yesterday refused to comment on the claim.

The FCWU yesterday issued a statement criticizing the "repeated" visits of this nature to the homes of striking workers.

"Our union has agreed in good faith not to make press statements about our negotiations with Fattis and Mous in order to facilitate and reach a settlement to the dispute. However, we cannot remain silent while workers are repeatedly visited at their homes, questioned and urged to abandon the union and the settlement we are trying to reach.

"Clearly, this harassment can only make a settlement more difficult. The workers feel angry that, at the very time that their union is negotiating, they should be thought weak and corrupt enough to be pushed around in this way."

73. Relative Clauses.

(a) What is the basic function of the

(b) In Latin it is called the pronomen from the verb refero referre referre the rel. pronoun refers to a noun in sentences (we call this noun the antecedent) not always precede the relative

74. In each of the sentences below, insert square brackets in front of the relative clause, and underline the word to which it refers. naves longas [quarum species erat] (Caesar B.G. IV.23).

(a) Lutetia est oppidum in ripis Sequanae.

(b) Passer mortuus est in caelo. Passer, deliciae illius, quem pius illa curavit.

(c) Insula natura triquetra, cuius unum litus est contra Galliam. (Caesar B.G. V.13)

(d) Poscit soleas, ascendit locum, ex quo maxime miraculum illud conspici poterat. (Pliny Epp. VI.16.5).

(e) Nam meatus animae, qui illi propter amplitudinem corporis gravior et sonantior erat, ab iis, qui limini obversabantur, audiebatur. (Pliny Epp. VI.16.13)

(f) Ibi est ex aere simulacrum ipsius Mercuris, quo non facile dixerim quicquam me vidisse pulchrius. (Cicero In Verrem IV.24)

(g) Diffugiant servi, quorum magna pars comprehensa est, ceteri requirantur. (Pliny Epp. III.14)

(h) Nolo in ingentem me locum immittere et de usu cervorum disputare, in quos superbissimi, crudelissimi, contumeliosissimi sumus. (Seneca, Epp. 47)

291 67/1111

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

	A		C		B	
	M	F	M	F	M	F
0-1	0,20	0,21	0,06	0,16	0,06	0,06
1-4	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,01	0,01	0,01	0,01	0,01	0,01
25-44	0,01	0,02	0,00	0,01	0,01	0,01
45-64	0,03	0,03	0,06	0,04	0,01	0,03
65	0,13	0,15	0,13	0,15	0,03	0,03
ALL	0,02	0,02	0,02	0,03	0,01	0,01
NO.	7	7	21	31	23	21

Mr Botha has said the association was formed three weeks ago to fight for equal rights, to oppose all legislation enacted by the white minority government that discriminates against blacks and to seek participation in decision making on all matters affecting South Africans — Sapa

By 7 30am yesterday hundreds of workers had gathered outside the gates of the plant demanding that management bring Mr Botha to address them on the circumstances of his resignation. Shop stewards and management, after a brief discussion

at the plant's entrance, decided to wait for Mr Botha's arrival. Workers rejected calls for a deputation to see management, fearing of victimisation, but sent a foreman with a message that they wanted Mr Botha to address them.

Ford workers still on sympathy strike

The workers streamed out of the factory gates after noon on Wednesday in sympathy with Mr Botha who resigned on Tuesday after an alleged ultimatum to choose between his job or his association.

The crowd was then told by a union representative that Mr Botha would be brought to address them at 7 30am today, at which the strikers broke up and began drifting away.

ers were still being regarded as Ford employees and were welcome to return to work. The secretary of the National Union of Motor Assembly and Rubber Workers, Mr Freddie Sauts, said yesterday he was cornered about the reasons for Mr Thozamile Botha's Resignation from Ford.

Some of those who, downed tools were members of the United Automobile, Rubber and Allied Workers (UAW), he said. There were close ties between the UAW and his union but the unions were not in any way involved in the walkout.

It is just incidental that some of the workers involved are members of the union.

Mr Botha is a full time organizer of the civic association he founded which has enjoyed tremendous support throughout Port Elizabeth's black townships.

15/7/77

UNIVERSITY OF CAPE TOWN

(WITH WHICH IS INCORPORATED THE SOUTH AFRICAN COLLEGE)



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DC
HOM

PE motor strike may end today

By DENNIS SIWISA

PORT ELIZABETH — The strike of 700 workers at Ford's Struandale assembly plant here is expected to end today after the reinstatement of Mr Thozamile Botha

When the hourly-paid workers converged at the factory entrance yesterday morning they refused to enter the factory grounds until Mr Botha, chairman of the Black Civic Association, who had previously resigned, was called to give his side of the story

They would only enter the plant on his instructions

Word came from the employers that the workers were welcome to return to work, but not Mr Botha

The workers in turn insisted Mr Botha must be fetched and be allowed to see the authorities and then address them

They were adamant Mr Botha had not resigned of his own accord. They said he had been left with no alternative

Three black supervisors, Mr John Boltino, Mr Stan Marwanqa and Mr J Nolutshungu, addressed the crowd

Mr Boltino assured the workers he would persuade the employers to call Mr Botha if they wanted that although the employers had wanted the workers to appoint two representatives to state their case

At 9 45 am the three supervisors left in a company car to fetch Mr Botha. His wife said they left with him at about 11 10 am after a long discussion during which her husband was reluctant to accompany the supervisors

Apparently he was taken to a meeting where his resignation was discussed after which the following statement was issued by the public affairs director, Mr Dunbar Bucknall "Following the walkout of some 700 hourly paid black employees from this company on Wednesday, the company this morning convened a meeting between Mr Thozamile Botha, three black supervisors concerned in the matter, members of the company's industrial relations staff and other affected supervisors. The discussions held were cordial and it was agreed that Mr Botha had resigned as a result of a misunderstanding

"This misunderstanding has now been satisfactorily resolved upon which Mr Botha requested to withdraw his resignation and will consequently be reinstated in his position as a draughtsman trainee

"Since the matter has now been resolved to the satisfaction of the parties concerned, the company expects all workers to return to the plant tomorrow (Friday)."

D S

Yours sincerely,

O METCALF
for Registrar

CIVIC LEADERS REINSTATED

2/11/72
152

FORD RELENTS

Break on

WALKOUT ON BOTH

THE Port Elizabeth community leader, Mr Thozamile Botha, was unconditionally reinstated by the giant motor company, Ford, yesterday.

His reinstatement follows a two day strike by more than 600 workers at the company's Cortina plant. The workers went on strike after the company had refused to reinstate Mr Botha, who quit the company on Tuesday after being asked to resign.

According to him the company had told him he

must either curtail his activities with the Port Elizabeth Black Civic Organisation or resign. He decided to "resign rather than "leave his people."

When the strike entered its second day yesterday with those going to work being booed and jeered, company officials fetched Mr Botha from his home where he met with management.

According to a statement released by Ford the meeting was attended by Mr Botha, Mr Johnny Mke, trade union representative, three black supervisors involved in the matter, members of the Industrial Relations staff and other affected supervisors.

The statement, issued by Public Affairs Director Dunbar Bucknall, said "The discussions were cordial and it was agreed that Mr Botha had resigned as a result of a misunderstanding.

"This misunderstanding has now been resolved upon which Mr Botha requested to withdraw his resignation and will consequently be reinstated in his position as draughtsman trainee," the statement said.

While the company said in its statement that it expected all workers to return to work this morning, reports received are that the workers expect Mr Botha to address them first before they return to work.

Mr Thozamile Botha, centre of the Ford walkout.

End to strike hinges on pay

PORT ELIZABETH — The end of a crippling walkout by 100 workers at the Ford Motor Company's assembly plant in Strand may depend on a question of pay to be answered on Monday.

At an open air meeting outside the plant's main gate, the managing director, Mr Brian Pitt, told the strikers that if they returned to work on Monday they would be told whether they would be paid for the time they were on strike.

Some of the strikers interjected they would walk out again if they did not receive full pay.

The workers walked out after noon on Wednesday in sympathy with the Port Elizabeth Black Civic Association's leader, Mr Thozamile Botha, who resigned on Tuesday.

At a meeting between the Ford management and Mr Botha on Thursday, it was agreed that his resignation was the result of a misunderstanding.

Workers gathered in front of the factory shortly after 7 am yesterday. Mr Botha told them he would not lead them into the plant, until the management addressed them and withdrew a statement that he had asked to withdraw his resignation.

At 9.30 am a Ford

delegation led by Mr Pitt came to meet the workers. With Mr Pitt were the industrial relations director, Mr Fred Ferreira, public affairs director, Mr Dunbar Bucknall and labour relations manager, Mr Dirk Pieterse.

Mr Botha outlined the circumstances of his resignation and said he was back because he was approached by the management and because it was what the workers wanted.

He said he had been working under constant harassment from his seniors who told him at one time "I'll land in jail for my activities," "people outside this department are complaining about your activities" and "you use the telephone too much."

He said he had never requested to be reinstated.

3/11/79
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"I'm prepared to come back if the management will retract the statement that I requested to be taken back. I must also get the assurance that nobody will be victimised for taking part in the walkout."

The management delegation agreed to the reinstatement of Mr Botha and guaranteed workers would suffer no victimisation.

The team also withdrew the statement saying Mr Botha had requested to withdraw his resignation.

Mr Pitt said the question of pay while on strike would be negotiated between the company and union members. The workers agreed to come back on Monday, when they would be told the outcome of the negotiations — DDR-DDC.

SUNDAY POST
Reporter

IT'S back to work tomorrow for more than 700 men who have been on strike at the Cortina plant of Ford Motor Company in Port Elizabeth since Wednesday.

This follows agreement by the management to reinstate Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Association.

Freedom songs and shouts of "Amandla" greeted Mr Botha when he arrived at the premises at 7 am on Friday.

The wild-cat strike was called by the workers in sympathy with Mr Botha who on Tuesday was made to resign his position as a trainee draughtsman following some "misunderstanding" with his superintendent.

Angry workers started gathering in front of the main gate of the factory at 7 am on Friday. In a short speech Mr Botha denied a Ford statement that he had requested to be reinstated.

He said he would not lead the workers into the plant until the manage-

It's back to work for 700 at Ford motor plant

ment had addressed the workers and withdrawn the statement.

"I never requested to go back to Ford. In fact, my organisation had said they were prepared to employ me. I am prepared to do anything that the people ask me to do," said Mr Botha.

At an open-air meeting later between com-



Thozamile Botha is lifted up by a crowd of cheering workers after his reinstatement.

pany representatives and the workers the managing director, Mr Brian Pitt, withdrew the statement.

Mr Fred Ferreira of Ford's industrial relations section gave an assurance that no workers would be victimised.

Mr Pitt appealed to the workers to go back and expressed regret that

things had reached the stage they had. After further bargaining it was agreed the workers would return to work tomorrow.

After the announcement was made singing workers carried Mr Botha shoulder-high.

Ford officials declined to comment on how much the stoppage had cost the company.

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally treated as...

Boss of plant meets strikers

Own Correspondent

PORT ELIZABETH — The end to a crippling walkout by 700 workers at Ford Motor Company's assembly plant in Struandale, Port Elizabeth may depend on a question of pay to be answered on Monday.

At an open air meeting outside the plant's main gate yesterday, Ford managing director Mr Brian Pitt told the strikers that if they returned to work on Monday they would be informed whether they would be paid for the time they were on strike.

Some of the strikers interjected and said they would walk out again if they did not receive full pay.

The workers walked out after noon on Wednesday in sympathy with the Port Elizabeth Black Civic Organisation leader, Mr Thozamile Botha, who resigned on Tuesday.

At a meeting between Ford management and Mr Botha on Thursday, it was agreed that his resignation was the result of a misunderstanding.

Workers gathered in front of the factory shortly after 7am yesterday.

Mr Botha told them he would not lead them into the plant until management addressed them and withdrew a statement that he had asked to withdraw his resignation.

At 9.30am a Ford delegation led by Mr Pitt came to meet the workers who were seated in an orderly semi-circle on a lawn outside the plant.

Mr Botha outlined the circumstances of his resignation and said he was back because he was approached by the management and because it was what the workers wanted.

The management delegation agreed to the reinstatement of Mr Botha and guaranteed that workers would suffer no victimisation.

"I regard you all as part of Ford," said Mr Pitt.

The team also withdrew the statement released yesterday saying that Mr Botha had 'requested' to withdraw his resignation.

Mr Pitt said the question of pay while out on strike would be negotiated between the company and union members. The workers agreed to come back on Monday, when they would be told the outcome of the negotiations.

At the end of the meeting Mr Botha was hoisted on the shoulders of singing and cheering workers.

Ford officials declined to make further comment after the meeting or to estimate total losses to the company since the walkout on Wednesday.

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

- (c) to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric...

He adds: "In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfill whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

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Ford men return

Own Correspondent

PORT ELIZABETH — The 700 black workers who walked out of the Ford Motor Company's Struandale assembly plant last week returned yesterday and the plant was running normally, said Ford's public affairs director, Mr Dunbar Bucknall

He confirmed that the leader of the Port Elizabeth Black Civic Organisation, Mr Thozamile Botha, who walked out last Tuesday claiming he was being victimised, had been reinstated. The other workers had walked out in sympathy with him.

The secretary of the National Union of Motor Assembly and Rubber Workers, Mr Fred Sauls, said the workers would not lose pay for the time they were away

though will assessment

sts,

Methods of where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	-	0
Yaws *	-	++	+++	+++	0

* Added to test scoring method

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Happiness at end of Ford strike

THE 700 workers who walked out of Ford Motor Company's Struandale plant last week returned to work again yesterday enabling production to resume after a three-day standstill.

As workers arrived in batches at the plant's gates yesterday morning they were addressed by the man whose resignation from the company last week caused the strike. Thozamile Botha was there with a representative of the workers' union, to inform them that a pay agreement for their absence had been reached.

"Everybody is happy I think the outcome is super," said Mr Botha, interviewed at the plant.

Mr Botha, who was reinstated in his job as a trainee industrial engineer, said he was both happy with the way the company resolved the issue and with the fact that the workers stood up for their rights.

What would happen about his full time job as chairman of the Port Elizabeth Black Civic Organisation which he took up on the same day of

his resignation, would still have to be "sorted out"

Mr Botha said he learnt at a meeting with representatives of the National Union of Motor and Rubber Workers on Saturday that the company had agreed to pay strikers for the time they were out. Also that he would not lose any pay himself for his absence since his resignation on Tuesday and that no workers would lose on his end of the year bonus.

RESOLVED

The payment issue was left open after the matter surrounding Mr Botha's resignation was resolved at an open air meeting outside the plant gates on Friday morning.

A management team told the workers that Mr Botha's resignation had been a misunderstanding and that he had been reinstated.

They also expressed regret about an earlier Ford statement in which it was claimed that Mr Botha himself had requested to withdraw his resignation.

The company accepted all workers back.

The wild cat strike after Mr Botha was allegedly confronted with an ultimatum to quit either his

job or the Civic Organisation which he leads caused losses of production believed to run into many thousands of Rands.

The organisation was launched in Port Elizabeth three weeks ago to promote equal citizenship rights for all South Africans and to oppose the community council system.

Mr Botha was allegedly told that the company was not happy with his frequent absences from work because of his work for the organisation.

A Ford spokesman yesterday confirmed that the plant's African work force had returned to work this morning.

New hope

for Fattis settlement

Argus 11/17/79 (152)

Argus Correspondent BLOEMFONTEIN — Fresh hope for a settlement of the Fattis and Mons labour dispute and boycott was raised today.

Serious efforts are being made through the intermediaries to revive negotiations for a settlement, a spokesman for the Food and Canning Workers' Union said today.

At the weekend it was announced negotiations had been broken off.

HELD OUT

The dispute began in April when more than 70 workers were sacked for striking after the earlier dismissal of workers who had played a leading role in drawing up a petition for more pay.

The union claimed today that 56 strikers have continued to hold out in spite of approaches to individuals to resume work.

The workers said they would return only if the dispute was settled with the union, the spokesman said.

A company spokesman said a representative of the Food and Canning Workers' Union and Fattis and Mons executives met yesterday. Very favourable progress was made, he said.

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%
Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%	939 30.2%	1278 40.7%	772 32.3%	749 39.0%
Diseases (390-458)	9752 100%	7926 100%	1135 100%	804 100%	3114 100%	3140 100%	2390 100%	1921 100%
idents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
9, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
69)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Poisoning and Violence	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

"Africa which does not appear in I.C.D. (8th revision). See Ref. 13. " is a code used in South Africa which does not appear in I.C.D. (8th revision).

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
65+	0,02	0,01	0,00	0,00	0,00	0,03	0,00	0,00
ALL	0,04	0,02	0,03	0,04	0,04	0,03	0,03	0,00
NO.	87	43	9	14	50	33	54	47

CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12,46	9,07	16,92	11,55	29,22	24,78	23,16	22,23
1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
NO.	519	359	170	113	942	785	1143	1075

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05

(52)
~~(18)~~
~~(15)~~

Ford heads off strike by white workers

Own Correspondent
 PORT ELIZABETH — Ford Motor Company in Port Elizabeth today undertook to investigate the grievances of its white workers, after which the workers union called on them not to strike from Monday, as they have threatened to do unless their problems are solved by management.

This threat, made at a meeting of about 400 of the company's employees last night is a backlash to last week's strike of 700 black workers at the company's Struandale plant.

This strike had been the "final straw" for dissatisfied white workers to stand up for their rights, said the general secretary of their union, Mr Henry Ferreira, today.

Mr Ferreira flew from Pretoria at the white workers' request to meet Ford's management in Port Elizabeth.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,00	0,10	0,25	0,10	0,04	0,06
1-4	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
5-24	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
25-44	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
45-64	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
65+	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
ALL	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
NO.	276	303	38	42	169	165	203	130

Strike threat called serious

PORT ELIZABETH — A trade union leader, Mr Henry Ferreira, yesterday described the strike threat by white factory workers at Ford Motor Company as the most serious labour issue in the Port Elizabeth motor industry in more than 20 years.

"The situation is very tense at the moment. It could explode very easily," he said shortly after a meeting with Ford's industrial relations director, Mr Fred Ferreira, and labour relations manager, Mr Dirk Pieterse.

Mr Ferreira, of Pretoria, is the deputy general secretary of the South African Iron, Steel and Allied Industries Union. The union's permanent Port Elizabeth secretary, Mr H. L. Pretorius, was also at the meeting.

He said the walkout by 700 black workers from Ford's Struandale assembly plant last week stirred up long-standing antagonism between white and black workers. The bad feelings were a result of Ford's programme of racial integration of amenities and its policy of replacing certain white workers with black workers.

He said the main "stirring factor" at the moment was the lack of discipline among black workers.

Mr Ferreira said Ford was sympathetic and was taking the problems between white and black workers seriously. A factory level investigation, in the presence of union shop stewards and Mr Pretorius, would begin on Monday.

"I appeal to the workers to be calm until the investigation starts. The problems will be solved."

Mr Ferreira said he would be back on Tuesday for more talks with the Ford management.

DDC

processes is essential; and the division will have to be more fane the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking

Basically, logically, naturally + social + that on program a break may be on the fits o analysi that ex expendi of prov Unfortun congruit used. from the the wide

RAND DAILY MAIL, Saturday, November 10, 1979

200 whites at Ford threaten strike action

Own Correspondent

PORT ELIZABETH — More than 200 white workers at Ford Motor Company have threatened to strike apparently because of racial antagonism as a result of Ford's program of integration

The threat was described yesterday by a trade union leader, Mr Henry Ferreira, as the most serious labour issue in the Port Elizabeth motor industry in more than 20 years

He said the walkout by 700 African workers from Ford's Strandale assembly plant last week, stirred up long-standing antagonism between white and black workers. The bad feelings were a result of Ford's program of racial integration of amenities and its policy of replacing certain white workers with Africans

The situation is very tense at the moment. It could explode very easily, he said after a meeting with Ford's industrial relations director Mr Fred Ferreira, and labour relations manager, Mr Dirk Pieterse

Mr Henry Ferreira, of Pretoria is the deputy general secretary of the South African Iron, Steel and Allied Industries Union. The Union's permanent Port Elizabeth secretary, Mr H L Pretorius, was also at the meeting

He said the main "stirring factor" at the moment was the lack of discipline among black workers

Mr Ferreira said Ford was

very sympathetic and was taking the problems between white and black workers seriously. A factory level investigation, in the presence of shop stewards and Mr Pretorius would begin on Monday

I appeal to the workers to be calm until the investigation starts. The problems will be solved, he said

He said white workers had complained of alleged antagonism of whites by a black shop steward, sharing of toilets, canteen and other amenities, unhappiness that African workers who walked out in sympathy with a civic leader were paid for the three days they were away, a call for extra pay or leave for the time they worked during the black strike, paid leave and bonuses for people who were retrenched, and a call for the reinstatement of a foreman, Mr H J Welsh, who is to be retrenched at the end of the month

The white workers attended a union meeting in Port Elizabeth on Thursday night. They threatened to strike if their grievances were not resolved

Mr Ferreira said yesterday "It is the most serious motor industry threat we have faced since we first became involved with the industry in 1936"

In a statement yesterday, Ford Public Affairs director, Mr Dunbar Bucknall confirmed that an investigation would start on Monday. It was not known how many workers were involved but all four plants were apparently affected

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Problems	Community concern	Vulnerability to management	Total
	+++	++	96
	++	+++	48
	+	++	36
	+++	++	32
	++	++	16
	++	++	16
	+++	++	54
	+	+	0
	+++	+++	0

* Added to test scoring method

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%	845 27.1%	566 18.0%	148 6.2%	66 3.4%

12/11/79

Ford will give them first chance

FORD'S Director of Public Affairs, Mr Dunbar Bucknall, said in a statement released in Port Elizabeth that a communication had been sent to black trade unions advising them that a moratorium for December 5 and 6 had been extended until December 14.

Mr Bucknall said the communication had been sent to the United Automobile, Rubber and Allied Workers of South Africa, and the National Union of Motor Assembly and Rubber Workers of South Africa.

The full text reads "Following negotiations between the trade unions and the company management, it was agreed that the company would observe a moratorium on Wednesday and Thursday, December 5 and 6, during which period former Corina plant workers only would for considered individually for employment at the Struandale assembly plant.

"Recognising that the company will observe its annual shutdown from Friday, December 14, 1979, to Monday, January 7, 1980, it has been decided to extend the moratorium through to December 14, during which time employment considerations will continue to be limited to former employees.

"The moratorium will be resumed in the new year from Wednesday January 2 through Friday, January 4, during which period the employment offices will be open.

"In light of the strengthening vehicle market and the lower level of production during the past few weeks, it is essential that the company resumes full production as soon as possible, and at is, therefore, the intention to return to normal hiring practices from Monday, January 7.

"From this date onwards the company will consider all applicants in the order in which the applications are received, including those of former employees" — Sapa.

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Motor Vehicle Accidents (E810-E819)	750 38.0%	207 42.4%	114 36.6%	26.9%	144 26.3%	24.7%	15.1%	16.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

* 1979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

Ford PE: 1152 It's work as usual

By Sieg Hannig,
Labour Reporter

The threatened white
backlash strike planned
by Ford assembly workers
in Port Elizabeth failed to
materialise today

The workers resumed
work as usual, while
management carried out
its undertaking to listen
to their grievances

Mr Henry Ferreira,
deputy general secretary
of the Iron, Steel and
Allied Industries' Union,
had hopes that all the
problems would be
cleared up by tomorrow
night

Mr Ferreira said ISAIU
white members

⊗ Did not see why
they had to work short
time at some plants

○ Claimed discipline
had gone overboard

⊗ Demanded the rein-
statement of a foreman
due to be retrenched at
the end of this month

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PE Ford strike ends Monday: workers cheer

Own Correspondent

PORT ELIZABETH — The crippling wildcat strike at Fords Struandale plant is to end on Monday, following management's agreement to reinstate Mr Thozamile Botha, chairman of the Port Elizabeth black civic organisation.

The agreement was hammered out at an impromptu open-air meeting between top Ford management and the strikers outside the plant main gate today.

The Ford team headed by the general manager, Mr Brian Pitt, guaranteed workers would suffer no victimisation and withdrew a statement they released yesterday that Mr Botha had asked to withdraw his resignation.

A third issue, that of pay while on strike, is to be negotiated between the company and the union before Monday.

The outcome of the meetings was hailed as a victory by the strikers

who immediately broke into dancing and cheering groups around Mr Botha.

The workers gathered in front of the factory shortly after 7 am today and gave a rousing welcome to Mr Botha when he arrived to address them.

In a short speech Mr Botha strongly denied a Ford claim that he had asked to be reinstated, and warned that he would not be prepared to lead the workers into the plant until management had addressed the workers and withdrawn the statement.

Mr Botha consistently refused to negotiate with management delegates. After nearly two hours' wait, company officials headed by Mr Pitt came to address the workers.

African workers believed Mr Botha was forced to resign after being told to choose between his job or the Black Civic Association. They walked out in sympathy with him.

higher costs would arrive in the southern sector of their territory to exact tribute from the sedentary agriculturalists at the time of the sorghum and millet harvests. This 'parasitism' was probably a major factor in the rise of the ancient empires of Ghana, Mali and Songhay as a defense against such depredation.

The season of the year will therefore determine where a pastoral group is going to be in order to exploit the various resources as they become available. One of the best examples of a pastoral society's annual cycle is that of the Nuer, studied by Evans-Fritchard (1940). The year is divided into two major seasons related to rainfall conditions. The rainy season, from May to October, finds the Nuer in their permanent villages, practising horticulture. The dry season, November to April, is when the cattle are moved to camps where fishing and gathering can also take place.

Toward an Ecological Model of Pastoralism in Mixed Grass/Woodland Environments

To generalize about the transhumant subsistence pattern of pastoralists a number of environmental elements must be taken into consideration. Rainfall is the most important. This in turn, affects a number of dependent variables, such as vegetation and surface water. These are also affected by soil permeability, evaporation and relative temperatures.

The effect of such physiographic features in much of tropical Africa is modified by widespread tsetse infestation. Tsetse zones tend to vary by season, expanding in the wet season, then being reduced to riverine gallery forest during the dry season. Pastoralists can thus use the wetter tsetse areas on a seasonal basis as soon as they become free from infestation. This has been described by Stenning (1959) on Fulani transhumant patterns in West Africa.

Since this vector of trypanosomiasis is so common in Africa an understanding of its ecology is crucial in any pastoral model.

The tsetse fly, *Glossina* spp., can be divided into three groups: a) *fusca* group, b) *palpalis* group and c) *morsitans* group. The environment of the *fusca* group is tropical forest and has little relevance to pastoral ecology. Of the latter two groups *palpalis* appears to be most general, being basically adapted to a forest environment, but has managed to inhabit a number of different environmental regions, including the savannah zone, by its "linear distribution along streams" (Nash, 1969:51). The *morsitans* group is primarily associated with the wooded grassland environment and tends thus to be more dry-ecology adapted.

According to Scott (1970:615) the riverine tsetse, *G. palpalis* and *G. tachinoides*, appear to be most commonly associated with human trypanosomiasis, being the vectors for Gambian Sleeping Sickness. Nash (1970:611), however, gives details of blood meals of these two species and the mammalian hosts which included

season's grass, the habitat must be able to withstand this seasonal burning so the fly can retreat. The fly also needs well-drained breeding places such as rocky outcrops, which will not be affected by fire or seasonal inundation (Nash, 1969:136).

The flies apparently have certain food preferences when there is a choice but are quite capable of adapting to many ungulate hosts and man. Comparisons between the feeding habits of *G. morsitans* from both West and East Africa (Ibid. 90-91) gives one an idea of these preferences in the two areas.

East Africa: bovids 40% (mainly kudu, buffalo and cattle)
suids 36% (primarily warthog)
primates 9% (man)
other 15% (elephant, rhino, etc.)

West Africa: bovids 13% (mainly bushbuck, buffalo and cattle)
suids 60% (all warthog)
primates 15% (man)
birds 3%
other 9% (porcupines, etc.)

Not all game species are used by tsetse for meals. Those which tend to be ignored are zebra, impala, wildebeest, waterbuck others of low preference. baboons and other monkeys, kob, hartebeest, oribi, gazelles, steinbok, roan and carnivores (Ibid:96). Reedbuck, eland, sheep and goats are also of low preference, but will be used when choice is limited.

Moisture plays an important role in tsetse ecology. Rainfall must be

Workers boycott car firm canteen

Argus 13/11/79

Argus Bureau

PORT ELIZABETH.
The black work force at Ford's Struandale plant was today for the second day boycotting the cafeteria, the company's public affairs director, Mr. Dunbar Bucknall, said today.

He said the company had received no notification of the workers' intentions and did not officially know the reason for the boycott.

The management was to meet black workers at the plant later today to establish the reason for this action and discuss other issues.

No spokesman for the black workers' union was available for an explanation today.

STATEMENT

A worker at the Struandale plant, who would not be named however, said in an interview the reason for the boycott was a statement by a white general foreman last week.

At a meeting where the white workers at the plant threatened to strike if their grievances were not resolved, the foreman allegedly said black workers were misusing the cafeteria facilities at the Struandale plant. The black workers want him to retract the statement, he said.

DISCUSSIONS

Discussions between Ford's management, its white workers and representatives of their union will last until Friday.

Meanwhile there was no possibility that they would carry out their threat to strike, a spokesman said.

FD (8th REVISION)
XII, XIII
(categories).

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
45-64	12,24	7,26	1,47	2,19	5,10	2,68	2,32	1,91
65+	1,41	1,21	4,70	5,18	12,59	7,51	6,16	4,10
ALL	2920	2522	126	152	1170	809	3472	715

III ENDOCRINE, NUTRITIONAL AND METABOLIC DISEASES

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,09	0,05	0,06	0,21	2,27	1,68	2,31	1,96
1-4	0,03	0,01	0,00	0,05	1,27	1,08	1,02	1,29
5-24	0,01	0,01	0,01	0,01	0,01	0,01	0,02	0,02
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

I INFECTIVE AND PARASITIC DISEASES

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	0,72	1,61	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
NO.	399	315	198	159	3792	3146	3472	2593

Tension ^{slow}
high, but
Ford men ^{10/27}
are back ⁽⁵²⁾

By Sieg Hannig,
Labour Reporter ^(10/27)

Work returned to normal but tension was high at the Ford Motor Company today after the first spillover of labour unrest to one of the two Port Elizabeth plants previously unaffected.

The boycott of the integrated canteen at the Strandale plant spread to the engine plant yesterday and led to a mass assembly of blacks on the plant's lawns.

The "nearly 300" workers involved received management's permission to discuss matters among themselves.

Later management joined the workers on the lawns for "intensive discussions" until the workers left for home after 4 pm.

Now all eyes are on the white Iron, Steel and Allied Industries' Union from whom the blacks are demanding a retraction of the claim that blacks are abusing the integrated canteen and toilet facilities.

The blacks are clearly not satisfied with the explanation of the union's deputy general secretary, Mr Henry Ferreira, that "it sometimes happens that when people are excited they say things they would not say under normal circumstances."

Race tension at Ford plant

By Sleg Hannig,
Labour Reporter

Racial tension among workers at Ford's Struandale plant in Port Elizabeth was at a new peak today after the second black walkout in less than a fortnight yesterday

Yesterday's walkout was seen as a protest against the claims of senior white employees at a recent trade-union meeting that blacks were abusing the integrated canteen and toilet facilities

The union meeting

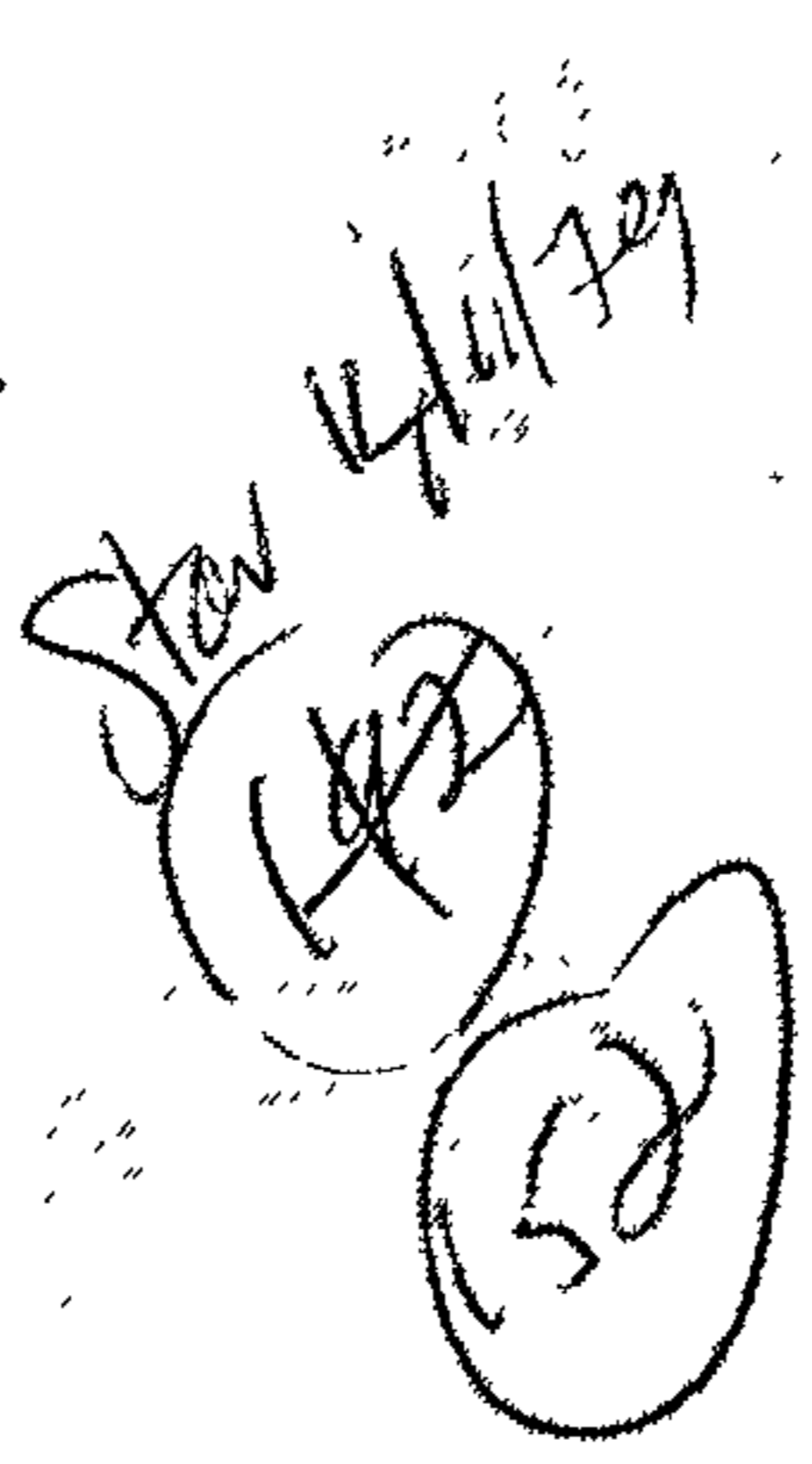
led to a strike threat by whites, but this was defused by Ford's undertaking to study the whites' grievances and work out solutions

This investigation is still in progress and has now been extended to a similar investiga-

tion to sort out the grievances of blacks

A spokesman for the blacks, Mr David Skulu, said today that blacks refused to work overtime as they were being treated like prisoners

At a meeting with the management yesterday, workers said they intended to continue their canteen boycott until they were protected from "humiliation by segregationists"



One of the strikers at the Ford factory in Port Elizabeth gives the clenched-fist salute as he returns to work today.

by 1970, this figure had decreased to 15.7%, indicating improved disproportionately to the 'coloureds'. Similar 1 to 4 years of age, during the period 1941 to 1970, the experience as a percentage of the 'coloureds' had decreased 7.1%. It should be noted that the 0 year age specific is higher than the corresponding IMRs. This is because the former is the number of live births whilst for the latter mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of causes of death to the overall mortality experience of the and African communities.

During the period 1929 to 1970, the whites have shown a contribution of mortality which is classically associated with an improved infectious diseases have become less important and the mortality are increasingly related to Cardiovascular and Neoplastic 'coloureds' and Africans, however, have a persistently high mortality caused by infectious diseases. The Africans exhibit mortality which is characteristically associated with development whilst the 'coloureds' appear to occupy an intermediate position between whites and Africans, although it is clearly much more similar to Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of 'coloureds' is that it would appear to incorporate the world developed and the developing experiences. This becomes apparent in Table II which provides a more detailed analysis of the data contributing to the overall mortality of the whites and 'coloureds'. The form of cause specific mortality rates for defined age groups though cardiovascular diseases are consistently responsible for a small proportion of the overall mortality of the 'coloureds' indicates that the actual rates for cardiovascular disease are similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis contain a certain amount of information. However, because of the classification which have taken place since 1929, it is necessary to examine the temporal changes of mortality rates in greater detail. Categories with rates greater than 5/1 000 appear in Table II. It will be noted that the mortality experience

120
DD 15/1/77 (152) (192)

300 interrupt work at another Ford plant

PORT ELIZABETH — Production at another Ford Motor Company plant in Port Elizabeth was interrupted yesterday by about 300 black workers taking time off for meetings over their grievances.

They spent yesterday afternoon on a factory tour and held discussions with themselves and the management.

The engine plant is next to the Strandale assembly plant which has been the scene of walkouts by protesting workers in the past two weeks.

Although production at the engine plant was interrupted to a halt yesterday afternoon, Ford did not view yesterday's

gathering as a walkout. The public affairs director, Mr Dunbar Bucknall said in an interview.

He said the workers requested time off to hold discussions, and after the talks they dispersed in an orderly fashion. They were expected back tomorrow when the discussions would continue.

For the first time yesterday a boycott by black workers of Ford canteen facilities spread to the engine plant.

Production at the assembly plant, which on Tuesday suffered its second walkout by black workers in two weeks was back to normal yesterday. The canteen boycott continued.

Assembly plant workers who walked out on Tuesday after some were asked to work overtime agreed yesterday to work overtime last night.

Mr Bucknall said the company was not taking

any action following Tuesday's walkout.

It is understood black workers are demanding that whites retract allegations that blacks were abusing integrated facilities. It is also believed they have called for the transfer to another plant of two white assembly plant general foremen, who allegedly insulted black workers both at work and at a trade union meeting last week.

Meanwhile discussions

between the management and members of the black United Automobile and Allied Workers' Union were started yesterday to identify black grievances.

Discussions between the management and the white South African Iron and Steel and Allied Industries Union, resumed today after earlier discussions on Monday and Tuesday.

The white workers' complaints are believed to be over alleged bad relations with black workers, abuse of integrated facilities, a demand for extra pay during the black workers' walkout two weeks ago and the recent laying off of a white employee -- DDC

Workers give ultimatum to Ford

Argus Bureau

PORT ELIZABETH — Dissatisfied black workers at the Ford Motor Company plant have given an ultimatum to the management to resolve their grievances by Wednesday or they would take further action.

The black workers made their demands yesterday afternoon during the third stoppage of work at the Port Elizabeth factory, stricken by walkouts over the past few weeks.

The workers have also accused management of adopting aggressive tactics towards their appointed spokesman, Mr David Pongoshe.

All the workers were reported to have returned to work today after management had reportedly promised black workers of the Stiuandale plant to resolve their problems by next week.

The national organizer of the United Automobile and Allied Workers' Union, Mr George Marase, said in an interview today he presumed the workers at the engine plant meant that they would down tools if they were still dissatisfied by Wednesday.

They promised management to return to work today and to continue working until Wednesday.

The workers alleged today that at meetings between the company's industrial relations director, Mr Fred Ferreira, and Mr Pongoshe an air of aggression from management had prevailed and the spokesman was refused permission to state workers' grievances.

No confirmation of this however, could be obtained from either Mr Ferreira or Mr Pongoshe.

Their meeting this week was the result of two walkouts in 14 days which brought the assembly plant to a halt.

As a result workers were boycotting canteen facilities and have refused to work overtime.

For the second day in a row the workers arrived at the plant today with their own food and the boycott of canteen facilities which they have been accused by white workers as having abused entered its third day.

Canteen staff were preparing meals on a daily basis for the workers in spite of the boycott.

Interviewed outside the factory gates today several workers said that they were still holding to their declared intentions of boycotting the canteen and not working overtime.

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FORD UNREST

SA microcosm

File 16.11.72

November has been a harried month for motor giant Ford. It is being squeezed between black worker militancy and white worker conservatism. Its problem is one which is likely to affect other employers in the months to come.

On Tuesday, black workers staged a work stoppage — the second in two weeks — but returned to work the following morning. According to Ford's public affairs director Dunbar Bucknall, the stoppage happened because workers were unclear why those producing car shells were asked to work overtime while those waiting for the shells had no work and were told to leave early.

The stoppage was short-lived and negotiations between management and the unregistered United Auto Workers Union (which Ford recognises) have twice defused the situation. But the second walk-out is further evidence of growing black worker militancy in the Eastern Cape.

But Ford's problems don't end there — it is also facing a white worker backlash, occasioned by its sympathetic handling of African workers. At a meeting last Thursday the conservative Iron Steel & Allied

such less Workers Union decided to confront management with a number of complaints. Workers are objecting to integration of facilities, such as toilets and canteens, black strikers receiving pay for the days they were on strike, and black advancement.

They have also called for extra pay or leave for time they worked during the black strike, paid leave and bonuses for their workers who were retrenched and the reinstatement of a white foreman who is to be retrenched at the end of the month. The union met management on Monday and discussions could continue until next Monday. According to Bucknall, a decision has been reached on the foreman.

So Ford is not only trying to handle black militancy — it is faced with simmering racial antipathy on the shop floor. Militant black and white workers are at odds and Ford will have to tread carefully to defuse matters.

Black workers, angered by white workers' objections to blacks using facilities, have been boycotting the canteen at the Struandale assembly plant since Monday. This boycott spread to the engineering plant on Wednesday and the boycott is expected to continue until Iron and Steel backtracks.

A report in *Beeld* usually close to government sources says that Iron and Steel may take Ford to the Industrial Court (which begins operation next month), alleging that Ford's sympathy to African worker demands constitutes an "unfair labour practice".

If the case goes to the court both unions and employers will need to watch the outcome closely. The court would be faced with a microcosm of the entire SA labour relations scene and its reaction would give crucial pointers to its future attitude.

The Ford issue is certainly a test case. This is the first time that management has been placed so directly in the centre of racial conflict on the shop floor level. Complicating the issue is the attention that Ford will receive in the US.

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(2) The application may be made in accordance with other manner as the Court may direct, and the Court may order rectification of the register and payment by the company of any damages sustained by any person.

(3) On any application under this section the Court may order the removal from the title of any person who is a party to the application, whether the question arises between members or alleged members on the one hand, and generally may decide any question necessary for the rectification of the register.

Debentures

116. Creation and issue of debentures.—A company, as authorized by its memorandum or by its articles, may create and issue secured or unsecured debentures.

117. Security for debentures.—(1) The binding of movable property as security for any debenture or debentures may be effected by—

- (a) a deed of pledge and the delivery of the movable property concerned to one or more debenture-holders or to a trustee for debenture-holders, or
- (b) a notarial bond, collateral notarial bond or notarial surety bond executed in favour of one or more debenture-holders or of a trustee for debenture-holders; or

Ford workers list problems

16/12/79
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PORT ELIZABETH — Disgruntled black Ford Motor Company workers in Struandale here yesterday cited bonuses, qualifications of foremen and bad relations with white supervisors as their key grievances

In interviews last night they told of problems which led to a boycott of company canteens and which could lead to more walkouts like those at the assembly plant two weeks ago.

They are demanding to be paid a bonus in December for the whole year. Normally Ford bonuses are calculated from July to June. The workers claim they got no bonus this year.

Bad relations with certain white foremen is an issue with black workers at both plants. A canteen boycott which started at the assembly plant on Monday and spread to the engine plant on Wednesday, is continuing.

Workers at both plants want management to reply to their demands by Wednesday. Engine plant workers said if they were not satisfied by Wednesday they would down tools.

At a two-hour meeting after work yesterday, assembly plant workers formulated a list of grievances to be taken to management by members of the liaison committee.

Ford public affairs director, Mr Dunbar Bucknall, said the company did not regard the workers' request for a report back on Wednesday as an ultimatum. "They will get answers to the most important issues by then but it is possible that some matters will not yet be finalised."

He said talks between management and representatives of the white SA Iron, Steel and Allied Industries Union, continued yesterday.

Earlier talks were held on Monday and Tuesday.

— DDC.

Earlier report, page 19.

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age specific mortality rates in the observed population by the corresponding numbers in the standard population, adding the number of deaths so obtained and dividing the total standard population. While this figure is independent of the age structure of the observed population, the choice of the standard population will affect the weighting given to the deaths in the various age groups. The choice of an underdeveloped population as a standard will give great weight to infant deaths and little weight to deaths among the elderly, while a developed standard population will reverse the position. The choice of standard population affects the ranking of the mortality between the observed groups. There is no 'true' answer. As the Duke of Wellington said: 'There are lies, damned lies, and statistics'!

Infant mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for their urban areas. These show considerable variation. (See also ref.15). A mean figure and the range are given in Fig. 2. These de facto figures should be interpreted with caution as sick infants are not included in cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Caledonia among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the rural areas being of the same magnitude as those parts of the country where medical services. Fig. 4 summarises the age specific

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used: England and Wales representing a developed population and a population of
- 3.
- 4.
- 5.
- 6.
- 7.

Ford back to normal as talks continue

PRODUCTION at Ford's two Struandale plants returned to normal yesterday as management continued parallel talks with white and black worker representatives.

On Wednesday, Ford lost more production time as workers in the Struandale engine plant were given time off to hold an open air meeting to discuss grievances.

The talks concerned allegedly deteriorating relations between white and black workers at the plant. It is understood management was given an ultimatum to resolve the issue by next week or face further industrial unrest.

The hitch at the engine plant follows a snap walk-out by workers in the Cortina plant on Tuesday afternoon that brought the whole plant to a halt.

Black workers at both plants are to elect a "committee of 10" to represent them either late this weekend or early

next week.

So far the black United Automobile and Allied Workers' Union has not been brought in to mediate between the workers and management.

Mr George Manase, national organiser of the union, said yesterday it appeared that the workers preferred to negotiate direct with management, but the union was prepared to assist at any point.

Mr Manase said it was difficult to know at this stage all the grievances of the black workers "because each one has some-

thing different to say."

The union would probably be meeting the Ford management soon to discuss developments, he said.

The main grievances raised by workers' spokesmen this week centred on the alleged "segregationist" criticism by white employees and alleged discriminatory practices within the company.

Objections concerning overtime work — the cause for the Tuesday walk-out at Cortina — appeared satisfactorily resolved yesterday.

The Ford management was yesterday locked in discussions with the Iron Steel and Allied Industries Union over a range of white worker complaints including alleged indiscipline among black workers and the abuse of integrated facilities.

Among the major issues to be considered was the recent retrenchment of a white worker at the Struandale plant. — Sapa

16/4/79
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Post 19/11/79

Factory canteen boycott continues

1/18
1/22
1/27
1/28

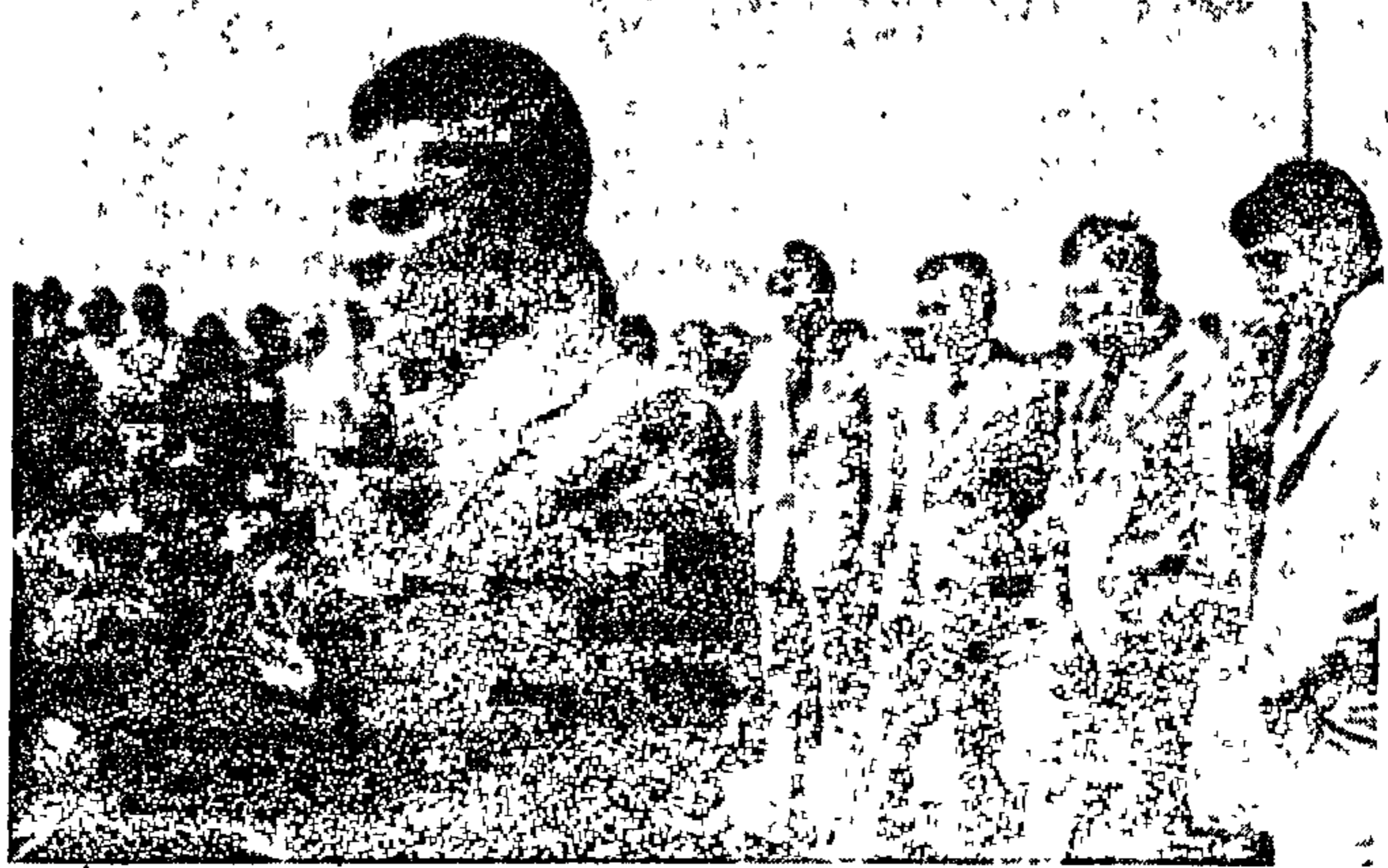
INDUSTRIAL relations tension at General Tyre plant near New Brighton was heightened this week when more than 600 workers continued a boycott against the factory's canteen facilities.

The boycott that began on Monday continued throughout the week. General Tyre, which operates two shifts, is half a kilometre from the Ford Cortina and Ford engine plants, the scene of industrial strife earlier this week.

Workers told of problems that led to a boycott of the company's canteen facilities which could lead to a walkout similar to those at the Ford Cortina plant.

Workers claimed the boycott had been called to protest against management instructions that every worker who uses the facilities would have to agree to be searched every time he left the canteen after meals.

A meeting on Monday was told by a management representative that more than 1200 spoons used by workers at the canteen were missing. To prevent further losses it



Mr Thozamile Botha and striking Ford workers . . . worker unrest hits PE again.

had been decided that workers would have to agree to be searched every time they left the canteen.

The alternative was that the canteen would be closed, the workers were told.

Workers saw the instruction as a challenge to their integrity. They said the action smacked of racism as no such instructions were given to the whites who had separate canteen facilities.

The workers claimed

that the food served to them was bad compared to that served to whites.

On Tuesday, black workers arrived at the plant with sandwiches and refused to buy food, soft drinks or tea from the plant's canteen for hourly-paid workers.

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DV

Deadlock reached in mine pay dispute

EDM 12/11/71

By RIAAN DE VILLIERS
Labour Correspondent

DEADLOCK was reached yesterday in the pay dispute between the SA Technical Officials' Association and the Chamber of Mines — opening the door to a strike ballot by the association.

The chamber announced in a statement that a conciliation board meeting had failed to resolve the dispute, which arose earlier this year when the association refused to accept a 10% increase in minimum starting rates offered to all three officials' associations

on gold and coal mines. The increase was accepted by the other two associations

The deadlock is the latest development in a drawn-out struggle which has included a "go-slow" campaign by the association, fought with court orders by gold mines in the Orange Free State and the Transvaal

The association has only 2 100 members on gold and coal mines — but as hoist drivers and reduction workers they are strategically placed in the mining industry.

During an application for urgent interdicts against the association in the Pretoria Supreme Court last month, Transvaal mines claimed the "go-slow" had cost one mine losses of nearly R1-million in 10 days

Mr Harry Mallet-Veale, secretary of the SATOA, could not be reached for comment yesterday

The association has demanded a 16% increase in minimum rates as well as increased overtime tariffs and improved service increments.

Gold price drives towards 6

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs

Ford's production returns to normal as talks continue

PORT ELIZABETH — Production at Ford's two Struandale plants returned to normal yesterday as management continued parallel talks with white and black worker representatives

Mr George Manase, national organiser of the Union, said yesterday it appeared that the workers preferred to negotiate direct with management, but the union was prepared to assist at any point

Mr Manase said it was difficult to know at this stage all the grievances of the black workers "because each one has something different to say"

The main grievances raised by workers' spokesmen this week centred on the alleged "segregationist" criticism by white employees and alleged discriminatory practices within the company

Objections concerning overtime work appeared resolved on Wednesday as black workers went on night shift at the plant

Ford management was yesterday locked in discussions with the Iron Steel and Allied Industries Union over a range of white worker complaints including alleged indiscipline among black workers and the abuse of integrated facilities

Mr Lieb Pretorius, regional secretary of the Union, said yesterday he hoped to be able to send a circular to members on Monday reporting fully on the outcome of the negotiations

Among the major issues to be considered was the recent retrenchment of a white worker at the Struandale plant

re into programmes is an art. Pole, an economist of Health, writes: not traditionally arranged on this basis but in 'press', 'transport', 'medicines', etc. A separation on different disease groups or age groups

On Wednesday Ford lost more production time as workers in the Struandale engine plant were given time off to hold an open air meeting to discuss grievances

Yesterday's talks concerned allegedly deteriorating relations between white and black workers at the plant

It is understood management was given an ultimatum to resolve the issue by next week or face further industrial unrest

The hitch at the engine plant follows a snap walk-out by workers in the Cortina plant on Wednesday

Black workers at both plants are to elect a "Committee of 10" to represent them either this weekend or early next week

So far the black United Automobile and Allied Workers'

programme structure... the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to eside in different programmes - the mentally handicapped against he alcoholics; but where it is a more technical question of ow particular objectives can best be achieved - drug therapy against behaviour therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
(b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

4 GENERAL NEWS

Ford staff return, but tensions high

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RPM
18/11/79

PORT ELIZABETH — Black workers at Ford's plant in Struandale, Port Elizabeth, returned to work yesterday after a snap walkout on Tuesday — but the threat of further trouble loomed

Workers claimed Tuesday's walkout — the second in two weeks — was in protest at certain sections of the plant doing overtime and said they would do so again if the same situation arose

The walkout brought production at the plant to a standstill. Yesterday production was reported back to normal, though tension was still running high over a series of grievances among both black and white workers

Workers argued yesterday that it was unfair for certain sections of the plant to work short time and others overtime and called for equal hours to be worked by all employees

Mr Fred Ferreira, Ford's in-

dustrial relations director, said yesterday that workers in certain sections had been called on to work overtime on Tuesday because of an imbalance in production caused by the three-day wildcat strike the week before last

He said it appeared the workers had not known the reasons for the overtime working

No decision had yet been made on the delicate issue of whether to pay the workers for the three hours of production lost through Tuesday's walkout

Ford has launched an intensive probe into the complaints that sparked the unrest

Mr Ferreira said meetings would be held at all company plants to establish the basic grievances of both white and black workers

Black workers have warned that a boycott of the plant's canteen facilities will continue unless white workers retract accusation that blacks were

abusing integrated facilities

Mr David "Skulu" Gola, a black workers' spokesman, said their main complaints were

- White attitudes towards blacks in the company were worsening

- Blacks had been insulted by certain white workers claiming they were unclean and had no manners

The workers said they would not go back to the canteen until management protected blacks from humiliation by "segregationists" reviewed the position of black workers removed discriminatory regulations at all levels and insisted on equal pay for equal work

Mr Gola said the workers would elect a committee to represent them in dealing with their demands

Meanwhile, negotiations began yesterday between Ford management and the black workers' United Automobile and Allied Workers' Union

Ford management is also holding talks with white union representatives on a range of complaints by white workers

Talks with the South African Iron, Steel and Allied Industries Union are due to resume today after a round of discussions on Tuesday

It is understood the major complaints of the white workers include

- Alleged deteriorating relations with black workers

- Abuse of integrated facilities

- A demand for extra pay for working during the wildcat strike two weeks ago

- Objections to the dismissal of a Cortina plant foreman

Industrial relations experts are keeping a close watch on the Ford negotiations because many of the issues raised involve the basic principles of the new industrial relations initiative heralded by the Wiehahn report — Sapa

with, reflect major categories of disease. (1977), this is an effective

AS LISTED TO TRANSFER THE DUTY OF THE DIRECTOR OF THE DISTRICT OF THE LIFE SOCIETY FOR THEIR CONSCIOUS ENVIRONMENTAL ASSISTANCE.

ception of hepatic diseases are disorders of the circulatory system, the 'coloured' community start to gain most from measures to the control of any of the selected diseases included in the list. The importance are the infectious and parasitic diseases, and are frequently amenable to the prevention of re-entrance by means of prevention.

Striking workers meet tyre managers

Agus Bureau

PORT ELIZABETH — Black workers of the General Tire and Rubber Company plant in Port Elizabeth were met by the management today to discuss their grievances after about 600 walked out yesterday.

The walkout brought production to a standstill. It followed three weeks of unprecedented, and still unresolved worker unrest at two Ford Motor Company plants in this city.

Yesterday's General Tire walkout is believed to have been spalled by the laying off of three black workers — one yesterday.

GRIEVANCES

According to an informed source the dissatisfied workers have drawn up a list of 21 grievances which they insisted on discussing with the management.

Spokesmen for the black workers said the demand that the three workers be reinstated was included in the list of grievances drawn up by the workers.

Many of the grievances appear to concern bad relations between blacks and whites at the plant.

Reportedly the day shift downed tools at 11:30 am yesterday. They spent most of the day in a cloakroom at the plant and held talks with labour relations staff.

They went home at 4:30 pm and agreed they would return to work at 7 am today. It was reported that the night shift did not arrive at work.

GATHERED OUTSIDE

The workers however gathered outside the plant today and refused to work, while their representatives met management. The managing director, Mr R G Nicholson is believed to have arrived from Johannesburg to attend the meeting.

Neither the factory manager, Mr M Colling, nor any other senior representatives of the company were available for comment today.

Production at the factory is at a standstill.

Meanwhile production at Ford is back to normal. However, black workers said unless their grievances were settled by noon tomorrow, they would down tools again.

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Workers at PE tyre factory down tools

20/11/79
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4/10

PORT ELIZABETH — Industry in Port Elizabeth took another knock yesterday when about 600 black workers at the General Tyre and Rubber Company downed tools, bringing production to a halt.

The walkout follows on the heels of three weeks of unprecedented, and still unresolved, worker unrest at two Ford Motor Company plants in Strandale, Port Elizabeth, where production was hit by sporadic walkouts and meetings, involving more than 1 000 black workers.

Yesterday's General Tyre walkout is believed to have been sparked by the laying off of two black workers — one yesterday and one a few weeks ago.

An informed source said the day shift downed tools at 11 30 am yesterday. They spent most of the

day in a cloakroom at the plant and held talks with labour relations officials.

They went home at 4 30 pm, after it was agreed that they would return at 7 am today. The source said the night shift did not turn up at all. About 600 workers were involved.

Port Elizabeth factory manager, Mr M Colling, last night said he would prefer not to comment at the moment.

Production at Ford was back to normal yesterday. But it could be the calm before the storm as workers are saying that unless their grievances are settled by noon tomorrow they will walk out again.

Ford management has agreed to report back to black workers tomorrow on their grievances. The deal was made at meetings

with workers last week.

In an interview yesterday, Ford's public affairs director, Mr Dunbar Bucknall, said the workers would get replies to most of their complaints before noon tomorrow, but it was possible more time would be needed to finalise certain matters.

Black workers' grievances centre round bad relations with white foremen. A boycott of company canteens by black workers entered its second week yesterday. Black workers say they will not buy food at the plant until certain foremen withdraw insulting remarks they made at a union meeting a fortnight ago.

The Progressive Federal Party MP for Pinetown, Dr Alex Boraine, said in Port Elizabeth yesterday that the trouble at the Ford plants should be a warning to the government and industry — DDC.

Boraine plea, page 15.

700 strikers lose jobs at Ford

22/11/79
DD
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PORT ELIZABETH — About 700 black workers involved in a series of walkouts at Ford Motor Company's Cortina plant at Struandale are to be paid off tomorrow after an ultimatum to work or leave.

The action follows tougher disciplinary measures introduced by the company on Tuesday afternoon when it gave workers notice that anyone who left his post during hours or who refused to work overtime would be considered to have terminated his service.

By about noon yesterday the workers were addressed by a company official. By lunchtime every black worker had walked out, bringing production at the plant's vital Cortina plant to a standstill.

Ford management expressed fears that the action by the Cortina plant workers would spread to the 300 workers at the nearby engine plant, but after a temporary work stoppage all but three workers returned to their posts.

Ford's public affairs director, Mr Dunbar Bucknall, said they would also be paid off together with the 700 from the assembly

plant tomorrow as a result of their action.

The walkout by the Cortina plant's 700 workers was closely monitored by vanloads of police, who, however, remained at a distance.

Mr Bucknall said the police acted on their own initiative and had not been called in by the company.

The mass of workers dispersed soon after vacating Ford premises and there were no incidents.

Among those who walked out was Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organisation.

He said soon after leaving the gates that all the men had through their actions resigned and were to collect their wages tomorrow.

"This is cruelty on the part of the management. They did not want to cooperate in any way," he said. "I could have solved the problem if I had been allowed to talk to the people."

Mr Botha said as long as there was total riotous action, "this sort of thing will continue."

Meanwhile, black workers at General Tyres

here spent the entire day in the yard of the company while two of their representatives were conferring with the management.

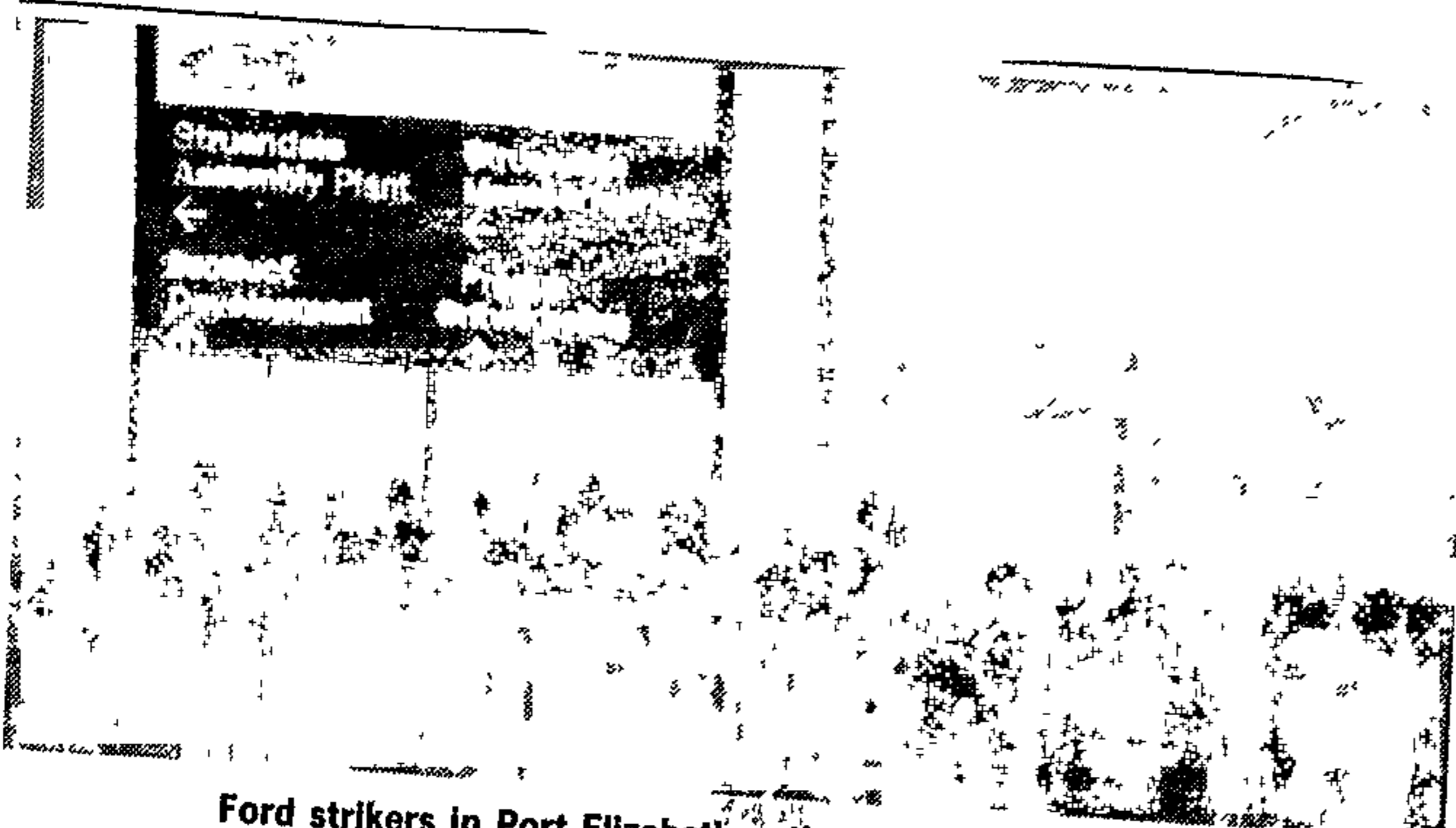
The representatives were demanding the reinstatement of two dismissed workers, Mr Eric Maki and Mr Welcome Ngabase.

After reporting back to the workers, their representatives were instructed to tell the management they had decided unanimously not to go back to work unless the two workers were reinstated. The management was equally adamant it would not accept them.

The workers then decided to report at the factory this morning, but to wait until the management decided in their favour before resuming work.

In another incident, 11 black workers who were dismissed from the Red Lion Hotel here after a walk-out last Saturday yesterday paid admission of guilt fines after they were arrested for loitering. A police spokesman said each was fined R5.

The workers had walked out after complaining about their food and pay.



Ford strikers in Port Elizabeth gather to collect their pay

S. James 25/11/79 (152)

'Back to work or get out' warning

By RAY JOSEPH.

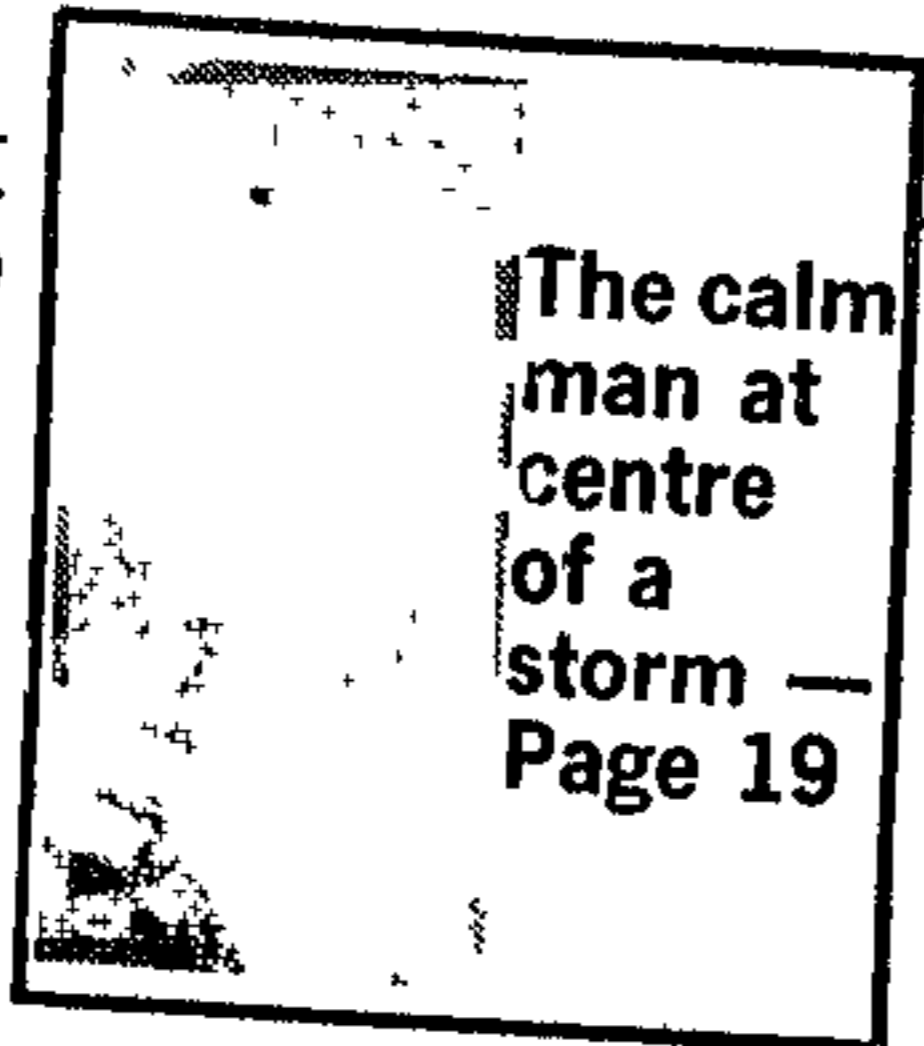
THE manager of Port Elizabeth's Adamas Paper Mill has warned that 450 workers who walked out of the plant on Friday may face dismissal if they do not return to work.

The walkout brings to three the number of major plants affected by industrial unrest in Port Elizabeth in recent weeks. About 1 400 blacks involved in the strikes have already lost their jobs. This week Ford paid off 700 workers after they had walked out of the company's Struandale plant for the fourth time in the past few weeks.

Walked off

General Tire laid off 625 workers this week after a three-day work stoppage. And at the Red Lion Hotel in the city, 11 black workers who walked off the job last week complaining about pay and food, appeared in court this week on charges of loitering. They were each fined R5.

Both Ford and General Tire have announced that they



The calm man at centre of a storm — Page 19

will be recruiting new staff tomorrow, but said that they would consider applications from people involved in the strikes. Mr Fred Ferreira, Ford's director of industrial relations, said there would be no victimisation and all applications would be considered. He added that Ford was prepared to meet with the United Auto Workers' Union and any other body representing workers. Several workers I interviewed this week said they would be returning to their jobs, but the majority said they would

stay away until their demands were met. Most believed that it would be difficult for the companies involved to recruit staff with sufficient knowledge to keep up production, while others threatened to stop anyone who turned up to ask for work.

Stoppage

The walkout by the entire black force at Adamas came after an earlier stoppage this week. Workers refused to go to their posts after they had clocked in for the 6 am shift on Friday.

They gathered on the lawns outside the company's administration offices and were later joined by the next shift, who also refused to work.

Workers said their demands included union representation and a wage increase from 75c an hour to between 95c and R1.25 an hour. They rejected the company's internal liaison committee as ineffectual.

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9/11/79

employers would probably have reacted by dismissing the entire workforce, Ford chose to negotiate a settlement with the workers and their union, the United Auto Workers

Ford recognises the union, making it one of the few companies to recognise an independent African union. The union, however, played no role in the strike beyond attempting to resolve the dispute once the workers had walked out. Says unionist Fred Sauls "We knew nothing about the strike until it happened. But at least half the strikers were union members and we obviously had to help achieve a settlement."

Sauls is enthusiastic about Ford's response. He concedes that the company could have fired the workers and replaced them with out-of-work motor workers — unemployment in the industry is high and Ford itself is on a three-day week. By negotiating, says Sauls, Ford "showed it is an enlightened company which handles labour issues with a great deal of goodwill."

Many employers, no doubt, will be critical of Ford's "capitulation." They are likely to argue that it was forced to avoid a confrontation because it is a multinational which attracts a good deal of public attention in the US, and thus feared adverse publicity if the dispute boiled over into a confrontation.

Ford itself is saying nothing. "We are in a no comment situation," says a spokesman. No doubt the company feels that appearing "weak" to employer "hawks" may prove worthwhile if it helps the parent company in the US. But the dispute has also helped cement management — union goodwill. Says Sauls "They weren't weak. They were simply acting as enlightened employers should."

FORD STRIKE

Politics in gear *FM 9/11/79*

The four-day strike at Ford (SA)'s Struan-dale plant in Port Elizabeth is unique in two respects. Both the cause of the strike, and management's handling of it, represent new elements in SA labour relations.

The cause was the resignation or dismissal (depending on which side you are on) of Thomazile Botha, a trainee draughtsman at Ford who is also leader of the Port Elizabeth Civic Association, an organisation similar to Soweto's Committee of Ten.

It is certainly unique for 700 African workers (virtually the plant's entire workforce) to down tools in support of a white collar worker who also happens to be the leader of a community political group.

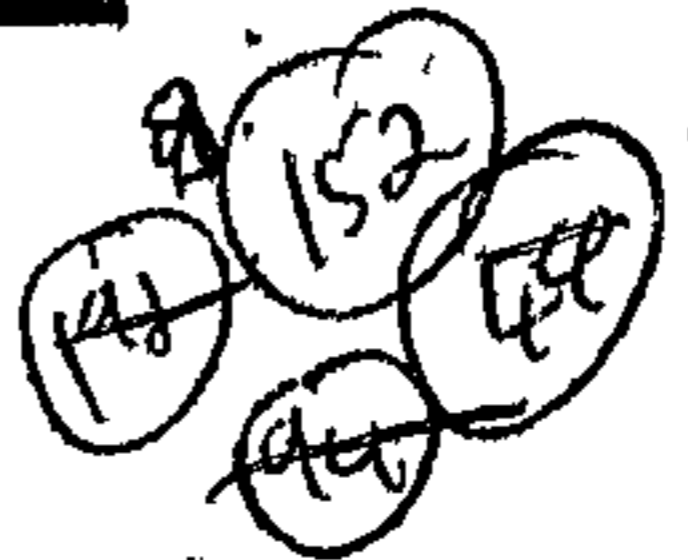
PE sources tell the FM that the strike was chiefly supported by younger workers — for employers an ominous sign of their radicalisation. And while there are those who claim Botha ignored company grievance procedures and was chiefly concerned with winning converts to his organisation, the fact that 700 workers followed him may well herald a new militancy among East Cape workers.

The FM understands the Ford strike has attracted a great deal of attention in Soweto, where many see it as an indication of "how effective combined worker action can be." The incident could thus lead to a new worker militancy in other areas as well.

Ford's handling of the issue is also unique. All 700 workers are now back at work and will be paid for the time they were on strike. Whereas the majority of

SUNDAY POST

Sunday, November 25, 1979



The worker: someone to be listened to

Judging from the nature of the trouble in the world at present, we seem to be witnessing the growing irrelevance of democracy in today's society.

It appears to have become accepted fact that "power" belongs to anyone with the guts and gumption to seize it, instead of being the natural outcome of orderly democratic processes.

And there seems to be as many people today willing to defend those who take power this way as there are to condemn them.

The very cornerstones of democracy — elections and the rule of law — appear to be in danger, especially in Africa, of coming to be regarded as outdated political niceties whose time has come to be consigned to the past.

As to whether this will necessarily prove to be in the best interests of mankind and civilisation depends very much on what there is to replace them. Judging by the systems that seem to be finding most popularity today, it is very difficult to feel optimistic about prosperity and happiness in the long term.

Wherever trouble has flared, whether between two people or two nations, it has primarily had to do with someone feeling that someone else has deprived him of something he believed was rightfully his.

At one stage, men resolved such disputes through force of arms. As mankind progressed, this method was replaced by force of reason. Laws were instituted and courts set up to resolve differences in a manner befitting the level of civilisation. Now mankind seems to be reverting to the force-of-

arms method once again.

Why?

The reason seems to be that democratic institutions such as "elections", "law" and "courts" have been abused in such a way that the privileges of a few have been guaranteed at the expense of the many. Now the many are waking up.

The strikes in Port Elizabeth are one sign of this "awakening".

For too long workers in this country have been prevented from selling their labour on the open labour market — the very essence of the "free enterprise system", itself the offspring of democracy.

Now men are saying: "Enough!" They have begun to withhold their labour, and others are threatening to follow their example.

If nothing is done to prevent that (outside of tear gas, baton charges, arrests, and more restrictive laws, of course) there will be a gradual decline in the provision of goods and services, and anarchy could surely follow.

The rule of law will be the first to crumble because the "elected" authorities will be powerless to implement it, and money, property and wives will be "up for grabs".

Employers, big business and Government must realise, and realise soon, that if a man can walk off the job at this time of high unemployment, he can do anything.

Whether they agree with the principle or not, the fact of industrial life today is that the worker is someone they have to listen to.

They turn their backs on him at their cost — and, regrettably, at everyone else's too.

PE Unrest Will Continue

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25/11/79

AS LONG as management and black workers remain at odds further industrial outbreaks can be expected in Port Elizabeth, warn politicians, unionists and churchmen.

The warnings follow the mass walkouts involving more than 2000 black workers at the Ford Cortina plant, General Tire and SA Adamas Paper Mill.

"Until the dominance of race in industry assumes a lesser role we can expect further outbreaks," Dr Alex Boraine, an Opposition Labour spokesman in Parliament, commented after a visit to Port Elizabeth this week.

Dr Boraine called on management to exercise

patience, understanding and skill.

A leader of the National Union of Motor Assembly and Rubber Workers, Mr Fred Sacks, said unless adequate trade union facilities, that had the support and confidence of the black workers, were created conflicts like those experienced in Port Elizabeth would continue.

He said the management-dominated liaison committee could never represent black workers in shop-floor situations. Because of the laws which prevented blacks from registering their unions over the years the unions were unable to adequately represent the people.

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Post (152)

700 MORE FORD FIRE

THE industrial unrest in the Eastern Cape continued yesterday resulting in 70 more people being fired from a paper mill and only four workers re-applying for the strike hit Ford plant.

This brings to nearly 1 400 the number of black workers who have lost their jobs in the last week in the Port Elizabeth area.

At Ford and General Tire enrolment of a whole new workforce started yesterday.

The exact number of workers dismissed at SA Adamas is still not known, although the management estimated yesterday that of the 170 due to go on the 6,00 a.m. and 7,00 a.m. shifts only 100 entered the plant.

Workers gathered outside the gates early yesterday and held several short meetings with manage-

REPORT

POST Correspondent

ment while police watched from a distance.

Notices were posted on the factory gates warning workers that the strike was illegal and that if they failed to return to work they would be immediately dismissed.

After holding discussions among themselves, the workers began trickling back into the firm, but many refused to enter. At Port Elizabeth's two other trouble spots, Ford and Gene-

ral Tire, employment of a total of 1 300 workers went ahead with indication of a massive stay-away by former Ford employees.

At General Tire, a spokesman for the workers claimed that the entire work force dismissed last week after a three-day strike reported again for work yesterday.

At Ford recruitment of 700 new workers started yesterday, but according to a former Ford employee at the

gates, only four former Ford employees re-applied for their jobs.

Meanwhile management of Adamas paper mill said yesterday there were signs of intimidation at the mill where some were dismissed after strikes.

General manager Mr C Malkin, said groups of workers indicated they were threatened with injury to their families and the destruction of their houses if they did not cease work, according to Sapa

Mr Trozaniile Botha . . . leader of the workers.

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Ford strikers remain firm

RDM 8/12/79 (152) (329)

Labour Reporter

FORMER Ford workers still on strike after the dispute at the company's Struandale Corvina plant will not return to work until all are unconditionally reinstated, says the leader of the Port Elizabeth Black Civic Organisation (Pebco), Mr Thozamile Botha.

The strikers met yesterday to discuss their response after a meeting between the United Auto Workers Union and Ford management. At the meeting, Ford reiterated its ruling that all former workers who returned would forfeit their bonuses.

The worker meeting reaffirmed the workers' decision not to return.

"We have softened our attitude and are prepared to discuss our grievances with management after we have returned. But we still insist on

'unconditional reinstatement,' said Mr Botha.

According to Mr Botha, the detention of 21 Ford workers by the police on Thursday "has made no difference to the workers' attitude. If anything, it has strengthened their determination to fight on."

He said that six of the 21 workers had been released and added that "most of them are Pebco members. We see these detentions as an attack on Pebco."

The head of Port Elizabeth's Security Police, Colonel G N Erasmus, said alleged intimidation of Ford workers was being investigated.

Twenty-one people were taken in for questioning on Thursday in connection with worker intimidation, he said.

The men detained were held under Section 22 of the General Law Amendment Act.

HONEY CAKE

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- 1/2 cup sugar
- 1/4 t salt
- 1/2 cup milk

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1 1/2 tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

- 4 eggs
- 1 lb sugar
- 1 lb ground almonds (or hazelnuts)
- 1/2 t baking powder
- 1/2 T flour
- 1 grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°F for 1 hour.

Serve with whipped cream.

Jan

- 3 T honey
- 1 1/2 T butter

PE workers seek help

PORT ELIZABETH — Appeals have been made to the former United States ambassador to the United Nations, Mr Andrew Young, and the American black activist minister, the Rev Jesse Jackson, to get former Ford workers in Port Elizabeth reinstated.

This was said yesterday by the chairman of the Port Elizabeth Black Civic Organisation, (Pebco), Mr Thozamile Botha, whose walkout from Ford's Cortina plant was the start of the labour unrest.

At a Pebco meeting in Kwazakhele yesterday, Mr Botha said he had telephoned Mr Young and Mr Jackson on Monday.

He said both had undertaken to put more pressure on Ford's management in Detroit to direct the Port Elizabeth plant to restate all dismissed workers.

In a statement yesterday, Ford's director of public affairs, Mr Dunbar Bucknall, said the company's employment moratorium at the Strandale plant was now extended until the annual shutdown on Friday, and from January 2 to 4 next year.

Yesterday's statement says the annual shutdown ends on January 7, but Ford's employment offices will be open from January 2 to 4 when the dismissed Cortina workers will be able to

apply

The intention is to return to normal hiring practices from Monday, January 7, when all applications, including those of former employees, will be considered in the order in which they are received, the statement said.

On the situation at General Tire, the managing director, Mr R G Nicholson, yesterday said about 600 dismissed workers were re-employed and the factory was back to normal production.

On the question of about 40 former workers still unemployed, he said they would not be taken back.

"They struck and caused us all sorts of problems. They were paid off and told by management they would not be re-employed."

Asked about the word "strike" which was written on their unemployment cards as the reason for leaving work, Mr Nicholson confirmed that this had been done.

"If it is to be deleted in everyone's interest, we will have to do something about it."

The head of the Security Police in Port Elizabeth, Colonel Gerrit Erasmus, yesterday said 20 men were still being held for questioning under Section 22 of the General Law Amendment Act

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Ford: Move to internationalize labour dispute

CT 19/12/79

JOHANNESBURG. — Mr Thozamile Botha, the Port Elizabeth labour leader, said here yesterday he was trying to internationalize the strike of black workers at Ford Motor Company by involving civil-rights leaders in the United States.

Mr Botha, chairman of the Port Elizabeth Black Civic Organization, said at a press briefing on the background to the labour unrest that he had written to Ford's parent company in the US stating the workers' grievances, but had not received a reply.

"The problems at Ford are political because they involve a black-white clash. The trade union stayed away from the scene because of this."

Mr Botha said the workers were not prepared to be rehired as had been arranged by the union, but wanted to be reinstated. Ford said it would negotiate only with the union, whereas the union said it represented its members only — not

all the workers. Pledging his support for the workers the chairman of the Committee of Ten, Dr Nthato Motlana, said Ford was one of the leading companies in the world but it still discriminated in its South African factory.

"We appeal to the men who assisted with the Sullivan Code and its principles. Why the deafening silence when these are the things the American companies should concern themselves with?"

The secretary-general of the South African Council of Churches, Bishop Desmond Tutu, said the SACC had approached Ford's management and offered to intervene in the dispute and provide the workers with relief assistance.

Conditions at Ford were better than they used to be and the company's record was "on the whole admirable in the attempts they have made, but they really ought to show that we are entering a new era in labour relations". — Sapa

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member of the company to whom notice is sent before or after receipt

aforsaid because it was received concerned may (without prejudice) be read at the meeting.

out and the representations need of the company or of any other that the rights conferred by this defamatory matter.

said of or person's costs on an part by the director concerned,

depriving a person removed there- to him in respect of the termina- terminating with that of director which may exist apart from this

and Certain Acts

anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue any shares in their discretion, or in the form of a specific authority in respect of any particular allotment or issue of shares

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company but may be varied or revoked by any general meeting of the company prior to such annual general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue

272. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is one of the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. IO

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

Own Correspondent
PORT ELIZABETH. — About 900 black workers at General Tire here would be replaced unless they returned to work

This is partly due to a deficiency in the programmes which can be resolved by rec. Nevertheless, there will also be difference be resolved without prior agreement on the benefits which have to be fed into the anal process, these two factors may not be diffi

soon, the managing director, Mr R G Nicholson, said from Johannesburg yesterday Production at the Port Elizabeth plant came to a halt again yesterday when about 900 black workers staged a walkout at 12.30 pm. It was their second consecutive walkout this week. Mr Nicholson said the company viewed the walkouts as illegal strikes and could not negotiate with workers unless they returned to their jobs. He said a member of the company's Port Elizabeth staff would fly to Johannesburg today to give him a personal briefing on the situation. Workers interviewed said they handed a list of 24 grievances to plant management at a meeting yesterday morning. They demanded the re-instatement of two recently laid-off workers. Other grievances included a demand for union representa-

tion, claims of discriminatory pay and employment practices, inferior segregated facilities and strained relations with white workers. They said they have been boycotting their canteen because they were regularly searched to prevent theft of cutlery. Asked to comment about the workers' complaint of inadequate representation, Mr Nicholson said: "I don't believe there is a union which represents our workers I believe we need one. "Our problem now is we don't even know who we are supposed to be negotiating with." Worker unrest continued at Ford motor company's Struandale assembly plant yesterday where about 60 paint shop workers walked out after a disagreement with management over overtime

PE tyre strike: 900 may get sack

21/11/79
 152
 10/18 90?

Large & poorly spaced families	+++	+++	++	++	96
Inadequate antenatal & obstetric care	+++	++	++	++	48
Malnutrition	+++	++	++	++	36
Need for medical care	++	++	++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	+++	++	++	++	16
TB	+++	+++	+++	+++	54
Common cold*	+++	+	+	+	0
Yaws*	-	++	++	+++	0

* Added to test scoring method

after discussion with staff and 24% as a result of discussions with senior students and with students.

2.4 The Course Information Lectures

The majority of the sample (73%) felt that they obtained some information about the subject from the course information lectures, though only 3% completely or almost completely satisfied with the information obtained. The majority specifically commented that they would have liked course outlines and booklists on each specific subject handed out before lectures. They would also have liked more information in the lectures about tutorial work loads, department requirements and re

The majority of the sample (52%) felt that they had enough opportunity to ask questions at the course information lectures though 30% felt they would have liked more; only 6.5% would have preferred to see staff in their offices instead of the lectures. They would also have liked to see staff as well as the lectures, and were satisfied with the arrangements.

2.5 The Student Workshops

Approximately one-third of the sample did not ask any questions in this section of the questionnaire because they did not attend the Sunday workshop. A great number of the sample indicated in their comments that they would have preferred these not to be held on a Sunday. Of those that did answer questions in this section 83% felt the Workshop had been long and helpful to some extent to integrate into their studies as well as in choosing their degree courses

2.6 The Course on Study Methods

A majority of the sample (69%) felt that the methods of study were adequate at University level. Only 1% felt they were completely inadequate. Yet the majority (51%) would have liked to have had a lecture on "Lectures, Revision and Examination Techniques"; in their comments a number of students suggested that a more practical practical approach to all topics might be desirable.

As regards an on-going study methods course over the next semester, 72% of the sample stated they would find it desirable and 30% would find it very valuable.

2.7 Library Instruction Course

An overwhelming majority of the sample were enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:

Bosses
warn *24/1/39*
tyre
workers *152*

Own Correspondent
PORT ELIZABETH. — Black workers at General Tire, Port Elizabeth, would be replaced unless they returned to work soon, the managing director, Mr R G Nicholson, said yesterday

Production at the plant came to a halt again yesterday when about 900 black workers walked out at 12.30pm. It was their second walkout this week

Mr Nicholson viewed the walkouts as illegal strikes.

Workers said they handed a list of 24 grievances to plant management at a meeting yesterday morning. They demanded the reinstatement of two recently laid-off workers

Other grievances included a demand for union representation, claims of discriminatory pay and employment practices and inferior segregated facilities

Both day shift and night shift workers turned up at the factory yesterday morning. They walked out after unsuccessful meetings with management. Before leaving, they elected a committee of five to represent them

Asked to comment on the workers' complaint of inadequate representation, Mr Nicholson said "I don't believe there is a union which represents our workers. I believe we need one"

Meanwhile worker unrest continued at the Ford Motor Company's Struandale, Port Elizabeth, assembly plant yesterday where about 60 paint shop workers walked out after a disagreement with management over overtime

A Ford spokesman said that the paint shop was asked to keep working yesterday while other sections went home. The call was rejected and the workers left

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PE tyre strike: 900 may get sack

Own Correspondent
PORT ELIZABETH. — About 900 black workers at General Tyre here would be replaced unless they returned to work

soon, the managing director, Mr R G Nicholson, said from Johannesburg yesterday

Production at the Port Elizabeth plant came to a halt again yesterday when about 900 black workers staged a walkout at 12.30 pm. It was their second consecutive walkout this week.

Mr Nicholson said the company viewed the walkouts as illegal strikes and could not negotiate with workers unless they returned to their jobs.

He said a member of the company's Port Elizabeth staff would fly to Johannesburg today to give him a personal briefing on the situation.

Workers interviewed said they handed a list of 24 grievances to plant management at a meeting yesterday morning. They demanded the re-instatement of two recently laid-off workers.

Other grievances included a demand for union representa-

tion, claims of discriminatory pay and employment practices, inferior segregated facilities and strained relations with white workers.

They said they have been boycotting their canteen because they were regularly searched to prevent theft of cutlery.

Asked to comment about the workers' complaint of inadequate representation, Mr Nicholson said: "I don't believe there is a union which represents our workers. I believe we need one."

"Our problem now is we don't even know who we are supposed to be negotiating with."

● Worker unrest continued at Ford motor company's Struandale assembly plant yesterday where about 60 paint shop workers walked out after a disagreement with management over overtime.

Some of the 900 workers who staged a walkout at the General Tyre plant in Port Elizabeth yesterday.

You'll lose jobs strikers warned

PORT ELIZABETH — Black workers at General Tyre here, would be replaced unless they returned to work soon, the managing director, Mr R G Nicholson, said in an interview from Johannesburg yesterday

Production at the plant came to a halt again yesterday when about 900 black workers walked out at 12 30 pm. It was their second walkout this week.

Mr Nicholson said the company viewed the walkouts as illegal strikes and could not negotiate with workers unless they returned to their jobs.

He said a member of the company's Port Elizabeth staff would fly to Johannesburg today to brief him on the situation.

Workers said they handed a list of 24 grievances to plant management at a meeting yesterday morning. They demanded the reinstatement of two recently laid-off workers.

Other grievances included a demand for union representation, claims of discriminatory pay and employment practices, inferior segregated facilities and strained relations

with white workers

They said they had been boycotting their canteen for some time because they were searched regularly to prevent theft of cutlery.

Both day shift and night shift workers turned up at the factory yesterday morning. They walked out after unsuccessful meetings with management. Before leaving they elected a committee of five to represent them. They said their official liaison committee was not effective.

Asked to comment about the workers' complaint of inadequate representation, Mr Nicholson said "I don't believe there is a union which represents our workers. I believe we need one. Our problem now is we don't even know who we are supposed to be negotiating with."

Worker unrest continued at Ford Motor Company's Struandale assembly plant yesterday where about 60 paint shop workers walked out after a disagreement with management over over-

time

A Ford spokesman said because of an imbalance in production, the paint shop was asked to keep working yesterday afternoon while other sections went home. The call was rejected and the workers left with the others.

Noon today is the deadline agreed on by Ford and its workers for management to report back on the grievances by more than a thousand Ford black workers in Struandale.

The workers have threatened to walk out again if their grievances, mostly over-strained relations with white supervisors, are not met — DDC

21/11/79
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1000 go on strike

THE labour unrest in Port Elizabeth look another turn yesterday when 60 workers at tension-filled Ford walked off their jobs while more than 1 000 workers were on strike at General Tire.

And yesterday the first reports of police activity were that a number of hotel employees who walked off their jobs on Saturday were arrested when they turned up to fetch their salaries.

They were employed by the Red Lion Hotel and comprised the kitchen, bar and chamber staff. The manager of the hotel, Mr S Wasserug, confirmed they had been arrested, but would not given any details.

Colonel L K Knox, Port Elizabeth District Commandant, was not available for comment.

STRIKE

POST CORRESPONDENT

were unavailable for comment yesterday Mr Colling said he was not prepared to talk to the Press. Only head office could do so, he said.

ment the workers presented a 24-point list of grievances covering a range of issues. Among the more important were a rejection of the plants' existing liaison committee system and a demand for union representation.

factory manager Colling had been threatening in his negotiations with them saying he would fire them or they would lose their bonuses through their actions. Trouble at the plant began when workers boycotted the canteen because of an alleged

insistence by management that black workers be searched when leaving to prevent the theft of cutlery. The boycott of the canteen entered its second week. General Tire officials at the Port Elizabeth district office and head office in Johannesburg

The Ford employees walked off after a dispute with management over overtime. The workers are from the paint shop at the Cortina plant and they left at about 12.30 pm just before finish off time.

This walk-out comes when management is due to hold crucial talks with staff. The staff is demanding reinstatement of a black worker retrenched with a reinstated white.

Production at General Tire in the Port Elizabeth plant came to a standstill yesterday as black workers continued their protest walk out in support of a demand that three retrenched black workers be reinstated. By midday yesterday about 1 000 workers walked out of the plants after holding a series of meetings with plant manager Mr Norman Colling.

This was after they had issued an ultimatum to management to reinstate the three retrenched workers or face a continued work boycott.

The workers comprising those of night and day shifts will report at work today but to hold a meeting with officials of the Trade Union at 7 am.

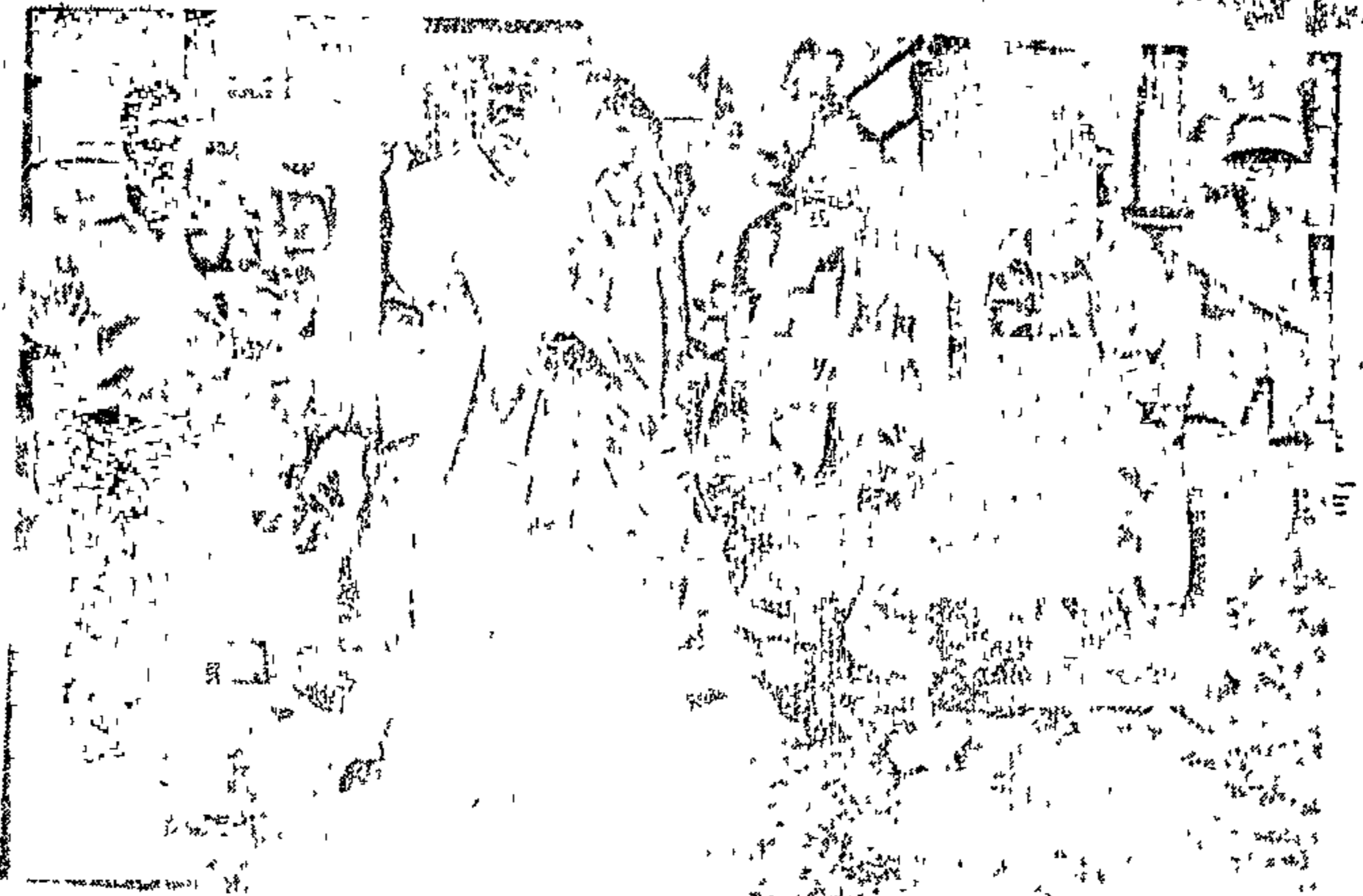
At an early morning meeting with manage-

WILD & CRAZY

Walk-out after dispute at Ford

August 30)
conomic
ial
volume
wealth.

could represent a transitional phase. If there was a formal three phase/industry nomenclature corresponding to the three expressions, - - - Interpretation or alter - - - unit to



The 11 who refused to work.

11 sweet men in work stoppage

subdivisions. ... understanding the range of observations already available... aspects as built settlement patterns, economic specialization and patterns of site location which are some of the main aims of current research in Natal. In fact the archaeological units and the parameters of this research are being defined by aspects of the built and natural environment. For example there is a group of sites extending from the edge of the thornveld into the grassveld around Estcourt and

Winterton which are located on steep-sided hills or spurs. They are defined by long but crudely built stone walls which enclose several hectares and contain cleared terraces and sometimes small circular enclosures. Because of these similarities they are forming a unit roughly contemporary with

ELEVEN MEN at Beacon ... until deductions from their ... they are all reinstated.

two peo... the material culture.

He said the men complained about certain deductions. The department had investigated the complaints and found the deductions were justified.

He refused to answer other questions.

The 11 allege that deductions were made from 28 of the company's 110 workers.

DISPUTE

"We cannot afford such hefty deductions," one said. "Some of us get only R28 a week."

The 11, all order makers, are: Mr Edward Mngqibisa, Mr Johannes Mkhwanazi, Mr Samuel Khanye, Mr Michael Mda-kane, Mr David Phalane, Mr Robert Kabi, Mr Jacob Letlopo, Mr Johannes Mogorosi, Mr Jackson Radebe, Mr Elias Mohohlo, and Mr Lawrence Mncela.

By last night the dispute was unresolved,

... that the ... deducted R1 ... two weeks ... last Friday ... for sweets ... eat ... workers

... they went to the ... of Planning and Utilization and to the ... Council for the ... Making In-

... reported to work ... but demanded ... they deducted

... standards of the Tugela Basin show ... are of a relatively simple ... its entrance facing uphill, ... of hut floors. Anthropolo- ... peoples traditionally ... at least to uphill/west axis ... a lowland Zulu group shows ... of the homestead to

be refunded before they start work.

They say they were promised the money, but were told three were being dismissed.

They refused to work until they could all get back to work.

When POST arrived at the company premises, the men were lounging outside the building.

They were later called to a meeting with an inspector of the Department of Manpower Utilization and Management.

COMPLAINTS

They returned to the street saying that the company was now dismissing five of them.

Mr G Lampert, a director, told POST that the men had stayed away on Tuesday and gone to the department without telling him.

"We are entitled to dismiss them, but we have offered some of them

Ford Fires Employees

700

Boycott

22/11/79 Red

152

OWN CORRESPONDENT
FORD MOTOR COMPANY yesterday fired more than 700 black workers at its Corvina plant in Port Elizabeth.

The decision to pay off the workers followed another walkout by black workers — the fourth in three weeks.

Among those paid off by management is the leader of the Port Elizabeth Black Civic Association, Mr Thozamile Botha, who along with 700 other workers left the plant at mid-morning.

The workers were told that they would receive their pay tomorrow. For the first time police were introduced onto the scene and scores of police in plain clothes were visible. They arrived in eight cars.

Four anti-riot trucks were introduced when workers were informed that they had lost their jobs.

There were no incidents, however. A team from ABC television from the United States of America was present at the walk-out yesterday.

The company also said it would no longer tolerate mass worker meetings on company premises and said that though it deployed fascist statements of any kind, it could not be held accountable for what workers said off the premises.

Ford's crackdown on the day the workers' ultimatum was due to expire brought an angry response from black workers.

Workers said they wanted management personally to negotiate face to face with the workers, but a Ford spokesman said yesterday this would be impossible.

The management said the workers were informed through the liaison committee of the

sing the company of discouraging trade union organisation at the plant.

The workers invited union representatives to address them on their rights.

The situation at Ford's adjacent engine plant was still tense yesterday following boycotts and run-downs of another strike.

More than 1 000 at the company's Neave plant again boycotted the can-teen facilities in sympathy for similar boycotts at other plants called to protest against allegedly racist statement made by some white workers recently.

The 700 sacked workers at Ford met yesterday at the St Stephens Church Hall and details of the meeting will be re-

Thozamile Botha . . . lost his job

African and white workers are protesting against the firing of Thozamile Botha, secretary of the Port Elizabeth Black Civic Association, who led a walkout of 700 black workers at the Corvina plant yesterday. Botha, 42, was fired after a meeting with management. He was one of the 700 workers who were paid off by management. Botha was a prominent leader of the black workers' movement in Port Elizabeth. He was also a member of the African National Congress (ANC). The firing of Botha has caused a major setback for the black workers' movement in Port Elizabeth. It has also caused a major setback for the ANC in the area. The firing of Botha has also caused a major setback for the black workers' movement in the entire country. It has also caused a major setback for the ANC in the entire country.

followed statements posted on notice boards in which management said in future it would negotiate on worker grievances only with liaison committees or union representatives. It also warned further walk-outs or refusal to do reasonable overtime would be regarded as a formal resignation by workers.

ment's response to the wide range of issues raised by black workers during the past week.

Meanwhile the strike by more than 1 000 workers at the nearby General Tire company entered its third day yesterday with an organiser of the United Automobile and Rubber Workers Union accu-

At another company, Adama's Paper Mill in Port Elizabeth, it has been confirmed that management held talks with a number of workers over several grievances. The spokesman said management had promised to look into the grievances and the workers returned to work.

22/11/79

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walkout workers sacked

PORT ELIZABETH. — More than 700 black workers at Ford's Cortina plant at Struandale lost their jobs yesterday after staging the fourth snap walkout in three weeks.

In terms of a new hard-line management approach spelt out yesterday, the workers were held to have terminated their own services by walking out soon after midday.

The chief grievances outstanding appear to be a demand by black workers that a colleague be reinstated after his recent retrenchment, and an insistence that management meet workers for a face-to-face report back on their grievances.

A Ford spokesman declined to comment on whether the workers would be allowed to reapply for employment.

For the first time since the dispute at the Ford plant began, the police mounted a visible presence at the plant, with plainclothes policemen watching proceedings from a distance. — Sapa.

Lectures: (1) The spread of industry to France, Germany and the United States (2) Free trade and protection (3) The depression of 1873-96 (4) The transport revolution (5) Imperialism

During the nineteenth century, capitalism spread through Europe and the United States. As it spread, it changed. Firms grew larger and monopolies developed. International trade became "problems". Despite a so-called depression towards the end of the century, standards rose in the advanced countries. Capitalism reached India and Africa: the age of Imperialism began.

SECTION III : The Spread of Industrial Capitalism. (August)

Lectures: (1) Some social results of the Industrial Revolution (2) Malthus on the causes of poverty (3) Marx's causes of poverty (4) A survey of 19th century political dev-

The Industrial Revolution led to greater production but it immediately led to greater poverty. Why? Thomas Malthus and Karl Marx gave different answers to this problem - answers that are still debated to-day.

SECTION II : The Aftermath of the Industrial Revolution.

Lectures: (1) Outline and definitions (2) Adam Smith's changes in consumer goods industries (4) Changes in Britain (3) Population growth - cause or effect? (5) Transport developments (6) Capital goods industries (7) Causes of the industrial revolution.

The Industrial Revolution (conventionally, 1760-1830) turned Britain from a land of plough and pasture to one of factory and town. Production increased rapidly; and this could be seen as a vindication of the ideas of Adam Smith, the 'father of Economics', who had argued that free enterprise would lead to the greatest wealth.

SECTION I : The Industrial Revolution in Britain. (May 30 - June 21)

This part of the course covers the development of capitalism in Europe and North America - and with a glance at socialist Russia - from the middle of the 18th century until the present day. The theme of the lectures will be the interaction between economic development and economic thought: how changes in production methods led to changes in society, how these changes were sometimes seen as "problems" which economists were expected to "solve", and how the "solutions" led to new changes involving new "problems".

The subject matter will be divided into five sections:

COURSE OUTLINE AND SCHEDULE OF LECTURES

ECONOMIC HISTORY I - SECOND PART

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22/11/79

Ford to pay off 700 workers

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140A
Own Correspondent.

PORT ELIZABETH -- About 700 black workers involved in a series of walkouts at The Ford Motor Company's Cortina plant at Struandale are to be paid off tomorrow after an ultimatum to work or leave

The action follows tougher disciplinary measures introduced by the company on Tuesday afternoon when it gave workers notice that anyone who left his post during hours or who refused to work overtime, would be considered to have terminated his service

A company spokesman addressed workers at both the Cortina plant and the engine plant yesterday morning. Assembly workers were told "Work or leave. Every time you tell me you tell me you want to work, you don't work. If you want to work, show me." Workers who wanted to stay on were asked to move aside. Instead they streamed out of the gates en masse.

Among those who walked out was Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organisation

"This is cruelty on the part of the management. They did not want to co-operate in any way," he said

● General Tire workers here yesterday entered their third day of a wildcat strike, amid accusations that the company has consistently hampered the development of union representation among its black workers. Sapa reports

Yesterday more than 1 000 black workers gathered again within the grounds of the plant demanding the reinstatement of two black workers retrenched recently, and that union representatives come and address them in the grounds of the factory

Enrolment forms for the United Automobile and Allied Workers Union were distributed among the workers and within an hour yesterday morning an estimated 200 workers had registered

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196

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LABOUR UNREST

A Ford in your future?

"There's a Ford In Your Future," runs the old slogan. As labour unrest boiled over again in the Eastern Cape, many an employer might be pondering its ironic truth.

As the *F.M.* went to press, workers at Ford's Cortina plant had walked out for the fourth time in a fortnight or so — despite a management warning that anyone who walked out or refused to work "reasonable overtime" would be regarded as having resigned. Ford has closed the plant until Monday for a cooling-off period, says industrial relations manager Fred Ferreira. He says he expects no problems in re-employing most of the workers.

At nearby General Tire, an estimated 1 200 workers had been out since Monday. Membership of the (African) United Auto Workers had risen from 50% of the workforce to 80% in the week since the dispute at General Tire began. Rumours that other employers could be hit by strikes were rife, but most sources believe the unrest will not "spread wildly".

But whatever the outcome of the last fortnight's unrest, it may well have marked a turning point in SA labour relations — just as the Durban strikes did in 1973. The most important trends in SA's labour — and perhaps political scene — have come together in one factory, and then spread to another. Ford's present could well be other employers' future.

Most whites don't regard the Eastern Cape as the centre of SA. But it has always been a focal point of black politics, and the importance of the issues raised by the events which began at Ford about a fortnight ago overshadow the supposed obscurity of their setting.

The increasing politicisation of African workers, management's need to negotiate with strong democratic trade unions as a bulwark against conflict, the growing fears of white workers and the pressure on their unions as a result, and the clash between white fears and black aspirations are all at issue. So are the demands this places on multinationals in particular, and SA employers in general. These have al-

ways been issues. But they will increase in importance in the 1980s.

To be sure, the General Tire dispute has many of the hallmarks of past disputes. The recognition of the United Auto Workers has increasingly become an issue there — although the dispute was sparked off by the dismissal of two workers and followed a week-long canteen boycott by African workers. According to UAW's George Manase, personnel officers have indirectly urged workers not to join the union, and this week management rejected a worker demand that union officials be involved in negotiations (although the *F.M.* understands that a union-management meeting was due as it went to press).

General Tire MD Nic Nicholson claims he doesn't know what the worker demands are (they had been read to him, but he didn't remember them) and says he is not prepared to reinstate the two workers because "I don't want to lose authority in the plant".

Workers insist that they are not involved in a sympathy strike with Ford

workers. But some sources point out that the grievances there are virtually identical to those at Ford. This obviously fuels talk of agitators — that hoary claim whenever unrest occurs. But, as unionist Fred Sauls argues, even if there were agitators, they wouldn't succeed unless there were real grievances.

It is the Ford dispute, however, which is so different from the well-worn story of workers who feel management is not prepared to tolerate worker representation in the plant. Indeed, Ford has recognised the UAW for some time. The dispute began over the alleged victimisation of Thozanile Botha, who happens also to be the leader of the Port Elizabeth Black Civic Organisation (Pebco). This organisation is the PE equivalent of Nthatho Motlana's Soweto Civic Association and has at least informal links with Azapo, the black consciousness organisation formed recently.

African workers in the area are becoming increasingly politicised and Pebco enjoys wide support among them — many Ford workers have been manning the



Ford's Ferreira . . . time for cooling off in a tricky situation

production line with Pebco insignia openly slung round their necks and the insignia were in evidence outside Gentire as well. Pebco regularly draws crowds in excess of 10 000 to its meetings — more than its Soweto counterpart.

Whatever the truth behind Botha's resignation from Ford, workers say they saw it as an attack on a community leader who is also a staunch critic of apartheid. (Management has stressed it was not interested in Botha's political affiliations and made no attempt to victimise him for them.) The workers downed tools and tensions were then increased by the entry into the fray of white workers who are members of the SA Yster-en-Staal Unie, a power in the Confederation of Labour

lash

It was this issue which sparked off Wednesday's events, although as inevitably happens in an emotion-charged situation, other demands have come to the fore. African workers have complained they are not paid equally for equal work, they want an African foreman who was retrenched to be reinstated and they have problems with Ford's medical aid scheme.

Ford consistently attempted to deal with the situation by channelling these demands through the union. Fred Ferreira says he hoped to defuse the situation by bringing the demands to the negotiating table through the grievance procedure negotiated with the union. That failed but Ford is obviously hoping that the "cooling

say. Under normal conditions the union is all right but it is not forceful enough in putting demands to management."

The union is dealing with a workforce which is becoming more militant — some years ago a remark like the one the white foreman is supposed to have made would probably have passed without more than a raised eyebrow — and some workers have lost patience with the very unions some managements seek to exclude.

Ferreira remarks that Ford is facing a political problem and there is truth in this. Says Brian Matthews, director of the Midland Chamber of Industries: "Black workers' political frustrations will be vented on the factory floor until their political aspirations are satisfied." This is inevitable, he says, and employers will just have to deal with the problem.

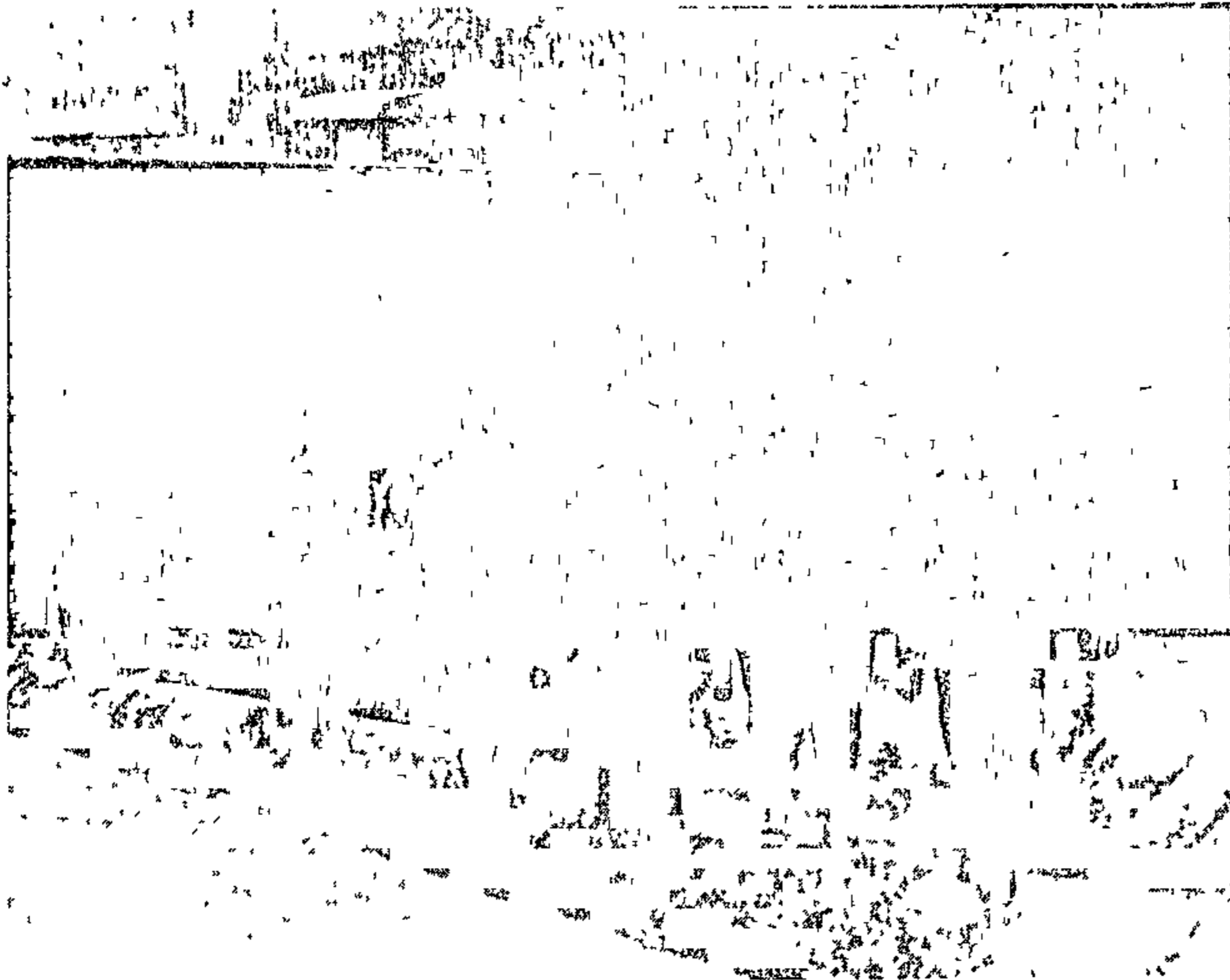
Certainly the days when racial remarks on the factory floor passed unnoticed are disappearing rapidly. And it is inevitable that people who are denied political expression will seek to make their point at the workplace.

It's a problem that won't be solved by strong-arm tactics, and Matthews rejects suggestions that Ford have capitulated to worker demands. "You've got to realise we are going through a new phase and it's important to keep calm. Management is pretty good around here and they realise that."

But there's another problem at Ford. Attempts by employers to elbow out "militant" unions and replace them with tame ones are growing. Ford's experience shows the folly of this approach. If workers do not believe that trade unions are solving their problems at work, they will turn to more militant alternatives. Ford's Ferreira obviously believes — from experience — that the only alternative to unrest is a strong union in his plant. Employers who are favouring some of the more milk and water variety of parallel union might ask whether such a union would provide the slightest insurance against unrest.

The chances of UAW getting back to a working relationship with Ford are good. Sauls points out that a group like Botha's cannot represent workers at the workplace. Botha himself says he doesn't want to be the leader of Ford workers because "I am not the compromising type." Botha's is a political organisation which is ill-suited to the task of negotiating with management — after all, it was not intended to play a trade union role and there's a difference between some community problems and their labour equivalents — and, significantly, many workers tell the *FM* that they believe the union's role lies in the factory, Pebco's outside it.

Employers should ask themselves whether a union regarded by its workers as little more than an arm of management could enjoy the same support in an emotion-charged situation. It is significant that Sauls is now saying that UAW must



Ford workers . leaving the factory now but, hopefully, they'll be back next week

In a backlash obviously sparked off by the strike over Botha, white workers also threatened to strike. They presented a list of grievances, many complaining that the company was more interested in meeting black aspirations than white ones. A foreman (and Yster-en-Staal member) allegedly complained that the company's integrated canteen facilities were dirty because Africans were "abusing them."

Yster-en-Staal assistant general secretary Henry Ferreira denies the man said it, but the allegation was enough to spark off the tinderbox. African workers demanded an apology from Yster-en-Staal and asked management to transfer the foreman Yster-en-Staal, says Henry Ferreira, won't do that and Ford refused to transfer the man. Says Fred Ferreira: "The company can't be dictated to in its appointment of supervisors. Anyway, to transfer him could mean a white back-

off period will enable it to happen."

Ironically, while many managements are reluctant to deal with a union like UAW (it is affiliated to Fosatu and regarded as too radical by many employers), Ford's Ferreira would like nothing better than to return to a situation in which worker demands are channelled through UAW. "It's a serious situation when the recognised spokesmen become impotent. And he insists 'a wildcat strike doesn't detract from the union's role."

Indeed, the issue at Ford is that the union is under pressure from the left. Men like Botha obviously find it too moderate for their liking and Sauls concedes: "Some workers believe we are a puppet organisation controlled by management and government. For his part, Botha says the union is "trying to solve the problem but management has the final

have a new look at its grievance procedure and beef up its lines of communication with members. The union will attempt to organise those Ford workers who are not union members and we will have to have a strong shop floor structure says Sauls. Fred Ferreira welcomes this development. "We have got to find more effective lines of communication."

The Ford dispute has also highlighted important developments on the white labour scene. White workers are obviously jittery about the future in the wake of the Wiehahn report. As black factory floor militancy grows, white reaction to this will certainly also grow. It is also significant that many of the demands made by Yster-en-Staal members have nothing to do with race relations. For example, white workers wanted company assistance in purchasing overalls.

All this seems to indicate that, as the legal protection white workers have en-

joyed over the years begins to disappear, they will make new demands on their unions. The white union movement has not been called upon to push its members' cause on the factory floor in recent years - legislation has done it for them. Those days may be on the way out. Says Yster-en-Staal's Henry Ferreira: "Before Wiehahn there tended to be a lack of interest in the union on the part of white workers. Now they are more interested and more are joining up."

White workers are worried about their job security, he says, and are now turning to their unions. This is forcing the unions to become more vigorous in pushing their members' claims than before.

So employers will inevitably be faced with a white union movement waking up after years of slumber. This will make it extremely difficult for employers to meet black demands without encountering white resistance. And change or no change

white workers still have the political cards stacked in their favour. It is significant that Yster-en-Staal threatened at one stage to take its grievances at Ford to the Industrial Court and some employers are likely to be wary of offending white workers if they have the threat of a court appearance hanging over their heads.

Indeed, it is perhaps significant that Yster-en-Staal's Ferreira pronounces himself reasonably satisfied with the resolution of his members' grievances. And Ford did, after all, take a hard line on the transfer of the allegedly errant foreman partly because it feared a white backlash. White worker demands will probably always be easier to meet than black demands, and many a manager may favour whites.

Time will tell how employers walk these tightropes. But they would do well to study the Ford experience carefully and learn from its lessons.

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Song for a
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Walk a
Evenin'
Eye wi'
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Haiku
Market

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PHONE NUMBERS

Classified Ads	32330
All other E L	
Depts	26141
King William's Town	23282
New Brighton	46359
Queenstown	2431
Umtata	2500

DAILY D

Friday, November 23, 1979

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Tyre workers paid off

PORT ELIZABETH — More than 1 000 workers involved in the industrial unrest at two companies here will return to their firms this morning — but only to collect their severance pay.

General Tire sacked its entire black labour force yesterday following three days of wild cat strikes by black workers demanding that the company recognise their union.

And Ford announced yesterday they would start recruiting on Monday to replace the 700 workers who walked off their Struandale plant over demands to have two retrenched workers taken back.

After collecting their pay, the workers will meet in the St Stephens Hall in New Brighton this afternoon to plan their strategy in the battle which one worker said "we cannot lose."

The combined axed labour force met yesterday under the chairmanship of Mr Thomazile Botha chairman of the PE Black Civic Organisation, and expressed the hope

other black work seekers would not opt for these vacancies created by a dispute.

Mr Botha urged workers to be at the plant at 7.30 am and to be orderly.

"We must give nobody the excuse to cause unnecessary violence," he said.

Various speakers expressed divergent views, but the theme at the meeting was unity and refusal to surrender

At Ford the director of industrial relations, Mr Fred Ferreira, said all applicants for jobs on Monday would be considered and an in-depth investigation into the employees grievances was continuing.

"We have learnt a lot of lessons from the dispute, but now we hope our troubles are behind us," he said

The managing director, Mr Brian Pitt, said the men had not been fired

"A notice on Tuesday to all employees made our policy clear."

It stated that anyone who left his post during

hours or who refused to work reasonable overtime, would be considered to have terminated his service

Asked if the tougher policy introduced on Tuesday had been on instructions from the American parent company, Mr Pitt said "We naturally keep them informed, but we have to handle our own problems."

He said the situation at the company's other three plants was normal and all workers were again using the canteen facilities

Mr Pitt estimated the dispute had resulted in a loss of production of 1 000 units, but said it was still too early to estimate the loss in revenue and sales to the company

If Monday's recruiting campaign went according to plan, he hoped to have the line back to full capacity by the end of next week

In Pretoria, the managing director of General Tire, Mr R. G. Nicholson, said he had laid off the men, but would pay them for all work completed

— DDC

LONDON — The Zimbabwe Rhodesia talks, now in their eleventh week, hit rock bottom last night when the Patriotic Front leaders, Mr Robert Mugabe and Mr Joshua Nkomo, addressing a press conference, angrily rejected two deadlines suggested to them by the Foreign Secretary, Lord Carrington, and Mr Mugabe twice told Lord Carrington to "go to hell"

Mr Mugabe and Mr Nkomo bluntly accused the British Government of conspiring secretly with the Muzorewa regime and of helping Zimbabwe Rhodesia to try to "blackmail" Zambia

Mr Mugabe claimed yesterday's conference session had ended in "pandemonium" At the session, Lord Carrington put forward a three-point plan designed to scale down the conflict between Zimbabwe Rhodesia and Zambia The three elements of the plan are.

The Muzorewa regime must cease all cross-border operations into Zambia; the PF must halt the crossing of Zapu guerillas from Zambia into Zimbabwe Rhodesia; and the co-operation with the Zambian authorities must be secured as an essential factor

23/11/79
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23/1/79

General Tire lays off striking workers

2/11/72

150

PORT ELIZABETH — Between 600 and 900 black workers at the General Tire factory were laid off yesterday after three days during which the black labour force at the factory refused to work

There were conflicting reports about the number of workers involved and the managing director of the company, Mr R G Nicholson, was not available for comment

Mr Nicholson said in a statement earlier that the entire black labour force at the factory had refused to work and that he had laid them off after paying them for work completed

He said production would

continue using the available labour force and it was reported that white workers were being used to keep production going

Police were at the factory while workers were paid off yesterday, but there were no incidents

The black workers accused the management of preventing them from joining the black United Automobile and Allied Workers Union. They have also demanded direct negotiations with management

Mr Nicholson said yesterday the company was not able to enter into formal negotiations until the employees resumed work

Meanwhile the Ford Motor Company, which yesterday said it would deem about 700 black workers, who had not returned to their jobs, to have resigned, said yesterday their applications for re-employment would be considered

Ford's director of industrial relations, Mr Fred Ferreira, said 17 dismissed men were no longer needed

Their dismissals had had nothing to do with the strike

Mr Brian Pitt, managing director of Ford, said the strike had cost the company 1 000 Cortinas in lost production. — Sapa.

TABLE II

	WHITE	Male	1973	1974	1975	1976	1977	1978	1979	
Rheumatic Heart Diseases (390-398)	115 1.2%		1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%
Hypertensive Diseases (400-404)	212 2.2%									
Ischaemic Heart Diseases (410-414)	5737 58.8%									
Cerebrovascular Diseases (430-438)	1587 16.3%									
Total	9752 100%	7320 100%	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%
Circulatory Diseases (390-458)										
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%			122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%			42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%			41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

Sacked 1300 adamant

MORE THAN 1300

black workers who were sacked from their jobs at Ford Motor Company and General Tire decided at a mass meeting yesterday that as an expression of solidarity they would not seek re-employment at either of the companies next week.

The chairman and leader of the Port Elizabeth Black Civic Association, Mr. Thozamle Botha, one of the sacked workers — charged Ford management with causing the mass walkout which deprived the Strandale Cortina plant of its entire black staff bringing production to a standstill.

Isolated

They also passed a motion discouraging isolated workers and liaison committee from negotiating with the company's management.

At the one and a half hour meeting the Ford workers decided to convene outside the assembly plant today to assess their situation and collect monies due to them.

Scores of General Tire

workers will approach management for outstanding pay and attempt to secure holiday and end-of-year bonuses they claim they are owed.

The meeting also deplored the presence of armed riot squad policemen at the Ford plant on Wednesday saying this had contributed to the walkout.

As the meeting became more heated radical elements began calling for trade boycotts.

Both Ford Motor Company and General Tire yesterday expressed their willingness to consider applications for employment from sacked workers.

To Page 2

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

From Page 1
Tire workers
 Meanwhile the national organizer of the United Automobile and Rubber Workers Union in Port Elizabeth, Mr George Manase, said membership of his union at General Tire increased from about 50 percent to almost 100 percent on Wednesday. Of 625 workers striking at the plant, 600 had joined the union by yesterday.

ALL CAUSES

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	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	19,69	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	5,71	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 CAUSE)

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	0,38	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

C.T. 23/1/79

1 325 lose jobs in PE

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PORT ELIZABETH — The entire black labour force at General Tire here — 625 workers — lost their jobs yesterday in the wake of a wildcat strike demanding that the company recognize their union

This brings to 1 325 the number of black workers who have lost their jobs as a result of industrial unrest at Ford and General Tire plants in the city

Ford said yesterday that it would start recruiting staff on Monday to replace the 700 black workers who walked out of its Struandale assembly plant yesterday. The company's director of industrial relations, Mr Fred Ferreira, said all applicants for jobs on Monday would be considered

At a press briefing yesterday, Ford's managing director, Mr Brian Pitt, said "A notice on Tuesday to all employees stated that anyone who left his post during hours, or refused to work reasonable overtime, would be considered to have terminated his service"

Mr Pitt estimated that the dispute had resulted in a loss of production of 1 000 units, but said it was still too early to estimate the loss in revenue and sales to the company

Meanwhile, workers dismissed by Ford and General Tire agreed at a mass meeting at New Brighton yesterday to collect their severance pay and to hold a meeting later on joint strategy. The meeting was chaired by Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organization, and attended by more than 1 000 workers from both plants — Sapa

PORT ELIZABETH — Non-striking workers at the Struandale engine plant were given leave three weeks early following threats to burn down their homes

The workers were threatened their homes would be burnt down if they worked overtime today

In another development in the industrial unrest here, the manager of the Adamas Paper Mill, Mr C. Malkin, warned 120 workers who refused to go on their shift they might lose their jobs on Monday if they did not report for work

Ford, however, did not confirm that the early leave and reported threat were related

Although the workers at the engine plant walked out on their jobs on Wednesday, they had, after talks with Ford management, returned to their posts, thereby keeping their jobs, in contrast to the 700 workers of the Cortina plant who had "dismissed" themselves after refusing to work.

Conflict between Ford and a dismissed section of its black workforce deepened when some 400 workers reaffirmed a decision not to return to the company until demands for changes in labour practices were met

The demands include equal pay for equal work and an end to job discrimination. The workers are also demanding the reinstatement of all 700 workers deemed by the company to have "dismissed" themselves.

Threatened workers sent on early leave

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DP

The decision was taken at a mass meeting in New Brighton township chaired by Mr Thomazile Botha, chairman of the Port Elizabeth Black Civic Organisation (Pebco) whose resignation from Ford sparked off the labour unrest three weeks ago

The meeting decided to form a Pebco-affiliated committee to negotiate with the company for their reinstatement.

Dismissed Ford workers yesterday threatened to take legal action to get bonus pay they claim is owed to them by the company.

Payouts at the company's Struandale plant proceeded quietly yesterday.

Meanwhile, at Adamas Paper Mill, Mr Malkinson yesterday said the workers had made no attempt to negotiate with management over their

grievances. He said he still had not received any demands or representations and did not know why they had downed tools.

Among grievances mentioned by the workers are "low wages, a rejection of liaison committees and a demand for union representation and no bonuses being paid."

At the General Tire and Rubber Company which on Thursday laid off about 625 black workers at its factory here, the company's managing director, Mr R. G. Nicholson, said he would "re-employ the re-employable".

Asked whether the company would recognise the black United Automobile and Allied Workers Union, which the workers have accused management of preventing them joining, Mr Nicholson said the union was not registered. — DDC-SAPA

IV DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

Another strike hits PE

PORT ELIZABETH — More than 200 workers at the Adamas Paper Mill (Pty) in Port Elizabeth refused to go on shift yesterday in protest over a wide range of grievances

The strike was the second at the plant in two weeks and brings to three the number of major plants in Port Elizabeth affected by industrial unrest in recent weeks

Among grievances are low wages, a rejection of liaison committees and a demand for union representation, and no bonuses being paid.

Some workers said they were demanding the 75c an hour minimum wage be increased by 20c. Paper mill officials refused to comment on the stoppage

Meanwhile dismissed Ford company workers yesterday threatened to take legal action to get bonus pay they claim the company owes them.

Seven hundred workers paid off after a walk-out on Wednesday were due to meet in New Brighton again yesterday to discuss strategy and formally decide on legal action on bonuses

Pay-outs at the company's Struandale plant proceeded quietly yesterday

The General Tire plant in Port Elizabeth was quiet yesterday after the mass dismissal on Thursday of the plant's 625-strong black work force which followed a three-day wild-cat strike in demand of union recognition. — Sapa.

VI DISEASES OF THE NERVOUS

	W		A	
	M	F	M	F
0-1	0,02	0,03	0,20	0,2
1-4	0,01	0,01	0,02	0,0
5-24	0,00	0,00	0,01	0,0
25-44	0,01	0,01	0,01	0,0
45-64	0,02	0,02	0,03	0,0
65+	0,11	0,11	0,13	0,1
ALL	0,01	0,02	0,02	0,0
NO.	30	34	7	

	W		A	
	M	F	M	F
0-1	0,52	0,18	0,50	0,0
1-4	0,05	0,05	0,02	0,0
5-24	0,03	0,01	0,05	0,0
25-44	0,03	0,01	0,04	0,0
45-64	0,07	0,07	0,21	0,1
65+	0,18	0,13	0,00	0,15
ALL	0,06	0,04	0,07	0,06
NO.	128	85	26	23

0,44 0,15
0,17 0,12
366 187

VII DISEASES OF THE CIRCULATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

VIII DISEASES OF THE RESPIRATORY SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

RAM
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RAM



Four Unico Chemical Company workers, all with long service records, pictured at their place of employment yesterday. Thirty-seven Unico workers staged a sit-in strike after complaining they were underpaid

Picture PETER MAGUBANE

Factory workers 'sit-in' for more pay

By SOPHIE TEMA

A GROUP of 37 black workers at a Johannesburg chemical factory refused to work yesterday after complaining they were being grossly underpaid

The employees of the Unico Chemical Company, in Springfield, staged a sit-in protest outside the factory demanding an immediate pay rise

Yesterday the workers claimed they had discussed the pay issue with the management at a meeting two weeks ago where they had been promised an increase, to be paid last Friday. But they were paid the usual amount, they said

The employees, some of whom claim service terms ranging from one year to 36 years, also expressed dissatisfaction at the fact that they do not get an end-of-year bonus

One of the workers said, "We are being grossly underpaid by this company. We have had meetings with the company's management. Each time we are promised we will get an increase, but it never comes. We start at 7am and work until 5pm for peanuts."

Another general objection was that there was no workers' committee in the company for black workers

Mr German Tsotetsi, who is among the oldest men employed, said he had a record of 36 years unbroken service and earned R30 a week

Mr Abram Masuku said he had been employed by the company for 35 years and earned the same

Others who claimed long service records are Mr Solomon Turiso, 31 years, and Mr Philemon Baloyi, 29 years. Both said they earned R30 a week. Mr Isaac Makule who said he had worked for the company for 24 years, earned R19

The manager of Unico, Mr R J Prinsloo, refused to comment when the Rand Daily Mail approached him on the matter.

"I have no comment. In fact, I do not think it would be advisable to have an article on the strikers published

"I have informed our directors and I'm hoping we'll

The sit-in workers are back

and 'happy'

By Derrick Thema

All the black workers who staged a sit-in at a Johannesburg chemical factory yesterday were back at work today after management agreed to give them wage increases ranging from 20 to 25 percent

Mr R J Prinsloo, manager of Unico Chemical Company, said "Everybody is happy and back at work"

And in Port Elizabeth, 300 blacks jostled for work today at the Ford Struandale motor plant where 700 workers were dismissed last week after staging a fourth wildcat walkout

Mr Dunbar Bucknall, public affairs director at Ford, said today 40 people were hired yesterday and more applications were being processed

About 200 former strikers at Port Elizabeth's General Tire and Rubber Company plant were rehired by this morning, said Mr R G Nicholson, the firm's managing director.

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company shall not be deemed

- (6) Any director or officer the contravention of any provision incurred under subsection (5) (a)
- (b) It shall be a defence due to any misconduct or negligence subsection (6), to prove that the said period of eighty days the directors and officers of the company with interest at the rate of the directors and officers of the company is not so repaid within a money is not so repaid within a applicants for shares shall forthwith on the expiration of sixty days at the expiration of sixty days all (5) (a) If the requirements (4) The amount paid on a fund in a separate account with a (Act No. 23 of 1965), and shall the satisfaction of its debts until
- (3) The amount so stated amount payable otherwise than subscription".
- (b) any amount paid amount of any m time delivered to due to him by the
- (a) an amount stated to have been paid been unconditionally any amount paid (2) For the purposes of

165. No allotment unless minimum subscription received.—(1) No shares shall be allotted on any application made in pursuance of a prospectus for subscription unless the amount stated in that prospectus as the minimum amount which in the opinion of the directors of the company concerned must be raised by the issue of share capital in order to provide for the matters specified in paragraph 21 of Schedule 3 to this Act has been subscribed and the amount so stated has been paid to and received by the company

164. Time limit as to allotment or acceptance.—(1) No company shall allot any shares offered to the public for subscription and no offeror shall accept any offer to purchase any shares offered for sale to the public unless the application concerned is received by the company or the offeror, as the case may be, before the expiration of a period of four months after the date of registration of the prospectus.

Allotment and Acceptance after Offer to the Public

163. No diminution of liability under any other law or the common law.—Nothing in this Chapter contained shall limit or diminish any liability which any person may incur under this Act apart from this Chapter, or under any other law, or under the common law.

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Jobs in business.
Guardian 27/11/79

Ford fills vacancies

From Reuter in Port Elizabeth, South Africa. FORD Motor Company has started recruiting workers to fill vacancies created when it sacked 700 black labourers who walked off a car assembly plant in Port Elizabeth last week.

A company spokesman said that about 25 of the 700 who were sacked had reapplied, but the bulk of applicants were from other plants or new recruits.

Disputes over union recognition led to a wave of industrial unrest in the Port Elizabeth area last week. The dispute at Ford was followed by the laying-off of 625 striking workers at the General Tyre and Rubber Company.

Workers at a local paper-mill also went on strike, and the company yesterday said it had paid off about 50 men who refused to return to work.

The strikes at the Ford and General Tyre factories were in support of demands for representation by a black union which the two companies say is not a registered trade union.

At the paper-mill the strikers said they were seeking union representation, higher wages, and payment on bonuses.

Riot police stood by outside the mill yesterday as workers arrived to find notices posted on the gates warning them that the strike was illegal, and that if they did not return to work they would be immediately dismissed.

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HQA

Mill staff sacked

PORT ELIZABETH — About 70 workers at the Adamas Mill here returned to work yesterday morning to try to persuade the management to look into their complaints.

They were told to go on shift and when they refused they were sacked, the workers said.

The management estimated that about 100 of the 170 expected to report for work had turned up.

A statement from the management said there were signs of intimidation among workers.

"By 11 a.m. about 100 workers had again downed tools," the statement said.

The general manager, Mr. C. Malkin, said workers who had not reported for their Monday shift and those who downed tools had broken their contracts and were paid off. No numbers were given.

At two other Port Elizabeth trouble spots, Ford and General Tire, employment of workers went ahead yesterday.

Ford public relations director, Mr. Dunbar Bucknall, said about 500 people applied at the Strandale assembly plant, where 700 black workers were dismissed after an ultimatum on Wednesday.

At General Tire, workers who were previously dismissed reported for re-employment yesterday.

Although they said in the morning they would insist on the entire work force being re-employed together, they were called to the gates in small groups to be reinstated.

By lunch time, many were back at work; the rest were told to report again at 8 a.m. today.

ROM 29/11/79

Hundreds queue for work in PE

PORT ELIZABETH. — Hundreds of black labourers looking for work turned up at the Ford and General Tire companies yesterday after 1 325 walked out or were sacked last week.

Officials of the two American companies, among the biggest employers of black labour in the motor industry, said nearly 900 workers turned up to apply for the jobs, but only a small number were among those involved in last week's unrest.

Ford's industrial relations director, Mr Fred Ferreira, said 20 of the men who walked out re-applied, and 16 were taken back.

Last week 700 black Ford workers downed tools and walked off their jobs over a series of incidents sparked off by the sacking of a black draughtsman.

Mr Ferreira said yesterday that between 450 and 500 turned up in the morning to apply for the vacant jobs.

At GENERAL TIRE, where 625 workers were fired after a three-day wild-cat strike, a large number of black labourers applied for jobs early yesterday. It was not clear how many of those sacked were among the applicants, or just how many had applied.

Meanwhile, at Port Elizabeth's ADAMAS paper mill, about 400 workers went back to their jobs yesterday after 450 had walked out tools in support of wage demands last week. However, no sooner had they returned than about 100 again downed tools. Workers said they had been threatened with injury if they did not stop working — UPI

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Tutu pledges support for sacked workers

PORT ELIZABETH — THE secretary-general of the South African Council of Churches, Bishop Desmond Tutu has pledged his support to the black workers who lost their jobs during the industrial unrest in Port Elizabeth.

The president of Port Elizabeth Black Civic Organisation, Mr Thozama Botha told a meeting of more than 2 000 in Port Elizabeth on Sunday that Bishop Tutu had expressed his support for the workers and had indicated he would give practical help where possible.

The meeting was held under the auspices of the

POST Correspondent

Port Elizabeth Black Civic Organisation.

Mr Botha, who spent two days in Johannesburg meeting leaders over the weekend, also brought back a message of solidarity with black workers dismissed by Ford, General Tire and SA Adamas Paper Mill from Dr Nthato Motlana, chairman of the Soweto Committee of Ten.

Representatives of workers from Ford Cortina plant, where 700 were fired last week, General Tire and SA Adamas also addressed the meeting.

The meeting decided to establish a "Save Workers' Fund" to help dismissed workers.

The president of the Azanian People's Organisation (Azapo), Mr Curtis Nkondo, said Azapo pledged its solidarity with all workers in Port Elizabeth who have decided to stage a walkout in protest against oppression and exploitation. "We have decided to identify ourselves with you and to travel the hard road together," he said.

He said: "We are very much aware of the difficulties involved and that success will only depend on unity."

UNREST

"We therefore have to be a selfless, determined, committed unit and a mighty force capable of rebuffing any opposition that forces of oppression will present."

He added that the industrial unrest in Port Elizabeth was very "serious" and should not be treated as an isolated incident. All blacks in South Africa were victims of oppression and exploitation.

"All that the workers have done is to react against the evil system by expressing their dissatisfaction. They have reached a stage when they can no longer remain passive

and indifferent to an untenable system," he said.

Mr Nkondo said the economy of the country depended on the labour of the black man. "Without it the country will come to a standstill. We are responsible for the comforts whites enjoy and we can no longer sell our labour at a low price."

"The days of cheap labour are over; economic exploitation must end," he warned.

Mr Nkondo said apartheid was very much alive in South Africa. "No change is in sight. But its very nature apartheid accommodates no change because a change only means going away with apartheid."

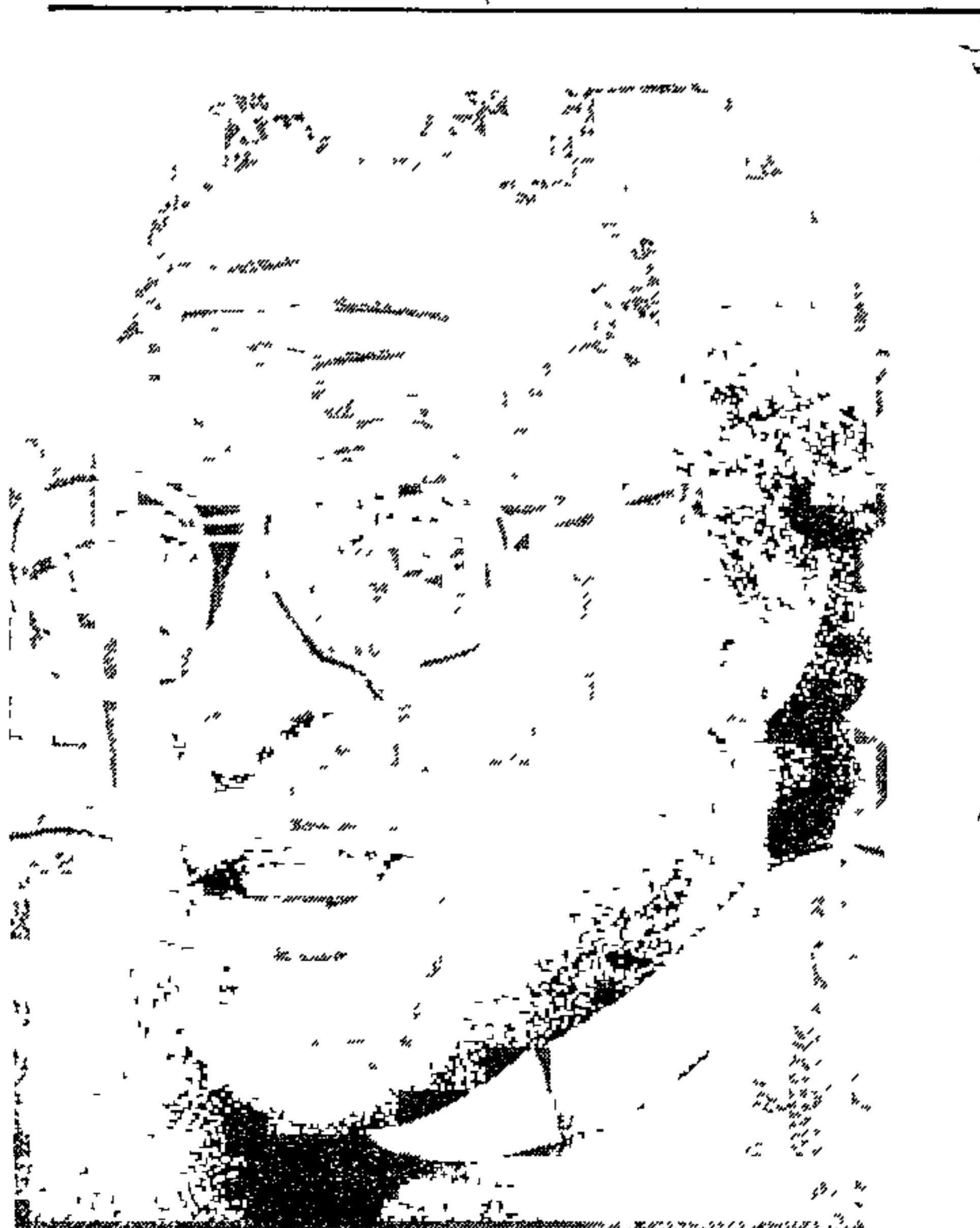
"Concessions are not liberation. They only serve to create a sense of false hope."

Mr Nkondo called for unity not only of the people of Port Elizabeth but of the more than 20 million blacks in South Africa.

He said he personally recognised no leader outside Robben Island, Mandela, Sisulu and others are genuine leaders.

"I am not a leader but a participant in the struggle," he said.

At another meeting in New Brighton attended by more than 800 residents Mr Morris Sungapi, chairman of the Community Council, said the Urban Foundation and his council have pledged to work together in an effort to solve the ever increasing backlog on black housing.



Bishop Desmond Tutu . . . backs PE workers.

Mill workers were 'intimidated'

PORT ELIZABETH — Intimidation of black employees of the Adamas Paper Mill in Port Elizabeth has been reported after an announcement by the Adamas management on Monday that workers would be reinstated yesterday.

The managing director, Mr A C N Malkin, said yesterday the majority of shiftworkers failed to report for

duty on Monday afternoon and night.

Workers had arrived at the factory, but had been accosted by blacks outside and had left, Mr Malkin said.

On Monday 85% of the day staff had turned up but many had left after reports that their families would suffer and their homes

would be set alight. Mr Malkin said 40% of the day staff arrived for work yesterday.

Meanwhile the Ford Motor Company has received about 900 job applications since the dismissal of about 700 black workers at its Cortina plant last Wednesday. Forty appointments have been made, including

20 of the workers who walked out on Wednesday. Ford's public relations director, Mr Dunbar Bucknall, said it was expected that a further 60 workers, including a number of those involved in the walkout, would be appointed today. The workers appointed on Monday resumed work at the Cortina plant yesterday. — Sapa.

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RPM
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Threats stall recruiting at PE plants

PORT ELIZABETH —
After three weeks of labour unrest here, three big plants were still partially crippled yesterday

Recruitment at two plants was progressing slowly while fears of reprisals among applicants at a third delayed the re-employment programme

At Ford, where about 700 workers were paid off last week, about 100 vacancies had been filled by late yesterday

But a Ford spokesman only expected the Cortina assembly plant to reach full production in about a week

Recruitment at General Tire was continuing and the managing director, Mr R G Nicholson, said from Johannesburg yesterday enough labour had been recruited to fill the plant's first shift, but not the second

At Adamas Paper Mill, where workers downed tools and were paid off on Monday, production continued yesterday with about 40 per cent of the

normal labour force

About 100 workers gathered outside the mill yesterday. A few applied for jobs but asked to be taken on later in the week because they still feared reprisals, said a statement issued by the mill

The company had planned to start re-employment on a selective basis yesterday but no workers were actually signed on

The general manager of the mill, Mr C Malkin, said it was not possible to maintain full production, although it was being kept at a "fairly high level"

There were no further dismissals at the mill yesterday, he said

Mr Dunbar Bucknall, public affairs director at Ford, said yesterday about 500 applications had been received on Monday and another 400 were received yesterday

On Monday 40 applications were accepted after processing and another 60 yesterday. Other applications were still being processed —
DDC

impossible, we have a difficulty in debtor to claim the performance due. He may demand the performance which is unfair because the debtor need not have having been rendered impossible by expenditure of that performance. case of a man who enters into a contract to build a room to his house, but before the room is built the house is destroyed. The builder may, if he does not have to perform himself. We must deduct the price, but he must deduct the money not having to perform himself. We must deduct the price and the cost of the house. (See paragraph of Chapter 17).

The innocent party may elect to treat the contract as repudiated if the guilty party has rendered performance impossible before the performance was not yet due at the time of the breach (1930). In this respect, this form of repudiation. Both are examples of anticipatory breach. (Kontrakbreuk in anticipando).

The rules which apply where performance arises in the case of impossibility which apply in the case of impossibility of performance of the indivisible material portion of the indivisible contract. In the case of breach by rendering performance impossible except that even where the creditor is not a pro rata reduction he may then elect to treat the contract as repudiated. (See Voet, 1930).

An important difference between anticipatory breach and impossibility existing at the time of the contract. In the case of impossibility due to culpable behavior the impossibility must be objective, as in the case of impossibility which is culpably caused by a breach of contract. Thus, for instance, if A contracts to sell to B and then sells and delivers it to C, A is liable to B for impossibility of performance because the thing is capable of being delivered to B. If A contracts to sell to B and then sells and delivers it to C, A is not liable to B for impossibility of performance, because there is no breach of contract. (See Voet, 1930).

Note that where one party makes a contract with the other party to perform on time, and the performance is rendered permanently impossible, the connection between the contents of the contract and the performance is tantamount to a contract dealing with mora debitoris or mora creditoris and not with rendering performance impossible. For example, if I contract with you to paint my house and when he has finished painting the house is destroyed, I am out and the house is lost. If I have sold the house it is a case of mora debitoris.

(For further information, see De Wet and Yeats, pp. 119-123; Niemand, 1963 Tydskrif 19; Some Historical Aspects of Supervening Impossibility of Performance by W.A. Ramsden in 1975 Tydskrif, 153, 284 and 370).

Another 150 get the sack

SA ADAMAS Paper Mill in Port Elizabeth dismissed a further 150 black workers yesterday bringing to nearly 1500 those who have lost their jobs through industrial disputes in the last two weeks. (152) (194)

Management confirmed yesterday that dismissals continued throughout Monday and yesterday as workers refused to report for their shifts.

Early yesterday Adamas workers lined the street in front of the plant and refused to go on shift.

Many said they had been among those who had returned to work on Monday but downed tools again yesterday in sympathy of fellow workers who had been dismissed for failing to report for work on the early morning shift.

Statements by management that employees had been intimidated were rejected by workers who said they had acted in sympathy.

Management said it had not yet begun employing staff although a number of those sacked had indicated they were prepared to return.

Workers said they had been told to return today to collect their severance pay. Among issues originally raised by the strikers was low pay and a demand for union recognition.

In a statement released yesterday general manager Mr C Malkin said that approximately 40 percent of the work force reported for duty yesterday morning. He again said intimidation was responsible for the stayaway.

At the two other Port Elizabeth industrial troubled spots — Ford and General Tire — employment continued yesterday as the firms sought to fill the vacancies left by the 1300 workers sacked.

A spokesman said nearly 500 work-seekers had applied at all plants on Monday and another 400 yesterday.

The spokesman said that Ford was not consciously adopting a slow employment policy to give former workers time to return but was looking for experienced workers.

Yesterday at least 40 people were employed of whom half were former Ford employees. Another 60 are likely to be taken today.

No breaks or overtime, so 11 resign

Staff Reporter

ELEVEN nightshift workers at a Johannesburg bakery resigned from their jobs yesterday because they claim they were not paid for working overtime

The employees, of Fanny Farmers Bakery and Confectioners at Lorentzville, refused to work on Tuesday night

But a company spokesman, who refused to give his name, said yesterday that there were no problems as far as management was concerned

A spokesman for the workers, Mr Wilson Dlamini, said they refused to go on duty on Tuesday night because they were not paid overtime

They started work at 8pm and were supposed to knock off

at 4am But they were made to work until 6am without overtime pay

Mr Dlamini said they were not given tea or lunch breaks and they received low pay

He said they told management they were resigning and would look for other jobs

Mr Dlamini said he earned R17 a week and had worked at

the bakery for nine months He came from Newcastle in Natal and lived with relatives in Soweto

Mr Jetro Gumede said he had worked for the firm for 17 months and was paid R19 a week

Mr Aaron Sithole, who also resigned, said he had worked for two years and was paid R19 a week

space-time box by ignoring several of examples of such forcing occurred, so lots were loosened and expanded to contain facts. Survival of the revised framework the boundaries between the large, block-blurred. Also, quantitative analysis optical procedures (Mason 1957) and the undistorted samples, complete artifact attention to provenience (Inskip 1961). e, industry, variant, stage, period, and calculation in the literature. The framework again.

postum in 1965 recommended that the Three lots (Kleinmann 1967; Clark et al 1966). ries were proposed for Rhodesia (Cooke, South Africa (Sampson 1972), these e ignored. Instead, several active researchers in the Burg-Wartenstein recommendations could continue in use as "informal" be discarded. Thus it has come about are now in use to describe available num.

been caused by the discovery that intermediate repeatedly yield radiocarbon dating methodology. If, as Beaumont et al "stage" is greater than 70,000 B.P. is between Middle and Later Stone Ages self. Preliminary attempts to push making of the ISA do not look promising

part of the gap do not fit the original is now documented by excavations at sites River Mouth (Singer and Kymmer in Johannesburg and Border Cave (Beaumont Makwe (Phillips 1976). Other fragments to available slots - now appear to y period. These include parts of

Wonderwerk, Rose Cottage, and several other miscellaneous assemblages including the long-ignored "coarse Stillbay" reported from between the Second Intermediate and ISA in the pioneer excavations at Pears's Cave (Keith 1931). Although a few categories have been tentatively isolated, such as the Robberg Industry (Deacon 1977), an increasing number of assemblages remain vaguely labelled (eg. "Early ISA") and floating uncertainly within the gross subdivisions of the Middle and Later Stone Ages.

To avoid the ambiguities inherent in even these large categories, an increasing number of authors have recently turned to terms such as Holocene and Upper Pleistocene to define broad units. Thus a third system is being introduced into the literature. The time-axis of the framework is clearly in the throes of its fourth major crisis.

Development of the space-axis

It is hardly surprising that the space-axis of the framework has undergone similar episodes of strain during the course of its development, but the causes were not always the same as those outlined above. W.D. Gooch (1881) was the first to recognize the need for subdivisions in South Africa, although the classifiers of his times in Europe appear to have avoided this approach. By subdividing his field observations into five geographical regions, Gooch anticipated that we should not expect the Stone Age continuum to advance in an orderly progression of contemporary phases throughout the subcontinent. However, the later accumulation of field results showed that his regional/landscape slots did not covary with "cultura-areas" represented by mapped distributions of similar-looking stone artifacts. Although Goodwin (1946b) was attracted to regional subdivisions, he seems to have realized this and the units known as Cultures and/or Industries became the common approach to both spatial and chronological subdivision of the three Stone Age blocks.

Inevitably, new Cultures tended to spring up wherever a pioneer archaeologist happened to be located - either because of his place of employment or because of his personal field interests. The first ones to appear in the literature tended to cluster around Cape Town, Grahamstown, the Kalkfontein dam on the Riet River, the diamond-diggings on the Vaal, and so on. By the time of the 1929 meetings of the British Association, vast uncharted regions still existed between these oases of research.

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29 Nov 1979

Across ⁽¹⁵²⁾ the ^{great divide} gr



Mr Thozamile Botha (right foreground) and former Ford workers during a mass meeting in

PORT ELIZABETH has been in the throes of the most serious and probably the most significant wave of industrial unrest in South Africa since the massive Durban strikes in 1973

The wildcat strikes which have crippled three major companies and have thus far led to some 1 500 black workers losing their jobs started a month ago. Although the mass dismissals have largely ended worker action, the outcome is unclear.

More important is that the Port Elizabeth upheaval has differed in many respects from past industrial conflict.

This is especially true of Ford where the unrest started before spreading to General Tire and other firms — and it is Ford which raises the critical questions.

Ford is generally seen as one of the most progressive employers in South Africa.

What really distinguishes it is that it is one of a handful of companies which have formally recognised an independent black trade union.

On the face of it, Ford should have been one of the last companies in the country to be hit by industrial unrest.

As Mr Fred Ferreira, Ford's industrial relations director, has put it: "We're one of the most enlightened companies in South Africa and have gone out of our way to set progressive employment standards

Port Elizabeth has experienced a wave of worker unrest which has major implications for industry throughout the country. Labour Correspondent **RIAN DE VILLIERS** examines the personalities and issues involved.

mediate wherever it could it has played virtually no role in the conflict.

The union has in fact faced severe criticism from workers who have accused it of being ineffectual and siding with management.

Company and union men point out that the conflict arose around a key political figure in a highly politicised community and cannot be seen as a strict industrial dispute.

However, others argue that political issues will become an increasing problem on the shop floor.

The strikes at Ford were triggered off by the resignation of Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation (Pebco) which has had a meteoric rise to prominence in the black community.

Mr Botha, a trainee draughtsman who joined Ford in February, resigned on October 30 after he claimed he had been given an ultimatum to drop his outside activities or resign.

The company has denied he

cant jobs and, although it doesn't say so, it would obviously like at least some of the former workers to return.

But at mass meetings convened by Mr Botha last week workers decided not to return unless they were reinstated en bloc and certain demands were met.

In an important development, workers formed a Ford Cortina workers' organisation affiliated to Pebco and elected a committee of seven with Mr Botha as a member to further their cause.

While strategy decisions were not disclosed it is believed the workers want to further their cause through international protests — to which Ford as a high-profile multinational is vulnerable.

A drawn-out war of attrition is possible with worker solidarity pitted against the pull of some of the highest wages for blacks in Port Elizabeth in a harsh climate of unemployment.

On Monday, the first day of recruitment, there were only 20 ex-Ford workers among hun-

flow over into the industrial channels."

On the union issue, he says blacks had little experience in industrial organisation and were learning to organise themselves. "The strikes show they have a lot of learning to do."

The Ford dispute raises two main issues surrounding unionism. As far as employers are concerned, it suggests if the UAW could not contain conflict at Ford, the present almost universal strategy of blocking authentic black unions has no hope at all of securing industrial peace.

On another front, the dispute has raised serious issues concerning the relationship between the black labour movement and other black organisations.

Mr George Manase, national organiser of the UAW, says the strike was not a union issue and was politically inspired.

The union did what it could initially in trying to mediate but was undermined by workers when they ignored the union and demanded direct negotiations with management.

He suggests the management indirectly contributed to this by acceding to demands for direct negotiations.

He argues that Mr Botha did not want to lead the dispute but wanted the union to resolve it. Some leading black labour

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sotopic date. In consequence, although Site Cat an be employed on a single site it is almost impossible to identify the mass of overlapping territories from lack of chronological control. Thus although chronology may not be a major requirement in the Jarmar, 1972) its absence in southern Africa is a major such difficulties, and bearing in mind the difficulties of assumptions, it would seem necessary to develop a technique suitable for extracting locational trends from sites which represent the archaeological record. Clearly, the data is not adequate for models involving assumptions which may not be testable. Therefore a new technique developed is based on the simple distribution of archaeological configurations to tackle the problems. However, archaeological configurations of Zululand. However, there is enough in common with data from other regions to suggest that the technique may have a more general application.

The aim of this approach, which could be convenient for archaeological mapping, is simply to identify all the variables in a study area which could possibly have influenced the community in their choices of site location and to compare these variables at actual site locations. This is done by the use of transparent overlays in conventional distribution maps (for example, by Clark). The added advantages that up to fifty different variables can be added together and that the relationships which are described statistically. This technique is extremely powerful in that it does not incorporate assumptions which are therefore elevated to theory; it is rather a descriptive technique for unravelling complex data. Assumptions are made at a later level, when the identified associations of variables are tested. Furthermore, it is not inherently deterministic. Variables could be used - for instance the distribution of landscape features known to have mythological significance of Zululand, the distributions of economic resources, but the technique still allows the identification of distributions in that it is searching for statistically rather than fixed rules.

Further advantage of Multi-Dimensional Mapping is the analysis of site distributions which are not visible. Therefore although it is often easy to see the distribution in a complete map of the distribution of sites, it is difficult to identify important features if the data is to be sampled; for example as sites are randomly placed.

"Our wages are non-discriminatory, we have desegregated our facilities and we have been the first company in the motor industry, and one of the few in the country, to recognise a black union."

"We have tried to establish open communication channels with our work-force in every imaginable way. During the last monitoring exercise in terms of the Sullivan code for US subsidiaries, Ford was rated in the top twenty bracket."

"Why this whole structure has failed is obviously the crucial question which we are analysing and researching."

The concern is not only Ford's Observers generally agree that Ford may be regarded as a barometer of future industrial relations and events in Port Elizabeth may well be a foretaste of what faces SA industry as a whole in the Eighties.

The dispute at Ford certainly appears to encapsulate many elements likely to play a role in the changed situation expected in industry.

They include the effects of increased expectations, increasingly militant black worker demands, racial friction and a white worker backlash.

With larger-scale unionisation of blacks in the offing, perhaps the most crucial questions surround the position of the union during the dispute.

The United Automobile and Rubber Workers' Union is an independent black union affiliated to the Federation of South African Trade Unions (Fosatu), whose affiliates are still being almost universally rejected by employers as dangerous and militant.

But from the outset the union - which had a membership of some 50% in the Cortina plant - was pushed aside by the workers and although it tried to

was given any ultimatum. In any event, hundreds of workers at the Cortina plant at Stranddale, one of four Ford plants staged a wildcat walkout in support of him.

The withdrawal of his resignation was negotiated and the workers returned to work. But the spiral of conflict had been set off.

The white backlash came a week later with white workers, members of the right-wing Yster, Staal en Verwante Nywerhede Unie, threatening to go on strike over a wide range of grievances.

Workers complained about black hostility to whites and accused Ford of capitulating to irresponsible black demands. Black workers were accused of antagonism and of misusing locker rooms, toilets and canteens.

Ford's programme of racial integration was cited as a cause of racial friction.

Blacks reacted angrily and conflict escalated over a range of issues with the embattled Ford management negotiating separately with black and white workers.

More walkouts followed. Unrest spread to General Tire with workers walking out over a wide range of grievances.

Ford management drew the line on Tuesday last week, outlawing further mass meetings on company premises and ruling that workers who walked off their jobs would be regarded as having terminated their employment.

Despite this, 700 black workers at the Cortina plant - including Mr Botha - walked out for the last time the next day and were paid out on Thursday as were some 625 General Tire workers.

The dispute has now moved into a new phase. Ford has started to recruit for the va-

hundreds who queue up for the jobs.

What went wrong at Ford? Mr Ferreira believes there are no single or easy answers and is reluctant to draw firm conclusions.

Indeed, he is perplexed about many incidents during the dispute which he describes as "totally inexplicable" and he seems to suggest there may have been some planning behind the worker action.

At the same time, he says the company had created extremely high expectations among blacks - perhaps deliberately.

"Blacks see this as too little too late, and the whites as too much too soon. This may be an oversimplification but it may be in this area that the problem lies."

He adds where far-reaching changes are brought in, some unrest must be expected.

"What has happened here are growth pains which we will have to go through due to the social and economic restructuring of the country. All change brings problems and stress."

His views are echoed by Mr Brian Matthew, director of the Midlands Chamber of Industries.

"What we have seen is reaction to change. Progress inevitably brings some adverse reaction."

"In Port Elizabeth companies have made tremendous progress, and this is the price you pay for it."

He adds the situation should not be viewed with complete alarm.

At this stage, he feels it is difficult for workers to differentiate between industrial issues and political issues.

But he adds significantly "Because there are no political channels acceptable to blacks, a lot of grievances are bound to

be approached the union for advice. But how can we help them now? I told them if Mr Botha came to us we could straighten it out. Management will allow the union to represent them."

"But we have not been approached."

At the same time Mr Manase says the union has no quarrel with Pebco. "The political spheres and labour spheres are parallel and we are both working for the future of the blacks."

"If they accept our principles we'll accept theirs. But Mr Botha must not use us as messenger boys or use us for his own image."

Despite events at Ford he says the dispute has led to an upsurge of UAW support at other plants.

"Everyone is now aware the union is playing an important role. They also know there was political involvement at Ford."

Like others, he argues Mr Botha was not in favour of the escalation of the dispute but lost control over young militants.

Mr Freddie Sauls, prominent PE unionist and adviser to the UAW, says bluntly Ford's employment practices are completely unrelated to the dispute, which he sees as politically inspired.

"I'm not sure any union could have contained a situation like that. In a situation of mass emotions with black militancy against white reaction, what can shop stewards do? If they try to stop it, they are condemned as sell-outs."

But he adds it did show emergent black unions should put more emphasis on stronger shop floor leadership than the established registered unions, which may help to channel similar conflict.

"We have been trying to push black unions since 1973 but have been continuously rebuffed. So what confidence can one expect black workers to have in unions?"

"They have to be shown we can play a meaningful role. We haven't had that opportunity. All we've been doing is fighting managements."

He argues the dispute has been a good if very expensive lesson to workers on where they should draw the line between political interests and labour interests.

In the short term, more such incidents could be expected as blacks became more politicised. "Until trust and confidence in the labour movement has been built up and the procedures clearly defined, we can expect a lot more of these problems."

The dispute has implications for white unions too. Mr Henry Ferreira, deputy secretary of Yster en Staal, says unrest always had the effect of boosting the union's membership.

"Unionisation of blacks, the scrapping of job reservation and introduction of black apprentices may well have the effect of driving passive white workers towards unions."

... assemblages from 20 sites in Ta

SKW 29/11/79

Twenty-nine-year-old John-son Ngodwana at first cannot explain why he went on strike at Ford's Strandale plant in Port Elizabeth. Pushed for an answer, he finally says "with a touch of bitterness 'The white foreman was rude to me'."

His revealing remark goes right to the heart of the industrial trouble plaguing the "friendly city" — trouble that has led to mass walkouts involving 1300 workers at Ford, General Tire and Adams Paper Mills.

These are not regular industrial disputes for one thing, they do not concern pay and working conditions as much as they concern political and racial clashes.

Few deny that the Ford plant out of which Ngodwana and 700 of his co-workers walked last week is one of the most advanced in South Africa as far as labour practices are concerned.

The director of the Midlands Chamber of Industries, Mr Brian Matthews, asserts that Port Elizabeth employers — and notably Ford — are three to four

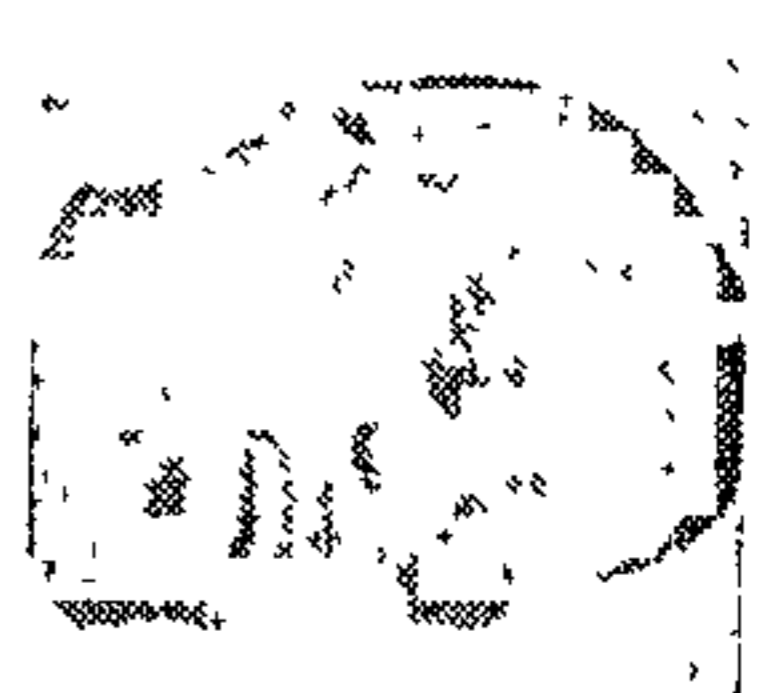
stages ahead of their Transvaal counterparts when it comes to pay and working conditions.

"The Pretoria-Witwatersrand-Vereeniging area has still to go through that," he says. "We have an industrial council and all we have to do is to accommodate the black trade unions into the existing system. That's a lot easier than starting from scratch."

"We have been working with the unions and their aspirations for a long time. And equal pay for equal work has always been accepted by the employers."

Ford's Mr Fred Ferreira, director of industrial relations, asserts: "We have what is recognised as very enlightened practices, including substantial training programmes, including promotional prospects for non-whites and including encouraging people to see one another as people and not members of a particular race group."

It's in tune with Wirehahn and Rieker's mood of the 1980s. But, ironically, it is this



Mr Thosamile Botha given "ultimatum."

Very enlightenment that is the reason for Ford's troubles.

Encouraged by their advancement blacks want to advance even more quickly. To quote an unidentified black speaker at a recent Port Elizabeth meeting: "My children have been in darkness for such a long time, now that they see the light they are almost blinded by it."

But whites see the advancement that has already taken place as too fast. They are frightened and angered by what they see as preferential treatment for blacks. They resent black promotions.

PE labour troubles are foretaste of the 1980s

The industrial troubles that have erupted in Port Elizabeth are a foretaste of the delicate problems that can come in the wake of meaningful change in South Africa, writes GRAHAM FYSH. They concern the problems of the 1980s.

Parent company unlikely to address

The Star Bureau NEW YORK — The American parent company of Ford in South Africa has not yet received the plea for help which black workers have reportedly sent it. But it seems unlikely that the US company will agree to be drawn too far into the matter. Mr W R Prutow, personnel and organisation manager of Ford's Middle East and Africa Division, said last night "We cannot react fully until we have seen the letter."

viewing them as a threat. Rising black expectations meet white fears and prejudices on the factory floor. The heady mixture is stirred by militants and reactionaries to create a boiling political cauldron.

Comments Mr Ferreira: "It is in a way tragic that the company that has been in the forefront of viewing people as people has been caught — possibly as a consequence of its own actions, in the sense that it engendered expect-



Mr George Marase... aim is "liberation."

the Port Elizabeth industrial situation, says. "What is coming through is that what starts as a normal grievance in a plant assumes much wider implications in terms of other grievances at home and in politics."

"It is not simply a labour matter." An examination of the incidents that triggered two black walk-outs at Ford reveals the nature of the discontent.

The first came after black civic leader Mr Thozamile Botha ("the Dr Ntsho Motlame of Port Elizabeth") resigned from his work at Ford. Mr Botha, head of the recently formed Port Elizabeth Black Civic Organisation

(Pebco), was told he was taking too much time off. He interpreted this misunderstanding as an ultimatum that he abandon Pebco or leave Ford.

He chose to leave Ford. A meeting was held the next day to patch up the dispute and Ford believed it was successful and the misunderstanding had been cleared up. But the Pebco leader persisted in his assertion that he had been forced to resign.

It was then that workers left with him. Thus, then, was a mass walk-out in support of a political leader.

The men later returned to work, but walked out again following reported remarks by whites at the factory that were disparaging of blacks. One remark was said to be that blacks could not behave themselves in the integrated canteen.

In both cases the issues were more political than industrial. The white remarks, particularly, were a reaction to enlightened practices which, in turn, prompted a reaction from the blacks who no longer are prepared to tolerate

rudeness from their white superiors. Mr Botha, a black map of Africa pendant swinging from his neck, concedes this, but asserts they were a catalyst for underlying grievances.

LIBERATION The overriding political nature of the clash is confirmed by Mr George Marase, national organiser of the United Automobile Workers of South Africa. "We are all fighting for the liberation of the black people," he says in his office in PE's Korsten suburb. "The politicians have interfered a bit too much in this matter. We should operate in our area — trade unions — and politicians in theirs. We must work on parallel lines."

"But our goal is the same liberation — that is, democratic rights and majority rule. "We are trying to pressure the employers. They can pressure the Government. "Each is just a part of one big struggle."

The struggle, he might have added, of the 1980s.

US delegates probe grievances at Ford

SENIOR UNITED STATES diplomatic officials visited Port Elizabeth this week to assess the circumstances surrounding the industrial unrest at the city's Ford Cortina plant.

Mr Chuck Ohlgen, US Consul in Cape Town and another official, a senior labour attache from the Embassy in Pretoria, held talks with all parties involved in the dispute that has racked the plant over the past three weeks.

Among those consulted were Mr Thozamile Botha, leader of the PE Black Civic Organisation, union officials and Ford industrial relations officials.

The US Government's interest in the issue is understood to stem from the fact that Ford subscribes to the Sullivan Code of fair employment practices which have the support of the American Government.

And in another development on the labour front in Port Elizabeth yesterday at a mass meeting of workers held at the Holy Spirit Anglican Church

hall, Kwazakhele, a Save Workers Fund, was started which will look after the interests of the dismissed workers while the dispute is still unresolved.

INQUIRY

The meeting also decided to write a letter to the mother plant in Detroit urging the mother plant to appoint a commission of inquiry to visit South Africa. Its mission should be to investigate the existing conditions in the plant, listen to the grievances of the workers and consider reinstating all dismissed workers.

Among the grievances

listed are calls for the scrapping of job reservations which the workers claimed was still practised at Ford and which was protecting the interest of whites.

● The workers also call for equal pay for equal work.

● No victimisation based on colour or race.

● People should not be dismissed without tangible reasons being given.

● They complain about

● Failure of the management to maintain good relations between black and white workers.

● Imbalance in training periods between black and white workers.

Workers claimed in the letter that whites become supervisors after training for only three months whereas the blacks have to undergo training for three years.

Letters have also been sent to the secretary of the South African Council of Churches, Bishop Desmond Tutu and to the chairman of the Soweto Committee of Ten, Dr Nthato Motlana.

UNREST

The workers from two other companies involved in industrial unrest have been included in the Save Workers Committee. The number of workers re-employed by Ford by yesterday has risen from 50 to 85.

At General Tire, an undisclosed number of workers from the ranks of the dismissed strikers were re-employed on Tuesday and the management expected to employ more yesterday.

SA Adamas Paper Mill management reported that the turnout at the mill was 40 per cent.



Mr Thozamile Botha, leader of b

workers in Port Elizabeth

forced into the upper parts of the space-time box by ignoring several of the original definitions. As more examples of such forcing occurred, the original definitions of the slots were loosened and expanded to contain an ever-increasing variety of artifacts. Survival of the revised framework was threatened again because the boundaries between the strata subdivisions had become too blurred. Also, quantitative analysis was beginning to permeate archaeological procedures (Wason 1957) and the use of numerical procedures, complete artifact type lists, and far more rigorous attention to provenience (Inskape 1961). Furthermore, the concepts of culture, industry, variant, stage, period, and phase were in free and variable circulation in the literature. The framework appeared to be near collapse once again.

The Burg-Wartenstein Symposium in 1965 recommended that the Three Age system be scrapped and replaced by Industries which would eliminate several of the less well-defined slots (Klein 1967; Clark et al 1966). Although local sequences of Industries were proposed for Rhodesia (Cooke, Summers, and Robinson 1966) and for South Africa (Sampson 1972), these recommendations have been otherwise ignored. Instead, several active researchers have opted for the escape-clause in the Burg-Wartenstein recommendations which stated that the three Ages could continue in use as "informal" terms until such time as they could be discarded. Thus it has come about that two systems of classification are now in use in the archaeological community.

PE firms still need recruits

PORT ELIZABETH. — Recruitment campaigns continued at Ford and General Tire in Port Elizabeth yesterday where about 1 300 black workers lost their jobs last week.

Ford's director of public relations, Mr Dunbar Bucknall, said a total of 105 workers were taken into service so far this week, of whom half had walked out of their jobs at the Cortina plant last Wednesday.

It was expected another 60 employees would be taken on yesterday and about 250 job seekers of all population groups gathered outside the recruitment offices early yesterday.

Mr Bucknall said preference was being given to former workers at the Cortina plant. Enough workers to fill one shift were reported to have been accepted at the General Tire plant. Many of those being taken into service were of the

625 dismissed last week. At the Adamas Paper Mill, where some 150 workers were dismissed, the managing director, Mr A C N Malkin, said full production had not yet been resumed.

He claimed workers were being threatened and told not to return to their jobs.

General Motors' liaison officer, Mr Bob Ford, said yesterday all workers — those on a fixed salary and paid by the hour — would get 18 months' bonus pay in December.

The move by GM followed Ford's recent announcement that it would change its bonus system to cover the period of January to December, resulting in workers receiving 18 months' bonus pay this year.

This decision had been taken to meet demands of the workers — Sapa

● See Page 17

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It was expected that another 60 employees would be taken into service yesterday

About 250 job-seekers of all population groups gathered in front of the gates of the recruitment offices early yesterday

Mr Bucknall said preference was being given to former workers at the Cortina plant

It was reported that enough workers were accepted at the General Tire plant to fill one shift. A large number of those

being taken into service were of the 625 who were dismissed last week.

At the Adamas Paper Mill, where some 150 workers had been dismissed, the managing director, Mr A C N Maikin said full production had not yet been resumed

Workers were being threatened and told not to return to their jobs

The liaison officer at General Motors, Mr Bob Ford, said yesterday all workers — those who received a fixed salary and who were paid by the hour — were to receive 18 months' bonus pay in December

Reports here said the move by GM followed the announcement by Ford recently that it would change its bonus system to cover the period January to December, resulting in workers receiving 18 months' bonus pay this year

This decision had been taken to meet demands of the workers — SAPA

EAST CAPE UNREST

Still rumbling

The labour upheavals in Port Elizabeth seem to have subsided. But observers say a repetition of the wildcat strikes that hit three PE companies cannot be ruled out. And the resistance among workers to return to their jobs has not been completely broken.

The majority of Ford workers, who lost their jobs last Wednesday, are still stalling on returning to work. Fred Ferreira, Ford's industrial relations director, had hoped that most workers would have returned on Monday after they had cooled off. Less than 100 workers have asked for their jobs back — the rest will not return, they say until their demands are met.

Hundreds of workers are waiting outside the plant's gates to take their place. On Monday and Tuesday around 500 workers queued for jobs and about 300 on Wednesday.

Reports claim that Ford is trying to employ as many coloured workers as possible. However, asserts Ferreira, "this is not so. We are giving preference to employees who used to work for us." Of those new to Ford about 20% will be coloured. He adds that no conditions will be imposed on those who return. But Ford is going from a three to a five-day week, cutting its workforce by around 200.

Worker meetings have been taking place in the townships and a committee of seven, regarded by many as an arm of Thozamile Botha's Pebeo, has been elected. The committee has asked Ferreira to

Financial Mail November 30 1979

- (a) a majority in number representing three-fourths of the votes exercised by each class of creditors; or
- (b) a majority representing three-fourths of the votes exercised by each class of members,

continued on page 715

PUBLIC OF SOUTH AFRICA — COMPANIES
Companies Act, No. 61 of 1973

ss. 309-311

a private company shall, where it appears from the facts to execute the judgment in question that he has not complied to satisfy that judgment, be entitled to be furnished with a copy of the last annual financial statement of the company.

Who fails to comply with a demand under this section within the time specified, and any director of the company who knowingly is guilty of an offence.

Who is guilty of an offence under paragraph (a) to prove that the person concerned has produced a copy of the document to which the charge relates.

[Act No. 64 of 1977 and repealed together with its heading and section 78]

negotiate with it

Ferreira says that he pointed out that he was prepared to negotiate with anyone representing the workers, but that the (unregistered) United Auto Workers Union, which Ford recognises, had to be present.

The UAW claims that Botha is now making overtures to the union to help reinstate all workers. Botha invited it to address workers on benefits in times of dispute. The steps to be followed to get

these benefits, and on the union helping to reinstate all the workers. But UAW which suspects that Botha is trying to set up an organisation up as an alternative to the union refused.

According to UAW's George Manase, agreeing would implicate the union, in the unrest. We are only prepared to fight for members who approach the union. We learnt a lesson in the last month, when we fought for all workers, asserts Manase. On Wednesday about 500 of General

The workers dismissed a week ago have been re-employed. Manase says that the union urged workers to return. Only 25 of the 600 General Tire workers have re-joined the union, but General Tire MD, Nicholson asserts that the firm will not deal with an unregistered union.

However, union recognition was on top of the workers' grievances list, along with the reinstatement of two retrenched workers.

Only 40% of the 450 African workers who walked out of Adamas Paper Mill last Friday have returned. Adamas claims that on Monday 85% of the day staff turned up, but many left after allegedly being intimidated by some of the workers. The employees walked out because management failed to report by Friday on a number of grievances put to management on Tuesday.

According to GM Colin Malkin, the workers' main complaints were low pay and differential rates. He added that race was not an issue as far as the latter was concerned.

There have also been reports of unrest among Cadbury workers. However, these have apparently been defused by the Sweet, Food and Allied Workers Union which advised the workers not to strike.

Ford probe

ss. 80-82

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purchase price c

(4) Noth
brokerage as it

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shares from, a c

apply any part of the money or shares so received in payment of any commission, the payment of which, if made directly by the company, would have been lawful under this section.

(6) If default is made in complying with the requirements of subsection (2) relating to the lodging of the statement referred to therein with the Registrar, the company, and every director and officer of the company who knowingly is a party to the default, shall be guilty of an offence.

81. Issue of shares of par value at a discount.—(1) A company may issue at a discount shares of the company of a class already issued if the following conditions have been complied with:

- (a) Such issue must be authorized by special resolution of the company specifying the maximum rate of discount at which the shares are to be issued; and
- (b) not less than one year must at the date of issue have elapsed since the date on which the company became entitled to commence business or the date of the first issue of the class of shares; and
- (c) such issue must be sanctioned by the Court; and
- (d) the shares to be issued at a discount must be issued within one month after the date on which the issue is sanctioned by the Court or within such extended time as the Court may allow.

(2) The Court may on application for an order sanctioning any such issue, having regard to all the circumstances of the case, make an order on such terms and conditions as it thinks fit.

(3) Every prospectus relating to the issue of shares by the company after the issue of the shares at a discount under this section shall contain particulars of the discount allowed on the issue of those shares or of so much of that discount as has not been written off at the date of the issue of the prospectus

(4) If default is made in complying with the requirements of subsection (3), the company, and every director and officer of the company who knowingly is a party to the default, shall be guilty of an offence

82. Issue price of shares of no par value requiring special resolution.—(1) No company shall issue shares having no par value of a class already issued at a price lower than an amount arrived at by dividing that part of the stated capital contributed by already issued shares of that class, by the number of issued shares of that class, unless the issue price of such shares is authorized by a special resolution of the company.

(2) The notice convening the meeting for the purpose of passing the special resolution referred to in subsection (1) shall be accompanied by a report by the directors setting out the reasons for the proposed lower issue price.

(3) A special resolution under subsection (1) shall not be capable of being registered in the Companies Registration Office unless the copy thereof lodged with the Registrar is accompanied by a copy of the report by the directors referred to in subsection (2)

S1

Argus
3/11/73


IN The Argus yesterday it was reported in error in a story headlined 'Ford probe of grievances' that Mr Dunbar Bucknall, the company's public affairs director, had said that it was 'a matter of record' that the company was prepared to re-employ workers who reapplied *with* preconditions.

In fact he said that the company was prepared to re-employ workers who reapplied *without* preconditions

CA — COMPANIES

73

ss. 80-82

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ompany or to the contract price
ney be paid out of the nominal

r of any company to pay such
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o receives payment in money or
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149 152 152

US Ford strikes a wary note on row

NEW YORK — The American parent company of Ford in South Africa has not yet received the plea for help which black workers have reportedly sent it.

However, it seems unlikely that the US Ford will agree to be drawn too far into the matter. And heading to an appeal of recent Ford work in Port Elizabeth for an investigation into the Cortina plant in Port Elizabeth, the local company yesterday released a statement largely contradicting the workers' listed grievances.

The public affairs director of Ford, Mr. Du-nan Bucknall, said yesterday morning the only knowledge the company had of the letter to the United States principals stemmed from Press. Therefore it would not

comment on it specifically, except repeating that the company was conducting an investigation of grievances and full participation of the union.

The company vice-president Albert Automobile Rubber Workers Union of communication with workers. It was also prepared to enter into discussions with other bodies representing workers' grievances in those areas.

It is a matter of record that the company is prepared to employ with out preconditions," he said.

General Fire, whose 625 black workers were sacked last week, reported that the recruitment programme was nearly complete with 500 labourers employed. They are believed

to be former employees of the company. Mr. W. R. Pym, general manager of Ford's Mid East and Africa division said in New York last night. "We cannot reach any until we have seen the letter."

However, our initial position is that the management of Ford of South Africa represents for Motor Company in this matter.

Mr. Pym added: "I am confident of Ford's position in Africa. We are ready to discuss any related grievances through established union channels and will continue to investigate and participate in resolving employee relations issues."

MEETING
At a mass meeting in KwaZulu-Powenship, Port Elizabeth, on Wednesday of about 700 workers dismissed from three unrest beset plants those of Ford decided to send a letter to the company's headquarters in Detroit

asking for a commission of inquiry to be sent to the plant. It calls for an investigation of existing conditions and grievances and to reconsider reinstating dismissed workers.

The grievances listed included:
● job reservation
● equal pay for equal work
● victimisation based on colour or race
● failure of management to maintain good relations between black and white employees in the training period of black and white workers; and
● the failure of management to take note of grievances of the workers.

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comment on it specifically, except repeating that the company was conducting an investigation of grievances and full participation of the union.

Car factory visited by US diplomats

PORT ELIZABETH — American diplomats in South Africa had discussed the industrial unrest in Port Elizabeth with the Ford Motor Company, but this was not why they had visited the city, the United States Consul in Cape Town, Mr Chuck Ohlgreen, said yesterday.

In a telephone interview, Mr Ohlgreen said he and another senior diplomat had discussed other matters and visited other firms.

"It is part of my work to regularly visit branches of American mother companies in Port Elizabeth and the one this week was the fourth this year," he said.

Mr Ohlgreen, who was accompanied on his visit to Port Elizabeth by a senior US attaché from Johannesburg, confirmed that he had met Mr Thozamile Botha, the chairman of Port Elizabeth's black civic organisation, Pebco.

Mr Botha is one of the 700 Ford workers sacked last week. He met Mr Botha at a social gathering. We spoke informally and the strikes were not specifically mentioned.

Mr Ohlgreen would not comment on a letter from the sacked Ford workers to the company's head office in Detroit asking for a commission of inquiry to be set up. He said he had no information about the letter.

The workers asked in the letter that conditions at Ford's factory and black workers' grievances be investigated and the re-employment of sacked workers considered.

The workers say they are

prepared to return to work if their grievances are satisfactorily settled.

Ford said in a statement yesterday it could not comment on the letter because the only information it had was from newspaper reports.

The company was continuing its investigation into the workers' grievances with the help of the United Automobile and Rubber Workers' Association.

The union is the only one recognised by the workers, but Ford said it was prepared to meet any body representative of the workers, provided the union was included in the talks.

Ford said it was prepared to re-employ without bias workers who had lost their jobs in the walkout at the company's Cortina factory.

Altogether 150 workers had already been employed, 95 of which were former workers at the Cortina plant.

About 700 of the 1,400 workers sacked by Ford, General Tire and the Adams Paper Mill have started a fund to help the workers and their families.

They have appealed for help from the South African Council of Churches, the Soweto Committee of 10, the Azanian People's Organisation and black business leaders in Port Elizabeth.

Recruiting programmes started by the three firms hit by the strikes continued yesterday. General Tire was expected to end its drive after more than 500 workers had been taken on by the company by Wednesday night — Sapa

which stated that the three Ages could continue in use as "informal"

The Burg-Wartenstein Symposium in 1965 recommended that the Three Age system be scrapped and replaced by Industries which would eliminate several of the less well-defined slots (Kleinandriest 1967; Clark et al 1966). Although local sequences of Industries were proposed for Rhodesia (Cooke, Summers, and Robinson 1966) and for South Africa (Sampson 1972), these recommendations have been otherwise ignored. Instead, several active researchers have opted for the escape-clause in the Burg-Wartenstein recommendations

forced into the upper parts of the space-time box by ignoring several of the original definitions. As more examples of such forcing occurred, so the original definitions of the slots were loosened and expanded to contain an ever-increasing variety of artifacts. Survival of the revised framework was soon threatened again because the boundaries between the large, block-shaped subdivisions had become too blurred. Also, quantitative analysis was beginning to permeate archaeological procedures (Hanson 1957) and the urgent need arose for numerically undistorted samples, complete artifact type lists, and far more rigorous attention to provenience (Inskoop 1961). Furthermore, the concepts of culture, industry, variant, stage, period, and phase were in free and variable circulation in the literature. The framework appeared to be near collapse once again.

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recommendations have been otherwise ignored. Instead, several active researchers have opted for the escape-clause in the Burg-Wartenstein recommendations

which stated that the three Ages could continue in use as "informal"

Honderwerk, Rose Cottage, and several other miscellaneous assemblages including the long-ignored "coarse Stillbay" reported from between the Second Intermediate and ISA in the pioneer excavations at Peat's Cave (Keith 1931). Although a few categories have been tentatively isolated, such as the Robberg Industry (Deacon 1977), an increasing number of assemblages remain vaguely labelled (eg. "early ISA") and floating uncertainly within the gross subdivisions of the Middle and Later Stone Ages.

To avoid the ambiguities inherent in even these large categories, an increasing number of authors have recently turned to terms such as Holocene and Upper Pleistocene to define broad units. Thus a third system is being introduced into the literature. The time-axis of the framework is clearly in the throes of its fourth major crisis.

Development of the space-axis

It is hardly surprising that the space-axis of the framework has undergone similar episodes of strain during the course of its development, but the causes were not always the same as those outlined above. K.D. Gosch (1981) was the first to recognize the need for subdivisions in South Africa, although the classifiers of his times in Europe appear to have avoided this

ling his field observations into five geographical units. It is not surprising that we should not expect the Stone Age continuum to progress through the phases of contemporary phases throughout the country, the later accumulation of field results showed that the slots did not covary with "cultura-areas" represented by similar-looking stone artifacts. Although Goodwin's of similar-looking stone artifacts. Although Goodwin's regional subdivision, he seems to have realised that as Cultures and/or Industries became the common cultural and chronological subdivisions of the three

new Cultures tended to spring up wherever a pioneer had to be located — either because of his place of origin or of his personal field interests. The first ones to be identified tended to cluster around Cape Town, Grahamstown, the Riet River, the diamond-diggings on the Vaal, and the 1929 meetings of the British Association, which still existed between these areas of research.

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30/11/79
140(a)
152
337

Ford US won't meddle in Struandale dispute

Ford Motor headquarters in Detroit regards the labour dispute at Port Elizabeth's Struandale plant as a local issue which can be resolved without its intervention

Mr Dunbar Bucknall, Ford SA's public affairs

director, said today the company had been in touch with its parent about the dispute

But the parent said it would not intervene

Neither the local nor the US company has seen a letter written by sacked

black workers in which they demand that a commission of inquiry be sent from the US

United Auto and Allied Workers Union and the Ford management are still looking into the grie

vances of the black workers

Up to now the United Automobile Rubber and Allied Workers of South Africa has been hampered in negotiations by the fact that only half of the 600 strikers still out from Ford are members of the trade union

Now Mr George Manase national director of the trade union, has obtained a mandate from his executive committee to operate on behalf of all the strikers, not just members of the union

On Sunday a mass meeting of trade union members will be asked to endorse this mandate.

If this is done, Mr Manase will start negotiating with Ford on Monday

Mill takes back 80 former workers

CT. 30/11/79 (152)

Action not just words — Boraine

PORT ELIZABETH — A total of 80 workers dismissed by Adams Paper Mill after strikes have been re-employed by the company, the general manager Mr C Malkin said yesterday.

I've been quite encouraged by the response. This is helping considerably to get things back to normal. Judging by the reaction of those who have returned, we expect lots more to come back, he said.

Meanwhile the mill was yesterday still paying off workers fired earlier this week.

At another trouble spot the Ford Motor Company the recruiting programme continued yesterday with many dismissed workers among those being taken on.

Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organization (Pebco), one of those sacked last week, said it was up to individual workers to decide whether they wanted to reapply for their jobs.

He said he was confident that a letter sent by former employees to Ford's American parent company in Detroit, asking for a commission of inquiry to investigate worker grievances would bring some response.

Mr George Manase, secretary of the Automobile and Rubber Workers' Union, said the union had decided to seek a mandate from former Ford union members to take up their case with the management.

Political Correspondent

THE first step in a total strategy for South Africa should be the removal of all race discrimination, the Progressive Federal Party MP for Pine-lands, Dr Alex Boraine, said yesterday.

He told a meeting in the Gardens that the enlightened words of the Prime Minister, Mr P W Botha, would gain more credibility if they were matched by enlightened action.

If Mr Botha was looking for a total strategy, Dr Boraine believed four steps were needed urgently.

- Removal of all discrimination based on race and colour
- A firm public commitment to joint decision-making.
- The repeal of the Prohibition of Improper Political Interference Act, so that political leaders and groups could meet without hindrance
- The calling of a national convention to enable South Africa to resolve its conflicts by negotiation

Ford keeps on replacing

last 7/12/79

THE signing up of workers to replace the 700 sacked strikers at Ford Cortina plant in Port Elizabeth resumed yesterday as more than 500 strikers continued to hold out for their reinstatement.

In terms of an agreement with the black United Auto Workers Union, Ford put a stop to recruitment during the past two days.

This left the number of people engaged to replace strikers on Monday night's figure of 288. Of these, 177 were former strikers.

DEMANDS

In spite of the strikers' demands for their reinstatement, Ford stuck to its policy yesterday of "not conspiring to re-employ the strikers as a group."

Ford's public affairs director, Mr Dunbar Bucknall, said the company had informed the black union that it was giving preference to former employees of the plant.

But re-employment would be on an individual basis.

Another meeting between management

and the union was held yesterday in an apparent effort to resolve the deadlock.

Adamas mill takes back 80 workers

ROM
30/11/79
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Own Correspondent

PORT ELIZABETH — A total of 80 workers dismissed by Adamas Paper Mill after strikes have been re-employed by the company, the general manager, Mr C Malkin, said yesterday

"I've been quite encouraged by the reponse This is helping considerably to get things back to normal.

"Judging by the reaction of those who have returned, we expect a lot more to come back," he said

Applications were being processed as fast as possible, he said

Meanwhile, the mill was yesterday still paying off workers who were laid-off or fired earlier this week

At another trouble spot, the Ford Motor Company, the recruiting programme continued yesterday with many dismissed workers among those being taken on.

Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organisation and one of those fined last week, said it was up to individual

workers to decide whether they wanted to reapply for their jobs.

He said he was confident a letter sent by former employees to Ford's American parent company in Detroit, asking for a commission of inquiry to investigate worker grievances, would bring some response

He confirmed that Pebco had had discussions on Monday with the Cape Town based United States Consul, Mr Chuck Ohlgren, and a senior labour attache from the embassy in Pretoria when the men visited Port Elizabeth this week

Mr George Manase, national organiser of the United Automobile and Allied Workers' Union, said he also met one of the officials

Asked if Pebco support was as strong now as at the height of labour unrest, Mr Botha said it was, in fact, growing all the time.

Mr Manase said the union had decided to seek a mandate from former Ford union members to take up their case with management

"It is up to the members to

decide whether we should represent all the dismissed workers or only the union members," he said

Members had approached the union to find out what actions it could take

In a statement issued yesterday, Ford management said the company was continuing its investigation into grievances with the full participation of the union

The company viewed the union as the official channel of communication with workers.

"But we are prepared to enter into discussion with any other body which is representative of workers, provided the union participated in these discussions," it said

The statement said the company was prepared to re-employ former workers and, in fact, gave them preference over new workers.

The company's only knowledge of the letter sent to America by former employees was through Press reports and it could therefore not comment on it, the statement said

forced into the upper parts of the space-time box by ignoring several of the original definitions. As more examples of such forcing occurred, so the original definitions of the slots were loosened and expanded to contain an ever-increasing variety of artifacts. Survival of the revised framework was soon threatened again because the boundaries between the large, block-shaped subdivisions had become too blurred. Also, quantitative analysis was beginning to permeate archaeological procedures (Vasara 1957) and the urgent need arose for numerically undistorted samples, complete artifact

80 sacked workers get their jobs back

30/11/79 DA

152

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Mr Ohlgren confirmed yesterday that American

diplomats had discussed the Port Elizabeth industrial unrest with the Ford Motor Company, but this was not why they had come to Port Elizabeth

In a telephone interview, Mr Ohlgren said he and another senior diplomat had discussed other matters and visited other firms

"It is part of my work to regularly visit branches of American mother companies in Port Elizabeth," he said.

Mr Ohlgren confirmed that he had met Mr Thozamile Botha

"I met Mr Botha at a social gathering. We spoke informally and the strikes were not specifically mentioned." — SAPA-DDC.

An increasing number of authors have recently turned to terms such as Wonderwerk, Rose Cottage, and several other miscellaneous assemblages including the long-ignored "coarse Stillbay" reported from between the Second Intermediate and ISA in the pioneer excavations at Pear's Cave (Kerth 1931). Although a few categories have been tentatively isolated, such as the Robberg Industry (Dacon 1977), an increasing number of assemblages remain vaguely labelled (eg. "Early ISA") and floating uncertainly within the gross subdivisions of the Fiddle and Later Stone Ages.

To avoid the ambiguity inherent in even these large categories,

TABLE II

Rheumatic Heart Diseases (390-398)

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
	115	121	28	15	120	139	49	56
	1.2%	1.5%	2.5%	1.9%	3.9%	4.4%	2.1%	2.9%
	212	389	115	127	190	276	273	212
	2.2%	4.9%	10.1%	15.8%	6.1%	8.8%	11.4%	11.0%
	5737	3118	537	246	845	566	148	66
	58.8%	39.3%	47.3%	30.6%	27.1%	18.0%	6.2%	3.4%
	1587	2181	273	239	939	1278	772	749
	16.3%	27.5%	24.1%	29.7%	30.2%	40.7%	32.3%	39.0%
	9752	7926	1135	804	3114	3140	2390	1921
	100%	100%	100%	100%	100%	100%	100%	100%
	750	287	122	28	572	161	282	59
	38.0%	42.4%	36.6%	26.9%	26.3%	24.7%	15.1%	18.2%
Suicide (E950-E959, E979) *	485	104	42	13	84	18	76	11
	24.6%	15.4%	12.6%	12.5%	3.9%	2.8%	4.1%	3.4%
Homicide (E960-E969)	59	41	41	2	680	167	806	89
	3.0%	6.1%	12.3%	1.9%	31.3%	25.6%	43.1%	27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973	677	333	104	2175	652	1868	324
	100%	100%	100%	100%	100%	100%	100%	100%

PE strike

PORT ELIZABETH — The Secretary for Manpower Utilisation, Mr Jaap Cilliers, criticised black workers from three firms here yesterday for going on strike illegally without trying to settle their grievances through the correct channels.

Addressing a seminar on industrial relations, Mr Cilliers said: "I ask myself if it is fair for 1500 workers to go on strike illegally, thereby depriving a large number of workers of their income, all because six workers, in three firms, who have access to the Department of Manpower Utilisation, the industrial councils and courts of law to have their problems solved, did not do so."

The worst was that pleas were being made to overseas firms for a commission of inquiry to be set up.

Mr Cilliers was referring to a letter sent by former workers at Ford to the firm's head office in Detroit asking for an investigation into conditions at the factory.

SAPA.

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

August 3/12/19

Call to form trade unions

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+39

SPEAKERS at a meeting in Cape Town yesterday called on workers to organise themselves into trade unions

The meeting, held in St George's Cathedral Hall was attended by about 200 workers and students

Emphasising the importance of workers joining a trade union, Mr Jan Theron, secretary of the Food and Canning Workers' Union claimed that the reasons that the workers at the Fattis & Morns factory went on strike for seven months were not unique to that factory.

BASIC DEMAND

Two of the basic demands of the workers were for a R40 wage a week and a 40-hour week.

Mr Theron said that even the rights a worker had by law were diluted or taken away by unscrupulous employers. The Wage Act, the Industrial Conciliation Act and other laws protecting workers in South Africa, by ensuring minimum wages and good working conditions, were not observed

41417
PE factories returning
to normal after strikes

192

PORT ELIZABETH. — All three Port Elizabeth factories recently affected by strikes, are returning to normal. The public affairs director of Ford, Mr. Dunbar Bucknall, said that their company had re-employed 263 workers following the walkout of 700 workers at the St. Andrew's assembly plant. At these, he said, 177 were former employees.

The manager of the Adams Paper Mill, Mr. A. C. N. Malkin, said they had re-employed 170 of the workers who had walked out and were dismissed. A spokesman at General Tire, the other factory affected, was not available for comment, but it is understood that the plant is again on full production and many former employees have been taken back.

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5/12/79
DD

Ford won't reinstate workers

PORT ELIZABETH — Ford Motor Company's management was not prepared to reinstate the remaining dismissed workers, but was prepared to rehire some of them.

This was said yesterday by officials of the United Automobile Worker's Union who negotiated with the Ford management on Monday

The report was made to about 1 500 Ford workers by Mr Freddie Sauls and Mr George Manase at the Gelvandale community Centre

They said the workers should decide their next line of action — whether to return and fight their battle inside the plant as the union advised, or stick to their original decision to refuse to go inside unless all are reinstated.

Mr Sauls said they told the management no new workers other than those dismissed should be hired.

Up to yesterday Ford had hired 155 ex-Struandale workers, but the officials successfully persuaded Ford to stop their recruitment as from yesterday.

Speaker after speaker said they should refuse to go back — DDR

CAPE TOWN — About 300 stevedores at Table Bay docks walked out yesterday in protest at management's refusal to discuss worker representation with them.

The walkout brought to a head a dispute which has been simmering since the workers demanded a meeting with local stevedoring companies in May.

Yesterday stevedores sent a letter to the general manager of the Cape Town Stevedores Association Ltd, Mr R S Field, asking for a meeting.

Mr Field addressed the workers briefly telling them the Railway authori-

300 stevedores strike at Cape

ties had refused permission for a meeting to be held. The stevedores refused to start work, however, and stood in groups while about a dozen railway policemen kept them under observation.

Shortly after 7 am Mr Field approached the

workers again and they put to him their demand for a committee elected by themselves. There was an angry reaction when Mr Field said such a committee could not be elected yesterday and would in any event not concern the Coloured stevedores.

After Mr Field had left, workers addressed the crowd. One said they had been trying for a long time to arrange a meeting with the management.

A union spokesman said the workers had decided to return to work today and would approach Mr Field again on Friday.

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12/12/79
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The Mineworkers' Union (MWU) will be fighting a lonely uphill battle against the Wiehahn Report — as a minority even among the right-wing unions.

And informed sources say there is no chance of illegal strike action such as that which disrupted the mining industry brief in March.

Indeed, they believe that MWU leaders "steamrollered" the illegal strike far more than the Government can be said to be steamrolling the Wiehahn legislation.

This contention would seem to be borne out by the fact that even the lawful strike at the O'Okiep Copper Mine did not have wholehearted support from the MWU members involved.

No more than 125 out of the estimated 250 MWU members at O'Okiep took part in the lawful strike.

And even those called the strike off apparently against the wishes of MWU leader, a day after the MWU called off the illegal strike in the rest of the mining industry.

Yet theirs was the cause which the illegal strikers were supporting.

Is it possible that the

Wiehahn strike not likely

Spec 18/5/79

Strike action against the Government's new labour policy is ruled out as Mr P J "Arrie" Paulus's Mineworkers' Union calls on white workers to fight the Wiehahn reforms, writes labour reporter SIEGFRIED HANNIG.

MWU men elsewhere felt more strongly about the cause than the men at O'Okiep.

Hardly, say mining sources who point to the massive return to work in disobedience of the MWU's call for the extension of the illegal strike, backed up by the threat of disciplinary action against scabs.

Confirmation of the dissatisfaction of MWU members comes in a report that the Amalgamated Engineering Union boosted its O'Okiep membership from a mere three to 47 within about a month after the end of the strike.

Further confirmation could come from Mr P J "Flip" Coetzer, who resigned from the MWU during the illegal strike when he was allegedly spied on from within the union.

Mr Coetzer, who served as second in command to MWU leader Mr P J "Arrie" Paulus ever since the overthrow of the previous leadership, said there were various other reasons for his resignation but declined to name these.

But when he was asked about the prospects of a new strike, which could arise from the dispute over the benefits which strikers forfeited as a result of the illegal strike, he said: "At least then the members would be able to exercise their democratic rights (by way of a strike ballot)."

Most other white trade unionists are wary of the MWU for similar reasons.

In particular they do not believe in fighting the Government's political decisions by disrupting the economy.



Mr "Arrie" Paulus moves largely unsupported

most to negotiate the best deal possible for their members with the Government and employers. But they will refuse to engage workers in political action.

The MWU's resignation from the confederation will not start a general breakaway.

There is strong speculation that Mr Gert Beetge's 9 000 strong white Building Workers' Union could follow the 16 000-strong MWU out of the confederation.

The 600-strong Transport Employees' Union also took a strong stand.

But the remaining two unions who voted against the Wiehahn legislation are there to stay.

Mr Wessel Bornman, of the 37 000-strong Iron, Steel and Allied Industries' Union said he would "definitely not" pull his union out of the confederation.

Mr Kon du Preez of the 7 000 strong Engine Drivers', Firemen's and Operators' Union, also said there was "no question" of a pull out on his part.

This means the potential dissidents bent on cumming up support among workers against the Wiehahn Report account for no more than 6,000 out of the 200,000 workers represented in the right wing labour movement.

That even goes for all or most of the unions in the 600 strong white confederation of Labour which joined the MWU. The minority vote against the pending legislation on the Wiehahn reformations, they will do their bit.

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	246 30.6%				
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	239 29.7%				
Total Circulatory Diseases (390-458)	9752 100%	7926 100%	1135 100%	804 100%				
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	28 26.9%	572 26.3%	161 24.7%	282 15.1%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	104 15.4%	42 12.6%	13 12.5%	84 3.9%	18 2.8%	76 4.1%	11 3.4%
Homicide (E960-E969)	59 3.0%	41 6.1%	41 12.3%	2 1.9%	680 31.3%	167 25.6%	806 43.1%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	677 100%	333 100%	104 100%	2175 100%	652 100%	1868 100%	324 100%

5/12/79
Strike workers
back to shift

JOHANNESBURG - The Port Elizabeth plant of the General Tire and Rubber Company is now operating two shifts normally and is back in full production, the company's managing director, Mr R G Nicholson, said in a statement here yesterday

More than 600 black employees had been re-employed after the labour unrest at the factory, he said

It was reported at the time that about 625 black employees had been dismissed - Sapa

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

Normal work returns to strike-hit firms

(142)
Post. 5/12/79
(152)
AFTER three weeks of labour unrest in Port Elizabeth, work at the three unrest beset plants is returning to normal, largely owing to many dismissed workers returning to seek re-employment.

Adamas Paper Mill has been back to full production since the weekend while Ford's Cortina plant is on low level production.

General Tires plant is believed to be back in production though no one at the plant or at head office was either available for or prepared to comment.

The public affairs direc-

tor of Ford, Mr Dunbar Bucknall said yesterday that since the recent walk-out of 700 Cortina plant workers 263 workers had been employed there. Of them 177 had been former employees.

The recruiting programme was continuing. Production would be in full swing again once enough people had been recruited. Applications were still flowing in, and preference was given to former employees.

He said the United Automobile and Allied Workers Union would report back to the black workers at 12 noon after meeting yesterday and on Monday with Ford.

He said he believed the

response to what the unions reported back would probably influence the number of former employees still to return for re-employment.

One of the issues negotiated by the union is re-instatement of all dismissed workers without forfeiture of benefits.

Mr Bucknall said white workers union and other representatives were also present at meetings with management to resolve grievances.

DISMISSED

He said about 600 workers would be employed to replace the 700 dismissed workers. The smaller number would enable the plant to return to a five instead of a four day working week.

The managing director of Adamas Paper Mill, Mr Clive Malkin, said in an interview yesterday that at least 200 of about 250 workers dismissed had been re-employed. No new people were taken on.

Although more former employees were being taken on, the number would eventually be less than 250 because of rationalisation.

No grievances had for-

merly been presented to the company and he believed the walkouts were politically motivated and largely caused by intimidation. However, the company was meeting the liaison committee with a view to resolving possible grievances.

He said a new wage agreement of which negotiations started before the unrest was coming into effect at the end of the month and had probably contributed to workers' return to the company.

No spokesman was available at General Tires plant in Port Elizabeth where 625 workers were dismissed after a walkout. The managing director, Mr R G Nicholson, was not available for comment at the Johannesburg head office.

When the secretary treasurer, Mr F Wilde, was approached, he said he did not know what was going on at Port Elizabeth plant and nobody else at head office did.

It is believed, however, that the plant is in full production and that most of the 625 dismissed workers were re-employed.

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Post 5/12/79
152

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CT 6/12/79

Stevedores call for ¹⁵² better deal

By NEVILLE FRANSMAN

A MAJOR ROW is looming between more than 2 000 black City dockworkers and their employer organization, the Cape Town Stevedores Association, over the workers organizing themselves and negotiating with managements through their own elected workers' committee

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday that the workers asked the CT Stevedores Association in May this year to meet them for discussions about the formation of a representative workers' committee

The proposed worker committee holds out as its task to negotiate about wages and working conditions

The Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers

Mr Lewis said the workers

held a mass meeting on Saturday and appointed a delegation to meet the CT Stevedores Association On Monday this delegation met Mr R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue

It would be discussed at a meeting of the national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions

Approached yesterday, Mr Field denied he had told the delegation he would be attending a meeting of the national stevedore association in Durban today Instead, he said, he had told the delegation of workers he "would be away" and would discuss the matter with his directors The meeting in Durban was scheduled for next Wednesday He confirmed however inviting the delegation to return to him tomorrow.

Mr Field refused to reply to further queries saying he had been instructed to respond with a "no comment"

Row brews over workers' committee

RDM
6/12/79
1 1/2 2 1/2 3 1/2 4 1/2 5 1/2

Own Correspondent

CAPE TOWN — A major conflict is looming between Cape Town's 2 000 black dockworkers and their employer organisation over the workers organising themselves and negotiating with management through their own elected workers' committee

Mr David Lewis, a spokesman for the General Workers' Union, of which several hundred of the stevedores are members, said yesterday the workers had asked the Cape Town Stevedores Association in May to meet them to discuss the formation of a workers' committee

The proposed workers' committee holds out as its task to negotiate about wages and working conditions.

But the Stevedores Association — a body comprised of the managements of three Cape Town stevedoring firms — did not see its way clear to meeting the workers.

Mr Lewis said the workers held a mass meeting on Saturday and appointed a delegation to meet the association. On Monday the delegation met Mr R S Field, manager of the association, and was told that there was "confusion" among stevedoring firms on the whole issue.

It would be discussed at a

meeting of the association's national body in Durban today and the worker delegation was requested to return to Mr Field tomorrow for further discussions.

Yesterday, Mr Field denied he had told the delegation he would be attending the meeting in Durban.

He said he had told the delegation he "would be away" and would discuss the matter with his directors.

Mr Field confirmed, however, he had asked the delegation to return to him tomorrow.

But he refused to reply to further queries, saying he had been instructed to respond with a "no comment".

(A 152) 6/12/79

Strikers will work if

PORT ELIZABETH — Dismissed black workers at the Ford Motor Company's Cortina plant are prepared to go to work only if they are reinstated and get their bonuses and positions they held before they left the plant

They took the decision at a meeting in Port Elizabeth yesterday

They said that if reinstated, they would let the United Automobile and

Allied Workers' Union negotiate on their behalf the rest of the grievances they had earlier forwarded to Ford's management

They decided not to apply for jobs at Ford until they had received a report from the union

The union would report back at a workers' meeting to be held on Friday

Mr Thozamile Botha

chairman of the Port Elizabeth Black Civic Organisation, who chaired the meeting yesterday, appealed to workers not to criticise the union at this stage

"It must negotiate for us," he said

The chairman of the Save The Workers' Fund committee, Mr Government Zini, reported that his committee had already appealed to 88 township businessmen for financial help

The money collected by the fund would be handed to Pebco which in turn would distribute it to the families and dependants of dismissed workers

Mr Zini said the first fund raising show would be held on Sunday —
DDR DDC

152 500

to stay out of Ford
not 6/12/79

POST, Thursday, 1

BLACK WORKERS dismissed at Ford Motor Company's Cortina plant, a fortnight ago yesterday reaffirmed their stand of staying away from work unless all fired workers are reinstated.

The decision was taken unanimously at a special meeting attended by more than 500 workers at the Holy Spirit Church Hall, Kwazakhele. The workers also decided that their fringe benefits, in bonuses, pension and medical aid, should be guaranteed. However, they were prepared for management to consider their grievances when they were at work.

The decision by the workers has dashed hopes by the United Automobile Workers Union and Ford management that the long-drawn-out dispute could be resolved this week under the auspices of the trade union.

Yesterday's meeting was also attended by workers from General Tire and SA Adamas Paper Mill, two other plants affected by the industrial strife during the past two weeks, was convened to discuss a report by the trade union from the management which was spelt out to the workers at another meeting in Gelvendale yesterday.

At a lengthy meeting in Gelvendale on Tuesday, the Ford employees unanimously expressed themselves in favour of continuing with their demands that the company reinstate them all without loss of benefits.

SHARP

The meeting was characterised with some sharp attacks on union officials.

The workers also disapproved of the decision by management reached with union officials that workers should reapply individually for their jobs.

Mr George Manase, national organiser of UAWU, who convened the Tuesday meeting, pointed out Ford's refusal to reinstate all workers and said the company was prepared to re-employ as many as possible of the former Cortina plant workers.

Mr Manase also disclosed that Ford had undertaken not to employ any other any longer until the dismissed workers had given their decision.

He said the union was more than 90 percent in favour of the workers would demand their bonuses, a sore point among the more than 700 workers who stayed out.

From POST Correspondent

Mr Freddie Sauls, secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, had appealed to the workers to go back to Ford so that his union could put pressure on Ford from inside.

"There can be no pressure on Ford from outside," he said. The workers were stronger inside the plant.

So far, about 177 of the

700 Ford dismissed workers have been re-employed, but the situation is far from normal.

At yesterday's meeting, the workers decided to appeal to those workers who have returned to their jobs. However, they made it clear that as from today, no workers would report to Ford Cortina plant.

One of the workers dismissed by General Tire

reported to the meeting that of the 625 who were dismissed, 38 have not been re-employed.

The situation at SA Adamas has returned to normal, although workers claimed that several have been victimised by management.

The workers have referred the matter back to management through union officials.

Another workers' meeting will be held in the Holy Spirit Church Hall tomorrow starting at 10 am.

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(152)

PETER MONI

After the boycott

It's been a long year for 30-year-old Peter Moni. Since March he's been at the centre of one of the longest and most politically-fraught labour disputes in SA's history.

The dispute was sparked when Fatti's & Moni's dismissed five workers at its Bellville South factory over the recognition of the Food and Canning Workers' Union. Negotiation attempts failed and 88 workers left the factory floor. That was only the beginning.

A national boycott of all Fatti's and Moni's products was organised and gained the support of training colleges, universities, the National Council of Sport and numerous trade unions, both registered and unregistered.

Director Moni is still trying to grasp the full implications of the past seven months. The dispute and its labour ramifications still need to be recognised by management and despite the settlement, Moni isn't relaxing — yet. "It's a relief that we found an agreement but it's just the beginning — there's still so much to be done."

"The dispute taught me a lot. But there's still so much SA management has to learn and so much unions have to learn."

He readily admits his company was unprepared and "dealt with some problems incorrectly. The board of directors assumed that migrant workers, 95% of its black work force, would be shipped back to the homelands. Employers have always



Moni . . . we were guinea pigs for SA labour relations

found it easy to call in the bully boys. We had to change our approach, attitudes and organisation."

Moni is quick to grasp the positive effects of the dispute — "Thank heavens it happened now and not in the 80s. The company was totally unprepared. We had to call in outside help. He says facing worker representatives across a conference table "isn't easy. There are enormous barriers to cross but it's not impossible to overcome them."

A plan of action based on recommendations from workers and management is being implemented. Moni says the task of "re-educating management and restructuring the company from grass roots is paying off." He can now act on labour issues without calling a board meeting first. In-house training programmes and improved working conditions have been introduced "to straighten the whole thing out."

Despite his optimism, Moni is still bitter about the treatment meted out to him by the unions and boycotters.

"We were the guinea pigs for SA labour relations. The aspirations of black workers were being tested and there was nothing we could do to transcend the political issues."

Part of Moni's bitterness stems from his training in the business. After matric he went "straight on to the factory floor. I was the proverbial tea boy. This experience gave me an understanding of the business as well as an ability to identify with staff problems." He does admit however, that the dispute taught him to look for and recognise issues he wasn't aware of previously.

He says he sometimes "deeply regrets

missing out on a university career. I've found that practical experience isn't all. I try and catch up on reading but the academic training would have been helpful."

His biggest lesson has been the importance of "communication. It's essential that management is in touch with its workers. It's important to develop a framework for negotiation so that problems can be thrashed out quickly." Certainly, the dispute brought this home to him.

He feels that sectors will have to get together and "organise a contingency plan. We'll have to give one another support and advice otherwise we all crumble." He adds "The attitude of rival firms that it was in their interests to see us in trouble was suicidal. This will have to change."

Moni is convinced that the problem has been changed into a challenge. "Since the workers returned we've had to concentrate on reaccommodating and rehabilitating them." He says the status quo is once more intact but "I hope we'll be better prepared next time."

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
U-1	0,52	0,18	0,50	0,41	2,02	1,56	1,26	1,20
1-4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18
5-24	0,03	0,01	0,05	0,04	0,09	0,06	0,09	0,07
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12
	128	85	26	23	289	164	366	187

IV DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

STEVEDORES

Dock disputes

F.M. 7/12/79

333
458
152
152

152

There is a rising tide of dissatisfaction among Cape Town stevedores. Over the past seven months, they and the Western Province General Workers' Union have on a number of occasions asked employers to permit worker-elected in-company committees. David Lewis, of the WPGWU, alleges that his request has repeatedly been ignored. "Only now are we getting a less negative response," he says.

The WPGWU claims a membership of over 400, out of a total of about 600 stevedores in Cape Town. The employers are South African Stevedoring Services (Sassco), Rennie's and Grindrod.

The workers do not want management to elect any members to the committees, or for them to have anything to do with drawing up their constitutions. In May, the union asked for permission for them to go ahead. Lewis says that the Cape Town Stevedore Association (CTSA), which recruits stevedores for the firms, replied telling the WPGWU that the matter had nothing to do with the union, and that the workers should approach management directly. This they did in June. But, says Lewis, they got no response.

As a result, the workers went ahead on their own and elected committees for each company. But the firms still refuse to recognise them.

However, two weeks ago Freight Services (Sassco's holding company) arranged to meet the WPGWU. According to Freight Services' industrial relations manager, Stuart Pennington: "When it came to our notice that there had been contact between the union and the CTSA, and that the relationship between them was not good, we decided to hold an informal meeting with the union." The company agreed to the union's demand that worker representatives be present.

But Freight Services called off the meeting, set for last Monday. According to Pennington, the South African Stevedor-

ing Council (the national body) asked Freight Services to drop the meeting because "It wanted employers to get together first and decide on a common approach."

Neither the union nor the workers have been given a reason for management's and the CTSA's intransigence. CTSA refuses to comment, saying only that the question of industrial relations will be discussed by the council next Wednesday. However, the FM learns that the CTSA met with three worker representatives on Monday, and another meeting was scheduled for Friday.

ANDREW LEVY

Could it happen here?

Andrew Levy studied Economics at Wits University and took a masters degree in labour, economics and industrial relations in the UK. He has had extensive experience of industrial relations in the UK motor industry and in SA. He is currently MD of a firm of industrial relations consultants.

With the inevitability and typecasting of a western movie, management/labour conflict takes place in the UK, with roving bands of shop stewards constantly skirmishing with management posses. After a few weeks of similar outbreaks in the Port Elizabeth area (adding grist, no doubt, to the "agitator theory" supporters' mill), the question looms large: Could it happen here?

Usually, three measures throw some light on the phenomenon of strike action. The number of incidents occurring, the number of workers involved and the number of days lost. The first indicates relative frequency, the second sheds light on the degree of militancy and the third shows the stubbornness of both sides. From the point of view of all three yardsticks, 1979 is a year to be reckoned with, as a glance at the record will show.

In addition, there is the "demonstration effect", or the propensity of a group of workers, typically unskilled or low-skilled with no tradition of collective action or organisation, to be encouraged by breakthroughs made by similar groups. This leads to a rapid increase in strike incidence.

Department of Manpower Development reports show that the mean annual incidence of strikes has almost quadrupled comparing the four-year period before and after the watershed of 1973. These figures are for officially reported strikes only. By the most conservative estimate, at least half of all incidents that occur are never reported. This is true by international experience.

Are employers ready for the challenge should it come? The last two years has centred on the great Wiehahn debate, a largely theoretical discussion of systems

and institutions. This has been mirrored in the training provided, with the result that management is woefully short of the "how to" skills of industrial relations.

For example, strike handling often involves police action. In April of this year, Minister Botha told Parliament that where police were involved in strike action in 1978, in no case were they called in by his Department. Thus, by implication, in many cases at least, it must have been at the employers' request. Hardly the exercise in joint problem-solving the industrial relations trainers preach, and a graphic demonstration of the lack of the systems and procedures that institutionalise industrial conflict. Further, management's quest for sound industrial relations has often focused on the best form of representation for labour, but it has often failed to ask labour itself for its views.

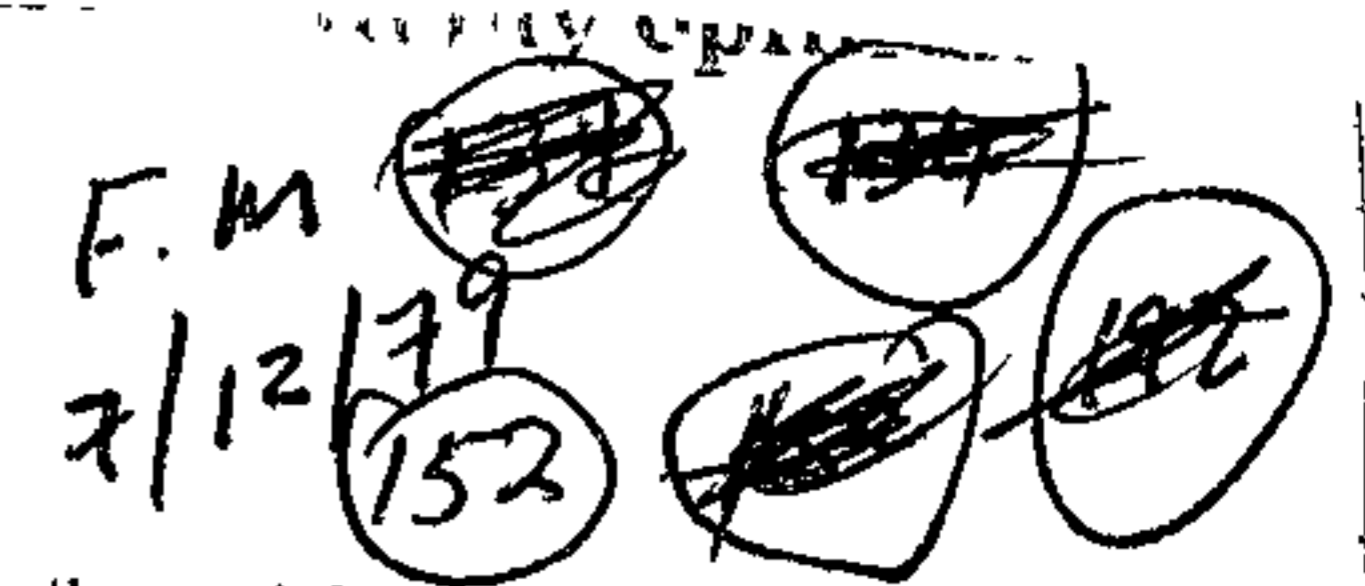
In addition, many employers are perceived to be "anti-union". This, in fact, makes unions seem more attractive to workers who reason that, if management appears to be afraid, unions must be good. It seems that management has yet to realise that unions *per se* are neither intrinsically good nor bad, and that, by and large, management will get the union it deserves. This is not to say that it is management's job to organise labour. But, all too often, management drives its labour, both black and white, towards the union for all the wrong reasons.

For labour's part, a growing awareness of past injustice, an awakening of collective strength, and ample reinforcement of the demonstration effect make the recent events at Ford and elsewhere less surprising.

While it is unfortunate that Ford, which has undoubtedly tried harder than most, has been caught in the crossfire of a backlash, it is an indicator of the very real communication gaps between management and both black and white workers.

An inability to communicate, said the report inquiring into the state of the British motor industry in 1976, was one of the roots behind poor industrial relations in that industry. In the SA context, add to

F.M.
7/12/79
152



this inability to communicate the irrationality, suspicion and prejudice based on race, and the complex relationship is compounded — nascent black unions have a need to prove themselves, existing white unions in some cases seem unwilling to share their privileged position, and many employers are unwilling to negotiate.

What is really at stake, of course, is the "right to manage," and labour is going to show that management's exercise of this right is dependent on labour's consent. This has been a clearly distinguishable pattern throughout the rest of the world, and it will be the same here. It is a question of power and issues such as registration and the legality of strike action are of secondary importance to the employer. He realises that a collective show of worker strength is a very real limiting factor on his ability to do as he thinks fit.

The change will be traumatic until new attitudes prevail. It is up to the employers to show the way and be innovative and receptive. Should they fail to do so or be seen to be manipulative, the past few weeks in Port Elizabeth are merely the overture.



Consultant Levy . . . change is in the air

21 held

in PE

following

labour

unrest

arg 2/2/79

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~~192~~
~~104~~

Argus Bureau

PORT ELIZABETH. — Altogether 21 people have been held by the Security Police here in connection with Port Elizabeth's labour unrest.

87
NEOPLASMS
II

	W		A	
	M	F	M	F
0-1	0,17	0,13	0,00	0,21
1-4	0,03	0,07	0,07	0,00
5-24	0,09	0,05	0,07	0,05
25-44	0,26	0,33	0,21	0,26
45-64	3,01	2,58	1,47	2,19
65+	12,24	7,26	4,70	5,18
ALL	1,41	1,21	0,36	0,43
NO.	2920	2522	126	152

This was disclosed today by the head of the Security Police here, Lieutenant Colonel G. N. Erasmus, who said they were being held under Article 22 of the General Law Amendment Act No. 62 of 1966. This provided for the 14 day detention of terrorists and certain other persons for interrogation.

He confirmed that there had been raids on houses in black townships and said that investigations were continuing. Some of those detained might be released soon but there was a possibility of more detentions.

He would not specify

	U,09		U,05		U,06		U,21	
	1-4	5-24	25-44	45-64	65+	ALL	No.	
1-4	0,03	0,01	0,01	0,01	0,00	0,05	0,05	
5-24	0,01	0,01	0,02	0,08	0,01	0,01	0,01	
25-44	0,02	0,02	0,02	0,08	0,08	0,08	0,08	
45-64	0,09	0,12	0,12	0,39	0,39	0,38	0,38	
65+	0,39	0,59	0,59	1,61	1,61	2,59	2,59	
ALL	0,05	0,08	0,08	0,12	0,12	0,18	0,18	
NO.	114	173	173	43	43	63	63	

were continuing. Some of those detained might be released soon but there was a possibility of more detentions.

He would not specify what they were being held for, but it was learnt authoritatively that it followed intimidation.

The detentions were apparently a sequel to a meeting of about 500 dismissed Ford workers on Wednesday where threats were levelled at the 177 Ford workers who went back to work at the firm's Cortina plant in Struandale.

Sacked

Colonel Erasmus said that those detained were probably all sacked Ford workers.

It was learnt authoritatively that Mr Thozainile Botha, whose contentious resignation from Ford sparked the first of a series of strikes is not among those detained.

He was not available for comment today. Mr Botha is the leader of the Port Elizabeth black civic organisation which featured strongly in the unrest.

The dispute between the sacked workers and Ford management reached a complete deadlock following the rejection by Ford of the workers' demand that they be reinstated in their jobs and provided with fringe benefits.

St Jackson backs workers

Argus

7/12/79

152

FORMER employees of two of the major plants hit by strike action in Port Elizabeth recently have claimed victimization by management in the rehiring process.

At a packed meeting of dismissed Ford, General Tire and Adamas workers this week an Adamas worker claimed that he had not been rehired because of his role in negotiating with management during the strike.

The worker — who refused to be identified — said he had been told he was an "agitator" by a foreman when the re-appealed for work with his fellow strikers.

Also at the meeting were a number of former General Tire workers who said that more than 30 of them had been excluded from re-engagement

when the firm took on 630 of its former employees last week.

On of the workers who played a leading role in presenting the workers case to management said that he had been told that he would not be re-employed as he was a "troublemaker".

Other workers who claim they were not involved in the leadership role in the strike have meanwhile claimed that General Tire is leaving them in suspense.

An elderly employee of eleven years' ser-

Strikebreakers' victimisation

~~142~~
157
~~142~~
~~142~~

vice said that the firm had not yet fully dismissed him and expected him to report to the factory gates every morning on the off-chance of employment.

"Why can't they just tell me straight, whether they want me or not. I have seven children and can't afford this up and down business."

Mr A. Flakinson, manager of the Adamas mill refused to comment on allegations of victimisation in the rehiring process but admitted that it

a "rehabilitation" programme had been followed. He said that 200 Adamas workers dismissed for wildcat strike action had been taken back although it appeared that a number of workers had "decided to take an 'iv' vacation" and not re-apply.

A General Tire managing director, Mr R. G. Nicholson was unavailable for comment yesterday but in the past has said that selective re-employment of the dismissed workers was the firm's prerogative.

Meanwhile Ford Motor Company management was yesterday back in discussion with the United Automobile Workers Union over the fate of the more than 500 dismissed Ford workers still boycotting employment offices at the company's Cortina plant.

A Ford spokesman repeated yesterday the company's stand that it was prepared to offer employment to the workers individually but would reject the workers de-

mand that they all be re-instated. A two day moratorium agreed to by the company ended yesterday and the spokesman confirmed that the company would continue recruiting as before.

The period of grace was allowed by the company to give an opportunity to the dismissed workers to discuss with their union the management stand. So far 177 of the original 700 dismissed workers have gone back.

The Ford spokesman also claimed that the attendance figure of the workers who have returned to work was normal yesterday despite indignations that a mass meeting of dismissed Ford workers yesterday that they might come in for some intimidation.

Jackson backs SA car workers

Argus Bureau
NEW YORK — Black rights campaigner the Reverend Jesse Jackson has demanded that the Ford Motor Company reinstate all 700 workers involved in the labour dispute in South Africa.

Mr Jackson and aides met top Ford executives yesterday. A key element of the demand was that all men should be re-hired with back pay.

Mr Jackson also sought a promise that more blacks would move into supervisory positions in Ford's South African subsidiary — and he took the opportunity to ask why all 30 Ford vice-presidents in America were white.

Mr Jackson said: 'The issue here is not so much the South African Government as Ford itself. Ford is obviously in complicity with the policy to keep blacks in an inferior status.'

Mr Jackson added that selective re-hiring of the workers would make their leadership vulnerable. 'This is unacceptable,' he said. 'We are going to meet leaders of the United Auto Workers, and will consider sending a delegation to South Africa to make certain the case of the Ford workers there is being adequately presented.'

500 strikers decide on Ford offer today

RDM
7/12/79
152

By STEVEN FRIEDMAN
Labour Reporter

ABOUT 500 strikers, formerly employed at the Ford Cortina plant at Struandale near Port Elizabeth, will decide today whether to accept conditions laid down by management and return to work

Management met representatives of the United Auto Workers Union yesterday and the union must now discuss management's conditions with the strikers

According to Ford's public

affairs director, Mr Dunbar Bucknall management will give preference to workers previously employed at the plant but none of these workers will be unconditionally reinstated

This means that they will lose service bonuses accumulated before the strike

At a meeting on Wednesday, the strikers resolved not to return to work before management agreed to reinstate them unconditionally

So it appears unlikely the strikers will agree to manage-

ment's terms, although Mr Bucknall said Ford could "probably" re-employ them if all applied

Although Ford is reducing the labour complement at the plant, all the workers could "theoretically" be accommodated by "moving around workers in other plants," according to Mr Bucknall

All worker demands are now apparently being transmitted to management via the United Auto union

At the beginning of the strike many workers appeared to prefer to channel their demands through the Port Elizabeth Black Civic Organisation (Pebco), and there was a good deal of rivalry between Pebco and the union

But observers in Port Elizabeth say that workers are now channeling demands through the union with Pebco's blessing

Meanwhile Sapa reports that former employees of two other plants in Port Elizabeth hit by strikes recently have claimed management is victimising them

At a packed meeting of dismissed Ford, General Tire and Adamas workers on Wednesday, an Adamas worker claimed he had not been rehired because of his role in negotiating with management during the strike

The worker - who refused to be identified - said he had been told he was an "agitator" by a foreman when he reapplied for work with his fellow strikers

Also at the meeting were a number of former General Tire workers who said more than 30 of them had not been rehired when the firm took on 600 of its former employees last week

One of the workers, who played a leading part in presenting the workers' case to management, said he had been told he would not be re-employed because he was a "trouble-maker"

Other workers, who claimed they had not been involved in the leadership of the strikes, claimed General Tire was leaving them in suspense

An elderly employee said the firm had not yet fully dismissed him and expected him to report to the factory gates every morning on the off-chance of employment

Mr A Malkinson, manager of the Adamas Mill, refused to comment on allegations of victimisation in rehiring

He said about 200 Adamas workers dismissed for wildcat strike action had been taken back, although it appeared that a number of workers had "decided to take an early vacation" and not to reapply

General Tire's managing director, Mr R G Nicholson, was unavailable for comment yesterday but in the past has said selective re-employment of the dismissed workers was the firm's prerogative

TWENTY ONE sacked Ford Motor company workers were detained by Security Police yesterday morning after raids at their homes.

This was confirmed by new head of the Security Police in Port Elizabeth Lieut-Col G N Erasmus in an interview yesterday.

He said some of the 21 might be released soon while more might be detained longer. He explained they were being detained under Act 62 of 1966 which allows for detention for up to 14 days.

He confirmed that the chairman of the Port Elizabeth Black Civic Organisation (Pebco) Mr Thozamile Botha was not among those detained.

The detentions follow labour unrest at the Ford Cortina plant which spread to other companies. About 700 workers lost their jobs at Ford as a result of the dispute.

A spokesman for the workers disclosed to POST yesterday at midday that between four and 22 Ford workers were detained. According to the spokesman early reports indicated that of the 22 workers held, three have since been released following interrogation by members of the Security Police.

The leader of the Port Elizabeth Black Civic Organisation, Mr Thozamile Botha, will not be contacted today.

Dismissed Ford workers held no meetings this week, on Tuesday and yesterday it is not known whether the detention of some of the workers was as a result of the meetings.

Meanwhile the dispute between the strikers who on Wednesday numbered more than 500 and the management of Ford Cortina plant in Port Elizabeth reached a complete deadlock following a rejection by management of demands.

Yesterday officials of the United Automobile Workers Union met the management for 45 minutes and tabled demands of the dismissed workers as requested at a meeting on Wednesday.

SB swoop on Ford workers

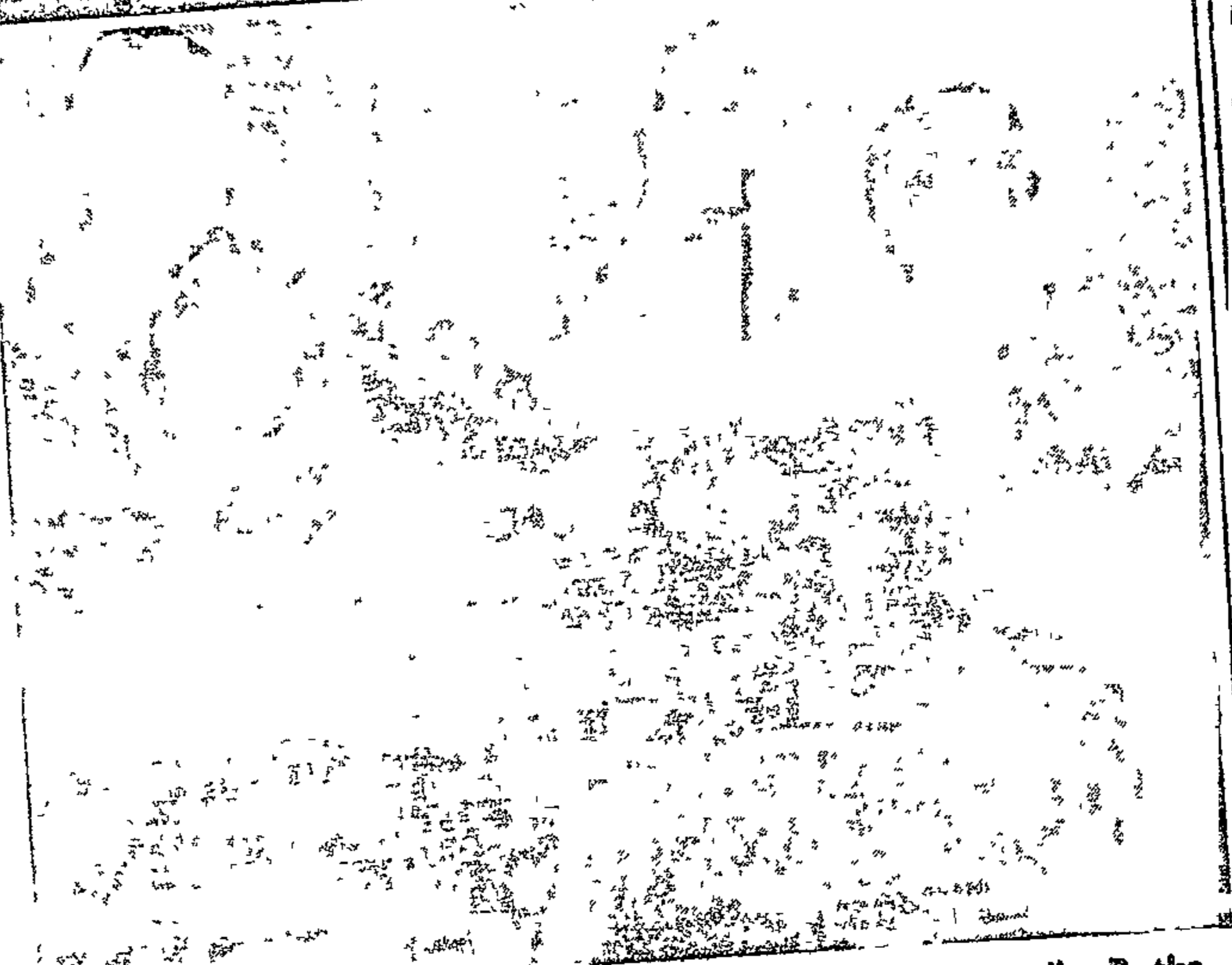
21

strikers

detained

Urgent
meeting
today

POST CORRESPONDENT



FLASHBACK: Ford workers carrying their leader Thozamile Botha during the labour unrest.

day.

Workers are prepared to go back to work on condition they are reinstated and get their bonuses and positions they held before they left the plant.

They were also prepared to let the trade union negotiate on their behalf grievances they had earlier discussed with management.

A spokesman for the union, Mr Freddie Sauls, said yesterday management was completely adamant and not prepared to shift from their stand.

Mr Sauls said management was prepared to discuss fringe benefits with the union if workers return to their jobs. Mr Sauls said: "I do not see any way that can change the situation. We have

reached a complete deadlock. We find ourselves sandwiched in the middle. We are definitely not in a negotiating position. We are prepared to do our best and we are not prepared to foresake them."

The decision by management will be explained at a meeting of Ford workers at Holy Spirit Church Hall, Kwa-zakhele today at 11 a.m.

Opposition to Tucsa move in Cape docks

RDM 8/12/79 (144) (2) 135 (3) 152

By RIAAN DE VILLIERS
Labour Correspondent

A NEW row has broken out between an independent black trade union and the Trade Union Council of South Africa (Tucsa) — this time over the unionisation of black stevedores in Cape Town harbour.

Spokesmen for the Western Province General Workers' Union (WPGWU) yesterday reacted sharply to an announcement by Mr Louis Petersen, Western Province area division secretary of Tucsa, that he intended forming a union for black dockworkers.

The row comes in the wake of conflict among employers of stevedores over whether to negotiate with the WPGWU, which claims to represent the majority of stevedores in Cape Town.

Mr Petersen said yesterday he had been approached by

dockworkers who had requested that he organise them in a "proper registered trade union".

"They obviously want somebody responsible to organise them," he said.

He added he had approached the Stevedoring Association — which had no objections providing it was a responsible organisation — and intended addressing dockworkers next week with a view to forming a new union for them.

A spokesman for the WPGWU said yesterday his union had a membership of 400 out of 600 stevedores in the harbour, and had held meetings attended by an average of 350 stevedores every weekend for the past seven months.

"We believe it is precisely our strong support coupled with the intense dissatisfaction of

the workers and the stubbornness of the Cape Town Stevedoring Association which has led to Mr Petersen's current adventure.

"We are confident he will not succeed."

Mr Petersen's intervention seemed part of a "misguided attempt" on the part of the association to take control of the organised strength of the stevedores.

The support of the association contrasted markedly with its attitude towards the WPGWU.

The spokesman added "Past experience in conflicts with Tucsa unions have shown that when a democratically controlled workers' union is contrasted with a management-backed union in this way, our efforts tend to be strengthened rather than weakened."

Don't meddle, SA warns Jesse Jackson

① 152
RDM(2) 150
8/12/79

Own Correspondent

PORT ELIZABETH — Outside interference in South Africa's labour affairs would not be tolerated, the Secretary for Manpower Utilisation, Mr Jaap Cilliers, said yesterday.

He was reacting to reports that the American civil rights leader, the Rev Jesse Jackson, planned to lead a fact-finding mission to South Africa next year to investigate strikes at Ford's Port Elizabeth plant.

Mr Jackson has met Ford executives in Michigan to discuss the plight of black workers fired from the plant, and then lashed out at the company for not taking "aggressive leadership" to combat the problem.

Mr Jackson met Ford officials to gather information about the situation at the factory, where about 700 workers were fired last month after a series of wildcat strikes, and to urge the company to take steps to help black South Africans in their "drive for dignity".

At a news conference afterwards, Mr Jackson said he was not satisfied with the information he received from Ford, because it came from the South African management of the plant.

He said he planned to lead a group of American labour leaders and ministers on an independent fact-finding mission to South Africa next year.

Mr D M Sparling, president of Ford's Mideast and African operations said in a statement after the meeting that Ford was one of the leading companies in South Africa in implementing the Sullivan principles.

The principles basically call for "non-segregation of the races" in public places and employment practices, and working to improve "the quality of employees' lives".

Mr Jackson wants Ford to reinstate the 700 workers with back pay, to recognise their union and to increase the number of black management employees in South Africa to a level proportional to the number of plant workers.

Mr Jackson said that while 8% of the plant management was black, 80% of the workers were black.

Mr Sparling noted that nearly 200 of the fired workers had been rehired and the rest had been encouraged to apply for re-employment.

Mr Jackson said the workers were being rehired, but on a "one-by-one" basis, designed to weed out the strikeleaders.

Mr Cilliers said Mr Jackson's proposed visit would serve no purpose.

Any outsider who caused labour unrest in South Africa through interference would not be tolerated.

"South Africa has the best legislation in the world for handling situations such as that in Port Elizabeth.

"Outside interference will not be tolerated, all the more because the workers' dissatisfaction in this case was not over service conditions and they did not use existing machinery at all to solve their grievances."

Ford was one of the firms which stuck to codes of labour relations, like the Sullivan code, as far as possible and its service conditions compared very favourably with those of any other large firm in South Africa.

Any dissatisfaction had to be solved in South Africa and not from outside, Mr Cilliers said — Sapa-AP

192
12/2/79
Jesse M
told to
keep
out (5)

PORT ELIZABETH — The Secretary for Manpower Utilisation, Mr Jaap Cilliers, has reacted sharply to any suggestion of foreign interference in Port Elizabeth's industrial unrest.

In an interview from Pretoria yesterday, he said his department would not brook any interference from the Rev Jesse Jackson or others.

He was reacting to reports that the American activist preacher planned to lead a group of United States labour leaders and ministers on an independent fact-finding mission to South Africa next year to investigate the Ford situation.

Mr Cilliers said the Port Elizabeth situation had nothing to do with conditions of employment. "If that was the case, our industrial machinery should have been used.

"We are satisfied that employment conditions of the companies involved in Port Elizabeth are satisfactory and, in the case of some, even superior.

"If we allow people overseas to interfere in the labour relations of South Africa's international companies, of which we have hundreds, imagine our situation. It would be intolerable."

Mr Cilliers's comments followed Mr Thozamile Botha's revelation yesterday that the workers had written to Mr Jackson telling him of the grievances which they had with the Ford motor company.

At a meeting yesterday dismissed Ford Cortina workers decided to stay out of the plant until January.

They reaffirmed their stand that they would only return to the plant if they were all reinstated, not re-employed.

Mr Botha said they had also written to the United Nations and were awaiting its reaction. — DDC

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig 1.

The differences in the urban African population pyramid of the various urban African areas are presented in Fig 1.

The differences in the urban African population pyramid of the various urban African areas are presented in Fig 1.

Police detain 21 over Ford strike

PORT ELIZABETH — Twenty-one people had been detained in connection with alleged intimidation of Ford workers, the head of the Security Police here, Lieutenant-Colonel G N Erasmus, said yesterday

Among those arrested yesterday for questioning were former workers of Ford's Cortina plant where four strikes last month led to the eventual laying-off of 500 workers

The men were being detained under Article 22 of the General Law Amendment Act No 62 of 1966 which provides for the detention and questioning of terrorists and certain other people, Colonel Erasmus said

The arrests come after a meeting of about 450 former Ford workers on Wednesday, during which 177 workers who had returned to work were threatened

Mr Thomazile Botha, who was one of the leaders of the strikers, was not among those detained

The dismissed Ford plant workers decided yesterday to stay out of the plant until January. They reaffirmed their stand that they would only return to the plant if they were all reinstated, not re-employed

The national organiser of the United Automobile and Allied Workers Union, Mr George Manase told workers that Ford was prepared to re-employ but not to reinstate dismissed workers

He said the union was experiencing some difficulty in negotiating for dismissed workers, because a number of workers who walked out of the plant had been re-employed. Ford management therefore felt there was no point in reinstating the rest of the workers

"It would be better if all the

workers were out of the plant, because we would be negotiating for all of them, not for a certain group," Mr Manase said

The chairman of the Port Elizabeth Black Civic Organisation, Mr Thomazile Botha called on workers to be united. "Let us have one common objective that we want to go back to work at Ford as a group, not as individuals," he said

The differences in the urban African population pyramid of the various urban African areas are presented in Fig 1.

rural areas or cause of deaths according to the Fertility Reference Bureau (Fertility Control Unit). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10 of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used England and Wales representing a developed population and Mexico 1960 for a developing one.

Calculated mainly in five year age divisions of the eighth revision of the Diseases (ICD).

For 1970, the last census year. This is the mortality experience of a country which would exist if a eliminated. It gives an indication cause on the expectation of life.

Don't interfere' warning

PORT ELIZABETH — The secretary for Manpower Utilisation, Mr Jaap Cilliers, has reacted sharply to any suggestion of foreign interference in Port Elizabeth's industrial unrest

In an interview from Pretoria yesterday, he said his department would not brook any interference from the Rev Jesse Jackson or others

He was reacting to reports that the American activist preacher planned to lead a group of United States labour leaders and ministers on an independent fact-finding mission to South Africa next year to investigate the Ford situation

Mr Cilliers said the Port Elizabeth situation had nothing to do with conditions of employment

"If that was the case, our industrial machinery should have been used. We are satisfied that employment conditions of the companies involved in Port Elizabeth are satisfactory, and in the case of some, even superior

"If we allow people overseas to interfere in the labour relations of South Africa's international companies, of which we have hundreds, imagine our situation. It would be intolerable

"There is no justification for Mr Jackson or others to come here with the purposes of interfering. We stand on our own feet and are proud of our independence," he said

procedure was adopted as a population figure for whites, Asians and 'coloureds', the 1970 population using the age specific survival rates from the actual births and deaths in the 0-4 age for migration

An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans. An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

CT 8/12/79
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DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

James 9/12/79
Police hold 21 after Ford strikes 152

By RAY JOSEPH

SECURITY Branch police in Port Elizabeth are holding 21 men for questioning in connection with the alleged intimidation of strikers who had returned to work at the Ford company plant.

This was confirmed by the local Security Branch chief, Colonel G.N. Erasmus, who said that it was possible there would

be further arrests.

Col Erasmus said the men, some former Ford workers, who had lost their jobs after a dispute with management two weeks ago, were being held in terms of the General Law Amendment Act.

He said the men were being questioned "about the intimidation of workers who have returned to work".

The figure for the mortality fully expressed in terms of a is calculated by multiplying observed population by the population, adding the number of standard population. While the effect of the observed population, effect the weighting given to choice of an underdeveloped right to infant deaths and little developed standard population standard population affects the ad groups. There is no 'true' There are lies, damned lies,

9. 3. Once again, difficulty ans. Birth statistics for government. The various medical infant mortality rates for their urban areas. These show considerable variation. (See also ref.15).

A mean figure and the range are given in Fig. 2. These de facto figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used England and Wales representing a developed population and Mexico 1960 for a developing one.
3. Age and Cause Specific Death Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).
4. Proportions of Causes of Death.
5. Infant Mortality Rates.
6. Expectation of Life. Calculated for 1970, the last census year.
7. Competing Mortality Risks.⁸ This is the mortality experience of a population under the hypothetical conditions which would exist if a particular cause of death were eliminated. It gives an indication of the relative effect of that cause on the expectation of life.

The calculation of rates involves a knowledge of the base population age specific population. No official estimates of this are available for inter-censal years. For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution¹⁰ by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.¹¹

7 more Ford workers detained

Argus
10/12/79
152

Argus Correspondent

PORT ELIZABETH. — Security police here have detained seven more dismissed Ford workers and members of the Port Elizabeth Black Civic Organisation (PEBCO).

Colonel G N Erasmus, Port Elizabeth's security police chief, confirmed today that 20 people were now being held for questioning under Article 22 of the General Law Amendment Act.

The section provides for the detention of terrorists and other people for questioning for up to 14 days.

EIGHT RELEASED

He said eight of the 21 people detained last week were released today.

Mr Thozamile Botha, leader of Pebco, and senior executive members of his organisation were apparently not affected by the latest round of detentions.

Colonel Erasmus said the latest detentions were a continuation of earlier investigations stemming from a meeting of dismissed Ford workers last week.

NEW YEAR

With the Christmas shutdown planned for Friday, the black United Auto Workers' Union today held out little hope for a settlement of the labour dispute in Ford's Cortina plant before the New Year, the Argus Correspondent reports from Johannesburg.

But the door to a negotiated settlement remains open.

Mr George Manase, national organiser of the black union, said today the strikers had backed down from their original demands.

While they still demanded reinstatement without loss of their annual bonuses and fringe benefits, they had abandoned their demand for the pay they had forfeited as a result of the strike.

STAND OVER

They also agreed to allow the resolution of their other grievances to

stand over for negotiation after a resumption of work.

But Mr Manase pointed out that Ford still opposed any reinstatement without loss of bonuses and fringe benefits.

HONEY CAKE

Jan

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- 1/2 cup sugar
- 1/4 t salt
- 1/2 cup milk

- 3 T honey
- 1 1/2 T butter

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1 1/2 tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

Margaret

- 4 eggs
- 1/4 lb sugar
- 1/4 lb ground almonds (or hazelnuts)
- 1/2 t baking powder
- 1/2 T flour
- 1/4 grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°C for 1/2 hour.

Serve with whipped cream.

Ford strike: ^{CT} 10/12/74 No end in sight ¹⁵²

Own Correspondent

JOHANNESBURG — Industrial conflict surrounding the Ford Motor Company in Port Elizabeth enters its sixth week today with no end in sight to the dispute between the company and ex-employees. At a mass meeting last week striking ex-workers reaffirmed their decision not to return unless all were unconditionally reinstated.

This followed negotiations between the company and the United Automobile Rubber and Allied Workers' Union during which the company stuck to its ruling that the workers should apply individually for re-employment and would lose their service bonuses accumulated before the strike. With the company's annual shutdown due on Friday, it appears likely that the dispute will extend into the new year.

Mr Dunbar Bucknall, Ford's public affairs director, said yesterday the company had employed 293 workers up to last Thursday to fill the 700 vacancies in its Cortina plant, of which 178 were former employees.

if it is to
serving poi
chives.

BEAN SOUP

- 1 pkt sugar
- 1 slice bee
- 1 Kassler r
- handful sou
- 2 bay leave
- 1 onion stu
- 2 carrots,
- 2 1/4 litres v
- salt & pepi

Wash beans,

Boil for 2 minutes. Remove from heat and soak for 1 hour. Bring to boil again, add rest of ingredients. Simmer till beans are tender. Cool. Remove meat and 1 cup beans. Purée remaining soup in blender. Heat slowly. Put a few reserved beans in each serving bowl. Sprinkle with Worcester sauce. Cover with soup. Garnish with cream and crumbled bacon or croûtons.

PRESERVED BRINJALS

Sue J

- brinjals
- white vinegar
- olive oil
- garlic
- fresh marjoram

Peel brinjals and cut into Julienne strips. Put into enamelled pot and cover with white vinegar and bring to the boil. Cook for as short a time as

NO.	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	0,05	0,05	0,07	0,35	0,06	0,04	0,05	0,04
25-44	0,26	0,33	0,21	0,26	0,54	0,56	0,34	0,36
45-64	3,01	2,58	1,47	2,19	5,10	2,68	2,32	1,91
65+	<u>12,24</u>	<u>7,26</u>	4,70	<u>5,18</u>	<u>12,59</u>	<u>7,51</u>	<u>6,16</u>	4,10
ALL	1,41	1,21	0,36	0,45	1,02	1,02	0,16	0,10
NO.	2920	2522	12	12	12	12	12	12

Ford dispute drags on
RDM 10/12/A
152
2/11/21

By RIAAN DE VILLIERS
 Labour Correspondent
INDUSTRIAL conflict surrounding the Ford Motor Company in Port Elizabeth enters its sixth week today with no end in sight to the dispute between the company and ex-employees. At a meeting last week striking ex-workers reaffirmed their decision not to return unless all are unconditionally reinstated.

This followed negotiations between the company and the United Automobile, Rubber and Allied Workers' Union.

Asked to comment on Ford's attitude to the detention of 22 strikers by the Security Police last week, Mr Dunbar Bucknall, Ford's public affairs director, said the men reportedly detained were not company employees and Ford therefore had no locus standi in the matter.

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,09	0,05	0,06	0,21	2,27	1,68	2,31	1,96
1-4	0,03	0,01	0,00	0,05	1,27	1,08	1,02	1,29
5-24	0,01	0,01	0,01	0,01	0,01	0,01	0,02	0,02
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

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).

INFECTIVE AND PARASITIC DISEASES

NO.	A		C		B	
	M	F	M	F	M	F
0-1	9,81	5,60	55,55	51,04	29,36	27,05
1-4	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	3,33	2,69	1,66	1,61
NO.	399	315	3792	3146	3472	2593

Table Bay

docks

walkout

by 300

stevedores

August 11/2/79

152

ABOUT 300 stevedores at Table Bay docks walked out this morning in protest at their management's refusal to discuss worker representation with them.

The walkout brought to a head a dispute which has been simmering since workers first submitted a demand for a meeting with local stevedoring companies in May.

Yesterday, stevedores sent a letter to the general manager of the Cape Town Stevedores Association Ltd, Mr R S Field, asking for a meeting this morning.

They gathered outside the offices of the SA Stevedores Service Company at the docks at 6 am today when their shift was due to begin.

Refused

(Continued from Page 1)

had been 'entirely reasonable.'

A spokesman said the refusal of Mr Field to discuss the issue was an indication of 'arrogance and stubbornness'

'Far from agreeing to meet the workers, the Stevedores' Association and the SA Stevedoring Council were instrumental in pressing one of the stevedoring companies to cancel a meeting it had requested with the union and workers,' the spokesman said.

Walkout

The union spokesman said the workers had decided to return to work tomorrow and would see Mr Field again on Friday, after his meeting with the SA Stevedoring Council in Durban

The Port Director, Mr Bertie Heckroodt, said the walkout had had little effect on shipping

'As far as we are concerned, the position is not serious. There is no congestion,' he said.

Mr. Field addressed the workers briefly, telling them the Railways authorities had refused permission for a meeting to be held.

The stevedores refused to start work and stood around in groups while about a dozen Railways policemen kept them under observation.

Shortly after 7 am, Mr Field approached the workers again and they put to him their demand for a committee elected by themselves.

There was angry reaction when Mr Field said such a committee could not be elected today and would not, in any event, concern the coloured stevedores.

'Apartheid'

'He wants apartheid,' said one worker. 'The black and coloured workers are one today.'

'We work for the same company. He can't separate us,' shouted another.

Other workers said they wanted union representation, not committees.

After Mr Field returned to his office, workers addressed the crowd. One said they had been trying for a long time to arrange a meeting with management.

'We did not come to strike. We came to talk,' he said.

At about 7.45 am, the workers streamed out of the docks.

Mr Field said he had no comment to make on the walkout.

The Western Province General Workers' Union, to which about 400 stevedores belong, said the workers' demand for a meeting with management to discuss representation

(Continued on Page 3, col 4)

ARGUS

11/12/79

152

11/27/79 (152) (192) (152)

7 ex-strikers detained

By DENIS SIWISA
PORT ELIZABETH —
Seven former Ford Motor
Company strikers were
detained in an early morn-
ing swoop by Security
Police yesterday

Three of these were
among the six who were
detained and released last

week. A further eight who
had been detained earlier
were released, Colonel G
N Erasmus, head of the
Security Police here, said

Those held yesterday
have been detained in con-
nection with alleged in-
timidation of former Ford
workers — DDR

More strikers are detained

SEVEN more sacked Ford Motor Company workers were detained by the Security Police at dawn following raids at their homes yesterday.

This was confirmed by the new head of the Security Police in Port Elizabeth, Lieut Col G Erasmus in an interview yesterday.

The total according to Lieut Col Erasmus brings to 20 strikers detained by the Security Police. All those detained are being held in terms of Section 22 of the General

Law Amendment Act.

One of the strikers, Mr Sicelo Sogoni of 433/34, Soweto was detained for the second time. He was first detained with 21 others when Security Police raided homes of Ford workers on Thursday. He was however released the same day.

The other six sacked workers detained yesterday include, Richard Nqam of 436/40 Soweto, Zongezile Ndongeni of 436/40 Soweto, Mr Mzimkhulu Mnyobe of 79 Gunguluza Street, New Brighton, Mr Solly Landule of 430/41 Soweto, Mr Owell Makalima of 438/35 Sowe-

to and Mr Johnson Mboyiya of 106 Kwnza Street, New Brighton.

Three more men detained last Thursday are believed to have been released from detention at the weekend. All those detained yesterday are believed to be members of the Port Elizabeth Black Civic Organisation.

Mr Thozamile Botha, leader of Pebco and members of the workers committee were apparently not affected by the latest detentions. The workers will hold a meeting at the Holy Spirit Church Hall, Kwazakhele this morning at 11 am to discuss the latest detentions.

The apparent effect of LIFO on working capital reveals a weakening structure whereas in real terms there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

Sacked workers claim prejudice

Post

7/12/79

(152)

(152)

(152)

PORT ELIZABETH — The Department of Manpower Utilisation is to investigate the manner in which General Tire signed off a number of workers dismissed in the wake of the recent industrial dispute.

Unemployment cards produced by the dismissed General Tire workers showed that in a number of cases management had written under reasons for leaving employment the word "strike".

Mr Jaap Cilliers, Secretary for Manpower Utilisation said yesterday that if this was correct the company had acted irregularly.

"The employer should have restricted himself to giving the reason for leaving work as 'other' as it is listed in the unemployment card.

"It is not intended that the card should prejudice a man's future employment opportunities"

Mr D N Wiggill, divisional inspector of Manpower Utilisation in Port Elizabeth has promised an investigation and said that if the claim was correct, General Tire would be asked to call in the cards and change them.

Details of the unemployment card error emerged after 30 General Tire workers who had not been re-hired with their 600 fellow strikers were

sent their unemployment cards last week by registered post.

One employee — a father of seven with 11 years service to General Tire — said that he had not been involved in any leadership role in the strike but had not been re-employed with other General Tire workers.

"Now that this is written in my book what chance do I have of getting another job?" asked the man.

Mr R G Nicholson, managing director of General Tire was unavailable for comment and his secretary said she did not believe any other company official could discuss the issue

... associates the current inventory valuation.

The apparent effect of LIFO on working capital reveals a weakening structure whereas in real terms there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

More Ford men are detained

RDM 11/12/79
① 152
② 144
③ 329

Own Correspondent

PORT ELIZABETH — The Port Elizabeth Security Police have detained a further seven former Ford workers and released eight detained earlier. Col G N Erasmus, head of Security Police in Port Elizabeth said yesterday.

This brings the number being held for questioning under the General Law Amendment Act to 20.

The Act makes provision for people to be held for up to 14 days.

Col Erasmus said investigations were being carried out as speedily as possible.

Meanwhile, at General Tire, about 30 dismissed workers hoping to be reinstated were turned away when they went to the factory yesterday morning.

One of them, who did not want to be identified, said members of the factory's liaison committee had told them that the 50 dismissed workers who had not yet been re-employed would be reinstated yesterday.

"But when we got there we were told that some of us might be employed, but only next year," he said.

He said the company had not endorsed their reference books and this would prevent them from being employed elsewhere.

On their unemployment cards, management had written "strike" as the reason for leaving work.

The Divisional Inspector of Manpower Utilisation, Mr D N Wiggill, said this was a mistake and the company would recall the cards and alter them.

General Tire's Managing Director, Mr R G Nicholson, was not available yesterday to comment on the claims.

Mr C Malkin, Manager of Adamas Paper Mill, which had also been a victim of recent labour unrest, said the mill had been fully operational for just over a week.

In all 250 workers had been dismissed and about 230 vacancies had been filled — the majority of them by former workers.

Argus 11/12/79

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Argus Bureau
PORT ELIZABETH. —
Ford Motor Company has extended its employment moratorium for the firm's Struandale Cortina plant to give 500 dismissed workers further opportunities to re-apply.

In a statement released to the unions yesterday Ford extended the moratorium until Friday when the company's shutdown begins.

The moratorium will resume again from January 2 to January 4, but from January 7 Ford will begin employing on a 'first-come first-served' basis, although dismissed Cortina workers will still be welcome to apply, says the statement.

Employment offices at Ford will be open from January 2 to January 4 and the dismissed Cortina workers will be able to apply individually.

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Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

ET 11/12/79 152

Ford: 20 still held by police

PORT ELIZABETH. — Seven people have been detained for questioning by security police here during the past few days following the detention of 21 others on Thursday last week in connection with alleged intimidation of former Ford workers, the divisional commissioner of the security police, Lieutenant Colonel G N Erasmus, said yesterday.

Workers allegedly being intimidated were those who had reapplied for jobs at the Cortina plant.

Colonel Erasmus said some of the initial group of detainees had been released after questioning.

Altogether, 20 people, some of whom were among the 700 workers who had lost their jobs at Ford after the labour unrest, were still in detention in terms of the General Law Amendment Act yesterday afternoon.

Turned away

Meanwhile, at General Tire, about 30 dismissed workers hoping to be reinstated were turned away when they went to the factory yesterday morning.

One of them, who did not want to be identified, said members of the factory's liaison committee had told them that the 50 dismissed workers who had not yet been re-employed would be reinstated yesterday.

"But when we got there, we were told that some of us might be employed, but then only next year," he said.

He said the company had not endorsed their reference books and this would prevent them from being employed elsewhere. On their unemployment cards, management officials had written "strike" as the reason for leaving work.

The divisional inspector of Manpower Utilisation, Mr D N Wiggill, said this was a mistake and the company would recall the cards and alter them.

General Tire's managing director, Mr R G Nicholson, was not available yesterday to comment on the claims.

Mr C Malkin, manager of

Adamas Paper Mill, which had also been a victim of recent labour unrest, said the mill had been fully operational for just over a week. Two hundred and fifty workers had been dismissed and about 230 vacancies had been filled, the majority of them by former workers.

ALL NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	18348	13062

ALL 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	0,38	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

Walkout paralyses Table Bay docks

By STEVEN FRIEDMAN
Labour Reporter

TABLE BAY docks were brought to a standstill yesterday when the entire stevedoring workforce — about 600 coloured and black workers — walked off the job.

Railway workers in the harbour area were apparently not working either as there were no goods for them to handle.

According to trade union sources, the stevedores have walked out in protest at management's refusal to allow them to elect a committee to bargain with their employers.

And a trade union which represents most of the men called management's attitude 'arrogant'.

The walk-out follows repeated attempts since May by the workers and the Western Province General Workers' Union, which says it represents the majority of stevedores at the harbour to secure management agreement to negotia-

tions.

Worker leaders at the harbour said the stevedores would return to work today, but would attempt to meet management again on Friday.

If their demands are not met on Friday the stevedores may strike again. It is by no means certain however that all workers will return today.

The dispute came to a head yesterday morning when stevedores gathered at the office of Mr R S Field, general manager of the Cape Stevedores Association.

They told him that they wished to elect a committee to represent them.

The meeting followed a worker meeting on Saturday at which it was agreed to send a letter to Mr Field informing him they would gather at his office to elect a committee.

"We demand that you recognise this committee and agree to meet with them," the letter said.

"We have been patient for very many months but you have not been very helpful. All that we are asking is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

When the stevedores gathered at his office Mr Field first told them he did not have Railways permission to hold a meeting on harbour premises.

The stevedores refused to start work however and Mr Field subsequently returned and told them a worker committee could not be elected at the meeting.

He added that coloured workers would have to form a separate committee. The workers rejected this proposal.

After Mr Field left workers addressed the gathering and said they had been trying for a long time to arrange a meeting. The workers then left the docks.

About a dozen Railways po-

licemen kept the workers under observation during the meeting.

A spokesman for the union said yesterday "The workers have made perfectly reasonable demands. Management's arrogant refusal to deal with them has led to the present situation."

The South African Stevedoring Council, which represents employers, will meet today. According to a spokesman it will discuss the possible formation of an industrial council for the industry.

The Western Province General Workers' Union fears such a move is an attempt to oust it.

It believes management is attempting to ignore the union and deal with a proposed stevedores union to be set up by Tucsia unionist Mr Louis Peterson. Workers reject this move according to the union.

Mr Field declined comment on the grounds that this would "jeopardise negotiations".

Handwritten notes: (1) 152, (2) 152, (3) 152, R.D.K., 12/13/79

Stayaway: No docks disruption

By NEVILLE FRANSMAN

CAPE TOWN docks became unusually quiet yesterday when more than 300 stevedores stayed away from work, leaving ships idle, cranes motionless and railway goods trucks silent under their tarpaulins.

But shipping companies and harbour authorities maintained that the stayaway did not cause disruption as the docks were not under pressure at the moment.

The stayaway, however, gave an unexpected holiday-on-the-job to at least 75 SA Railways and Harbours workers who unload goods trucks before the stevedores proceed with the seaward crane side of the operation.

The SAR workers were unable to unload, and work on at least two vessels — Hiyo Maru and Aegis Britannic — was hampered.

Managements employing the stevedores, and Cape Town Stevedores Association — comprising the managements of the three Peninsula companies, were tightlipped about the situation.

Queries were met with "no comment — delicate negotiations are under way".

The black stevedores — the people who load the cargo holds

— are unhappy about management refusal or reluctance to recognize their representative committees to negotiate about pay and working conditions.

Workers yesterday said they had been asking their employers for the past seven months to meet their own elected representatives, "but we have been ignored and treated like children".

At a mass meeting in the early hours yesterday the workers decided to stay away — a decision carried through by the second shift due to start at 2 pm.

They have also resolved not to work on Friday if satisfactory answers to their demands are not given following a Durban meeting today of the national employers body, the SA Stevedoring Council.

It has been left to individual workers to decide whether they will turn up at the docks today and tomorrow. A mass meeting will again be held on Friday morning.

of any shares in contravention of the provisions of this section, and shall be liable to the company for any loss, damages or costs which the company may have sustained in consequence thereof, but no provision to receive such shares shall be valid for a period longer than the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors.— (1) No provision in any memorandum or articles of association of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the direction of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is a director of which or a nominee of his to act or to deal with the directors or institutions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate, if—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

CA — COMPANIES

73

ss. 220-222

member of the company to whom notice is sent before or after receipt

of the said because it was received concerned may (without prejudice to the provisions to be read at the meeting

and the representations need of the company or of any other the day night, conferred by this

and other person's costs on an behalf of the director concerned,

depriving a person removed therefrom in respect of the termination with that of director which may exist apart from this

Shares and Certain Acts

of the capital — (1) Notwithstanding anything to the contrary in the articles of a company shall not without the prior approval of the

general authority to the directors, any shares in their discretion or authority, allotment or issue of shares

general authority to the directors, of the company or of any other body corporate, or of any person

of the capital — (1) Notwithstanding anything to the contrary in the articles of a company shall not without the prior approval of the

CT 13/12/79

152

145

Stevedores go back to work

By NEVILLE FRANSMAN

STEVEDORES at Cape Town Docks are back at work following a stay-away on Tuesday. They returned yesterday after their employers' organization, the Cape Town Stevedores Association, capitulated and promised to negotiate with the workers' own elected representatives.

The one-day stoppage followed simmering discontent among the labour force at their employers' refusal over the past seven months to give their blessing to the workers electing their own people to deal with managements on their behalf.

Mr David Lewis, an organizer for the 10 000-strong General Workers' Union — the organizational driving force behind the dockworkers, said the workers were addressed by the Stevedore Association general manager, Mr R S Field, at a mass meeting yesterday morning.

The workers were told they could submit a list

of their elected committee members to the association and that management would be prepared to talk to these representatives — who could be nominated regardless of race.

This is an about-turn by the employers, who had up to yesterday consistently reminded the workers that they could not negotiate with an unregistered union, and that the workers' committee of representatives could not be mixed (coloured and African).

Stevedores yesterday described the turn of events as a "total victory" for them and the General Workers' Union. They said they would submit their list of committee members to management tomorrow. Under the auspices of the General Workers' Union they would also draw up a constitution to govern their relationship with their employers.

Mr Field would not comment yesterday on the developments. He said "All I am authorized to say is that the stevedores are back at work."

220-222

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Restrictions on Directors, their Powers and Certain Acts

221. Restriction of power of directors to issue share capital — (1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue shares in their discretion, or in the form of a specific and conditional sanction of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company, but may be renewed or extended by a resolution of the company in general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of section (1) shall be liable to compensate the company for any losses, damages or costs which the company may have sustained or incurred thereby, but he shall not be liable to compensate the company for any losses or costs incurred by the allotment of shares or issue of capital.

222. Restriction on issue of shares and debentures to directors. — (1) No provision in any memorandum or articles or in any resolution of the company authorizing the directors to allot or issue any shares or debentures, or to authorize any person to do so, shall be valid in so far as it authorizes the directors, or any director of the company or its nominee, or to any body corporate which is a subsidiary of which or of which he is a director, or to any body corporate which is a subsidiary of such director or nominee, or to any general meeting, or which is authorized by or its nominee is entitled to exercise or control the exercise of the fifth or sixth or seventh or eighth power, or to any subsidiary of such body corporate.

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

Visa No: ~~142~~ 152 Carter petitioned

13/12/79

NEW YORK — The Rev Jesse Jackson has appealed to President Carter to get Pretoria to grant him a visa to visit Ford workers in South Africa.

The move followed a rebuff from the South African Ambassador, Mr Donald Sole, who confirmed Mr Jackson and a small delegation of American trade union leaders and churchmen would not be admitted to South Africa.

Emerging from a private meeting with the Ambassador, Mr Jackson said he had been told the Ford dispute was an "internal affair" that did not call for his involvement.

He immediately sent a cable to Pres Carter charging that his rights as an American citizen were being violated.

A basic principle was involved, since the US had diplomatic relations with South Africa and South Africans enjoyed the right to visit the US, a Jackson spokesman said.

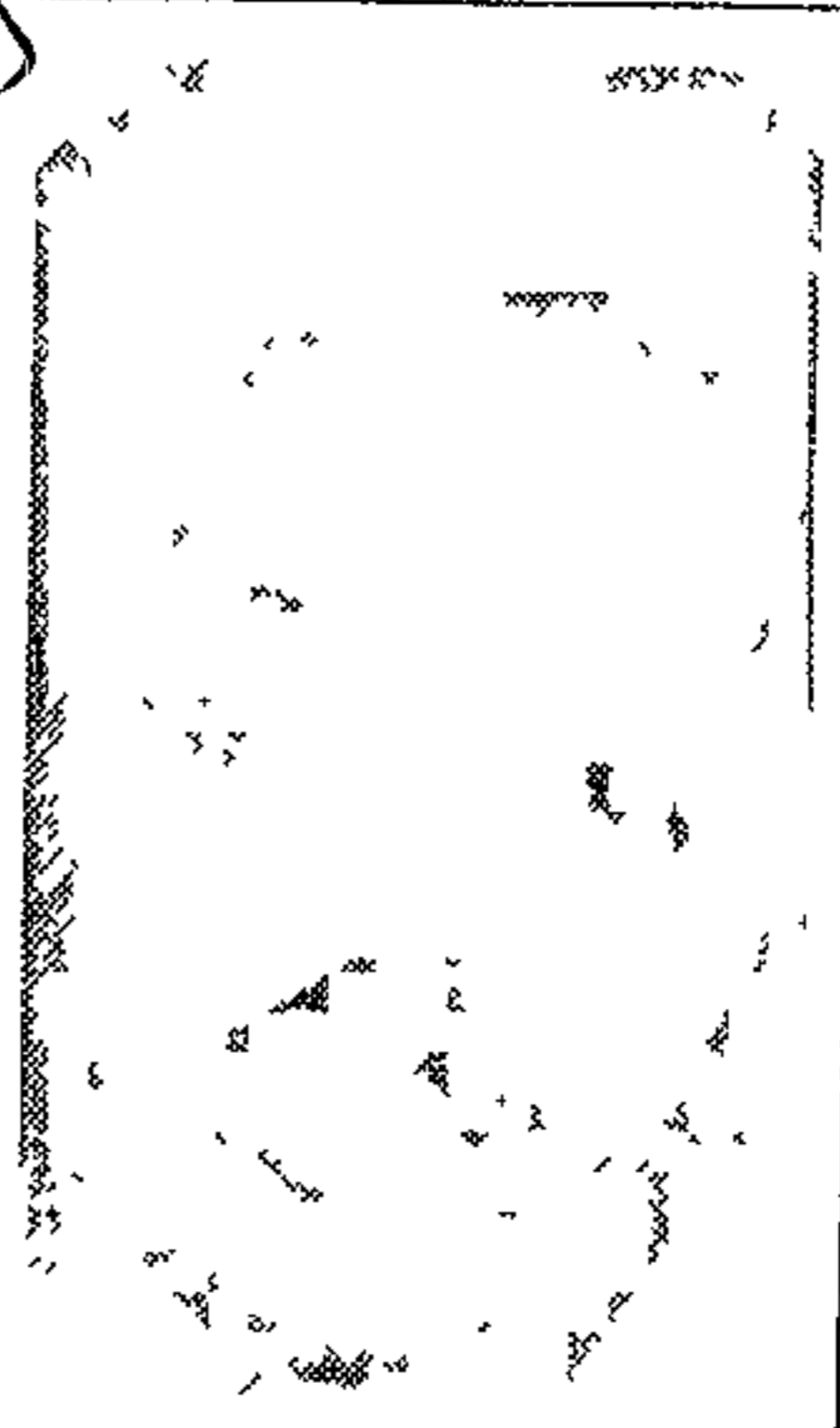
"We assert the right to do in their country what they do in our country," he said.

Mr Jackson argued with South African officials that it was Ford he is fighting this time — not Pretoria.

"Discrimination is going from Detroit to Port Elizabeth, not Port Elizabeth to Detroit," he said. "Groups like Ford like to imply they would do better if it weren't for the South African Government. I think in this instance they are trying to use the Government's reputation to hide their own sins."

He showed the South African officials a formal invitation from the Port Elizabeth black Civic Association leader, Mr Thozamile Botha.

Mr Sole said he made it



MR JACKSON . . . my rights violated

clear to Mr Jackson there was no prospect of facilities being made available for a visit like the one envisaged by Mr Jackson.

Mr Sole told newsmen he emphasised the final decision was not his, a point Mr Jackson seized when he said he would make a more direct appeal to the South African Government.

Mr Jackson disagreed with Mr Sole's contention the Port Elizabeth trouble was an industrial dispute in which legal grievance procedures had been brought into play.

Mr Jackson said he and his supporters would urge Ford to rehire all the sacked workers — DDC.

(335) (112) (52) (150)

No prospect of Ford probe for Jackson

WASHINGTON — The Reverend Jesse Jackson has been told there is "no prospect" of him being allowed to lead a seven-member delegation to investigate the labour unrest at the Ford plant in Port Elizabeth.

He was told this during a 70-minute meeting with Mr Donald Sole, the South African Ambassador in Washington.

However, Mr Sole qualified this statement by saying that the final decision was not his to make and that the Reverend Jackson's request for the visit would be sent on to the South African Government.

After a meeting with Mr Sole, the civil rights leader who made a highly contentious visit to South Africa earlier this year, said that if it was necessary he would make an appeal direct to the South African Government.

He vigorously disputed Mr Sole's contention that the labour dispute at Port Elizabeth was a legal dispute in which legal grievance procedures had already been applied.

"We think this is a matter for debate. We do not want to be precipitous but we intend to appeal to President Carter because we feel that Ford Motor Company's conduct contributes to the reaction against the United States of America."

The Reverend Jackson said he and his supporters urged Ford to reinstate all the sacked workers at Port Elizabeth and he hinted at possible action against Ford if this appeal was ignored.

He attacked the Ford Company in Dearborn, Michigan, for "exporting racial discrimination" to its plant in Port Elizabeth and said the most guilty party in this matter was the Ford Motor Company — "Ford cannot in good conscience use the South African Government to excuse its conduct. The company is particularly guilty because it exploits cheap labour in South Africa."

DELEGATION

The Reverend Jackson's delegation to South Africa would include: Mrs Carole Collins, chairman of the Congressional Black Caucus, Mr Howard O'Dell of Operation Push, Mr Richard G Hatcher, the Mayor of Indiana, Bishop H H Brookins, of Los Angeles, a bishop in



Reverend Jesse Jackson . . . no prospect of leading team to investigate unrest at Ford in Port Elizabeth.

the African Methodist Episcopal Church Mr Charles Hayes, International Vice-President of the Meat Packers and Retailers Clerks Union, and Mr Marc Steep, vice-president of the United Auto Workers Union.


After the meeting Mr Sole said that he did not think the visit by the Jackson delegation would be "helpful."

Observers believe that,

whether the Reverend Jackson and his supporters make the trip to Port Elizabeth or not, the continuing conflict between Ford and its black workers will have increasing repercussions in this country.

Apart from anything else, they say, it will provide ammunition for those who oppose investment in South Africa. — POST Correspondent

Four ex-Ford workers held

Post 13/12/79


THE star rugby forward, Temba Ludwaba and three others, all sacked Ford employees, were detained by the Security Police following raids at various homes yesterday.

This brings to eleven the former Ford Cortina plant employees who have been detained this week. On Monday seven strikers were detained following raids on their homes.

One of those detained yesterday Mr Jesse Nkumanda was released after he had been interrogated by the Security Police at Sanlam building, headquarters of the Security Police in the Eastern Cape. He told POST that he was released after he had made a statement.

Others detained with Mr Ludwaba were Mr Dobs Mpongoshe, a shop steward at Cortina plant and Mr Tembile Jawula of Kwazakhele.

Their detention was confirmed yesterday by the new head of the Security Police Lieut Col G E Erasmus. The strike which was started by 700 workers, all employed by the Ford Cortina plant, is now in its sixth week and there are no prospects of it being resolved this week. The plant closed for the Christmas holiday from Friday until January 7.

Of the 700 workers who were fired by Ford early in November, a total of 189 have since re-applied for their jobs.

It's deadlock as annual shutdown starts at Ford

By STEVEN FRIEDMAN
Labour Reporter

THE Ford Motor Company's Struandale plant starts its annual shutdown today with about 500 former workers vowing to stay out and not seek re-employment at the firm until they are unconditionally reinstated

At the same time, the union representing Ford black workers is planning to set up a union committee in the plant to strengthen communication with members and prevent a recurrence of the unrest

The plant will re-open on January 7, but a Ford spokesman said yesterday that recruiting would begin again on January 2. Management's moratorium, reserving jobs for ex-Struandale workers only, would not be in force when recruiting resumed, he added

He said 321 workers had been re-hired by the company, 207 of them ex-Struandale workers. At the time of the strikes, the work force numbered 700

The workers have said they

will not return until Ford agrees to re-hire all of them and pay ex-workers their accumulated bonuses

Ford will not do this, but Mr George Manase, organiser for the United Auto Workers, a black union which Ford recognises, expects most workers to return to Ford in January

The union has advised "strikers" to return, while undertaking to take up their grievances with management once they have done so

Mr Manase said yesterday, however, that the union would not take up the lost bonuses issue with Ford. "Bonuses have already been paid and there is nothing we can do," he said

The strike has been characterised by some antagonism between the union and workers supporting the Port Elizabeth Black Civic Organisation, but Mr Manase does not expect the union's support at Ford to decline

He added, however, that "we will have to improve communication with the workers. We

have been working with a liaison committee at Ford, but this will have to go. A union committee in the factory will replace it"

A number of observers have argued that inadequate communication between the union and its members helped facilitate the strike.

Nearly 30 ex-Struandale workers have been detained by police. Mr Manase does not expect these arrests to affect the position at Ford.

He said most of those detained had worked in the body shop

Meanwhile, management at another factory affected by the strikes, General Tyre, has agreed to re-hire all former workers, according to Mr Manase

He said the union would approach General Tyre management in the new year with a request for union recognition

General Tyre management was not available for comment on this

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meaningless as it grossly misstates the current inventory valuation.

The apparent effect of LIFO on working capital reveals a weakening structure whereas in real terms there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

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The national body, the SA Stevedoring Council, were meeting when the FM went to press. According to a council source it would "not be discussing the Cape Town issue. That is a domestic issue".

However, according to some reports reaching the FM, the matter was on the agenda

1165

with selected major categories of disease. Clearly, this is an entirely hypothetical 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.

STEVEDORES Stormy waters

Stevedores in Cape Town staged a walkout on Tuesday, paralysing Table Bay docks. But the 600 African and coloured workers returned to work the following day, claiming victory after being assured by the Cape Town Stevedore Association that it would meet with their worker-elected committee.

The walkout was the culmination of a seven-month attempt by the stevedores and the Western Province General Workers' Union, which says it represents over 400 stevedores, for recognition of a worker-elected committee by the Association (FM last week).

At a mass meeting last Saturday, the stevedores drafted a letter to Ron Field, of the Association, saying "We have been patient for very many months, but you have not tried to be helpful. All that we ask is that you meet with a committee of our representatives. You have put us off all year and the workers will not wait any longer."

Field met the workers outside his office on Tuesday. The stevedores told him they wanted to elect a committee to represent them. But, according to workers, Field said no permission had been given by the SAR to hold the meeting and that it could not be a forum for electing a committee. In addition, say workers, Field said representatives had to be elected by secret ballot and a distinction made between coloured and African workers. The workers refused on both counts, and so, in protest, did not return to work. Apparently, the workers told Field they would return to work the following day and gather outside his office again on Friday.

But, on Wednesday, Field met the workers again. Field's only comment: "I agreed to meet with a group of people elected by the workers. And all the workers have returned to work."

Says WPGWU general secretary David Lewis: "This is a total victory for the workers. Although no mention of recognition was made, we believe that, by agreeing to see the committee, the Association has recognised it and will officially deal with it. To renege on this, will provoke more trouble."

Field couldn't have delayed much longer. According to Lewis, the Association has been "playing with fire" by waiting as long as it did. The history of stevedores is one of fairly militant action and little organisation.

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333 (152)
145 (17)
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152

Stevedore companies form body

REPRESENTATIVES of the four major stevedoring companies agreed at a meeting called by the SA Stevedoring Council in Durban on Wednesday to form a National Employers' Association to represent their stevedoring employers

Delegates agreed that the association would provide a central platform for negotiation between employees and management which would promote sound industrial relations "in a spirit of co-operation and goodwill"

The association will be formed in terms of the Industrial Conciliation Act and delegates have expressed themselves in favour of workers exercising trade-union rights through the Industrial Council system

Delegates agreed that the association would talk and listen to any worker representation, including all registered and unregistered trade unions. However, it would enter into negotiations only with registered representative unions

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.

Tucsa overtures to dock workers

By STEVEN FRIEDMAN
Labour Reporter

THE Trade Union Council of South Africa has invited stevedores at Cape Town docks to a meeting today to discuss the formation of a dock workers union.

Most stevedores are already members of the Western Province General Workers Union, a non-racial, unregistered union which yesterday described the move as "an attempt to sabotage a majority union".

The union also alleged that stevedoring management has been encouraging workers to join the proposed Tucsa union and resign from the WPGWU. Management denies this.

Stevedores at Table Bay docks walked off work on Tuesday in protest at management's apparent refusal to allow them to elect a committee under the auspices of the WPGWU. They returned on Wednesday after management had agreed to meet this committee.

A meeting of stevedores to discuss a proposed constitution for the committee has been arranged by the WPGWU for 9am today. But Tucsa has issued a pamphlet inviting them

to a meeting at the same time. The WPGWU argues that the fact that the Tucsa meeting is at the same time as its own means Mr Louis Petersen, a Tucsa vice-president, is determined to organise his union in direct opposition to the WPGWU.

The union says it has received reports that Mr Ron Field, general manager of the Cape Town Stevedores Association, advised workers to join Mr Petersen's proposed union at a meeting yesterday morning. He is reported to have told workers that management would only give WPGWU limited recognition, as it was not a registered union.

Some stevedores said management was also handing out pamphlets to workers advertising Mr Petersen's meeting.

Captain Brian Greenwood, chairman of the SA Stevedoring Council, denied the allegations. Captain Greenwood referred the Rand Daily Mail to a statement issued by his council this week undertaking to remain neutral in inter-union disputes.

Mr Petersen was unavailable yesterday, despite repeated attempts to contact him.

... 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 fallen from 50.9/1 000 to 21/1 000, an improvement of 57.6%. During this period, the 'coloured' IMR has decreased from 164.8/1 000 to 132.6/1 000, a change of only 19.7%.

This is of particular concern when it is appreciated that the greater the IMR, the more easily should improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28.4% and 25.7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase 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;

600 stay away over 'slave wages'

August 17/12/79 152

BETWEEN 600 and 700 workers at one of the biggest fish factories on the west coast stayed away from work today following a four-month wrangle over what they term 'slave wages.'

The stayaway is believed to be crippling operations at Sea Harvest in Saldanha Bay.

A spokesman for the factory confirmed that about 600 people did not turn up for work. But he said it may have been because it was a public holiday.

He conceded the absentee figure was higher than usual.

One of the workers at the factory — which had a similar large-scale stayaway on September 4 — said they were demanding fixed wages of R30 a week.

She said many people were earning as little as R9 or R10 a week. 'How can we be expected to live on this? We cannot pay our rent, we cannot feed our children. These are slave wages.'

Meeting

The workers wanted 68c an hour, but management was prepared to pay only 45c on hour.

She said a meeting was held on Saturday between the factory management and workers' representatives.

'We have had several meetings and we decided at the weekend that we would not go to work today, tomorrow or the whole week — for that matter, until we get what we want,' she said.

Workers have heard fish were piling up on the quayside and rotting. Many boats were not being offloaded, she said.

Committee

She said the workers were in co-operation with the Food and Canning Workers' Committee.

Standardised mortality rates for whites, Africans are presented in Fig. 1. It is confounded by the differences in population. The population pyramids of Part I with the exception of the g. 2. This population shows an excess of elderly persons as a result of the

Provides a single figure for the mortality rate only be fully expressed in terms of a SMR. The SMR is calculated by multiplying the observed population by the standard population, adding the number of total standard population. While the structure of the observed population, on will affect the weighting given to

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

80

METHODS

1. The folio
 2. Crude rate
 3. Standardised rate
 4. Age-specific rate
- though, today's stayaway was decided on without the knowledge of the union.
- 'We felt we had to do something. We cannot go on like this.'
- A workers' committee was formed some time ago but had little support from the packers, cutters, fryers and loaders affected by the stayaway. It was eventually disbanded because it was felt it served no purpose, she said.
- The company spokesman said the company had been negotiating with the Food and Canning Workers' committee for some months.
- 'We have been busy with job evaluation to establish a wage emphasis on development of skills and rewards. We have sought the union's co-operation, but we have been rejected.'
- He said the union was demanding minimum wages for all, irrespective of skills.
- He said although the business was seasonal, his company paid in excess of the minimum wage determined.

Negotiating

The company spokesman said the company had been negotiating with the Food and Canning Workers' committee for some months.

'We have been busy with job evaluation to establish a wage emphasis on development of skills and rewards. We have sought the union's co-operation, but we have been rejected.'

He said the union was demanding minimum wages for all, irrespective of skills.

He said although the business was seasonal, his company paid in excess of the minimum wage determined.

Various medical rates for the factory figures brought to the rural and Transkei mortality was completely rural and devoid of

has been projected forward using 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution by gross population estimates by economic region.

CF. 31/10/79

Food strike: Organizers give warning

(152)

By RICHARD WICKSTEED

THE organizers of the boycott of Fattis and Monis products in support of striking workers yesterday threatened to intensify their campaign if the pasta firm continued "to sabotage negotiations for a settlement" of the six-month-old "spaghetti strike"

They said Fattis and Monis were trying to settle the issue behind the back of the Food and Canning Workers' Union (FCWU) by attempting to persuade the strikers to return to work and ignore the settlement negotiations between the FCWU and the Fattis management

Mr Hassan Howa, president of the South African Council on Sport (Sacos), said he would view "any further attempts by Fattis and Monis to go behind the backs" of striking Fattis workers as "the breaking-off of formal settlement negotiations"

Sacos is one of the largest organizations supporting the boycott

Mr Howa was referring to a call on the strikers to return to work and ignore the negotiations

He warned Fattis and Monis that "this sort of action" might prompt further student reaction over which he had no control, such as the recent disruption of supermarkets stocking Fattis products

Three strikers yesterday confirmed that Fattis representatives visited them at the weekend

One of the men who visited some of the striking contract workers allegedly showed them a list of workers who would be accepted back by the firm. The list excluded the names of six of the workers, three of whom are members of the committee elected by the strikers, it was claimed

Mr T W Mandla, vice-president of the Western Province African Chamber of Commerce (Wepcoc), which supports the boycott, said he viewed the visits to workers as "sabotage" of the settlement talks and of his organization's agreement to end the boycott in the event of a settlement

Mr Kassiem Allie, secretary

of the Western Cape Traders' Association (WCTA), which has called on its members not to stock Fattis products, said his organization was "very unhappy with this situation"

"If this doesn't stop, we are going to call for an intensification of the boycott. If this situation carries on, it is going to explode in their faces"

Mr Howa said he wished to see the following conditions implemented as part of a settlement

- An agreement between the strikers and Fattis on the terms of a settlement

- The workers should be reinstated at their original salaries, with a one-year guarantee of employment

- Fattis and Monis should agree to pay any fines incurred by contract workers prosecuted under influx control regulations

Prospects for a settlement to the strike deteriorated during the past week, according to boycott organizers

They said the hitch concerned the timing of an end to the boycott, with the Fattis management insisting on the termination of the boycott before an agreement on terms for a settlement

Boycott organizers are adamant that they will end their campaign only once a settlement satisfactory to the workers and the FCWU is reached

- Meanwhile, Mr A Terblanche, the administrative manager of Fattis and Monis who has been centrally involved with the strike since its inception in April, has been promoted to general manager of the firm's operations in the Cape

Mr Terblanche yesterday refused to comment on any of the allegations, neither would he reply to Mr Howa's criticisms of Fattis and Monis

"I am planning to see Mr Howa, and until I have seen him I have no wish to comment," he said

Mr Howa has refused to meet Fattis officials

The FCWU and Fattis and Monis have agreed not to make statements regarding the progress of negotiations

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5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
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Cash raised for strikers

PORT ELIZABETH — Ford workers are staging a series of functions over the long weekend to raise funds for fired workers

A film show was held on Saturday afternoon and the proceeds will go towards the Ford workers' fund

A soccer match, which will field players from both the South African National Football Association and the South African Soccer Federation, will be played at the Dan Qeque Stadium today

A hastily arranged meeting between the two rival soccer unions and the Kwaru executive thrashed out differences about the game.

The Kwaru executive, as a member of the South African Council of Sport, was not willing to allow their stadium to be used by unions affiliated to Sanfa, which is multi-national

Kwaru told the soccer organisers the director of the East Cape Administration Board, Mr L Koch would not allow them to use either Wolfson or Zwide Stadiums

Kwaru, was prepared to compromise and let them use the Dan Qeque Stadium only because the Ford workers stood to gain

The Kwaru executive reluctantly agreed but impressed on Sanfa that unless they opted for non-racialism, this was their last concession

The president of Sacos, Mr Hassan Howa, will be the guest speaker at the presentation of trophies ceremony at Sisonke Hall today at 7.30 pm

Meanwhile, a sum of at least R6 000 will be distributed to Ford's striking workers tomorrow. According to rough calculation, each worker will receive about R150

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1-4	0,02	0,02	0,02	0,02	0,02	0,04	0,04	0,00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-65	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0,25	0,17	0,48	0,32	0,83	0,67	0,55	0,67
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	W		A		C		B	
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0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64	0,92	0,42	1,60	0,72	1,31	0,67	0,80	0,68

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,00	0,10	0,25	0,10	0,04	0,06
1-4	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
5-24	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
25-44	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
45-64	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
65+	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
ALL	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
NO.	276	303	38	42	169	165	203	130

Black leaders support striking Ford workers

By Sieg Hannig,
Labour Reporter

The Ford strike assumed political proportions today as black consciousness leaders associated themselves with the 500 strikers at a Press conference arranged by the South African Council of Churches

The chairman of the Soweto Civic Association, Dr Nthato Motlana, described the strike as a "direct challenge" to the signatories of the Sullivan principles on employment practice and pointed to their deafening silence

Mr Curtis Nkondo, president of the Azanian Peoples Organisation (Azapo) called the Sullivan code a "hollow boast"

He spoke of "internationalising" the Ford strike problem, saying strikes would continue to occur

The strikes in Port Elizabeth were only one of the things which would sweep through the country

Bishop Desmond Tutu, general secretary of the SACC, said trouble triggered more trouble. Ultimately it had to do with political power and the redistribution of political power.

MEDIATION

Bishop Tutu said the SACC had approached Ford with an offer of mediation, saying it would like to give assistance to the workers

Ford regarded the offer as "somewhat superfluous," but the Bishop reiterated it today

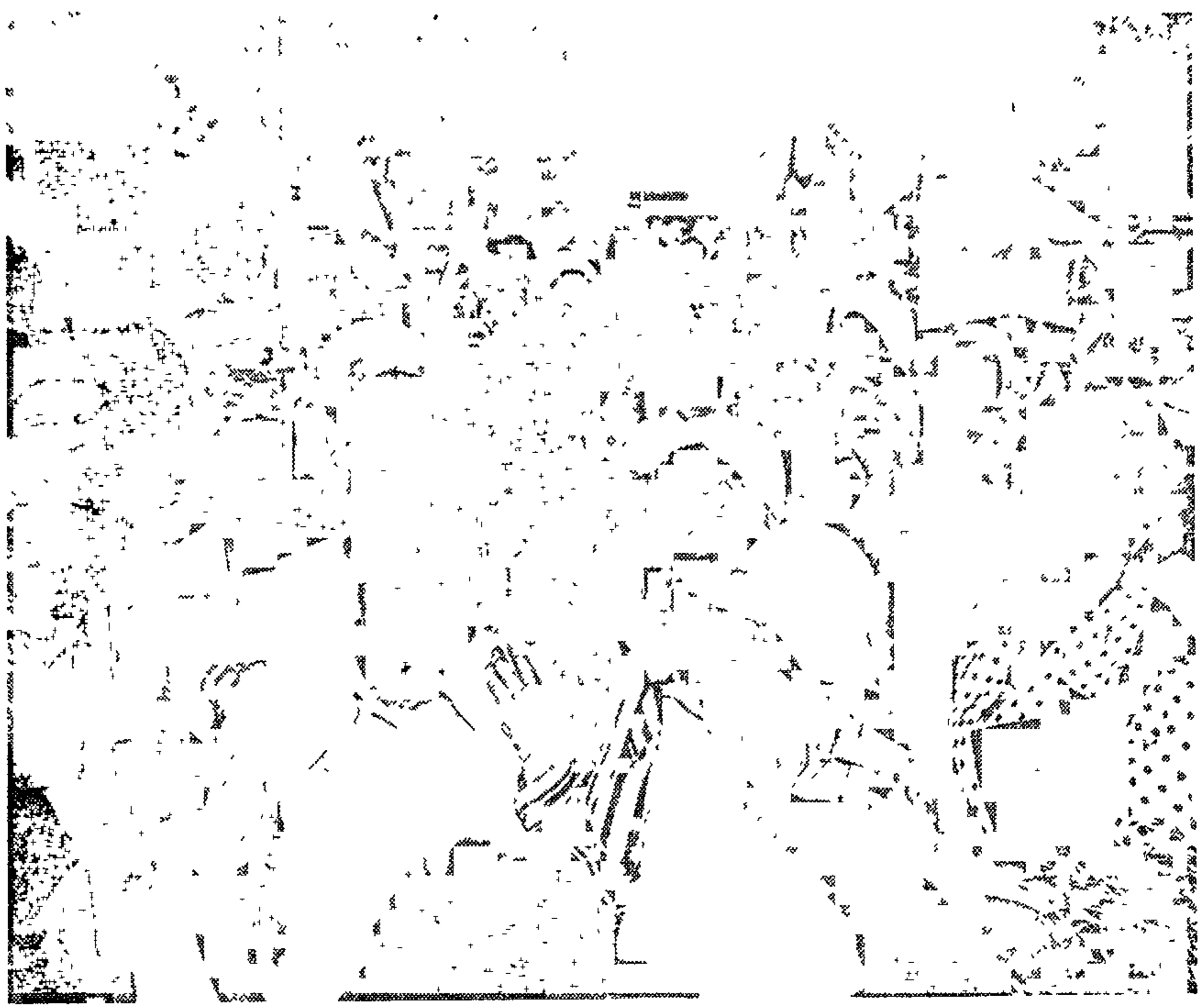
The leader of the strikers, and leader of the Port Elizabeth Black Civic Organisation (an offshoot of Dr Motlana's body), Mr Thozamile Botha, said the strikers were adamant.

They were not deterred by the fact that the black trade union at Ford had given up the strikers' cause, and its powerful allies abroad felt there was nothing more that could be done

"There are people who have promised financial support," he said, turning to Bishop Tutu

The Bishop failed to announce any financial support at this stage

Mr Botha also held out hope for pressures which might be exerted by the Reverend Jesse Jackson and Andrew Young in the United States



SOME of the 700 women who stayed away from work today in protest over wages, wave pamphlets distributed by Sea Harvest at Saldanha u r g i n g them to return to work.

Argus 18/12/79

700 stay away again from factory

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Staff Reporter

SALDANHA BAY. — More than 700 women — the bulk of the workforce at the Sea Harvest fish factory here — stayed away from work today for the second successive day in protest against 'exploitation wages'.

Yesterday the women began the stay-away after management refused to agree to their pay claim of R30 a week.

And only about 50 women clocked in for the night shift which ended at 7 am today.

R9 A WEEK

The women who off-load, sort, cut, fry and pack the fish, claim that many of them take home as little as R9 a week.

They say that most of them earn R20,17 a week which after deductions

wages battle for the past four months.

All the women spoken to said they would not return to work, even at the risk of being fired, unless their demands were met.

"These are exploitation wages. How can you expect anybody to live on R17 a week?" one said.

The Argus was told that women who did work yesterday were offered R1,50 an hour plus a R5 bonus and a fish each to off-load one of the company trawlers.

They off-loaded one trawler but then refused to help with a second one.

They claim a superintendent swore at them and told them to go. Many women left immediately.

'So far, we have kept our heads above water, but in the long run our operations are going to be hampered'.

He refused to discuss wages in detail and was prepared to say only that they ranged from 45 cents an hour to an 'unlimited maximum'.

Asked whether he thought their claim for R30 a week was excessive he said, 'I don't want to enter into a public debate on the merits of the situation.'

pay packet of R17

They say that many of them have been working for the Sea Harvest Corporation (Pty) Limited — the only white fish processing factory on the west coast — since it began operating 14 years ago.

WAGE BATTLE

This is the third stay-away over wages at the factory since September 4

The women claim they have been locked in a

distributed pamphlets at Saldanha, Vredenburg and Hopefield urging the women to return to work.

The pamphlets said the company had heard workers were being intimidated to stay away and promised protection for those who decided to work.

COMPANY'S VIEW

The company's managing director, Mr H E Kramer, said the company was 'obviously concerned' about the situation.

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ARGUS
18/12/19

AY DECEMBER 18 19

Dispute dockers side with union

Angus
18/12/79

152

445

CAPE TOWN stevedores who walked out in a dispute with their bosses over worker representation have thrown in their lot with the unregistered Western Province, General Workers' Union.

A meeting of about 300 stevedores endorsed the policy of the WPGWU to remain unregistered, in spite of the refusal by the employers' SA Stevedoring Council to negotiate with unregistered unions.

'This is the only way in which unfettered worker control of an open, non-racial union is possible,' said a spokesman for the WPGWU.

ALL IN

Most of the 600-odd Cape Town stevedores belong to the union and the meeting decided that all the stevedores should join.

The meeting confirmed in office the stevedores' elected committee of 17 representatives, which the Cape Town Stevedores Association agreed to recognise after the walkout.

A unanimous decision was taken to demand from the association the right of the committee to invite representatives of the WPGWU to all meetings with management.

FIRST MEETING

Members of the committee will approach the association today to set up a first meeting on Thursday at which the constitution of the workers' committee will be tabled.

'The Stevedores Association can no longer delude themselves regarding the wishes of the workers or their strength and commitment in supporting their demands,' the union spokesman said.

He added that the stevedores had rejected attempts by Mr Louis Pettrsen of the Trade Union Counsel of South Africa to set up a registered dockworkers' union.

Hundreds of workers stay away

CT 18/12/79 152

By NEVILLE FRANSMAN

HUNDREDS OF workers stayed away from work at a Saldanha Bay fish processing factory yesterday and have decided not to return till their management agrees to negotiate about higher wages. There have been no incidents

Spokesmen for the workers put the absentee figure at "more than 700" while a senior executive of the factory said it was "only 500 of a total work force of 1 300".

This is the third stay-away suffered by Sea Harvest this year. It has its roots in the labour force having become "desperate about their low pay packets", a spokesman for the workers said.

There were stay-aways at Sea Harvest on September 4 and November 20. On the November 20 representatives of the workers were told that management would speak to them on December 10. They were then asked to return last Saturday.

The workers had decided to stay away if the Saturday reply from management was not satisfactory. The decision was carried through yesterday when workers learnt that management was not prepared to accede to their demand of at least 69c an hour straight time, and 92c hourly overtime.

Union informed

Asked whether any union was helping in the dispute, the worker spokesman said that the Food and Canning Workers' Union — recently also involved in the Fattis and Mosis issue — had been informed of the stay-away but had no hand in organizing it.

The managing director of Sea Harvest, Mr H E Kramer, said only 500 workers had stayed away. He said a lower attendance was in any case expected yesterday as it was a paid holiday.

Mr Kramer added that his company paid above the minimum wages laid down by the latest wage determination (laid down six months ago) and that there was "no valid reason" wage-wise for the stay-away.

• The company distributed pamphlets to workers yesterday afternoon urging them to return to work today. The pamphlets informed them that their right to "come to work" would be protected.

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(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of subsection (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained or incurred thereby, but no proceedings to recover any such loss, damages or costs shall be commenced after the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors.—(1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures convertible into shares of the company at the discretion of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee, or to any body corporate which is or the directors of which are accustomed to act in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate unless—

(a) the particular allotment or issue has prior to the allotment or issue been specifically approved by the company in general meeting, or

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BLACK UNION SAVES THE DAY

The confusion surrounding the Port Elizabeth strikes has concealed a crucial message — that a recognized black trade union is a constructive force

The labour unrest would have been worse, had it not been for a black trade union

The black union concerned is the United Auto Workers' Union

It is noteworthy that it belongs to the Federation of South African Trade Unions (Fosatu) — the body regarded by some as the most militant wing of the black labour movements

Ford strikes would have been short-lived, or might not have occurred at all, if the Port Elizabeth Black Civic Organisation (Pecco) had not been determined to assert its own power

Pecco, which was behind the strikes, ignored the union until it was too late

By the time the union was permitted to negotiate on behalf of the strikers, 155 of the 700 who lost their jobs had resumed work

The union succeeded in

Whatever the Port Elizabeth strikes may have meant to black power, they proved a breakthrough for black trade unionism, writes the Star's Labour Reporter, SEIGFRID HANNIG.

cutting back the strikers' demands and resuscitated a moratorium on the recruitment of new strikers to replace those who had not resumed work

Elt Ford insisted on renouncing the past recognition of their past service. This meant the loss of Christmas bonuses

and fringe benefits

The company had learned over backwards by reinstating the 700 strikers without loss of pay or benefits after the first walk out which lasted more than two days

Ford's lenency is thought to have precipitated the subsequent

strikes at two other Port Elizabeth companies

It also provoked a strike threat from the white union and statements from whites which led to fresh demands from blacks

Ford simply found itself confronted repeatedly by all the 700 black workers of the Cortina plant

Pecco took no advantage of Ford's offer to meet Pecco representatives in the presence of the union

Any trade unionist could have predicted the outcome, but Pecco held

on

Close to 500 men were still on strike when Ford shut down for Christmas with a warning that strikers would have to compete with all comers if they had not signed on before January 7

Late last week the black union advised strikers to resume work while undertaking to negotiate about their grievances in the new year

It also announced that it had reached agreement with the white union on the removal of all the existing racial conflict in the company

LT 19/12/79 (152)

500 staying away — fish plant staff

By NEVILLE FRANSMAN
THE STAY-at-home-for-better-wages campaign by at least 500 workers of the Sea Harvest fish plant at Saldanha Bay entered its second day yesterday with the management commenting "we can hold our own" and the workers insisting "we can sit tight if we want to"

The figure of 500 was given by a company official

The workers maintained that the stay-away figure was at least 700 (all women) and that they would not return to work till their employers acceded to a demand for a minimum straight weekly wage of R30. They claimed that some of them earned as little as R9 a week and most of them R20 weekly, brought down to R17 after deductions

A senior executive of the company, Mr L. Penzhorn, would not readily comment on this information but confirmed payment of a minimum 45c an hour and the working of a 9 1/4-hour day

(Own calculations for a straight-time week, based on the above figures, have produced a figure of R20,81)

Mr Penzhorn said his company subsidized bus fares, paid attendance bonuses, "heavily" subsidized canteen facilities and there were opportunities for overtime work. If there were people who earned R9 it could only be because they had worked for a fraction of the week

He added "Wages are based on a differentiation of skills and there is adequate compensation for those who have the required skills." Although there was concern, the management did not yet consider the position at the factory critical. Operations had been adapted so that a smaller labour input was required, and "we (the company) can hold our own"

Workers spoken to have reacted angrily, saying their unskilled labour brought the factory to where it was and that they cannot accept not being paid a minimum of R30 weekly in real terms

"We can sit tight if we want to till they pay us properly," a workers' spokesman said

See leading article, page 10

COMPANIES

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Fish workers in deadlock

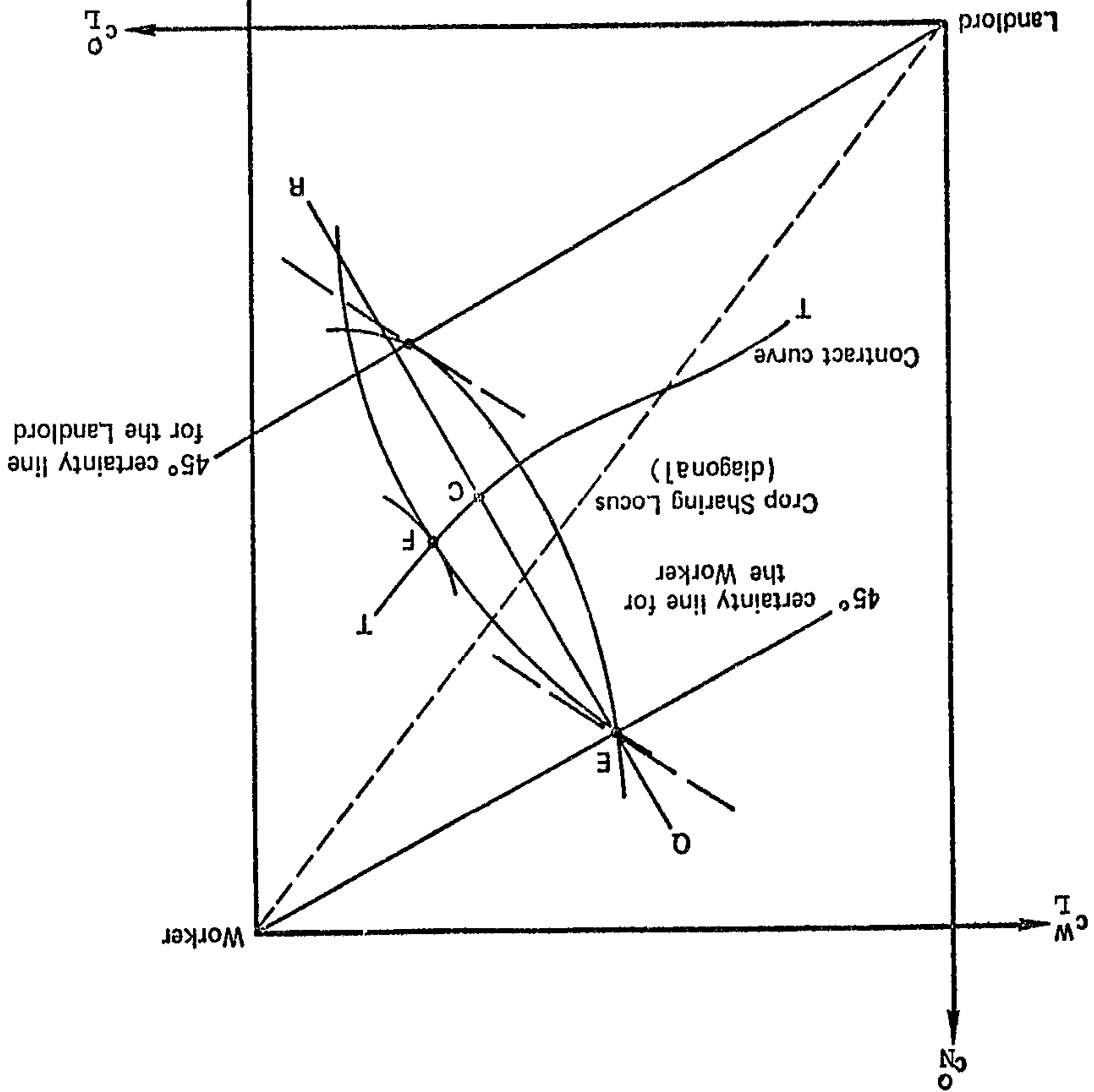
Nov 19/12/79
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Own Correspondent

CAPE TOWN—The deadlock over wages being paid to women employed at the sea harvest fish factory at Saldanha Bay entered its third day today with an estimated 700 away from work.

Today's stay-away follows a mass meeting held at Hopefield last night at which the women unanimously decided not to return to work until their demands for minimum weekly wage of R30, plus overtime, is met.

Fig. 4 — Risk Sharing



Early Star
 19/12/79
 (152)
 (240)
 shutdown
 for Sasol 2

Construction work at Sasol 2 and 3 ceased a day ahead of schedule today after at least 200 workers downed tools and demanded to be paid out for Christmas. Sasol confirmed incidents of stone-throwing.

A Sasol spokesman said construction work was called off from this afternoon, instead of Friday, as a gesture of goodwill after about 200 workers turned up at the personnel offices

They required to be paid out today instead of Friday when work was to be stopped until January 7

Administrative difficulties prevented payment being made until tomorrow morning, the spokesman said.

A spokesman for police headquarters in Pretoria said there had been no serious disturbances and the Sasol management had not called for police help.

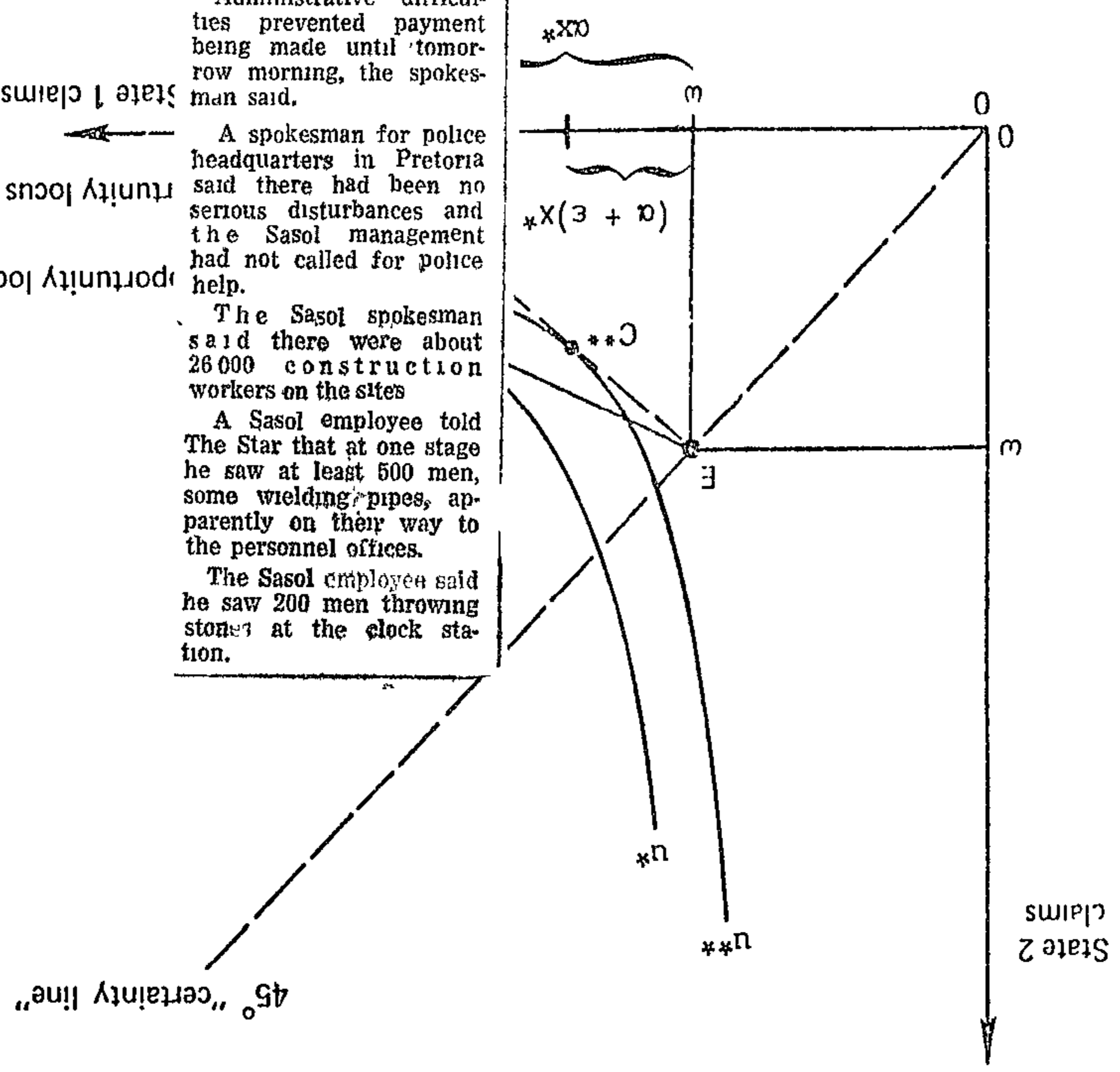
The Sasol spokesman said there were about 26 000 construction workers on the sites

A Sasol employee told The Star that at one stage he saw at least 500 men, some welding pipes, apparently on their way to the personnel offices.

The Sasol employee said he saw 200 men throwing stones at the clock station.

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Fig. 3 — Investin



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WOMEN WORKERS

STAY AWAY IN PROTEST

MORE than 700 women, the bulk of the workforce at the Sea Harvest Fish factory at Saldanha Bay, stayed away from work yesterday for the second successive day in protest against "exploitation wages".

On Monday the women began the stayaway after management refused to agree to their pay claim of R30 a week. Only about 50 women clocked in for the night shift that ended at 7 am yesterday.

The women who offload, sort, cut, fry and pack the fish, claim that many of them take home as little as R9 a week.

They say that most of them earn R20,17 a week which, after deductions, gives them a take-home pay packet of R17.

They say that many of them have been working for the Sea Harvest Corporation (Pty) Limited, the only white fish processing factory on the West Coast, since it began operating 14 years ago.

This is the third stayaway over wages at the factory since September 4.

The women claim they have been locked in a wages battle for the past four months. All the women spoken to said they would not return to work, even at the risk of being fired, unless their demands were met.

"These are exploitation wages. How can you expect anybody to live on R17 a week?" one said.

"It is hard work. How can they pay us 45 cents

an hour? We want straight wages of R30 a week, plus overtime pay, irrespective of experience," another woman said.

It is reported that women who did work on Monday were offered R1,50 an hour plus a R5 bonus and a fish each to offload one of the company trawlers.

They off-loaded one trawler but then refused to help with a second one. They claim a superintendent swore at them and told them to go. Many women left immediately.

The company on Monday distributed pamphlets at Saldanha, Vredenburg and Hopefield urging the women to return to work.

The pamphlets said the company had heard workers were being intimidated to stay away and promised protection for those who decided to work.

The company's managing director, Mr H E Kramer, said the company was "obviously concerned" about the situation.

"So far, we have kept our heads above water, but in the long run our operations are going to be hampered."

He refused to discuss wages in detail and was prepared to say only that they ranged from 45 cents an hour to an "unlimited maximum" — Sapa

f LIFO on working capital
structure whereas in real terms

there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

'Exploitation pay' protest goes on

RJM
19/12/79

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CAPE TOWN — More than 700 women, the bulk of the work force at the Sea Harvest fish factory at Saldanha Bay, stayed away from work yesterday for the second successive day in protest against "exploitation wages"

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The company's managing director, Mr H E Kramer, said the company was "obviously concerned" about the situation

"So far, we have kept our heads above water, but in the long run our operations are going to be hampered"

He refused to discuss wages in detail and said only that they ranged from 45c an hour to an "unlimited maximum"

Asked whether he thought their claim for R30 a week was excessive, he said "I don't want to enter into a public debate on the merits of the situation" — Sapa

Table Bay stevedores want recognition.

By STEVEN FRIEDMAN
Labour Reporter

STEVEDORES at Table Bay docks have decided to ask management to partially recognise their union, the Western Province General Workers Union.

The stevedores struck last week when management refused to deal with a workers' committee elected under the auspices of the union. Management subsequently agreed to meet the committee.

Meanwhile, an attempt by Tucsa to organise a dock workers' union in opposition to the WPGWU suffered a setback on Saturday when only one worker attended a Tucsa meeting called to discuss the proposed union.

All stevedores had been invited to the meeting and transport to it had been provided.

Mr. Louis Petersen, a Tucsa vice-president who is attempt-

ing to organise the union, was not available yesterday, but his son, Mr Cedric Petersen, who is also a union official, confirmed that "the turnout was poor"

A meeting of the WPGWU, held on Saturday at the same time as the Tucsa meeting, drew 350 of the 700-odd stevedores

At this meeting, workers decided to demand of management "the right of the elected workers' committee to invite representatives of the union to all meetings with management and to continue the struggle until this right is granted", according to a statement issued by the WPGWU

Such a move would imply at least partial management recognition of the union. Last week, the SA Stevedoring Council, which represents stevedor-

ing employers, said it would only negotiate with registered unions but would "talk and listen to" unregistered unions.

The WPGWU is an unregistered union, and Saturday's meeting reaffirmed the union's decision not to seek registration.

Remaining unregistered, the meeting decided, is "the only way to guarantee unfettered worker control of an open, non-racial union".

According to a union spokesman, the committee plans to meet management tomorrow in order to submit the demands.

Saturday's meeting reaffirmed worker support for the WPGWU and warned that, although workers saw management's decision to deal with the committee as a "victory", "the struggle is not over", according to the WPGWU statement.

RDM
19/12/79

Factory women adamant—¹⁵² more pay

Argus 19/12/79

THE deadlock over wages for women employed at the Sea Harvest fish factory at Saldanha entered its third day today with an estimated 700 away from work

Today's stayaway followed a meeting at Hopefield last night at which the women unanimously decided not to return until their demands for a minimum weekly wage of R30, plus overtime pay, were met

'Adamant'

One of the main speakers, was Mr Oscar Mpetha, national organiser of the Food and Canning Workers' Union.

He told The Argus today he reported on the union's meeting with the management of the Sea Harvest Corporation on Saturday.

"The women were adamant. They will not go back until their minimum demand is met," he said.

The union will today ask for a meeting with executives of the factory to discuss the deadlock.

This is the third stayaway from the factory since September.

R9 a week

Women claim some of them earn as little as R9 a week and say the average take-home pay is about R17 a week.

Meanwhile, most of the catches by the company's trawlers are being used to make fishmeal.

It is understood that the average daily catch is about 100 tons. The factory has cooling facilities for 65 tons.

The company is said to be concentrating its small labour force on the handling of smaller fish.

Officials were 'not available' for comment.

wood by bottles and ped in cigarette ash and title ammonia added to it. there is for brilliant wine

152
 section of the bulb, is used crushed a salad bowl, to give the salad a tang and sauces and with seafood. mixed with mixed spice, which is a mixture of biscuits, etc. Allspice is so named for mixed spice. It is used ground in soups.
 and for boiling in brawns, tongue, salt
 part of Savoury Herbs", or a bunch of herbs bay leaf, and thyme are used, removed

That skillfully chosen wine turns a meal into a banquet. Taken regularly in moderation, as it should be, wine is everywhere considered a most pleasurable aid to health. It brings good digestion, good humour, and an air of gracious living.
 Learn to choose wines well, so that they blend with each occasion, every course. Learn to add the zest of wine to your cooking. It tickles up the delicate flavour of almost any dish.
 For storing wines, use a cupboard in a quiet, cool corner of the house, or under the stairs. Corked bottles must lie flat so that the cork remains moist; screw capped bottles may stand upright. Place the sparkling wines in the lowest, coolest racks, then the white, then the red, and finally the dessert wines at the top.

Cool down white wines in the refrigerator but do not over chill them. This would ruin their delicate flavour and bouquet. About an hour in the refrigerator is enough. Rosé, the same treatment. Red wines should be served at room temperature, that is at about 60 degrees, overseas. In South Africa however, it is no sin to cool them in the hot summer. White wines should be uncorked just before serving, and the red wines an hour before serving.

Wine glasses should always have a stem; and should be held by the base or stem when drinking in order that the colour may not be obscured nor the temperature affected (unless that is deliberately intended in the process of wine-tasting). When serving wines at table or elsewhere never fill the glass more than two-thirds full so that the vacant space can gather and hold the fragrance.

In hot weather, do not hesitate to mix soda water with ordinary wine for a refreshing outdoor drink. It's an age old custom in Europe. In really hot weather, try chilling sherry before serving it as an 'appertizer' muscatel.

To tenderise any meat - and add flavour - soak for an hour or two before cooking. Always warm before adding to hot food. Curry tends to kill any table wine; but a sweet muscatel wine can be sipped with it. Do not blunt your palate before meals by taking spirits.

Preserve left-over wine in a bottle with a thin film of fresh oil and use for cooking.

Batswana Gare men in court

By MALOSE
MATSEMELA
THE 31 Batswana
Gare Transport
workers sacked after
a strike pleaded not
guilty on a public
violence charge yes-
terday and their
case was postponed
until January 29.

They appeared be-
fore Mr P W van Nie-
kerk, chief magistrate,
in the Odi Magis-
trate's Court, Ga-
Rankuwa in Bophutha-
Tswana

All were represent-

ed by Mr N M Ma-
vundla of Maluleke,
Seriti and Moseneke
Mr P Van Wyk was
prosecuting. All are
out on R50 bail each

They are: Mr Shad-
rack Madi Kande (26),
Mr Elias Phele (18),
Mr Elias More (18),
Mr William Giredi
(26), Mr Belson Le-
chuti (33), Mr Titus
Legodi (27), Mr Elias
Mosalo (37) and Mr
Joseph Letlape (19)

Mr Edward Motsipe
(23), Mr John Molefe
(40), Mr July Hlong-
wane (55), Mr Jeth-
ro Masala (25), Mr
John Khondo (47), Mr

William Mathibedi
(25), Mr Bethwell Mo-
loko (56), Mr Daniel
Makgamathe (60), Mr
Andries Rauwane
(44), Mr Philemon
Mosia (59)

Mr Dondo Shiroro
(68), Mr Moses Tsote-
tsi (45), Mr Moses
Thwala (40), Mr Si-
mon Kenosi (45), Mr
Godfrey Bodibe (24),
Mr Oupa Sebogo (23),
Mr Benjamin Makhu-
du (25), Andries Ma-
boane (36), Mr Morris
Mogoetsi (30), Mr
Daniel Matala (30),
Mr Abel Makobe (30),
Mr Patrick Simelela
(30) and Mr Enoch
Hlophe (30)

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Example 6

LIFO is applied for the first time during the current year
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is R10. The tax rate is 40%. Assume a bank balance of
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CARLIC. A "clove" is a small section of the bulb, is used crushed between foil, and rubbed round a salad bowl, to give the salad a tang. Juice used to flavour steaks and sauces and with seafood. Mixed with butter for savoury bread.

ALLSPICE. Not to be confused with mixed spice, which is a mixture of spice and mostly used in cakes, biscuits, etc. Allspice is so named because it resembled the aroma of mixed spice. It is used ground in preserves, meat dishes and seasonings.

PEPPERCORNS. Used in pickles, and for boiling in brawns, tongue, salt beef and pork.

ROUQUET GARNI. This is a "faggot of Savoury herbs", or a bunch of herbs tied together. Usually parsley, bay leaf, and thyme are used, removed before serving.

That skilfully chosen wine turns a meal into a banquet. Taken regularly in moderation, as it should be, wine is everywhere considered a most pleasurable aid to health. It brings good digestion, good humour, and an air of gracious living.

Learn to choose wines well, so that they blend with each occasion, every course. Learn to add the zest of wine to your cooking. It tickles up the delicate flavour of almost any dish.

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Cool down white wines in the refrigerator but do not over chill them. This would ruin their delicate flavour and bouquet. About an hour in the refrigerator is enough. Rosé, the same treatment. Red wines should be served at room temperature, that is

Coloured
Argus 19/2/79
workers
demand
early pay

Argus Correspondent

PRETORIA — Police kept a close watch today on the Sasol 3 site at Secunna where 400 coloured workers are demanding early payment.

The men have finished their pre-holiday work and want to return to the Cape.

'We've done all we can to bring their payment forward,' said a Sasol spokesman.

'They were due to be paid on Friday, but for administrative reasons, the earliest we can pay them is tomorrow.'

'Apparently this is not good enough for some.'

NO STRIKE

The spokesman said reports of a strike at the site were false.

'They have finished their work and want to go home. This is understandable in the holiday period.'

'Police headquarters here said there had been no serious disturbances and Sasol had not called for police help.'

However, police were keeping a close watch.

Europe. In really hot weather, try chilling snailly before serving it as an 'appertizer' muscatel.

To tenderise any meat - and add flavour - soak for an hour or two before cooking. Always warm before adding to hot food. Curry tends to kill any table wine; but a sweet muscatel wine can be sipped with it. Do not blunt your palate before meals by taking spirits.

Preserve left-over wine in a bottle with a thin film of fresh oil and use for cooking.

To remove ring stains left on polished wood by bottles and glasses, rub well with a damp cloth dipped in cigarette ash and oil. Then repolish.

Rinse glassware in warm water with a little ammonia added to it. This will make the glass sparkling bright.

Wine is Harmony. What melody there is for the Connoisseur in a glass of brilliant wine

André L. Simon.

Black unions 'spineless'

RDM
19/12/79
(121)
(122)
(152)

By STEVEN FRIEDMAN
Labour Reporter

A SHARP attack on the black trade union movement was delivered by two black leaders at a Press conference yesterday

The labour code devised by the Rev Leon Sullivan, to which most American companies in South Africa subscribe, was also sharply criticised

Mr Curtis Nkondo, president of the Azanian Peoples' Organisation said black trade unions were "spineless" if they avoided involvement in politics. As all existing black unions avoid direct political action, Mr Nkondo's remarks have been seen as a criticism of the union movement as a whole

And Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose "forced resignation" sparked off the current labour unrest at Ford, identified himself with a comment from Mr Nkondo that the black union at Ford "is a glorified committee"

Mr Botha said the union, the United Auto Workers Union, which is affiliated to the Federation of SA Trade Unions, "at first ignored our requests to help the workers because they said the strike was political. They have not communicated with their members as they should"

The Press conference was convened by the general secretary of the SA Council of Churches Bishop Desmond Tutu. Mr Nkondo and Dr Nthato Motlana, leader of the

Soweto Civic Association, pledged support for 500-odd striking workers at Ford, who are refusing to return to work until management fully reinstates them

Management has said it will re-hire the workers but will not reinstate them, a move which would involve paying the strikers their end-of-year bonuses

Mr Botha told the conference that Ford still practised job reservation and did not pay black workers equally for equal work

Bishop Tutu revealed that the SACC had volunteered to mediate between management and the workers, as it did successfully between Fattis and Monis and striking workers earlier this year. He said, however, that Ford had rejected the offer as "superfluous". He urged the company to reconsider its stand

Both Mr Nkondo and Dr Motlana said they regarded the dispute as an indication that "the Sullivan code has failed". Dr Motlana said he had attempted to raise the Ford issue on sub-committees charged with implementing the code (Dr Motlana is a member of such a sub-committee), but without success

He said that the Ford dispute had been greeted with "a deafening silence by the Rev Sullivan and his associates".

Mr Nkondo added that the Ford dispute had shown that "the Sullivan code is unable to deal with the South African situation"

GALLIC. A "melon" is a small section of the hull, is used as a section foil, and is used for the hull, to give the sales a tan. Juice used to flavor breads and to an with scaffolds. Used with butter for security bread.

FLUORIDE. Used to be used in the hull, is used as a mixture of water and water, and is used in the hull, to give the sales a tan. Juice used to flavor breads and to an with scaffolds. Used with butter for security bread.

PERFRORMS. Used in the hull, and for boiling in bread, tomato, salt leaf and bark.

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Argus 19/12/79 THE

Ford probe coming to a head

Argus Bureau
PORT ELIZABETH - Investigations involving Ford workers dismissed in the recent strikes here are coming to a head with indications that charges will be laid before the end of the week.

Colonel Gerrie Erasmus, head of the Port Elizabeth Security Police confirmed that investigating officers would be visiting the public prosecutor to discuss the investigation.

He declined to comment on the number of people likely to be charged or on the nature of the charges they will face.

'SOME ACTION'

'All I can say is that by the end of the week there should be some action,' he said.

Security police are presently holding 20 dismissed Ford workers under Article 22 of the General Law Amendment Act which makes provision for the detention of 'terrorists and certain other persons' for questioning.

Scores of dismissed Ford workers are believed to have been questioned by the police following the launching of an investigation on December 6 at a meeting of Ford workers. It is understood the investigations focus on allegations of intimidation against workers.

...serving it as an 'appertizer' ruscatel.

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b10 19/12/79 (152) (182) (5/17)

Ford strike political — Pebco

JOHANNESBURG — He was trying to internationalise the strike of black workers at the Ford Motor Company by involving civil rights leaders in the United States, the chairman of the Port Elizabeth Black Civic Organisation, Mr Thozamile Botha, said here yesterday.

In a press briefing on the background to the labour unrest, he said he had written a letter to Ford's parent company in the United States stating the workers' grievances,

but had not received a reply.

"The problems at Ford are political because they involve a black-white clash. The trade union stayed away from the scene because of this."

Mr Botha said the workers were not prepared to be rehired as had been arranged by the union, but wanted to be reinstated. Ford said it would only negotiate with the union, whereas the union said it only represented its members — not all the workers.

Pledging solidarity with the workers, the chairman of the Committee of Ten in Soweto, Dr Nthato Motlana, said although Ford was one of the leading international companies it still discriminated in its South African factory.

Also pledging his support for the dismissed workers, the president of the Azanian People's Organisation, Mr Curtis Nkondo, said that, like the South African Government, Ford talked about change but did

nothing about it. Removing apartheid signs was not the "end of the story," he said.

He warned that those who sat back and thought the workers' problems were confined to Ford in Port Elizabeth were wrong.

The Secretary General of the South African Council of Churches, Bishop Desmond Tutu, said the SACC had offered to intervene in the dispute and provide the workers with relief assistance — SAPA.

upon whether or not income c and the "heirloom" variable h are Edgeworth substitutes -- i.e., whether the cross-derivative of the cardinal utility function is negative. For an heirloom such as an ancestral painting with negligible cash value it is hard to establish an a priori case either way. We can thus expect to find that some people insure such objects while others, similarly situated, do not.

However if $h = 0$ represents an injury leaving the individual with major paralysis it seems reasonable that marginal utility will be higher in the loss state (when paralyzed one "needs" additional income to achieve a similar consumption bundle). In such cases the optimum must therefore lie to the southeast of the income certainty line -- but not necessarily southeast of the utility certainty locus. That is, the individual will buy insurance against loss, but not necessarily so much as to be "fully insured" in the sense of not caring whether or not the injury occurs.

The situation is very different if the variable h represents the life of one's child. It then seems plausible that h and c are complements; if your child dies ($h=0$), you have less need for income, since you planned to spend it mainly on him. In such a case it is optimal to transfer income from the loss state

- (1) Proportional Mortality, accounted for by specific conditions.
- (2) 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

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 IFRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year population 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.

THE labour dispute involving the 700 dismissed Ford workers, has confirmed the scepticism which existed about the effectiveness of the Sullivan Code of Conduct in influencing the South African labour situation.

This was said by Dr Nthato Motlana the chairman of the Committee of Ten at a Press conference where Mr Thozamile Botha, chairman of the Port Elizabeth Black Civic Organisation (Pebco) gave a full account of the dispute. Mr Botha is one of the workers fired by Ford Motor Company.

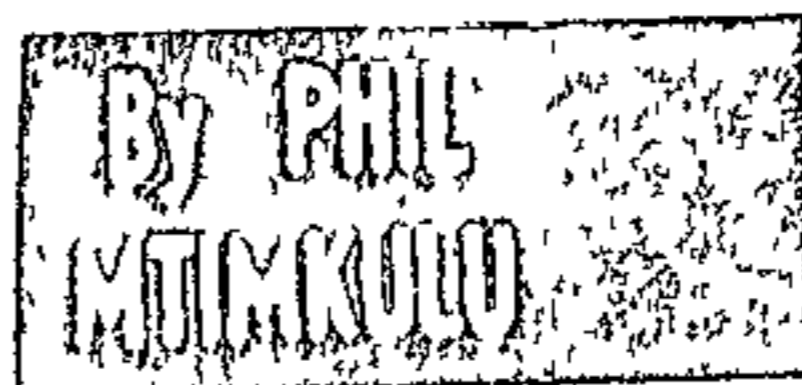
Mr Curtis Nkondo, president of the Azanian Peoples' Organisation (Azapo) and Bishop Desmond Tutu, general-secretary of the South African Council of Churches, also supported Mr Botha.

The Sullivan Code came in for criticism from Dr Motlana, Mr Nkondo and Mr Botha. Bishop Tutu, however took a less critical line when he said the codes have served some useful purpose, though they were dealing with peripheral issues.

Mr Botha gave a brief resumé of the dispute up to the time they were eventually fired. He said they had decided not to go back to work until their grievances had been met. All the workers had decided that they should not go back to Ford to ask to be rehired.

Mr Botha said the attitude of the workers now is that Ford should reinstate them, while Ford wants to rehire them. He said if they were re-hired they were going to forfeit their benefits which they did not get when they were fired.

Speaking immediately after Mr Botha, Dr Motlana said the people were all pledging their support for the Port Elizabeth



workers "The Ford dispute had confirmed the doubts which existed about the influence the codes can have on the South African labour scene. A sub-committee of the Sullivan Code of Conduct was told it cannot look into the dispute. But it now appears that nobody is doing anything about the dispute," said Dr Motlana.

"We appeal to people connected to the Sullivan Code to look into the dispute. It is rather surprising that Ford, which has been praised worldwide for its observance of the Sullivan principles still has problems about equal pay and discrimination," he added.

Mr Nkondo said adherence to the codes by the various firms was just a hollow boast. He said the companies were just like the Government which spoke of change without changing. "Ford company represents the attitudes of the companies in the country. This problem has to be internationalised by alerting the international trade unions," he said.

Bishop Tutu said the SACC had approached Ford offering to mediate in the dispute but Ford said the offer was superfluous because there was no dispute at Ford. He said the dispute on the surface is economic but in reality it was political.



Mr Thozamile Botha . . . at yesterday's Press conference on the labour dispute

Jobs code is under heavy fire

indicates that the attitude is similar for both white and 'coloureds'. Clearly, the broadening of the categories under certain amount of inter-racial classification which is not possible to examine the territorial changes of 'coloureds' in greater detail. ease categories with rates greater than 5/100 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds' balance between the age-specific mortality rates of whites and 'coloureds' as reported constant for persons between the ages of 5 and 64. No effect for children less than 5 years of age, the gap between rates and 'coloureds' is widening in 1971, the children under one year old experienced 28.0% of the mortality of 'coloureds' children.

increased between 1960 and 1970 for 'coloureds' 10-64 years age groups.

(152) (232) DD 20/12/79
Women still on strike

CAPE TOWN — An estimated 700 women employees stayed away from work at the Sea Harvest fish factory at Saldanha Bay for the third day yesterday.

Hundreds of women who attended a meeting decided unanimously not to return to work till their demand for a minimum wage of R30 a week plus overtime was met.

The national organiser of the Food and Canning Workers' Union, Mr Oscar Mphahlele, said the union would ask for a meeting with factory executives.

The women are adamant. They will not go back until their minimum

demand is met," he said.

The women claim that some are paid only R9 a week and that the average take-home pay is about R10 a week.

Company officials were not available for comment yesterday. — SAPA.

Sasol workers' strike tools for cars

By STEVEN GRIEDMAN
Labour Reporter

A GROUP of coloured workers at the Sasol II plant at Secunda downed tools yesterday and demanded to be paid off early.

In response to this, the plant will close today, one day ahead of schedule.

Estimates of the number of workers involved range from 200 to 500.

The Rand Daily Mail received a number of calls yesterday, including one from a white worker at Sasol II, claiming that workers had struck in support of their demands and that a number of cars were damaged in ensuing unrest.

A Sasol spokesman denied this. He confirmed that a group of workers threw stones but said this lasted a short while. No other unrest occurred, he said, denying a strike took place.

Police said they were called to the site.

A source at the site told the Mail worker that a crowd of the personnel of the plant gathered at the site yesterday morning. He said he had also heard rumours that cars had been damaged by stone-throwing workers but added "all the cars seem to be in good shape. Everything is very quiet here".

According to one report phoned in to the Mail about 500 workers gathered at the personnel office on Tuesday, demanding to be paid for their compensation bonus. When they did not receive it, they began demanding cars, he claimed. He said white employees were told to remove their cars and white women at the plant were advised to leave by management.

He claimed a bigger crowd of workers gathered again at the office this morning and demanded to be paid.

The Sasol spokesman denied this. He said workers

asked management to be paid off early. Management refused to pay them off today because they had worked well. The workers were told, however, that they would not be paid until the end of the month. A spokesman for the plant said that when a group of workers began to throw stones at the personnel office, he explained to them, he said he did not most workers were not in a strike, but that the impression of a strike was being played. He stern in a tenor, he claimed "The atmosphere here is very tense. There is no unrest".

A senior Sasol spokesman added yesterday that all coloured workers had been given yesterday off by the management. This, he said, may have created the impression workers were on strike.

fish factory from work.

The stayaway follows a mass meeting held at Hopfield on Tuesday night...

The meeting was attended by hundreds of women who came in buses from Aldanha Bay and Vrederburg...

We could yesterday be reported on the meeting with the management of the...

The women were told they would not be back until their minimum demand...

This is the third time since September. Women claim some of them earn as little as R9 a week...

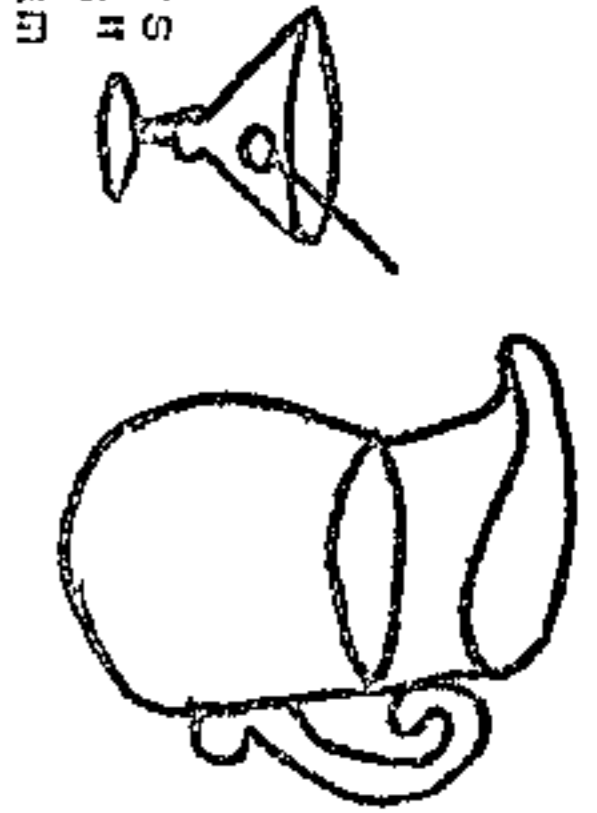
Meanwhile the bulk of the catches being made by the company's trawlers are being used in the manufacture of fishmeal...

The company is said to be concentrating its small labour force on the handling of smaller fish.

Officials of the company were yesterday not available for comment.

- Recommended 1 bottle Pils FF Villy Spek and 1 1/2

"Ah my Beloved, fill the cup that clears Today of Past Regrets and future fears"



BEVERAGES

GINGER BEER

- 10 bottles (750 ml) water 1 t cream of tartar 4 cups sugar 1 1/4 (20 ml) bottles Jamaica Ginger

Judy Morris, Port Elizabeth

Mix all together and leave for 6 hours. Then bottle in screw top bottles. Leave for a couple of days to mature. Keep it in fridge when nature.

MOM'S GINGER BEER

- 16 bottles water 3 1/2 lbs sugar 2 lemons 2 pkts cream of tartar 2 oz braised ginger 2 cakes yeast/2 pkts dried yeast

Sharon Young, Rondebosch

Max yeast with 1 cup lukewarm water. Mix all the ingredients (except the yeast) together in a large saucepan and boil. Cool and add the yeast. Leave overnight, strain, bottle - tie the corks down. Leave for a week before drinking.

IRISH COFFEE

Heat Irish Coffee Glasses, or goblets. Put 3/4 tot Whiskey in goblets and 2 t brown sugar. Pour hot percolated Mokka Java (or Maccano instant) coffee to about 3/4 of the glass. Top up with whipped fresh cream, poured slowly over the back of a silver teaspoon.

May Bennett, Ridgeworth

TIA MARIA

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

Jane Fulllock, Durbanville

Bring white and brown sugar and water to the boil, and simmer for 1/2 hour stirring frequently. Add Nescafé and cocoa which has been mixed with a little water. Boil up again. Remove from stove and add rum and vanilla essence. Leave to cool and then add Marnstay. Bottle (preferably strained through a muslin cloth).

---oOo---

Pay date

NOW

Post
20/12/77
(15)

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.

Jackson bid for

Carter help

for SA visa

THE Reverend Jesse Jackson has asked for an urgent meeting with President Carter because he is having trouble taking a delegation to South Africa to investigate the industrial unrest at the Ford Motor company's Port Elizabeth plant.

This was confirmed by a spokesman for the Civil Rights activist this week

On December 11 the Reverend Jackson visited the South African embassy in Washington to make arrangements for a seven-member delegation to visit South Africa — a delegation that would have included Mrs Cardis Collins, chairman of the Congressional Black Caucus, Mr Richard G Hatcher, the black mayor of Indiana, and Mr Matro Stepp, vice-president of the United Auto Workers Union.

He was told by the South African ambassador, Mr Donald Sole, that there was "no prospect" of him being allowed to take the delegation into South Africa — although Mr Sole did explain that the final decision on the matter would be taken in Pretoria.

TELEGRAM

Yesterday the spokesman for the Reverend Jackson said the group was determined to examine the situation in South Africa and, to this end, had sent the following telegram to President Carter

The Ford Motor company has greatly mistreated its black workers in its plant in Port Elizabeth, South Africa. We have been requested by the workers to come as a delegation to meet with

the workers and hear their grievances yet we are having trouble getting entrance to the country for this purpose

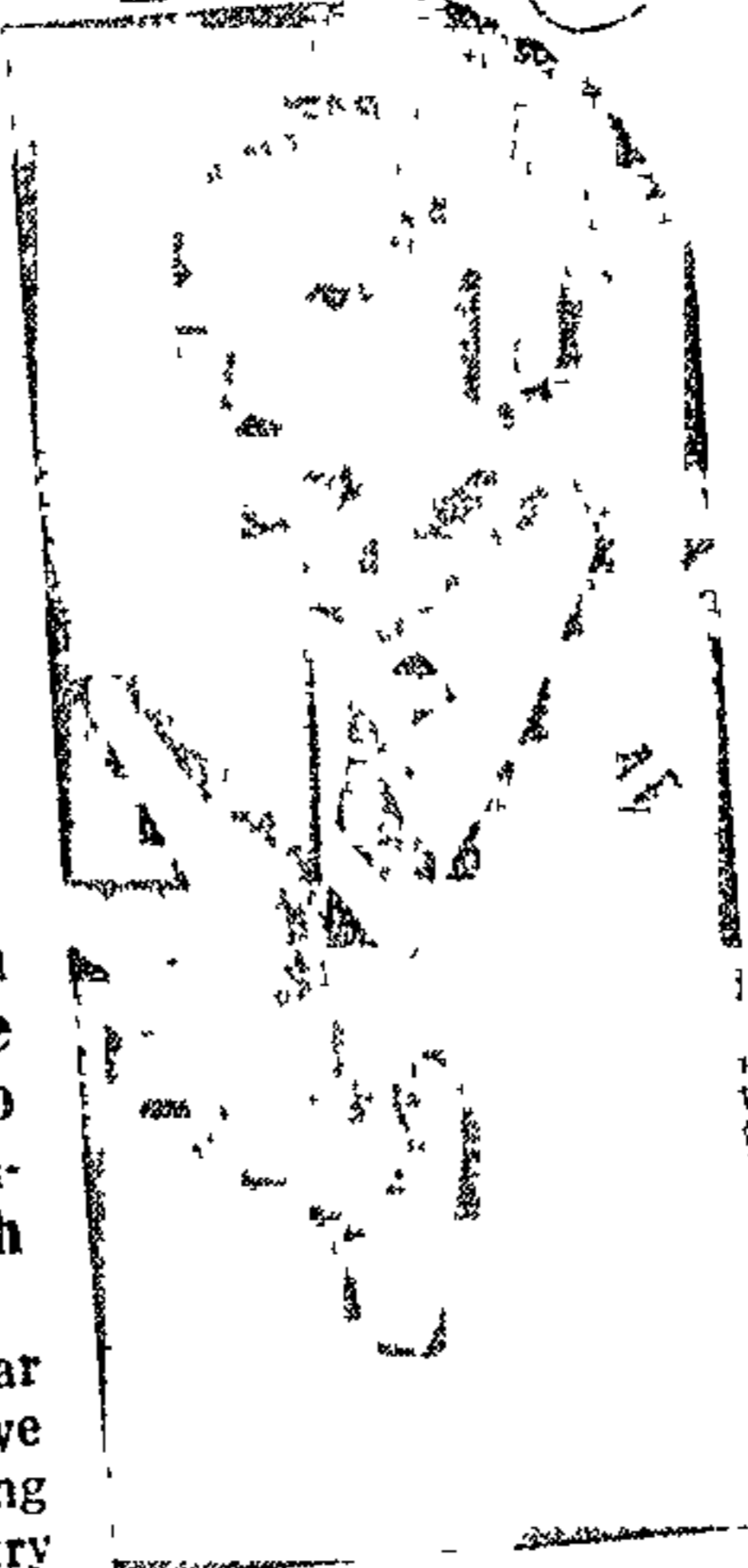
We urgently request a meeting with you as we need special assistance to facilitate our trip

Your prompt assistance in arranging such a meeting would be most appreciated"

No comment on the tele-

Rev Jesse Jackson . .
"to hear Ford workers' grievances"

gram could be obtained from the White House and the Reverend Jackson has not yet received a reply



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 persistent high proportion of deaths caused by infectious diseases. The Africans mortality which is characteristically associated with infectious diseases whilst the 'coloureds' appear to occupy an intermediate position between whites and Africans, although it is clearly much more African than it is to the whites.

What is of particular concern about the 'intermediate' 'coloureds' is that it would appear to incorporate both the characteristics developed and the developing experiences. This becomes

Table II which provides a more detailed analysis of the different causes 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.

IMR has fallen from 50.9/1 000 to 21/1 000

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Sasol calm, say officials

SECUNDA. — The situation at Sasol II, where labour unrest was reported among construction workers on Wednesday, was fully under control and the construction site was already closed for the year, Sasol officials said yesterday.

Only about 600 workers were continuing necessary services, an official statement said.

The unrest had arisen over the dates for site closure and payment over for the Christmas period, the statement said.

Some independent sub-contractors had paid their employees at an earlier date, which had triggered demands for earlier payment and site closing from other workers.

Management had agreed to an earlier-than-planned closure, but it had been impossible to arrange immediate payment of wages since about half of the 26 000 workers had to be paid in cash.

When negotiations were in progress with representatives of the construction workers, some unrest had developed. However, at this stage the situation had been a "storm in a tea-cup", the statement said.

Later, on Wednesday evening, incidents had arisen with some of the workers under the influence of liquor, and furniture and equipment in the bar and kitchen were damaged. Police were called in, the statement said.

Provisional estimates of damage and theft were about R30 000. The police had so far made about 80 arrests.

perence of younger age groups. Thus, although it is to be expected in mortality amongst elderly persons. 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;

Sasol labour unrest ends as site closes

152
DD
21/12/79

SECUNDA — The situation at Sasol II, where a few hundred Coloured construction workers were reportedly responsible for labour unrest, was fully under control, and the construction site was already closed for the year.

Only about 600 workers were continuing necessary services, Sasol officials said yesterday.

The official statement about the whole affair, which was issued yesterday morning by the head of public relations, Mr Clarence Keyter, said that nine months ago, according to the Industrial Act, an application was lodged with the Industrial Council to close the site from December 21 until January 7.

The construction workers were then informed that their request had been approved to close the site from December 21 instead of December 24.

However, on December 14, some of the indepen-

dent sub-contractors paid their employees. This led to a request by representatives of the Coloured construction workers to management, that they also be paid out earlier.

The request was considered sympathetically and it was decided that in recognition of their excellent performance and the good progress achieved they would be paid out yesterday afternoon.

On Wednesday mor-

ning, about 200 Coloured construction workers did not want to start with their work and asked that they be paid the same morning.

While negotiations between representatives of the Coloured workers and management were in progress, during which it was explained to them that for administrative reasons their request could not be complied with, a measure of unrest

started outside the building.

Meanwhile, other construction workers began forming up with the Coloured workers. At this stage there was isolated cases of stone throwing, especially between the construction workers satisfied with the pay-out date of Thursday afternoon, and the workers who wanted earlier payment — SAPA.

GARLIC. A "clove" is a small section of the bulb, is used crushed between foil, and rubbed round a salad bowl, to give the salad a tang. Juice used to flavour steus and sauces and with seafood. Mixed with butter for savoury bread.

ALLSPICE. Not to be confused with mixed spice, which is a mixture of spice and mostly used in cakes, biscuits, etc. Allspice is so named because it resembled the aroma of mixed spice. It is used ground in preserves, meat dishes and seasonings.

PEPPER CORNS. Used in pickles, and for boiling in brauns, tongue, salt beef and pork.

BOUQUET GARNI. This is a "Faggot of Savoury Herbs", or a bunch of herb tied together. Usually parsley, bay leaf, and thyme are used, removed before serving.

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That skilfully chosen wine turns a meal into a banquet. Taken regularly in moderation, as it should be, wine is everywhere considered a most pleasurable aid to health. It brings good digestion, good humour, and an air of gracious living. Learn to choose wines well, so that they blend with each occasion, every course. Learn to add the zest of wine to your cooking. It tickles up the delicate flavour of almost any dish.

For storing wines, use a cupboard in a quiet, cool corner of the house, or under the stairs.

Fish pay talks at Saldanha postponed

August 21/12/19 152

THE stay-away by women workers at the Sea Harvest fish factory in Saldanha continued today following the adjournment yesterday of talks between management and officials of the Food and Canning Workers' Union.

Representatives of both parties described the talks as cordial but inconclusive. Discussions will be resumed on January 7. Mr Oscar Mpetha, national organiser of the union, said it was agreed yesterday that both the workers and management would have to move from their original stands.

OFFER

The women workers, who have now been away from work for five days, are demanding R30-a-week.

Mr Mpetha said, however, that management's offer of R23-a-week plus a R2 attendance bonus for labourers would probably be accepted.

No agreement was in sight on other categories of workers.

A spokesman for Sea Harvest said the factory would close today and open on December 27.

He said workers would today be paid all money due to them. They would be paid in their home districts of Salhanha, Vredenburg and Hopefield.

ACT

Lower minimum wages are laid down for country workers in the fish processing industry than for those doing the same work in the Peninsula.

The determination, in terms of the Wage Act, lays down one set of wages for workers in Cape Town, Bellville, Wynberg, Simonstown and Goodwood and another for those in Clanwilliam, Hermanus, Hopefield, Malmesbury, Namaqualand, Picketberg, Vanrhynsdorp, Vredenburg (including Saldanha) and Vredendal.

COUNTRY

In the country areas, the minimum wage for a woman labourer is R17,40 per week. For female Grade 3 workers it is R18,90. For Grade 2 workers it is R22,60. For Grade 1 workers it is R25,30.

In the Peninsula, the minimum for a woman labourer is R22,50. For female grade 3 workers it is R24,50. For Grade 2 workers it is R29,40. For Grade 1 workers it is R32,80.

Curry tends to kill any table wine; but a sweet muscatel wine can be sipped with it. Do not blunt your palate before meals by taking spirits.

Preserve left-over wine in a bottle with a thin film of fresh oil and use for cooking.

To remove ring stains left on polished wood by bottles and glasses, rub well with a damp cloth dipped in cigarette ash and oil. Then repolish.

Rinse glassware in warm water with a little ammonia added to it. This will make the glass sparkling bright.

Wine is Harmony. What melody there is for the Connoisseur in a glass of brilliant wine

André L. Simon.

Ford unrest: Former workers may be charged

RDI 21/12/79
21/12/79

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By STEVEN FRIEDMAN
Labour Reporter

POLICE in Port Elizabeth are preparing dockets which could lead to charges being brought against about 20 former Ford workers detained after the recent unrest at the company, a police spokesman said yesterday

Colonel Leon Mellet, of the SAP Directorate of Public Relations, was reacting to a Press report yesterday which said that some of the Ford workers would be charged "soon"

Colonel Mellet said the police were preparing dockets which

would then be submitted to the Attorney-General. It would be up to him to decide whether to bring charges against the detainees

He added that reports that the men would be charged soon were "speculation" as it was not possible to say when the Attorney-General would make his decision

Press reports have quoted Lt-Col Gerrit Erasmus, of the Port Elizabeth Security Police, as saying that police are "wrapping up" their investigations

Twenty-one ex-Ford workers

were detained under Section 22 of the General Law Amendment Act — which allows the police to detain people for 14 days without a warrant — shortly after all 700 Ford workers walked out of the plant last month

Subsequently, nine of these men were released and a further eight detained

Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, has said that "about 90%" of those detained are members of his organisation

Pay riot—Sasol counts the cost

By Arnold Kirkby

SECUNDA — Boerewors, pap and cola placated a stone-throwing mob of 450 construction workers at the Sasol 2 plant yesterday while an aircraft was being chartered to fly their wages from Johannesburg.

The men who worked for an independent subcontractor downed tools when the rest of the workers on the site got their wages and bonuses and went home for Christmas.

"We bought 60 kg of boerewors, over 100 litres of cold drinks and a large amount of pap to give them something to do after they started throwing stones at us," Mr Neville Broomhead, site

manager for the company said yesterday.

"They demanded their money within 45 minutes after they said at about 7 am they were not going to work."

"Our Johannesburg head office was turned upside-down to get the money out here and they even chartered a light aircraft."

It was originally planned to pay everybody today and take them home by bus at midday — "But they weren't having any of that."

"Everybody was paid and on the buses by 4 pm."

The Sasol public relations officer was visibly shocked yesterday when

he saw the damage done by workers in the coloured camp the night before.

It is estimated that R15 000 worth of liquor was stolen, and five public telephones were ripped from their wall mountings and destroyed. Cash registers and tables and chairs in the dining and recreational halls were smashed.

A security patrol car was rolled over and set alight on the fourth attempt while more than 200 camp residents watched.

Some workers tried unsuccessfully to cut a safe open with oxy-acetylene torches.

	0	1	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	100		
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26	2,89	0,76	1,10	0,31	2,19	0,90	1,02	0,53	3,32	0,70	1,22	0,26	2,89	0,76	1,10	0,31
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31	2,19	0,90	1,02	0,53	1,91	0,56	0,89	0,20	3,32	0,70	1,22	0,26	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	1,91	0,56	0,89	0,20	1,04	0,52	0,68	0,18	3,32	0,70	1,22	0,26	2,89	0,76	1,10	0,31
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20	2,19	0,90	1,02	0,53	1,91	0,56	0,89	0,20	3,32	0,70	1,22	0,26	2,89	0,76	1,10	0,31
NO.	1973	677	333	104	2175	652	1868	324	2175	652	1868	324	2175	652	1868	324	2175	652	1868	324	2175	652	1868	324

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ALL CAUSES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	18348	13062

92

SYMPTOMS AND ILL-DEFINED CONDITIONS

XVI

93

Former Ford workers on Riotous charge

By MONO BADELA
TWENTY FOUR Ford Motor Company employees detained by security police for two weeks for alleged involvement in the recent strikes appear briefly in the Port Elizabeth Magistrate's Court yesterday on charges under the Riotous Assemblies Act.

They are alleged to have intimidated other workers on December 5

during the unrest at the factory.

They are Christopher Gqalahl (30), Bonakele Kutati (30), Tsitso Keli (30), Vuyisile Boxongo (27), Sipho Momi (28), Zola Ngqondo (25), Weldon Bunt (23), Silile Mzoyzana (23), Wandile Twebe (27), Simon Skoti (27).

Luvuyo Bikitsha (29), Mzwandile Dladla (28), Solomon Landule (29), Gordon Sogoni (24), Richard Nqam (34), Fundile Fontein (25), Mzimkhulu Myobe (26), Tem-

bile Jawula (32), Songezo Dongozi (28) and Mathews Mpongoshe (44).

No further particulars were available on the charge sheet and no evidence was led. The case was postponed for further investigation to January 29 Bail was fixed at R50 each under certain conditions:-

⊙ That none of the workers enter the premises of Ford Motor Co.

⊙ That they do not contact any State witness or interfere with them

65+	11.52	7.89	16.51	13.42	26.07	10.45	9.32	6.10
ALL	1.12	0.97	1.22	0.79	2.87	2.22	1.37	1.24
NO.	2336	2019	430	282	3270	2588	2858	1951

	N	F		
	0,13	0,10		
	0,02	0,04		
	0,11	0,11		
	0,70	0,70		
	4,61	5,01		
	12,35	14,66		
	1,14	1,20		
	2390	1921		

	N	F
	13,54	14,15
	2,40	2,10
	0,19	0,16
	0,66	0,52
	2,75	1,72
	9,32	6,10
	1,37	1,24
	2858	1951

	N	F							
0-1	0,02	0,03	0,03	0,21	0,06	0,16	0,06	0,06	
1-4	0,01	0,01	0,01	0,00	0,02	0,01	0,01	0,01	
5-24	0,00	0,00	0,00	0,01	0,01	0,01	0,01	0,01	
25-44	0,01	0,01	0,01	0,02	0,00	0,01	0,01	0,01	
45-64	0,02	0,02	0,02	0,03	0,06	0,04	0,01	0,03	
65+	0,11	0,11	0,11	0,15	0,12	0,15	0,03	0,03	
ALL	0,01	0,02	0,02	0,02	0,02	0,03	0,01	0,01	
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VI

DISSEAS OF THE NERVOUS SYSTEM AND SENSE ORGANS

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1-4	0,05	0,05	0,02	0,07	0,45	0,26	0,23	0,18	
5-24	0,03	0,11	0,05	0,04	0,09	0,06	0,09	0,07	
25-44	0,03	0,01	0,04	0,05	0,23	0,09	0,13	0,06	
45-64	0,07	0,07	0,21	0,11	0,36	0,13	0,26	0,07	
65+	0,18	0,13	0,00	0,15	0,47	0,18	0,44	0,15	
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,17	0,12	
NO.	128	85	26	23	289	164	366	187	

Ford workers in court

DD 21/12/79

152



PORT ELIZABETH — Twenty Ford Motor Company workers appeared briefly in the magistrate's court here yesterday, charged with intimidation.

They were not asked to plead and no evidence was led. The magistrate, Mr P van der Merwe, postponed the case to January 29.

Bail was fixed at R50 each and the chairman of Pecco, Port Elizabeth Black Civic Organisation), Mr Thozamile Botha, and their lawyer negotiated for the release of six men. The conditions of their bail were

that they should not go to the Ford Motor Company premises or interfere or communicate with state witnesses.

The names and ages of the men are: Mr C. Gqalani, 29, Mr B. Kulati, 30, Mr S. Keri, 30, Mr V. Boxongo, 27, Mr S. Moni, 28, Mr Z. Ngqondi, 25, Mr W. Boni, 23; Mr S. Mzozoyana, 23; Mr W. Twebe, 27, Mr S. Skoti, 27, Mr L. Bikitsha, 29, Mr M. Dlala, 28, Mr S. Mlanduh, 29, Mr G. Sogoni, 24, Mr R. Nqam, 34, Mr F. Fontani, 25, Mr N. Nyobe, 26, Mr T. Jakavula, 29, Mr Z. Ndongeni, 28, Mr M. Mpongoshe, 44 — DDC.

RD # 22/12/79

24 Ford workers charged

Labour Reporter

THE 24 sacked Ford workers arrested after the recent unrest at the company's Cortina plant in Port Elizabeth have been charged under the Riotous Assemblies Act

A police spokesman confirmed yesterday that the men appeared in court on Thursday charged with intimidating fellow workers after the recent unrest

They were released on bail on condition they did not enter Ford premises

Colonel Leon Mellet, of the SAP Directorate of Public Relations, yesterday confirmed that no other sacked Ford workers were still being held by Security Police.

The 24 accused were detained earlier this month under Section 22 of the General Law Amendment Act, which allows the police to detain people for 14 days without being charged

ON THE morning of January 9, 1970, workers met on the streets of Durban to protest against a strike on the coast. At least 30 Durban firms had been affected by strikes.

On December 17, 1970, workers at the Sea Harvest factory in Saldanha Bay struck. The strike followed recent similar action at the Cape Town docks and various motor plants in the Eastern Cape.

For labour the decade had ended as it began — a decade of what happened in labour in the '60s was about these strikes and the response to them.

Just as the First World War ended in the 1910s, the 20th century because it marked an irrevocable shift from the 19th order to a new one so the 70s strikes ushered in the 70s. It was these strikes which turned the rebirth of a black trade union movement which started many employers to take new look at work conditions and channels of communication with their black workforces, which at least in part led to

Labour cycles: Strike '73 to Strike '79

the establishment of the White Commission.

The 1970s have been a story of increased black worker militancy and a growing role for black workers in an industrialising economy. It has also been the story of attempts by the Government, employers and the new black trade unions to react to these developments.

Many employers reacted to the Durban strikes by increasing wages. It soon became apparent, however, that wage increases alone would not sweeten labour's discontent from the factory floor.

A black trade union movement had begun to emerge first in Durban and Johannesburg. It became apparent that black workers were beginning to demand not only a fairer share of the cake but a share of power in the factory as well. Black workers were not entitled to registration which meant employers did not have

to deal with them or allow them to organise their workers.

But the unions were not illegal, and had set about trying to win recognition from employers who, they hoped, could be persuaded to ignore the lack of official approval.

The reaction was predictable at first. Most employers responded by seeking injunctions or insisting that workers make use of the wage works or liaison committee system.

The Government reacted by beefing up its committees system, the only legally-recognised bargaining channel for black workers.

Most of them were rejected by workers as "stooge committees".

Trade unions' disappointed out that committees members were employed by management and this subjected to victimisation.

Meanwhile, the union movement continued to grow. The unions concentrated their efforts on attempting to win recognition from their employers. This strategy had some success.

Most companies, however, resisted the unions' demands. The 1973 dispute at Heineken Electric in which 600 workers lost their jobs and the police baton-charged a worker meeting was merely a stark example of what happened at other plants when black workers demanded union rights.

The Government's reaction was, at first, equally predictable.

In 1971, nearly 50 people associated with the black union movement were banned. However, it continued to grow despite the banning and employers and the Government began to realise more strongly the growing importance of black workers in the workforce.

As the economy grew and became geared more towards industry, it became apparent that there were simply not enough white hands to go round. Black workers would have to be allowed to do semi-skilled and skilled work.

This would obviously increase their bargaining power. It thus became evident that the black union movement could not be ignored forever, and in this climate the White Commission was appointed in May 1973, the commission's first report was published.

It recommended the end of statutory job reservation (although other measures proposed while workers are still in force) the training of black apprentices in white areas and a number of other measures designed to make it easier for employers to use black workers in positions vacated by whites.

Its most important recommendation was that black unions be registered.

It was impossible, the commission argued, to simply ignore black unions. Instead, they should be brought into the official system — a move which, while it would make their lives easier, would also bring them firmly under official control.

The commission also recommended increasing the control over existing registered trade unions, and — in a move which evoked protest from some non-black unions — that the committee system be retained and

extended to non-black workers.

But black unionists complained that the control over unions in the system would restrict them, leaving the so-called committees to do the work of representation.

Black union members' complaints increased. They urged the Government to refer to the report and then to set up a commission to investigate some of the commission's recommendations.

Most of the unions began by declining to register. As the Government introduced new concussions, bringing it more into line with the White Commission, the unions began moving towards registration — most of them because they felt they had no choice.

Much of the reluctant registration sentiment has been prompted by the dramatic growth of parallel unions — black-only unions organised by non-black registered unions — after the Washburn report.

The registered unions who started these organisations argued they were merely providing representation to workers who had not been unionised.

But the black unions saw the growth of parallel unions as an attempt to destroy them and create a "zame" black union movement under the firm control of the registered unions.

They pointed to the fact that many parallels focused recruiting efforts on plants where black unions were active. They charged, managements were helping the parallels by giving them facilities denied black unions.

In exchange for this help, they claimed, the parallels were agreeing to give over large chunks of factory decision-making to employers.

In particular, they were agreeing to the retention of the liaison committee system.

As the decade drew to a close, black unions were beginning to argue that the old system, from which blacks were simply excluded, was being replaced by one in which black workers would be channelled into weak unions, firmly controlled by the Government, management and non-black workers.

But something else was happening at the end of the 70s. Black workers in Port Elizabeth struck in support of a black community leader and the strikes mushroomed.

A common lesson appeared to emerge from all these strikes. Not only was black militancy on the increase, but employers who did not deal with a strong democratic union in their plants faced the risk of strike action.

Even the Ford strike began partly because workers felt that their union, which Ford recognises, was not responsive enough to their demands.

So labour in the 70s has turned full circle. The search for means of communication which would prevent strikes has, in the opinion of many, produced only a system which is streamlined, but still unable to prevent unrest.

Only one in which employers and the Government recognise the need for strong black trade unions will prevent factory or floor unrest, observers argue.

A key question for the 80s will be whether the Government, employers and the non-black unions realise that attempts to weaken the black union movement are likely to open the way for more militant, more political forms of black worker action.

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Work stress may have caused unrest

By STEVEN FRIEDMAN
Labour Reporter

THIS week's unrest at the Sasol II construction site at Secunda probably occurred because workers "had reached their limit after a tough year in what is undoubtedly a tough job", employer and union sources said yesterday.

All the sources stressed that "construction work is always a tough job" and argued that the strains of the job could have led to the two-day unrest at the site. They stressed that this applied to all construction sites and not only to Secunda.

By yesterday, calm had returned to the Secunda site, according to Sasol's head of public relations Mr Clarence Keyter. All workers except those staying on to man "essential services" had left the site and no unrest was expected from those who were remain-

ing to work through the Christmas period, he said.

Fifty-nine Sasol workers have appeared in court in connection with the disturbance at the site. According to a police spokesman, they have been charged with being in possession of stolen goods, after workers allegedly looted the bar in their living quarters.

All the men were arrested after police set up roadblocks around the site, he said. He added that no Sasol workers were still being held by police.

Most of the coloured workers at the site are members of trade unions — most belong to the SA Boilermakers' Society, according to one source — and engineering union sources yesterday advanced two new accounts of how the unrest may have started.

According to one source, management gave workers a

quota of work to fulfil if they wanted to return home at the end of the week. However, the quota was fulfilled 36 hours before schedule and it was then that the workers demanded to be paid off, he said. "They presumably believed that they were entitled to leave as soon as they had completed the quota," he said.

According to another account, worker anger was increased by the fact that administrative problems made it impossible for those who live in Natal and the Cape to obtain petrol permits before the weekend.

Most sources, however, agreed that the strains of the year's work had probably been the major factor leading to the unrest.

Boilermakers' Society officials were not available for comment yesterday.

Fish factory workers 'all paid'

152

EXECUTIVES of the Sea Harvest fish factory at Saldanha have denied claims by striking women workers that they were short-paid and also intimidated by police yesterday.

Mr Ian Dean, Sea Harvest's human resources manager, said his management had 'bent over backwards' to ensure all

workers were paid yesterday in spite of the strike. Most workers were paid at points in Vredenburg, Hopefield and Saldanha yesterday afternoon although those who came to the factory were paid there as well, Mr Dean said.

In Vredenburg yesterday, some Sea Harvest people going to work were attacked by others who were staying away, Mr Dean said.

The striking women were to receive a savings bonus and their wages for the week before the stay-away started. A spokesman alleged that some workers were not paid at all and others were not paid in full.

Sea Harvest staff took R100 000 in pay packets to the pay-outs points yesterday afternoon.

Some workers were unhappy at being paid 'in the street' and said that

the presence of police at the payouts was unnecessary and appeared to be intended to intimidate the women.

A spokesman for the Vredenburg women said the police there were ill-mannered.

She said they took a committee member to the police station but released her after the other women gathered outside. When the crowd dispersed, the

police held another two women but released them shortly afterwards.

Colonel P C Fourie, Boland District Commandant, denied that police held or even questioned workers.

Mr Dean said: 'For a start, workers were not short-paid and bonuses were not withheld. Nobody went unpaid.'

'We have done many positive things to get people back to work. In

fact, we have tried to move heaven and earth to help them. Yesterday, when it was discovered that somebody's pay pack had been left at the factory, we sent an additional vehicle to fetch it.

'With regard to having police at pay-out points, it speaks for itself that there must be some form of security when thousands of rands are being paid out.'

Pebco plan to extend influence

DD
24/12/79
(152)

NEW BRIGHTON — More than 2 000 people at a Port Elizabeth Black Civic Organisation meeting here yesterday agreed unanimously to make use of their numbers and their buying power to make the authorities listen to their grievances.

The chairman of Pebco, Mr Thozamile Botha announced plans to form a national organisation to represent the aspirations of blacks in South Africa.

Mr Botha said an Eastern Province Black Civic Organisation would be formed next year.

He said residents' association steering committees had been formed in Grahamstown, Graaff Reinet, Cradock and Queenstown.

One national umbrella executive would be formed to articulate the aspirations of black people, Mr Botha said.

He said bannings, restrictions and house arrests of Pebco members would not deter them in their fight for liberation.

Security Police recently served restriction orders on Pebco's vice chairman, Mr Lizo Pitvana, and an executive member, Mr Monki Cekisani.

"We want peaceful change in South Africa," he said.

"We want one Parliament and one municipality for Port Elizabeth and no administration board or community council."

He noted a tendency to deny his organisation the use of community halls to hold their meetings in the townships.

"We have every right to use these halls which were built for us. If Pebco is denied the use of a hall then we shall see to it that nobody uses it for functions or meetings."

Pebco was opposed to

the removal of Walmer residents. "We shall resist removal of these people until the thousands in the black townships are properly housed."

Referring to the recent strikes at Ford, Mr Botha said the Ford Motor Company must resolve the strikes to the satisfaction of the workers.

Mr Botha has previously demanded that all dismissed strikers be reinstated en bloc and has appealed to Mr Andrew Young and the Rev Jesse Jackson to pressure Ford's head office in Detroit in this regard.

He said while trying to help to improve the quality of life for blacks, Ford created a problem. The rent of R85 a month for the houses built at KwaFord was too much when Ford itself was paying its labourers R10 a week.

Other speakers were Mr D. D. Qeque, a member of the executive, who praised Mr Botha for coming forward to fill the leadership vacuum. "We cannot shut our mouths because we are suffering. Let us rally around Botha."

Dr E. Moodliar, a member of the Malabar Ratepayers' Association, praised the formation of Pebco and pledged the solidarity of the Indians.

In moving a vote of thanks to the speakers Mr Ian Sogoni, another executive member, commended the few Coloureds and Indians who came to the meeting.

"We hope this is not the last time. We have allowed the powers to think they have successfully divided us. We are all blacks and we should all stick to one another. This goes for whites too who believe in non-racialism."

— DDC

Black power is Labour threat

Resistance to labour reform is opening
the door to political activism,
says Mr Arthur Grobbelaar in an
interview with labour reporter
SIEGFRIED HANNIG.

Black power — consumer power and political power — is asserting itself on the labour scene, says Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa

“And, increasingly, financial support for strikers is being mobilised from sources outside the workplace and outside South Africa,” he said

“This threatens labour relations as the sole preserve of employers and trade unions

“If employers want to conduct labour relations in the conventional manner, they must counter outside intervention with a full commitment to sound industrial relations

“The power of trade unionism must be given full rein if political activists are to be kept out of labour affairs

“And racial discrimination must be removed from the workplace together with all the other malpractices which trouble relations between workers and employers”

Mr Grobbelaar used two recent labour disputes to make his point

The Fattis and Monis

strike, he said, manifested black consumer power by means of a boycott which forced the employer to come to terms with a trade union

The Ford strike manifested black power in a political sense. It was led by the Port Elizabeth Black Civic Organisation and had the open support of black consciousness leaders such as Dr Nkhato Motlana of the Soweto Civic Association and Mr Curtis Nkondo of the Azanian People's Organisation

Mr Grobbelaar noted that the South African Council of Churches had played a significant role in both disputes. It offered to help settle the continuing Ford dispute. And it actually achieved a settlement through mediation in the Fattis and Monis dispute

He said financial support for strikers, from outside sources, was apparent in the Fattis and Monis strike which lasted six months

Financial support also had been promised to the Ford strikers by unknown sources

This was in addition to a large sum which foreign labour organisations were reported to have sent to a striking South African trade union a year ago.

Mr Arthur Grobbelaar

“Non trade union assistance for strikers represents a complete departure from the conventional forces in the labour field,” Mr Grobbelaar said.

“It can distort the whole concept of labour relations as being the preserve of employers and trade unions”

He found the solution to such distortion in the Ford dispute where the outside forces apparently clashed with a black trade union which was fully recognised by Ford.

“The Ford dispute shows that outside intervention can be resisted if an employer allows the development of trade unionism and strives for the removal of racial discrimination

“South Africa's labour reforms have come in the nick of time

“Ironically, those who are fighting the reforms are opening the doors to activists who have no business in labour affairs,” Mr Grobbelaar said.

Argus 28/12/79

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THE ARGUS, FRI.

Women strikers reject offers on pay

STRIKING women workers at the Sea Harvest fish factory in Saldanha have rejected offers of increases made to them individually in letters from management.

The women decided at meetings in Vredenburg and Hopefield last night to continue their stay-away, now in its third week, although the factory has re-opened after the Christmas holiday.

A spokesman for the

Food and Canning Workers' Union said the workers wanted a written agreement signed by the union.

They are awaiting the outcome of negotiations between the union and Sea Harvest, which are

due to resume on January 7.

The women have demanded a minimum wage of R30 a week.

Allegations of police intimidation were made after one of the Hopefield strikers was served

with a summons yesterday for creating a hazard by standing in the road.

A spokesman for the workers said the woman was one of a group checking to see how many people caught a bus to work.

THOZAMILE BOTHA

FM 21/12/79

340

152

H. M. A.

192

'A little help from friends'

This week the FM quizzed Thozamile Botha on Ford and the PE Black Civic Organisation, which was initiated three months ago and has a membership of over 3 000

Some six weeks ago Ford workers at the Cortina plant went on strike in protest against what they believed to be the forced resignation of Botha, who leads Pebco. The saga lingers on, with more than 500 workers refusing to return to Ford, and calls for international support for the workers

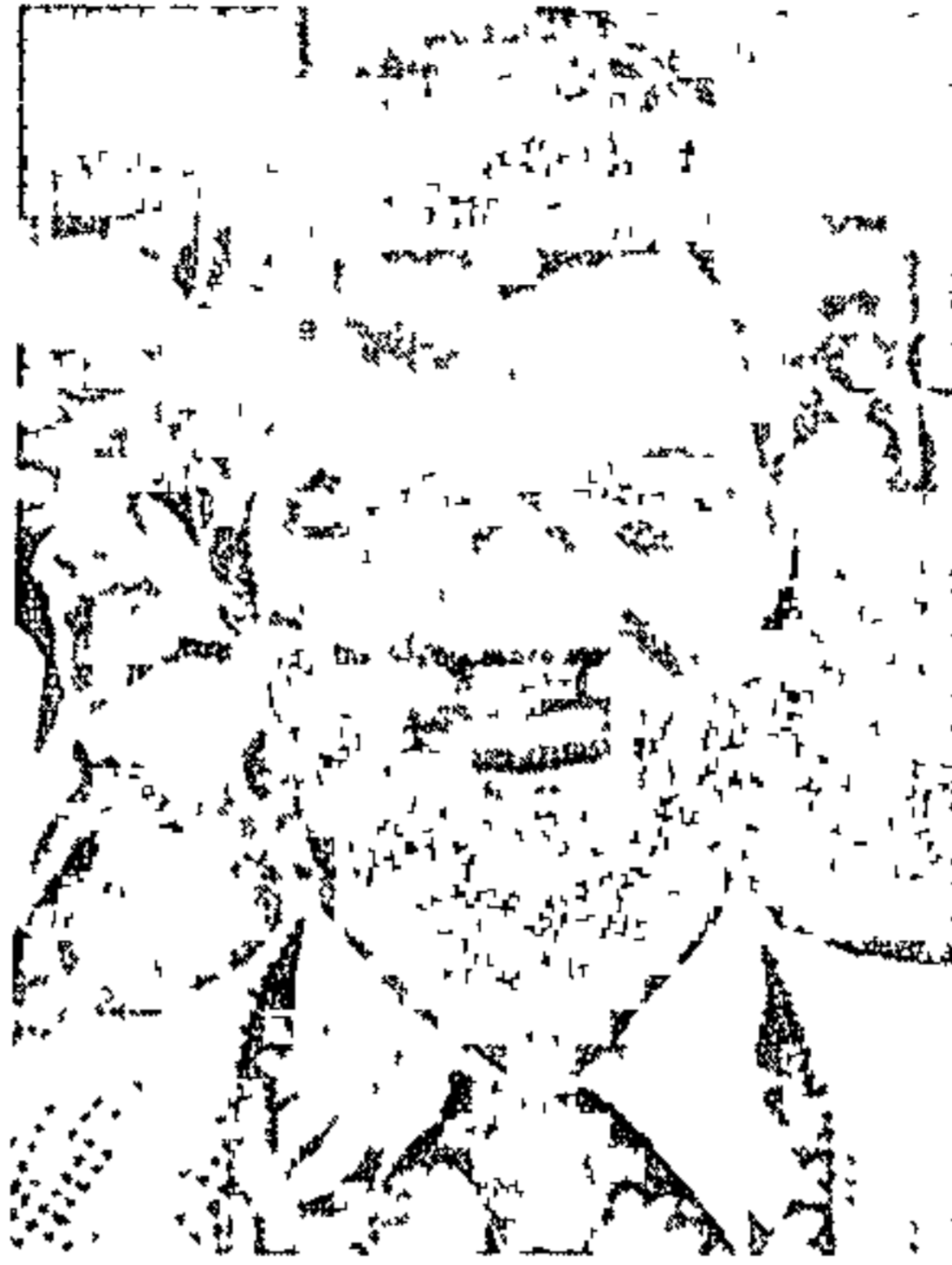
FM: What is Pebco trying to achieve?

Botha: Pebco is aiming for one municipality for the whole of Port Elizabeth. We reject community councils and do not want separate municipalities for the black townships and white area. And we shall pressurise government by refusing to have anything to do with bodies like the community councils. We are also fighting against any discriminatory laws, and we want direct representation for blacks in SA.

How do you propose to attack government on broader political issues?

Partly by articulating aspirations of blacks, and constantly not letting whites forget what the government is doing to blacks. In addition, Pebco realises that some people are not aware of their rights or what should be their rights. So Pebco is trying to educate blacks and raise their awareness of their rights. After that is done Pebco shall move forward to work as a team towards the liberation of the people.

What do you think of the spate of



detentions in Port Elizabeth?

All those detained (around 20) are dismissed Ford workers, who are also members of Pebco. I suppose the Security Police is doing this to get information about me and to pin me down, as well as trying to intimidate workers who retaliate against management.

You have been accused of trying to rival the unregistered black United Auto Workers' Union and of bringing political issues into the factory.

I did not try to take the position of the union. The union only negotiated with management during the first strike. After that I called the union to the scene but it wouldn't come. It felt that it couldn't become involved in the walkouts. But at one stage it wanted to negotiate only for union members.

However, they refused to be set apart from the other workers.

The union doesn't want to involve itself in politics. I don't agree with that. The position of blacks in factories is political. So the problem is also a political one, which the union cannot afford to divorce itself from.

Before the Ford workers lost their jobs, they would not channel their grievances through the union. Why did you call in the union to negotiate for them afterwards?

I felt that we should resolve this problem. And management said it would negotiate the grievances through the union. After stalling a while, the union came in to negotiate for all workers at my request.

So far the union has not managed to bring about a settlement. What do you think of this?

The negotiations are deadlocked because the workers are sticking strictly to unconditional reinstatement, while management says it will only rehire the workers. Hence we are now trying to internationalise the strike by involving people like Andrew Young, Jessie Jackson and the international union body. We have invited Young, Jackson and their colleagues to PE. We do not accept Ford's statement that the workers resigned, and so feel that all interested parties should put pressure on Ford for reinstatement.

How are the workers that have not returned to Ford managing to live?

Nobody is getting any money — not even union members. We are living on a little help from friends.

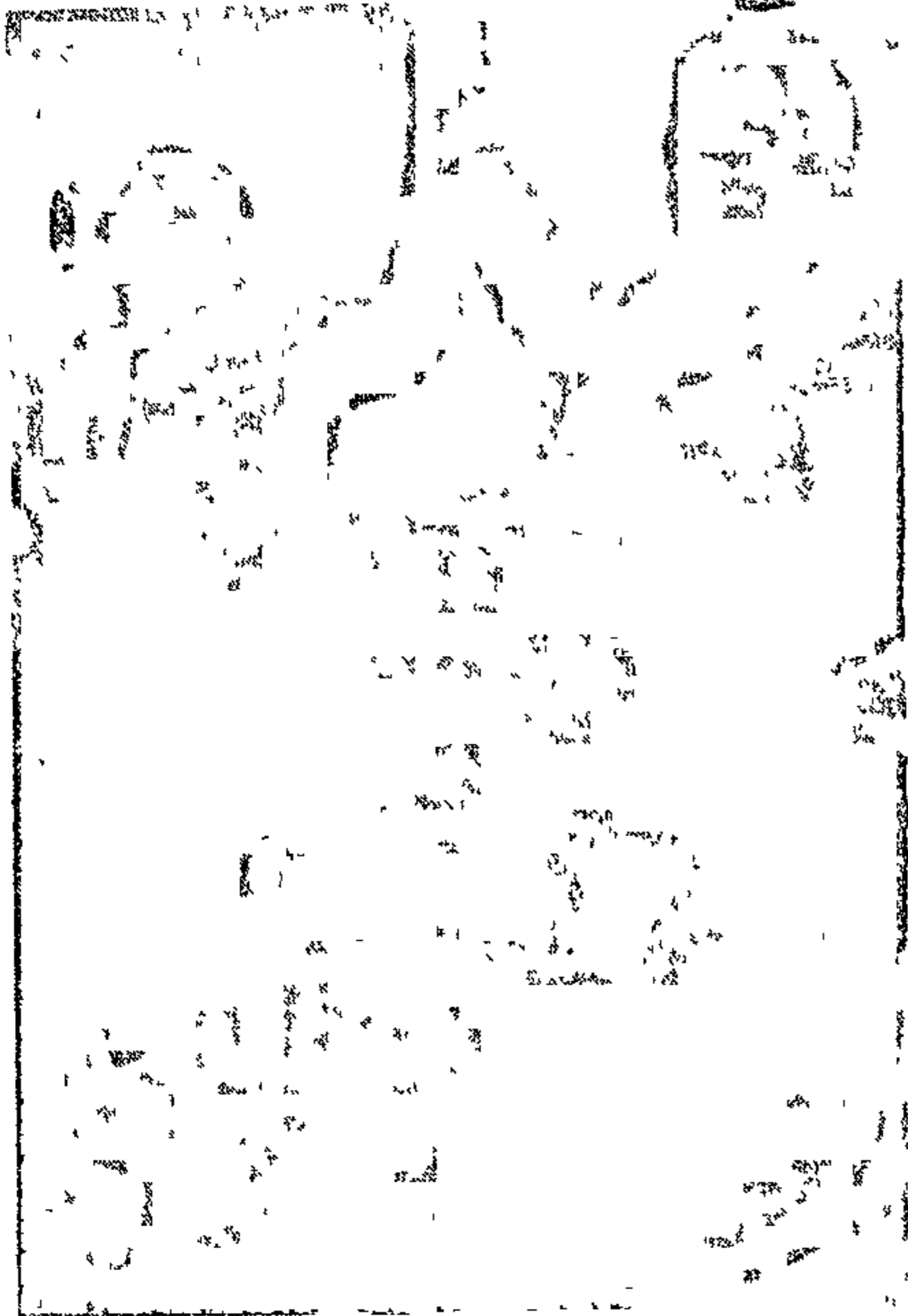
	COLOURED		BLACK	
	Male	Female	Male	Female
	120	139	49	56
	3.9%	4.4%	2.1%	2.9%
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	6.1%	8.8%	11.4%	11.0%
	845	566	148	66
	27.1%	18.0%	6.2%	3.4%
	939	1278	772	749
	30.2%	40.7%	32.3%	39.0%
	3114	3140	2390	1921
	100%	100%	100%	100%
	572	161	282	59
	26.3%	24.7%	15.1%	18.2%
	84	18	76	11
	3.9%	2.8%	4.1%	3.4%
	680	167	806	89
	31.3%	25.6%	43.1%	27.5%
	2175	652	1868	324
	100%	100%	100%	100%

s" is a code used in South

PE strikers may

be charged

By MONO
BADELA



The scene during the Fort Elizabeth strikes at firms. Some of those detained may now be charged.

CHARGES are to be laid against some of the strikers of Ford Cortina plant before the end of this week, a spokesman for the Security Branch said in Port Elizabeth yesterday.

In an interview yesterday the new head of the security police in Port Elizabeth, Lieut Col Gerrit Erasmus said his men were busy rapping up investigations. He said the reports of investigations would be tabled before the public prosecutor.

However, Col Erasmus could not specify how many of the detained members would be charged nor would he elaborate on the possible nature of the charges.

A total of 20 former Ford workers arrested by the Security Police were still in detention. Col Erasmus confirmed that the 20 were detained at various times since December 8.

Last week he had said that the men were held in terms of Section 22 of the General Law Amendment Act pending investigations into allegations of intimidation of Ford workers.

MEETING

Section 22 allows for detention without a warrant of arrest for a period not longer than 14 days. The detention is at the discretion of any commissioned officer if he has reason to believe that a person is a "terrorist" or has contravened the Suppression of Communism Act or the Sabotage Act or intended doing so.

In the meantime, at a meeting held in the Holy Spirit Church Hall, Kwakhele the dismissed workers who number more than 500, re-affirmed their stand not to go back

American political activist and Civil Rights leader, Rev Jesse Jackson to come to South Africa early next year to see things for himself.

He said although the fund-raising was generally slow he was however confident that monies would be channelled to the workers very soon. They had also demanded that the South African Government grant the Rev Jesse Jackson a visit to see things for himself on the spot.

unless the Ford management reinstated everybody.

BOTHA

Mr Thozam'e Botha, the leader of Pebco, told the workers that he and other leaders in Johannesburg, Bishop Desmond Tutu, Secretary of the SA Council of Churches, Mr Curtis Nkondo, President of Azapo and Dr Nthato Motlana, Chairman of the Soweto Committee of Ten, conducted a Press conference at the headquarters of the SACC where they issued an invitation to the

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INDUSTRIAL

RELATIONS

· STRIKES

1979

Strike seen as 'important' in SA labour history

CT. 16/11/79

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By RICHARD WICKSTEED

WITH no end to the Fattis strike in sight two weeks ago, one of the African strikers told the Cape Times "We will stay on strike until we and our union win. It doesn't matter how long it takes"

For seven months 56 strikers and their trade union were locked in a seemingly insoluble dispute with the management of the giant Fattis and Monis group

Now that a final settlement has been negotiated and the first batch of 28 strikers have gone back to work, unionists from two of Cape Town's biggest unregistered trade unions said in interviews this week that the strike was one of the most important developments in recent South African labour history

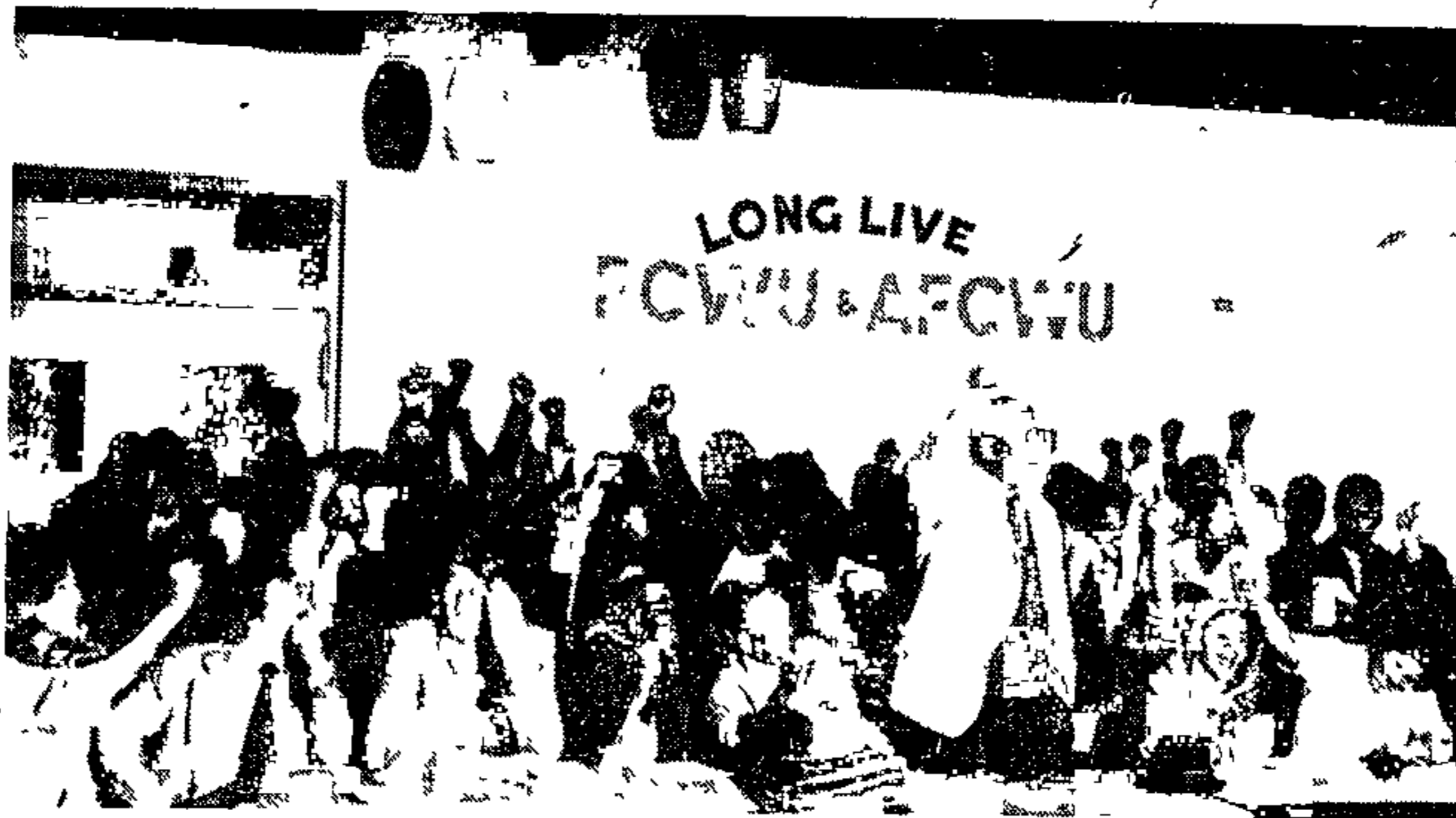
Officials of the Food and Canning Workers' Union and the General Workers' Union, said the implications of the strike for the country's volatile labour situation should not be underestimated

They said the most significant features of the strike were

- The "interracial solidarity" between the factory's African and coloured workers, despite legislation restricting mixed worker organization

- The use of the consumer boycott as a "weapon" in a labour dispute

- Although the consequences of striking for the Ciskeian contract labourers meant they



The Fattis strikers and their trade union leaders at a press conference earlier this week

lost their legal right to live and work in the Western Cape, most persevered until the "final victory"

- The fact that Fattis' management eventually negotiated a settlement with an unregistered trade union — the African Food and Canning Workers Union

Unregistered unions are severely restricted by government legislation

The AFCWU represents African workers, while the registered Food and Canning Workers Union represents coloured workers

Both unions organize as "one and the same" according to the general-secretary of the FCWU and the AFCWU, Mr Jan Theron

Fattis officials, on the other hand, say the strike has taught them valuable lessons about labour relations and yesterday committed themselves to a "responsibility towards our workers to raise their standard of living"

The strike began on April 25 this year when 73 African workers refused to start work until they had been told the reasons for what they said was the "unfair dismissal" of 10 coloured workers in the company's Bellville factory

They felt the workers had been sacked because they were organizing for the FCWU. Management refused to give reasons for the sackings but later said they were due to "mechanization and reorganization" in

the factory

Management called in Department of Labour officials to try to settle the dispute, but the workers refused to work after, they alleged, Labour officials had attempted to divide them on racial lines

"We are here for the same purpose", they said

The workers were then told to leave the factory and the strike began

The 88 workers then on strike began holding daily meetings with their union, which was providing them with a daily meal and R15 per week strike pay

Within one month, dozens of organizations and thousands of school and university students in the Western Cape had declared support for the strikers' cause, and initiated a boycott of Fattis' products that was later to spread throughout the country.

The work stoppage was cost-

ing the union about R1 000 a week and in human terms it was costing the strikers and their families great physical and mental hardship

Four of the African strikers were prosecuted under the influx control regulations, and Administration Board officials conducted frequent raids on the homes of the strikers

Negotiations for a settlement between the union and management were initiated by intermediaries on several occasions, but these resulted in deadlock

In the meantime, Fattis succeeded in attracting 32 of the original 88 strikers back to the factory

The remaining strikers were emphatic that they would not return "without a negotiated settlement between our union and the Fattis management".

Profits reduced

Last week the two parties were brought together by intermediaries to resume negotiations. These negotiations resulted in a settlement last Thursday

It is not yet clear to what extent the boycott influenced Fattis' decision to come to a settlement, but Mr Peter Moni, a director of Fattis and Monis, conceded after the settlement that profits were reduced because of the boycott

Mr Moni also said the company was worried about the effect of the boycott on Fattis' reputation

He also said last week that the settlement was not a defeat for his firm.

The FCWU is quick to emphasize, however, that "the settlement was, first and foremost, a victory for the workers".

F & M boss 152 SP 19/8/79 on boycott

BY ZWELAKHE SISULU

WHILE support for the boycott of Fattis and Monis products increased this week, the director of the firm accused the Food and Canning Workers' Union of seeking a confrontation and not a settlement.

And after two meetings to rally support for the boycott in the Transvaal, several shops in Actonville, Benoni, and Lenasia have pledged their support.

The boycott was initiated by the union after 88 black workers were sacked from the firm's Belvalle plant in April.

"I don't know what effect the boycott will have at this stage. I hope it is not too much, but I don't know," Mr Peter Momi said.

Fattis and Monis products being boycotted carry United Macaroni Factories, Princess, Pot O Gold, Checkers, Roma and Manna and Eleys Bakery labels, Record

Flour is also a Fattis product

"I think the boycott will only result in a hardening of attitudes and will not solve the problem. The union does not want a settlement, but confrontation," Mr Momi said.

He said of the 88 workers who had been dismissed, 25 had been given alternative employment in one of his firm's bakeries.

He added: "I cannot give the workers unconditional reinstatement, but unconditional re-employment."

Referring to the union, he said: "I think they are misrepresenting the work-

ers — the workers are very naive about this situation

"If I submit to the demands of the trade union, what will happen then? That is not to say I am anti-labour," he said.

The 88 workers were fired when they went on strike to demand R40 a week. The workers were also told that they would have to choose between a liaison committee and the union.

Several organisations, including the Committee of Ten,

have also pledged their support for the boycott.

Bishop Desmond Tutu had offered that the South African Council of Churches would act as mediator in the dispute before coming out in support

The acting secretary of the SACC, Dr Wilfram Kistner, this week said they had not been able to bring the two parties together

"We have only been able to speak to one party from Cape Town and we are

hoping to meet the other people next week," Dr Kistner said.

He would not say which party the SACC had seen: "That might jeopardise the negotiation," he said.

He continued: "It is not clear to me what the chances are of a reconciliation. I can say, however, that the party that we met was amenable to our suggestions".

The boycott has received wide support in the Transvaal and Western Cape.

Mennonite Central Committee se Konferensie oor. 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandeling voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns- Professionele en Openbare Organisasies

Die Direkteur het aktief gebly in die Suid-Afrikaanse Instituut vir Rasse-Verhoudinge as h lid van die Weskaap-Distrikskomitee, die Nasionale Uitvoerende Komitee en van die Raad.

Hy is Voorsitter van die Quaker Service Fund in die Kaap, die diensafdeling van die Godsdienstige Vriendekring (Quakers), wat gemeenskapsontwikkeling op die platteland en in die stadsgebiede bevorder

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook h lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het benewens h bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorryimte voorsien. Met die uitbreiding van personeel het ons die huise op die laer

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 Intergroepstudies geregistreer as h maatskappy. In die Memorandum en Statute van Vennootskap is die benoeming van een hulle sluit die

a) Drie stig

Mnr J.G.
Mnr H.L.
Mnr P.G.

b) Sewentien
jaar lede
lede aan

Profess

Profess

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. Habelgaarn

Mnr E.V.E. Howes

Professor M.F. Kaplan

Dr. 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

**Fattis worker
faces charge**
C. Times 25/8/79
Staff Reporter

MRS ELSIE SOBHUKWE, the wife of a striking Fattis and Monis worker, was yesterday warned to reappear in the Langa Magistrate's Court on September 7, the day of the trial of her husband, Matthew

She was charged with remaining in the Cape Peninsula area for longer than 72 hours without having permission. Her husband faces the same charge.

Another worker, Mr. Mohsu Skolpati, of 5541-60 hostel, Nyanga, was fined R50 or 30 days with R25 suspended on condition he leave the area before August 25.

Strike leader arrested in raid

Staff Reporter

INSPECTORS of the Western Cape Administration Board yesterday arrested two former Fattis and Monis workers, an employee of the company's Good Hope Bakery and a fourth man during a raid on people living in houses belonging to Fattis and Monis in Nyanga

The men, who were later released on bail from the police station, are due to appear in the Langa Commissioners Court today

The wives of the four men and several other women were also detained during the raid but were later released

The general secretary of the Food and Canning Workers Union, Mr Jan Theron, said last night 'They are obviously trying to intimidate the workers'

Mr Theron said the inspectors told workers that they had raided at the request of Mr Tony Terblanche, the administrative manager of Fattis and Monis United Macaroni factory in Bellville South Mr Terblanche could not be contacted last night

Among the men arrested are one of the leaders of the 88 striking workers and a contract worker, whose child died recently while he was unemployed and unable to pay for medical treatment

The director of the Western Cape Administration Board, Mr A McLachlan said last night 'I don't know a thing of any such raid I have no further comment'

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C. Times

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Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana Verhandelingsvoorgelê oor 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober)

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4 FATTIS STRIKERS ARRESTED

FOUR of the 88 workers at Fattis and Monis — the company involved in a nationwide boycott of its products — have been arrested.

The four, who are contract workers and stay at the company compound in Cape Town, were arrested by Administration Board inspectors during a raid at the compound on Wednesday morning. They have now been charged with illegally staying at the compound.

Their arrest follows POST's interview with the company director, Mr Peter Moni, a few weeks ago.

Mr Moni had told POST that he could not afford to keep the strikers on his premises and that they should have left his compound by August 1.

He had also said he would under no circumstance re-instate the strikers.

And yesterday Mr Jan Theron, general secretary of the Food and Canning Workers' Union — a trade union representing the striking workers — confirmed the arrest of the four men.

Mr Theron said the four arrested workers were apparently told by the inspectors that a Mr Terblanche, the factory manager at F & M, had given orders that they be arrested for staying illegally at the company compound.

POST could not get in touch with either Mr Terblanche or Mr Moni yesterday. Mr Terblanche was reported to be at the factory and far from the telephone while Mr Moni would be coming to work on Monday.

Meanwhile, support for the boycott of F & M products is increasing. Three weeks ago representatives of different organisations including top businessmen expressed their support for the boycott at a

(Quakers), wat gemeenskapsontwikkelingsprojekte in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

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By KINGDOM
LOLWANE

meeting held at the Institute of Race Relations' premises.

The boycott is the result of the sacking of 10 workers at the firm's Belville, Cape Town, factory in April last year. This was followed by 88 workers walking out of the company in protest against the dismissal of their 10 colleagues.

Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

JAARVERSLAG

1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie))

Posadres:

Hopeful Fattis dispute will be settled

THE general secretary of the Food and Canning Workers' Union, Mr Jan Theron, told the Langa Commissioners Court today he was confident a settlement of the Fattis and Monis labour dispute could be reached.

He was giving evidence in mitigation of sentence, in the trial of Mzano Maxanti, one of 88 workers dismissed from the Fattis and Monis factory in Bellville in April.

Maxanti, 42, was convicted, after changing his plea to guilty, of remaining for more than 72 hours in the prescribed area of the Cape Peninsula without permission.

CONDITION

He was fined R50 (or fifty days), suspended for 14 days, on condition he either leaves the Peninsula or obtains permission from the Administration Board to remain.

Mr Theron told the court there was a strong possibility negotiations would soon take place between the union and Fattis and Monis head office in Johannesburg.

The question which has to be settled now is who the mediator or intermediary in the negotiations will be, Mr Theron said.

REINSTATED

It was likely, he agreed, Maxanti would be reinstated to his previous position if negotiations were successful.

Maxanti had been discharged by Fattis and Monis, Mr Theron said, in reply to a question from Mr J. Fourie for the State.

Mr Tony Terblanche, administrative manager of the Bellville factory, was in court but was not asked to give evidence.

The presiding officer was Mr W. Fourie. Miss W. Kacanson appeared for Maxanti.

sy werksaamhede gepubliseer. Om die Sentrum se 10de verjaarsdag op 1 April 1978 te vier is die Jaarverslag in 1977 vervang deur 'n Oorsig oor die Eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevoel die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

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.

Two aspects of these age-cause specific mortality rates require emphasis.

Firstly, whilst being affected by the incidence of the diseases in question, there are certain age-specific fatality rates, for example, a

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31/8/79

FATTIS DISPUTE End in sight?

Hopes for a settlement of the Monis and Fattis labour dispute have risen somewhat over the past week. At the same time, boycott efforts against the company in the Transvaal have run into difficulties.

Food and Canning Workers' Union general secretary Jan Theron tells the FM that settlement hopes have risen because the 20-odd workers who were re-employed by Fattis after the dispute came to a head

833

have been transferred from the Fattis-owned bakery, where they were doing odd jobs, to the Fattis plant.

Both the union and the workers who left Fattis have demanded full re-employment for all Fattis workers who left in April, rather than the work at the bakery which the company has been offering. Theron says the Fattis move may herald company willingness to agree to this.

He says the full re-employment demand still stands. "The workers who were re-employed at the bakery have no job security," he says, citing as evidence the fact that a number of the bakery workers have been arrested on pass offences recently despite the fact that they are in employment. "Work at the bakery obviously doesn't protect them from charges that they have broken their contracts," he says.

A number of those who are staying out, including worker leader Friday Mabikwe, have been arrested on pass charges recently and four are to appear in court soon.

Meanwhile, the SA Council of Churches has been attempting to resolve the dispute. SACC's Wolfram Kistner tells the FM that churchmen have met Fattis' director Peter Monis and "he seemed open to negotiations."

Kistner stresses however, that the company has not yet agreed to meet the union. "Our efforts are still in a preliminary stage."

While settlement efforts are continuing, the proposed boycott of Fattis products in the Transvaal appears to be close to fizzling out. A boycott committee spokesman tells the FM that his committee will meet later this week to attempt to revive boycott efforts.

"Organisations which promised support have not followed through with action," he tells the FM.

While traders in Benoni and Johannesburg coloured and Asian areas have been supporting the boycott, it has made little headway in Soweto, he says.

In Natal, boycott efforts have also not got off the ground. The Natal boycott committee has distributed pamphlets calling for a boycott, but no organisations have agreed to support it yet. Both groups are hoping to revive the boycott in the

can⁵, this is speculative and is

Although data has been used, it is not considered to be of sufficient reliability to warrant inclusion. Two different expectations of life have been included: (1) e_0 - the expectation of life at birth, and (2) e_{45} - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at e_{45} '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 Male:Female ratios, although it is particularly marked in the latter for whom Male:Female deficit of 1,0 years in 1941 at e_0 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, at either e_0 or e_{45} , have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the

5. South Africa (1971-1977) : Department of Statistics, Reports of Deaths, Reports 07 - 03 - 01 to 07 - 03 - 12, Government Printer, Pretoria.
6. South Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.
7. 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.
8. Preston, S.H., Keyfitz, N. and Schoen, R. (1977) : Causes of Death; Life Tables for National Populations, Seminar Press, New York.
9. Sadie, J.H. (1970) : S. Afr. J. Economics, 38, 1.
10. Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. Ibid.

Former Fattis CT. 7/9/79. 206 worker fined

Staff Reporter (152)

MZANO MAXANTI, 42, a former Fattis and Monis employee dismissed by the firm after a labour dispute in April, was yesterday found guilty of remaining in the Peninsula for longer than 72 hours without permission.

After changing his plea to guilty in the Langa Commissioner's Court, Maxanti was sentenced to R50 or 50 days suspended for 14 days, subject to his leaving the Peninsula or obtaining permission to remain from the Administration Board within that time

Leading evidence in mitigation Miss Wendy Kaganson, for Maxanti, said it was likely that he would be re-employed by Fattis and Monis in the near future

Negotiations between the Food and Canning Workers Union — which represents the dismissed workers — and the Fattis and Monis management,

were likely to take place in the near future, and this would probably lead to the accused's re-employment, the union's secretary, Mr Jan Theron said Mr Theron appeared as a witness for the defence in mitigation of sentence

Miss Kaganson asked the court to show compassion for the accused "in respect of a law which has broken so many people in the past"

Mr J Fourie, for the State, said the offence committed by the accused would be condoned were he to be permitted to remain in the Peninsula

Mr W Fourie was the presiding officer Mr J J Fourie appeared for the state

THE PARISH priest at the Roman Catholic Church in Rosebank has refused to allow students to distribute pamphlets on the Fattis and Monis strike at his parish — one of his parishioners is Mr Johnny Moni, a director of the firm.

The pamphlet, calling for support for the strike, was issued by the Catholic Students Society at Wits University.

The students first approached the parish priest, the Rev Thomas Kelly, on August 25.

Father Kelly refused to allow the students to distribute the pamphlets to his congregation after mass because, he said, it would confuse the people.

The parish was involved in many other projects and the distribution of the pamphlets would be confusing to the congregation.

NO Monis pamphlets

152 Post 9/9/79

here . . .

By ZWELAKHE SISULU

“He said we should come back in a fortnight when he would have made up his mind on the matter,” a spokesman for the students said.

The pamphlets have been distributed in neighbouring parishes in Johannesburg and Roodepoort.

Kelly confirmed that he had decided not to allow the students to distribute the pamphlets. “I have made up my mind and nothing will change it.”

The Archbishop has supported my stand and I don't know why everybody in Johannesburg should be attacking me,” he said.

The Church of the Immaculate Conception in Rosebank is believed to be the richest Roman Catholic parish in the country.

The pamphlet urges all Christians to join in the boycott against the products of Fattis and Monis.

Christians, the pamphlet said, can show their support for the workers dismissed at the Fattis and Monis plant in Cape Town by joining in the nationwide boycott of Fattis and Monis products.

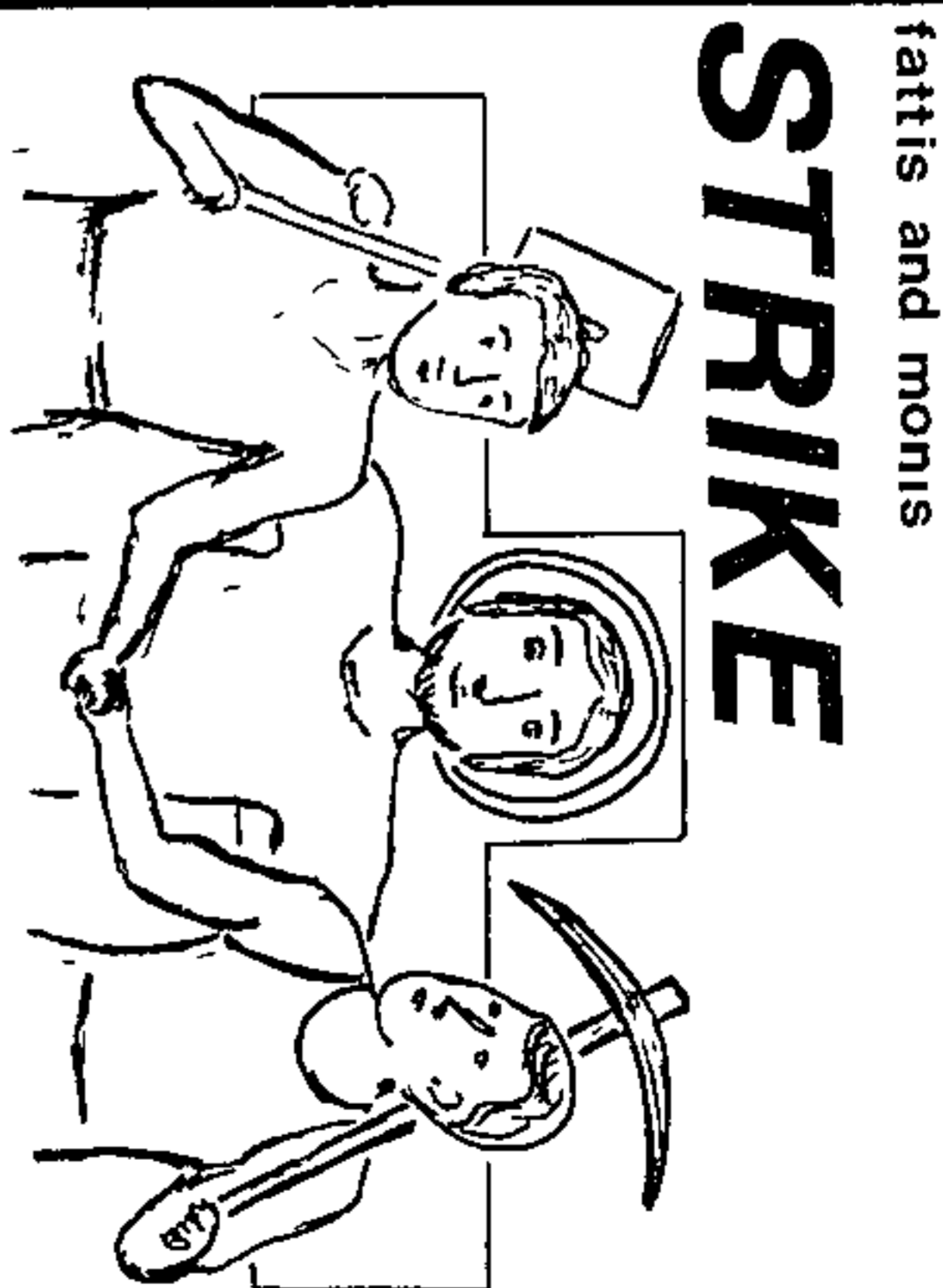
“We realise that Fattis and Monis is not an isolated incident but represents the situation of most workers in South Africa. We can alert ourselves to their conditions and respond accordingly.”

The strike at Fattis and Monis in March was sparked off by the workers' demand for better wages. At present the workers, most

still out of jobs, meet regularly and are paid R15 a week from the funds of the Food and Clothing Workers' Union.

A spokesman for the office of Archbishop Fitzgerald said it was up to the parish priest to decide on the distribution of the pamphlets.

“The strike at Fattis and Monis in March was sparked off by the workers' demand for better wages. At present the workers, most



The pamphlet that started it all.

CT, 13/9/79 (152)

Fattis strike not backed

AN attempt to secure the backing of the Trade Union Council of SA (Tucsa) for striking Fattis and Monis workers failed at the organization's annual conference yesterday.

A motion calling on Tucsa to condemn the actions of the Fattis and Monis and Eveready managements for dismissing striking workers and calling for full moral and financial support to the workers and their unions was narrowly defeated after a recount of votes.

Introducing the motion, Mr Morris Kagan, a leading Johannesburg unionist, said there had been friction between the National Union of Motor Assembly and Rubber Workers of SA, (Numarwosa), which was involved in the Eveready strike last year, and other unions. The

motion was intended to support the workers and was a matter of trade union solidarity against managements.

Opposing the motion, Miss Christine du Preez of the National Union of Cigarette and Tobacco Workers said Mr Freddy Sauls, secretary of Numarwosa, was one of Tucsa's "biggest enemies" and the Food and Canning Workers' Union involved in the Fattis and Monis dispute also had "political inclinations". Both unions refused to affiliate to Tucsa. "I feel we should look after our own people first," she said.

Numarwosa had received 75 000 Swiss francs from the International Metalworkers' Federation in strike pay. "They don't need our assistance."

7/9/79 Post (200) 152

50 days sentence for F & M striker

A CAPE TOWN Commissioner's Court yesterday sentenced one of the 88 strikers at Fattis and Monis to 50 days (or R50) for remaining without permission more than 72 hours in the prescribed area of the Cape Peninsula.

Mr Mzamo Mxanti (42), who is from the Transkei, was convicted after changing his plea to guilty.

His sentence was suspended for 14 days on condition he either left the Peninsula or obtained permission

from the Administration Board to remain.

Mr Mxanti lived at F and M's factory compound in Bellville near Cape Town and had played a major role in the formation of a negotiating body for the workers there.

He was arrested at the compound a few weeks

ago following a raid by Administration Board inspectors allegedly under instructions of F and M officials.

Giving evidence in mitigation of sentence Mr Jan Theron, general secretary of the Food and Canning Workers' Union — a trade union of which Mr Mxanti is a member

— told the court that he was confident a settlement of the F and M labour disputes could be reached.

Mr Theron said there was a strong possibility negotiations would take place soon between the union and the head office of F & M in Johannesburg.

"The question which was to be settled now is who the mediator or intermediary in the negotiations will be," Mr Theron said.

DISCHARGED

He added that it was very likely that Mr Mxanti would be reinstated to his previous position if negotiations were successful.

In reply to a question by Mr Fourie, for the State, Mr Theron said Mr Mxanti, on the facts of the matter, had been discharged by F & M. Mr. Ton Terblanche, administrative manager of the Bellville factory of F & M, was in court for the proceedings but was not called to give evidence.

Mr W. Fourie was presiding officer and Miss W. Kaganson appeared for Mr Mxanti.

- b) liability method?
2. Show how the tax charge will be disclosed in income statement for the year ended 31 Decem assuming
 - a) deferral method
 - b) liability method(assume there are no other items causing timing differences)
 3. How will the answer to 2. be affected by the of an extraordinary gain on disposal of a di company, amounting to R70 000, all of which in the 19.7 financial year?
 4. How does the answer to 3. change if the R70 deductible loss, which can be set off against income from other sources of R50 000? Draw income statement assuming the deferral method.
 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%

Raid: Fattis dispute claim

Staff Reporter

THE Bellville manager of Fattis and Monis, Mr A Terblanche, yesterday denied asking inspectors of the Western Cape Administration Board to conduct a pre-dawn raid on striking workers in the company's Nyanga hostels, although lawyers of the Food and Canning Workers Union were told that he had done so.

"There was, in fact, no raid. The inspectors only paid a visit to the premises to establish who was occupying the houses. But there had certainly been no request from our side," he said

Mr Terblanche was replying to a statement by the general secretary of the Food and Canning Workers' Union, Mr Jan Theron, who said administration board officials had informed the union's legal representatives that they had carried out the raid at 3.30 on Monday morning at Mr Terblanche's request

Mr Theron said the administration board's chief superintendent, Mr P U Schellhase, told his attorneys that Mr Terblanche had approached him on Monday and asked him to investigate allegations of

certain workers "causing trouble" at the hostels. Mr Terblanche handed Mr Schellhase a list of names of all the workers living in the hostels, according to Mr Theron.

The administration board's inspectors carried out the raid to find out which workers did not have their names on the list, Mr Theron was told

Mr Terblanche said last night that although most of the 60 striking workers were living on the company's premises, it was "not our policy to disturb these people".

Mr Terblanche refused to say whether he had handed a list of names to the administration board officials.

GENERALLY ACCEPTED ACCOU

APPLIED EXAMP

QUESTIONS

DEFERRED TAX

- A. Alpha Limited acquired an item on 1 May 19.6. Depreciation straight line. A 25% initial tax purposes, wear and tear be balance. Tax rates were 40% and taxable income amounted to respectively, for the financial years 19.6 and 19.7
- What is the balance on deferred tax at 31.12.19.7, assuming:
 - deferral method
 - liability method?
 - Show how the tax charge will be shown in the income statement for the year ending 31.12.19.7 assuming:
 - deferral method
 - liability method

(assume there are no timing differences)
 - How will the answer to 2. be affected if there is an extraordinary gain on disposal of an asset, amounting to R70 000, in the 19.7 financial year?
 - How does the answer to 3. change if there is a deductible loss, which can be set off against income from other sources of R50 000 in the 19.7 income statement assuming the same tax rates?
 - Further to Note 4, assume now that the company has a profit before depreciation of R200 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%

Students act to block Fattis products

CT. 11/1/29 152

Staff Reporter

MORE than 120 school pupils and university students "took action" against Fattis and Monis products on Saturday at Pick 'n Pay supermarkets throughout the Peninsula

The students, from the University of the Western Cape, the University of Cape Town and black high schools on the Cape Flats and in the City, were protesting in solidarity with striking Fattis and Monis workers whose de-

mands for unconditional reinstatement have not yet been met

The students packed trolleys with Fattis and Monis products and refused to pay for them at the tills, applied "boycott Fattis and Monis" stickers to Fattis and Monis products and left trolleys full of pasta products standing around the supermarkets.

In a statement released at the weekend, they said their campaign was a "warning" to Pick 'n Pay, which continues to stock Fattis and Monis pro-

ducts "despite the call to boycott products in support of the striking Fattis and Monis workers"

The students said such action would continue "on a nationwide scale until the Fattis and Monis boycott is totally adhered to by all stores, and until all striking Fattis and Monis workers are unconditionally reinstated into their jobs".

The statement said Pick 'n Pay had a "reactionary history" and had "acted objectionably in issues such as the

Simba Chips boycott, their cricket sponsorship and the Fattis and Monis issue

The students said the only avenue for forcing Fattis and Monis to accede to the requests of the strikers was through the consumer

A spokesman for Pick 'n Pay's head office, said on Saturday that some stickers had been found on Fattis and Monis products, but denied that student action had caused "any widespread disruption".

120 disrupt Cape F & M stockist

Post 3-19-79
(122)

A CAMPAIGN to promote the boycott of Fattis and Monis products struck the pasta shelves of major Cape peninsula supermarkets yesterday morning.

"Stickers reading, 'I don't buy Fattis and Monis' were attached to packs of spaghetti and noodles, supermarket shelves and trolleys, and shop windows.

About 120 students and others working in small groups went into action about 11 a.m. In some cases goods were removed from shelves and left in unattended trolleys.

Supermarkets from Bellville to Rondebosch, including branches of Pick 'n Pay, Checkers, OK Bazaars, and Grand Bazaars,

were affected, students said

In a statement issued after their action yesterday, the students said the disruption would continue until all the striking F and M workers were reinstated.

"Pick 'n Pay and Raymond Ackerman in particular, represent the arbitrary and exploitative rule of the rich. People with money and power have the ability to wreck the lives of workers.

"That is why we are supporting the strike," they said.

They warned shopkeepers who still stock F and M products that the disruption would continue on a nationwide scale.

"We will carry out these actions in solidarity with F and M workers until they have all been unconditionally reinstated," the statement said.

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Trade Union Split Over Cape strikers

A CALL for "full moral and financial support" to strikers sacked by Fattis and Monis in Cape Town and Eveready SA in Port Elizabeth has divided the Trade Union Council of South Africa.

The annual conference of the 240 000-strong TucsA in Cape Town rejected the call for support by a narrow margin of one vote at first. And a recount confirmed the defeat by 71 votes to 63, with 12 abstentions.

Both the labour struggles were marked previously by calls for consumer boycotts in support of the workers involved.

The one in Cape Town made news this week with an early morning raid on the hostels housing the strikers while the one in Port Elizabeth was called off some time ago. Two of TUCSA's vice-presidents and two deputy vice-presidents spoke against the support.

But two of South Africa's veteran unionists, Mr Morris Kagan and Miss Dulcie Hartwell, insisted on support for the continuation of the struggle at F & M. Arguments against the support were that:

- TUCSA had always opposed disinvestment and boycotts.
- The unions involved were not affiliated to TUCSA;
- The leader of the Port Elizabeth union was "one of TUCSA's biggest enemies", and
- The strikers had received 75 000 Swiss francs (R38 520) from the International Metal Workers Federation.

Mr Kagan said the call was not for a boycott. He was surprised and disappointed. "When workers go on strike everybody must come to their assistance," he said. Miss Hartwell, honoured this week as TUCSA's first general secretary 25 years ago, said: "We have a duty to speak up. I will not buy Fattis and Monis products until these workers are reinstated. I don't give a damn if the Food and Canning Workers Union is affiliated here or not. "The workers were hungry, persecuted and being woken up in the middle of the night because they have fought for principles for which they have fought in the past — trade union recognition," Miss Hartwell added.

PURPOSE

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Bid to end Fattis dispute

Staff Reporter

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NEGOTIATIONS between Fattis and Monis and the Food and Canning Workers' Union will be resumed today in an attempt to settle the five-month-old labour dispute at the company's Bellville South food factory.

No final outcome is expected at today's meeting between Mr Jan Theron, general secretary of the union, and an intermediary, Mr J F Roos, of the Cape Chamber of Industries.

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A University of Cape Town academic, Dr James Leatt, who organized a similar meeting between the two parties on Tuesday at the request of the South African Council of Churches' (SACC), said yesterday: "We hope that the sad chapter in the relations between the two parties may be brought to an end soon"

Both parties have agreed not to issue press statements on the progress of the talks.

The dismissal of 10 workers at Fattis and Monis United Macaroni factory in April sparked off a strike in solidarity by 78 fellow-workers

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Disruption deplored

Staff Reporter

A FATTIS and Monis spokesman yesterday described as "unnecessary and irresponsible" the recent "minor disruption" of Peninsula supermarkets by supporters of striking Fattis and Monis workers

The spokesman said an escalation of such activity could cloud the original issue and inject an emotional element into what was essentially a "straightforward labour dispute"

He said that if the dispute had continued along "straightforward labour lines" it would have been settled long ago

"We are concerned at the presence of a growing element of political activity which is neither to the advantage of the workers nor of the business community in general"

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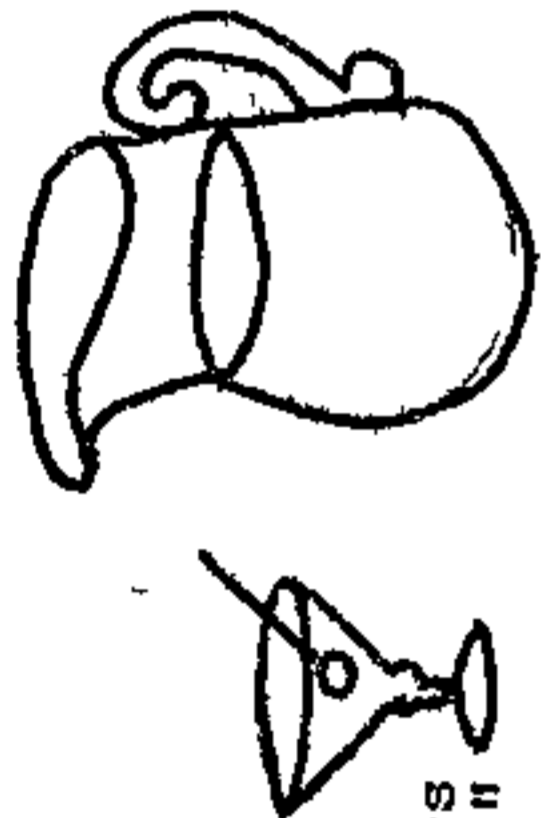
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B E V E R A G E S



"Ah my Beloved, fill the cup that clears Today of Past Regrets and Future Fears" Omar Khayyam

GINGER BEER

- 10 bottles (750 ml) water
- 4 cups sugar
- 1 1/4 (20 ml) bottles Jamaica Ginger

Judy Morris, Port Elizabeth

- 1 t cream of tartar
- 1 1/2 heaped t dry yeast

Mix all together and leave for 6 hours. Then bottle in screw top bottles. Leave for a couple of days to mature. Keep it in fridge when mature.

MOM'S GINGER BEER

- 16 bottles water
- 3 1/2 lbs sugar
- 2 lemons.

Sharon Young, Rondebosch

- 2 pkts cream of tartar
- 2 oz bottled ginger
- 2 cakes yeast/2 pkts dried yeast

Mix yeast with 1 cup lukewarm water. Add all the ingredients (except the yeast) together in a large saucepan and boil. Cool and add the yeast. Leave overnight, strain, bottle - tie the corks down. Leave for a week before drinking.

IRISH COFFEE

Heat Irish Coffee Glasses, or goblets. Put 3/4 tot Whiskey in goblets and 2 t brown sugar. Pour hot percolated Mocca Java (or Maccena instant) coffee to about 3/4 of the glass. Top up with whipped fresh cream, poured slowly over the back of a silver teaspoon.

Mary Bennett, Ridgeworth

TIA MARIA

- 2 cups dark brown sugar
- 7 t Nescafé
- 1 cup sugar
- 1 pt cold water

Jane Hullock, Durbanville

- 1 t vanilla essence
- 2 t cocoa
- 1/2 t rum essence
- 1 bottle Mainstay

Bring white and brown sugar and water to the boil, and simmer for 1/2 hour stirring frequently. Add Nescafé and cocoa which has been mixed with a little water. Boil up again. Remove from stove and add rum and vanilla essence. Leave to cool and then add Mainstay. Bottle (preferably strained through a muslin cloth).

COFFEE SPECIAL

Pour together into coffee glass with following: fresh cream m drops of vanilla essence and f

May Bennett, Ridgeworth

GRANADILLA DRINK

- 3 cups sugar
- 3 cups water

Boil water and sugar to a thin granadilla. Then to this, add over and allow to cool. Strain, get all the juice out.)

WESTLEIGH PUNCH

- 1 large tin of pineapple juice
- 1 medium tin of orange juice
- 1 small tin lemon juice
- 1/2 cup sugar

Mix all together, let it stand ator. Serve in Punch bowl, garnish with lemon cut very thin.

CAPPUCINO COFFEE

Use a strong brew of good percolated coffee. Heat milk but boil. Pour equal quantities of coffee and milk into cups, in together. Whip in a spoonful of cream till frothy. Sprinkle with little chocolate and cinnamon on top of cream.

May Bennett, Ridgeworth

ORANGE HEALTH DRINK
(Delicious in Hot Weather)

- 10 oranges
- 2 lemons
- 3 pts boiling water
- 5 lbs sugar

Mix dry ingredients, orange rind, fruit juice and boiling water. Allow to stand for 6 hours. Strain and bottle (6 large bottles). To use, dilute small quantity of orange with cold water or soda water.

May Bennett, Ridgeworth

Moni F's profit halved

TAXED profit of Monis and Fattis Industries was almost halved from R363 000 to R190 000 in the six months to July.

The company says many of the difficulties experienced in the second half of last year have been overcome and it expects improved results in the last six months of this year.

Increased crop levels and higher export prices should enable Picardi Canners to return to a profitable basis in the current year, Mr Jan Pickard, chairman, says.

He says in the annual report Piccan secured tenders valued at about R4-million towards the end of the financial year. The company had a taxed loss in the year to June of R694 000 (R226 000 profit).

4/10/79 Argus 152

Hope for end to Fattis strike after meeting

By RICHARD WICKSTEED

A STRONG possibility exists that the parties involved in the six-month-old Fattis and Monis strike will reach a settlement in the near future.

Indications to this effect were apparent yesterday after a meeting between senior representatives of Fattis and Monis the Food and Canning Workers Union (FCWU) and the Western Cape Traders Association (WCTA).

The meeting follows protracted negotiations between the firm's management and the union which represents the striking workers.

Mr Jan Theron of the union, Mr Peter Moni and Mr A Terblanche of the Fattis management and Mr K Allie of the WCTA were present at the meeting.

The top item on the agenda was the nationwide boycott of pasta products. Fattis and Monis officials are insisting on a guarantee that the boycott will end should a settlement be reached.

However, none of the participants would comment on the outcome of the meeting.

The WCTA last week assured the Fattis management the boycott would be terminated immediately in the event of a

settlement. The boycott of Fattis products was initiated by students in the Western Cape and backed by the WCTA and a number of other bodies.

It is reliably understood that 50 000 pamphlets supporting the boycott were due for distribution in Johannesburg today. The issue was probably discussed at yesterday's meeting and it seems unlikely that the pamphleteering will go ahead.

Before a settlement can be reached, however, several other issues must be resolved. These include:

- Whether the striking workers are to be reinstated to their former positions or simply re-employed by the firm.
- An agreement on the salaries of the workers should they be re-employed.
- The continued apprehension by Administration Board officials of striking workers for influx control violations. Mr Terblanche has denied asking the board to conduct a raid on the living places of some workers during September.

boiled potatoes
cooked bacon
mayonnaise

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

chopped onion
salt and pepper

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

1 fresh green medium size cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

43

2 lbs sliced green beans
2 chopped onions

CURRIED GREEN BEAN SALAD

Mrs Futter, East London

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

Sauce:
1 1/2 cups sugar
1 d curry powder

1 heaped T flour
1/2 bottle vinegar

Mix the curry powder, flour with a little water. Mix well, so that no lumps form, and then add the sugar and vinegar, boil up and stir all the time, then add the cooked beans and onions, bring to boil again. Bottle.

TUNA TOSS SALAD

1 um head lettuce, torn in
1/2 size pieces (4 cups)
1/2 diced apple
1/2 can (1 1/3 cups) mandarin
2 orange sections, drained
2 or 7 oz can tuna, drained
broken in large chunks

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

SPRING GREEN SALAD

May Bennett, Ridgeworth

44

1 medium size lettuce
2 onions
parsley

1 cucumber
mint (fresh)
scallions

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

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Workers' families suffering

CT, 27/10/79

152

Staff Reporter

A SMALL GROUP of striking Fattis and Monis workers, a doctor and an official of the Food and Canning Workers' Union say they found "appalling conditions" when they travelled to the Ciskei last week with food and blankets for the workers' families

Four relatives, dependant on striking workers, had died because of their lack of money and "inadequate medical facilities" in the homeland, a FCWU spokesperson said yesterday

She said the workers were paid R15 a week in strike-wages by the FCWU — too little to cover the usual sums sent to their families by the contract workers among the strikers. A sum of R5 000 for medical supplies was given by a German-based humanitarian foundation, she said

After consultation with doctors and the workers themselves it was decided to send basic foodstuffs "as a priority" and to send a doctor "to determine what kind of medical assistance would be most helpful", rather than to spend the money solely on medicine

The spokesperson, who accompanied the group to the Ciskei, said last night that although press coverage had focused on the negotiations between the FCWU and the Fattis management little attention had been given to the plight of the workers and their families

"At the best of times, people in the Ciskei struggle to make ends meet. They must supplement their meagre crops with wage money sent to them by their migrant labourer relatives

"The strikers have been living on R15 a week strike-pay since May. They haven't been able to send money to their families. Conditions for these people have become desperate and unsupportable, and they are dependent on a successful settlement to the strike"

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MONIS & FATTIS DISPUTE

The boycott bites

Efforts to secure a settlement of the Monis & Fattis labour dispute continue. At the same time, it is becoming increasingly clear that the consumer boycott against Fattis products is biting deep — particularly in the Cape

As a result of the mediating efforts of the SA Council of Churches, meetings have been taking place between Fattis management and Food and Canning Workers Union representatives. At present, the union is waiting for a reply from Fattis head office to proposals made

Neither side is keen to talk about the negotiations but settlement prospects have taken a knock with reports that Fattis workers have been sent to those who are staying out in an attempt to persuade them to return to work. According to these reports, workers have also been approached by Fattis men and a Ciskei government representative and told they can have their jobs back if they don't wait for a union-backed settlement

These approaches have apparently been rebuffed, but they have given rise to fears that Fattis are trying to bypass the union by taking back selected workers. These fears have been fuelled by the fact that six of the workers, apparently regarded as "ringleaders" by management, have not been approached.

As a result, the two Cape traders' organisations which are boycotting Fattis products have threatened to step up boycott efforts. So has the SA Council for Sport (Sacos), whose chairman Hassan Howa, tells the *FM*: "If they continue with this we will ask all of Sacos's 1m members to join the boycott." He has also warned that students who have disrupted supermarkets stocking Fattis products could step up their activities — "over which we have no control" — if no settlement is reached.

The company initially denied that the boycott was having much effect. But it seems to be biting deep now — particularly the boycott of bread in the African

Financial Mail November 2 1979

note that all of them are now dried up. Sites of this pan near Grillental, at the northern border of the r of a pan south of Hogenfels. B e-e more or less particular d be interesting to study the are mainly made on white quartz 1 points and small discoidal they are living sites and not :al inference from these sites latest Pleistocene there must ch must have led to the pans

townships by Nafcoc-affiliated traders. The traders' associations, who have been responsible for the bulk of boycott activity, have agreed to call it off if a settlement acceptable to Fattis' workers is reached. Howa says he will too, but adds: "The workers must know what the settlement entails. People have suffered for a long time over this and four workers' children have died since it started."

Howa has a number of proposals for ending the dispute. A compromise settlement between union and management may not, of course, include all of these

the wide angle between the river mouth, been for some ecological reason a pre- rly Stone Age times, in order to be so ; Acheulian sites indicate that they also living sites. Lumb-bone was associated in calcareate ts.

crude pack was associated with the artefacts. The cobble crests must have been exposed for a long time as the upper 20 - 30 cm of the cobble gravel is heavily patinated and certainly reworked. Amongst this reworked, patinated upper part of the marine storm-cobble gravel are found the artefacts. They are as patinated as that the patination set in after these

3. The Interior Plains:

The interior of the Sperrgebiet I of The Consolidated Diamond Mines has not been explored in any detail but from the occasional visits it seems that the desert plain is poor in sites of any kind. One should distinguish between the sand-covered plain and the barren, rocky or rubbly plain.

The sandy plains seem to have been occupied only near water-places, by Wilton and "Strandloper" people, in the form of kitchen-midden places. For example, near the waterhole of Grillental, south of Luderitz (1 km east of the waterhole) and 3.2 km south of the Grillental - Elizabeth Bay road, a kitchen-midden with pottery is situated.

The same applies to the rocky plain where kitchen-midden places are found, for example, at Buntfeldschuh at a waterplace or at the Chameris waterplace. Rudner and Gratton-Bellier reported these and others in 1964.

A number of later Middle Stone Age places too are found in the

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General methods of microwear analysis with Applications and Examples
from Southern Africa.

Bileon Aldworth, University of Cape Town
This paper gives a brief outline of microwear on stone artefacts and from Southern Africa. Microwear enables the analyst to identify accounts of the history, progress found in the current literature; references see (Semenov S.A. 1974; Keeley I. 1977)

The flow chart in figure 1 outlined into eight stages. Detailed (Aldworth E. 1979)

1. Sample
From the collection of artefacts The sample size and method of selection and the nature of the material which provides both flexibility and recommended for lithic assemblages systematic, stratified, or cluster appropriate. For maximum precision in vary as much as possible, whereas should differ and the variation in These two principles, if strictly of sampling procedures and analytical of whether the material and application are (Yates P. 1960; Cochran W.G. 1963)

2. Raw Material
Results indicate that the formation and identification of microwear traces are influenced by the nature and properties of the raw material itself. The mechanical properties which determined whether a material could be successfully shaped and flaked also governed its performance in subsequent use, namely, hardness, cleavage, fracture, tenacity, density. Other properties which affect the identification of wear traces are colour, lustre, reflection, refraction, and refraction. Single standard methods exist for investigating all these properties. (Batty M.H. 1972)

Texture and surface properties have been found to be the most significant

Fattis 'cut union from strike plan'

C. Times 5/11/79
Staff Reporter (152)

PROSPECTS of a negotiated settlement to the six-month-old Fattis and Monis strike were upset at the weekend when the Fattis management was reported to have announced a settlement plan that excludes the striking workers' trade union.

The Food and Canning Workers Union (FCWU) yesterday reacted angrily to the announcement, and the organizers of the nation-wide boycott of Fattis' products pledged an intensification of the boycott on a national level

A spokesman for the FCWU said yesterday that Fattis appeared to have taken the latest step of ignoring the settlement negotiations in a determined attempt to settle the damaging strike, defeat the boycott and exclude the union from their factories

A report in a Sunday newspaper said yesterday that Fattis and Monis is to send letters to the strikers this week stating that

- Workers must return to work as soon as possible
- Their seniority will not be affected by the break in service
- Wages will be significantly higher than pay scales in force at the start of the strike
- No workers will be dismissed at a later stage

The FCWU issued a statement yesterday accusing the firm of a breach of agreement. "Fattis and Monis, represented by Peter Moni and A Terblanche, in the presence of

intermediaries, undertook to make no press statements on the progress of negotiations," the statement says

Referring to proposals made by the union at the time of the negotiations, the statement said "We are still waiting for a reply to those proposals. Instead, the company has announced to the press a proposed settlement which attempts to bypass the Union - an announcement which amounts to the breaking of the undertaking they made

"During the negotiations African workers were visited by representatives of Fattis and Monis and urged to ignore the settlement negotiations and return to work

"Coloured workers were visited by a coloured man and a white man who claimed to be private detectives. These men offered money to the workers to abandon their union and return to work

"The reply of all the workers was 'We will not go back without the union and all of our fellow-workers

"Fattis and Monis are making a big mistake if they think the workers will accept a settlement through the back door. These workers have been out of

work for six months because of the dismissal of five leading union supporters

"They took these dismissals to be an attack upon their union, and they are still standing solidly behind their union now. They are not going to accept promises made through the press and letters to individual workers

"There can only be one settlement to the dispute - a settlement written, signed and arrived at by the union"

Mr Hassan Howa, president of Sacos, said last night that Fattis and Monis had "reneged on their previously-voiced commitment to a negotiated settlement with the Food and Canning Workers' Union"

He said the boycott would be reinforced nationally.

Mr Peter Moni, a Fattis director, claimed yesterday that the union was seeking to prolong talks as a tactic to extend a boycott against the company's products

He said the union had agreed to proposals which would have meant an end to the six-month long dispute. "Then we learned that the union intended drawing out negotiations to encourage further boycotts against us," he said

and application are (Yates P. 1960; Cochran W.G. 1963)

Warm water, non-abrasive detergent, ultrasonic cleaners, sodium hydroxide, hydrochloric acid, serve to remove grease, organic and mineral deposits. (Keeley I. 1977). For coating and replica techniques used on the coarser grained material and for SEM work standard methods are available in most research institutions, details and references are given in (Aldworth E. 1979).

5. Recording of Information

Working drawings of the artefacts are made using a portable image device, designed primarily to protect the artefacts from edge and surface damage, and at the same time allowing quick and accurate drawings to be made of plans and sections. Morphological data may be obtained from these as

TABLE II

	WHITE		ASIAN		COLOURED		BLACK	
	Male	Female	Male	Female	Male	Female	Male	Female
Rheumatic Heart Diseases (390-398)	115 1.2%	121 1.5%	28 2.5%	15 1.9%	120 3.9%	139 4.4%	49 2.1%	56 2.9%
Hypertensive Diseases (400-404)	212 2.2%	389 4.9%	115 10.1%	127 15.8%	190 6.1%	276 8.8%	273 11.4%	212 11.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	3118 39.3%	537 47.3%	2 30			66 3.4%	
Cerebrovascular Diseases (430-438)	1587 16.3%	2181 27.5%	273 24.1%	2 29			749 9.0%	
Total Circulatory Diseases (390-458)	9752 100%	7926 100%	1135 100%	80 10			921 100%	
Motor Vehicle Accidents (E810-E819)	750 38.0%	287 42.4%	122 36.6%	2 26			59 8.2%	
Suicide (E950-E959, E979) *	485 104	104 1	42 1				11 3.4%	89 7.5%
							324 100%	

Firm accused of 'trick' on boycott

By Sieg Hannig, Labour Reporter

The trade union whose dispute with Fattis and Monis gave rise to a consumer boycott of the firm's products today rejected as "a confidence trick" Fattis and Monis' reasons for breaking off negotiations.

"It is a confidence trick which will not fool the workers or the public," said Mr Jan Theron, general secretary of the Food and Canning Workers' Union.

He claimed that none of the other parties involved in the negotiations — two intermediaries and an observer from the South African Council of Churches — were informed of the decision to break off negotiations.

Fattis and Monis had taken the union's proposals for a settlement and was offering these to the workers individually in an attempt to bypass the union, he said.

Mr Theron challenged the company to get confirmation of its claims from either of the intermediaries or from the SACC's observer.

He denied the firm's claims that the union had changed its stance and that it was trying to prolong negotiations to intensify the boycott.

Instead, he said, Fattis and Monis had shown "consistent bad faith and evasiveness."

In the course of negotiations, the firm had sent employees to striking workers, telling them that a settlement had been reached and that they should return to work.

Mr Peter Moni and the manager of the Bellville plant from which the workers were sacked in April were not available for comment.

More than 700 workers were sacked when they struck in demand of explanations for the dismissal of colleagues who were involved in a petition for higher pay.

8 Nov 5/11/79

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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. Table II provides the proportional contribution of the major circulatory diseases for the whites, Asians, 'coloureds' and Africans. Whilst Ischaemic Heart Disease is the major Circulatory Disease in the white and Asian communities, Cerebrovascular Diseases are the major cause of Circulatory Diseases in the 'coloured' and African communities.

Similarly, if the Accidents, Poisoning and Violence category is examined in greater detail, motor vehicle accidents are the major cause of mortality in whites, 'coloureds' and Asians, the second most important cause in the white community is suicide, whilst that for the 'coloureds' is homicide. For Africans, the latter is the main cause in this category.

The expectation for life at birth and at age 45 for whites, Asians and 'coloureds' is summarised in Fig. 6. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of migration. The characteristically better expectation of life for women in comparison to men, is apparent for all three communities. However, what is of interest is the ratios of the expectations of life for the three communities. At birth, the white:Asian:'coloured' ratios are 1:0,91:0,76 for males and 1:0,88:0,77 for females, at the age of 45 these are 1:0,91:0,86 for males and 1:0,79:0,85 for females. The 'coloureds' are less disadvantaged at e_{45} as compared to e_0 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 e_0 and males at e_{45} . 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

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical

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F & M told: settle

By JOE THOLOE

THREE trade unions have called on Fattis and Monis to come to a settlement with the Food and Canning Workers Union (FCWU).

The Transvaal-based Community Support Action Community has said that if renewed attempts at negotiation fail, it will call for an intensification of the boycott on the company's products.

The two settlements come on the day of negotiations between the company and the FCWU were resumed after they had broken down at the weekend, with the company saying it will go direct to the remaining 56 workers who are still on strike and by-pass the union.

The three unions which issued a statement yesterday are the Commercial Catering and Allied Workers Union (African), the National Union of Distri-

butive Workers (white) and the National Union of Commercial Catering and Allied Workers Union (coloured).

In a joint statement the unions said,

"While we have not, for fear of possible legal repercussions, supported the boycott of Fattis and Monis products, we wish to make it clear that many of our members are, and for several months have been, unhappy at having to sell goods produced by Fattis and Monis.

"We therefore call upon the operators in the commercial catering and distributive industry who deal with Fattis and Monis to urge the company to come to an amicable settlement with the work-

ers and their union as speedily as possible."

The Community Support Action Committee said:

● It is anxious for settlement to be reached and will abide by the decisions of the workers

● It will await the outcome of the renewed attempts at negotiation.

● If these attempts are not successful, the committee will call for an intensification of the boycott of Fattis and Monis products.

"The Committee would like to reiterate that it will abide totally by the decisions of the workers and that if a settlement is reached that is satisfactory to them, then the committee has no interest whatsoever in prolonging the boycott beyond that point," the statement said.

low, the importance of the Circulatory diseases become disproportionately exaggerated.

the cost of raising the necessary funds has to be taken into account.

The funds themselves are already met by native methods of raising the project, k budget.

Where the sources in by means usually be

He accused the company of reneging on the negotiations with the union and trying to "intimidate and bribe" the workers

Mr Peter Moni, company director dealing with the dispute, was not available for comment yesterday

Mr Howa said that from discussions he had had with the workers involved, he believed they would not accept the company's offer with a settlement without the union, he said, would leave them "completely unprotected"

He added he had been approached by several organisations willing to join the campaign and would call a meeting soon of all national organisations supporting the boycott

Mr Hassan Howa, president of the SA Council of Sport, confirmed yesterday that he would throw the full weight of his organisation behind the boycott

"If the workers accept the direct offer we are likely to call off the boycott, although we will obviously be unhappy about this

A spokesman said yesterday it appeared the company was trying to undercut the union.

The Community Action Support Committee in the Transvaal was to meet last night to discuss the situation

This warning came from representatives of various organisations involved in the boycott campaign yesterday following the company's announcement at the weekend that it had broken off negotiations with the Food and Canning Workers' Union and would make a direct offer of re-employment to workers

THE boycott of Fattis and Monis food products will be stepped up if striking workers reject the company's present bid to re-employ them without reaching a settlement with their union

By RIAAN DE VILLIERS Labour Correspondent

Hassan Howa: I will help strikers

KDM
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mist in the U.K. Department of Health, writes:

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics, but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques"

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".⁹

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,17	0,08	0,10	0,21	0,78	0,29	0,49	0,48
1-4	0,01	0,01	0,00	0,00	0,07	0,10	0,05	0,05
5-24	0,02	0,01	0,03	0,01	0,04	0,03	0,05	0,05
25-44	0,11	0,09	0,39	0,10	0,41	0,19	0,23	0,22
45-64	0,92	0,42	1,60	0,72	1,31	0,67	0,80	0,68
65+	1,80	1,16	1,61	2,44	1,91	0,75	1,44	0,91
ALL	0,31	0,21	0,33	0,16	0,33	0,17	0,25	0,20
					533	329		

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,57	0,76	0,60	1,03	1,24	0,79	0,89	0,74
1-4	0,05	0,04	0,05	0,05	0,05	0,02	0,04	0,05
5-24	0,01	0,00	0,01	0,01	0,01	0,02	0,00	0,00
25-44	0,00	0,00	0,00	0,00	0,00	0,01	0,00	0,00
45-64	0,01	0,00	0,00	0,00	0,00	0,00	0,00	0,00
65+	0,02	0,01	0,00	0,00	0,00	0,03	0,00	0,00
ALL	0,04	0,02	0,03	0,04	0,04	0,03	0,03	0,00

A. James 4/11/79
Fattis' new move to end factory deadlock

By GARY DIXON

THE giant Fattis and Monis group is offering a new deal to dismissed workers while at the same time ignoring their union in an effort to break the six-month deadlock at their Belville plant in the Cape

But what the company termed as a "generous" offer has been snubbed by the Food and Canning Workers' Union (FCWU)

General Secretary of the FCWU, Mr Jan Theron, said "Fattis and Monis are making a big mistake if they think this ploy to get the workers back through the back door is going to work"

Announcing the new strategy yesterday, Mr Peter Moni, a director of Fattis and Monis, said the 56 workers involved would receive offers which were a lot more generous than proposals submitted by the FCWU at recent meetings with the company

Mr. Moni explained that many people who had followed the dispute were not aware that in the past the company had agreed to the demands of the FCWU, only to have the union change its stance at the last moment

Frustrating

"I have been directly involved in talks, and it was enormously frustrating to hear rational and reasonable statements at the negotiating table and then to read contradictions in hysterical outbursts in the Press"

Mr Moni said the company had been left with no alternative but to make its offer of re-employment directly to the affected workers in letters to be sent out this week

- The letters state that
- Workers must return to work as soon as possible
- Their seniority will not be affected by the break in service
- Wages will be significantly higher than pay scales in force when the dispute began

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,00	0,10	0,25	0,10	0,04	0,06
1-4	0,01	0,01	0,02	0,00	0,12	0,14	0,02	0,04
5-24	0,02	0,01	0,04	0,04	0,02	0,04	0,03	0,02
25-44	0,02	0,05	0,06	0,09	0,17	0,13	0,06	0,08
45-64	0,23	0,19	0,44	0,37	0,36	0,36	0,34	0,25
65+	1,25	1,09	1,07	1,83	1,57	1,10	0,73	0,56
ALL	0,13	0,15	0,11	0,12	0,15	0,14	0,10	0,08
NO.	276	303	38	42	169	165	203	130

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	23,16	22,23						
1-4	0,04	0,00						
5-24								
25-44								
45-64								
65+								
ALL	0,55	0,67						
NO.	1143	1075						

• No worker will be dismissed at a later stage "under the slightest pretext"

Union Secretary Mr Theron asked why Fattis and Monis had decided to bypass the union if what they were offering the workers exceeded union demands.

"The origin of the dispute was that Fattis and Monis refused to recognise the union and tried to bully and bribe workers into returning to work behind our backs," Mr Theron said

He said these methods had failed and that attempts to offer them their jobs back through the Press and by letter would also fail

The dispute began in April when five workers were made redundant. Then 83 employees went on strike in support of the five. After being asked to return to work they were dismissed

Since then more than 30 of the 88 workers have returned to work

HONEY CAKE

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- 1/2 cup sugar
- 1/4 t salt
- 1/2 cup milk

Sift dry ingredients. Butter until melted. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1 1/2 tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

- 4 eggs
- 1/4 lb sugar
- 1/4 lb ground almonds (or hazelnuts)
- 1/4 t baking powder
- 1/4 T flour
- 1/4 grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°F for 1/2 hour. Serve with whipped cream.

Margaret

Pasta

Workers' dispute
 Argus 8/11/79
 near end
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Chill in a large bowl. Before cream and sprinkle with chopped if it is too thick.

Argus Correspondent

JOHANNESBURG. — The dispute between Fattis and Momi and the Food and Canning Workers' Union is likely to be settled today, a spokesman for the company said this afternoon.

The terms of the settlement — as agreed upon in principle round the negotiating table at our Bellville factory on Tuesday — are very favourable to us, he said

Both parties are now in the process of overcoming minor technical problems which we are confident will be sorted out soon

The statement follows half a year of strife which erupted after the retrenchment of five workers who had played a leading role in a petition for higher pay at the Bellville factory.

DISMISSED

Ten workers were dismissed afterwards and a strike by another 73 led to their dismissal as well.

The expected settlement would end South Africa's first major consumer boycott arising from a labour dispute.

It would also result in the re-employment of 56 workers who are reported to have resisted offers of re-employment before a settlement of the dispute with the union.

- 1 onion studded with 8 cloves
- 2 carrots, chopped
- 2 1/2 litres water
- salt & pepper to taste

Wash beans, cover with water, bring to boil. Boil for 2 minutes. Remove from heat and soak for 1 hour. Bring to boil again, add rest of ingredients. Simmer till beans are tender. Cool. Remove meat and 1 cup beans. Purée remaining soup in blender. Heat slowly. Put a few reserved beans in each serving bowl. Sprinkle with Worcester sauce. Cover with soup. Garnish with cream and crumbled bacon or croûtons.

PRESERVED BRINJALS

- brinjals
- white vinegar
- olive oil
- garlic
- fresh marjoram

Peel brinjals and cut into Julienne strips. Put into enamelled pot and cover with white vinegar and bring to the boil. Cook for as short a time as

Sue J

GENERAL

Worker sureties could end boycott

Own Correspondent
 CAPE TOWN — If Fattis and Monis reinstated — with guarantees for the 56 sacked workers at the firm's Bellville plant, there was a possibility of the boycott against Fattis and Monis being called off, Mr K Allie, general secretary of the Western Cape Traders' Association, said on Monday night.

Mr Allie said the WCTA was eager to have the workers, the prime issue in the six-month labour dispute, return to work, but not without a guarantee that certain provisions were met. These include:

- No-one would be victimised
- Workers would be reinstated in the positions they held previously and not in subsidiary positions, like working at the Good Hope Bakery "where employees are hired and fired at the drop of a hat"
- A basic wage of R40 per week would be paid
- A further issue to receive consideration would be the stance by Mr Peter Moni, a director of the firm, in trying to "by-pass" the Food and Canning Workers' Union, representing the workers
- Mr Moni was trying to make a scapegoat of Mr Jan Theron, general secretary of the F.C.W.A. Mr Allie said
- The WCTA believe the workers should adopt a "one step backward, two steps forward" attitude
- "They can do this by consolidating their power and forming a union, which has been made possible by the recent Government announcement. In any way the firm will be forced to recognise them," Mr Allie said.

processes is essential; and the division will have to be more fine tuned. Public decisions can be made.

Methods of evaluation... where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data.

there will also be differences of judgement which cannot be differentiated. the analysis; and in the intuitive are now taken with no further analysis ve a way of systematically valuing the render them comparable to one another. ng Objectives

The following method for guiding the choice of priorities has been described by John Bryant. It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
Large & poorly spaced families	++++	++++	+++	++	96
Inadequate antenatal & obstetric care	++++	++	++	+++	48
Malnutrition	+++	+++	++	++	36
Need for medical care	++	++	++++	++	32
Specific diseases:					
V.D.	++	++	++	++	16
Dental problems	+++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	+++	+	+	-	0
Yaws *	-	++	+++	+++	0

* Added to test scoring method

Strikers (152) may return to work

By RICHARD WICKSTEED

THE 56 Fattis and Monis workers, now entering their seventh month on strike, may be back at work within the next few days — with all their demands met by management

This became apparent after nine hours of intensive negotiations on Tuesday between the Food and Canning Workers Union, which represents the strikers, and the Fattis management

These surprise negotiations — which followed a seemingly irreparable breakdown at the weekend — will almost certainly result in a settlement announcement today or tomorrow according to an intermediary in the negotiations Mr Alan Potash

Mr Potash told the Cape Times last night there was 'a very strong possibility that a signed settlement will be reached by the end of the week'

Fattis and Monis summarily broke off negotiations with the FCWU last Sunday, and announced a decision to bypass the union and approach the strikers individually this week with offers of re-employment

The reason given by Fattis was that 'two striking workers' told them the FCWU was attempting to prolong negotiations This was denied by the FCWU

The strikers responded on Monday by calling a meeting which 'unanimously rejected' the Fattis offer and stated the only acceptable settlement would be one negotiated and signed by their union

At that stage, it seemed inevitable the dispute would again drag out interminably, but both the FCWU and Fattis announced their willingness to meet again to discuss the issue

On Tuesday, Mr Jan Theron and Mr Oscar Mpetha of the FCWU and two strikers met Mr Peter Moni, a Fattis director, Mr A Terblanche, general manager of Fattis' Bellville factory and the pasta firm's public relations consultant, Mr P Taylor

Two intermediaries, one appointed by the FCWU, were also present at the meeting

Most major differences between the two parties over settlement terms were ironed out and Mr Moni flew to Johannesburg yesterday morning to present the draft agreement to his board of directors

A few relatively minor details remain the final hurdles to a settlement

Fattis and Monis this week expressed a desire to improve labour relations on the factory floor and said they had learned much from the experience of the strike

A settlement favourable to the strikers will boost the FCWU's credibility amongst its 10 000 members and help offset the debilitating costs incurred by paying R1 000 a week in strike wages since April

Mr Potash said 'the proposed settlement, with one or two minor amendments, should satisfy everyone'

Boycott organizers are on record as saying a settlement between the strikers' union and Fattis management will ensure the termination of the national boycott of Fattis' products

Fattis details

agreement: tomorrow

11/1/79 Slot

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DETAILS of the agreement reached between Fattis and Monis and the Food and Canning Workers' Union are expected to be released at a Press conference in Cape Town tomorrow

The general secretary of the union, Mr Jan Theron, said yesterday both parties had agreed to keep silent on the details of the agreement

"We will make further comment, after consulting the organisations which supported us, at the Press conference," he said

The seven-month-old labour dispute which resulted in a "significant" boycott by blacks of the company's products, was amicably settled on Thursday

In the agreement work-

ed out, the 58 workers who were fired in May after striking in sympathy with the dismissal of fellow workers, are to be re-employed in the group's Bellville factory

In a joint statement, the management of Fattis and Monis and the FCWU said they had reached an agreement after negotiations were resumed on Tuesday.

A director of Fattis and Monis, Mr Peter Moni, said the terms agreed on were almost identical to the terms which the firm offered directly to the affected workers this week

Mr Kassiem Allie, general secretary of the Western Cape Traders' Association which was one of the first organisations to come out in support of the strikers, said

his organisation would call off the boycott as soon as it had studied the agreement

"We are very pleased an agreement has been reached because it shows that the black consumer has a significant weapon, which if wisely used, could correct many of the injustices in our society," he said

Mr Hassan Howa, president of the South African Council of Sport, said he would call off the boycott as soon as he had been satisfied that a satisfactory agreement had been reached

"The Fattis and Monis issue has made black people realise this economic power and I'm sure it is a weapon that will be used in the future," he said. — SUNDAY POST Correspondent

45-44	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		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	72,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	1848	13062

(137)
(151)
17/11/79

MONIS & FATTIS End in sight

As the *FM* went to press, a settlement of the Monis & Fattis labour dispute was imminent. The dispute has lasted more than six months and sparked off a consumer boycott against the firm.

Earlier this week, management and representatives of the Food and Canning Workers' Union met to hammer out a draft settlement. While a number of details still have to be finalised, management is due to sign at week's end.

Full details of the settlement are not yet available, but the *FM* understands that Fattis has agreed to take back all workers who left as a result of the dispute at the same pay they were getting before the dispute began in April. This includes the five workers whose dismissal the dispute sparked off.

The possibility of a settlement comes after Fattis broke off negotiations with the union at the weekend and said it was attempting to settle with individual workers, thus by-passing the union. But the efforts of SA Council of Churches intermediaries brought the two parties back to the negotiating table.

Pressure for a settlement may also have been increased by the fact that Fattis' statement breaking off negotia-

tions provoked pledges from boycott groups to re-double their efforts. Other groups also reacted — the three shop workers unions issued a statement this week saying that their members were becoming increasingly angry at the deadlock and calling on supermarkets to reconsider stocking Fattis products.

While last-minute hitches before the signing of the agreement are still possible, the settlement talks appear to have been successful.

It has become increasingly clear that the boycott of Fattis products has had a considerable effect, particularly in some Cape Peninsula areas. At the same time, Fattis workers are living on subsistence allowances from the union and are keen to return to work. Hence both sides' willingness to settle.

Workers hail Fattis settlement

By RICHARD WICKSTEED

THE 56 Fattis and Monis strikers last night chanted "Amandla awethu" (the power is ours) at a press conference called by the Food and Canning Workers' Union to announce details of the strike settlement.

At the Bellville press conference the strikers said they were satisfied with the settlement terms, but would only be happy once the terms were implemented.

With one exception the organizers of the boycott of Fattis' products in support of the strikers said they would lift the boycott once the union told them that all settlement terms had been implemented.

The Western Cape Traders' Association said it would lift the boycott immediately, but would reimpose it if the settlement terms were not met.

Announcing the settlement terms, Mr Jan Theron, general secretary of the FCWU, said the settlement was a victory for the workers and the union.

"It is also a victory for workers everywhere, and for the organizations who were prepared to support the workers' cause.

"It was a victory at a tremendous price. The workers had to undergo great hardship. The cost of supporting the workers exceeds R30 000.

"Fattis too had its price to pay. But it was a price they chose to pay through their refusal to negotiate with the union, and their refusal to recognize that the workers had chosen to belong to the union."

Mr Theron said although FCWU had been forced by law to separate into two different unions — the FCWU and the

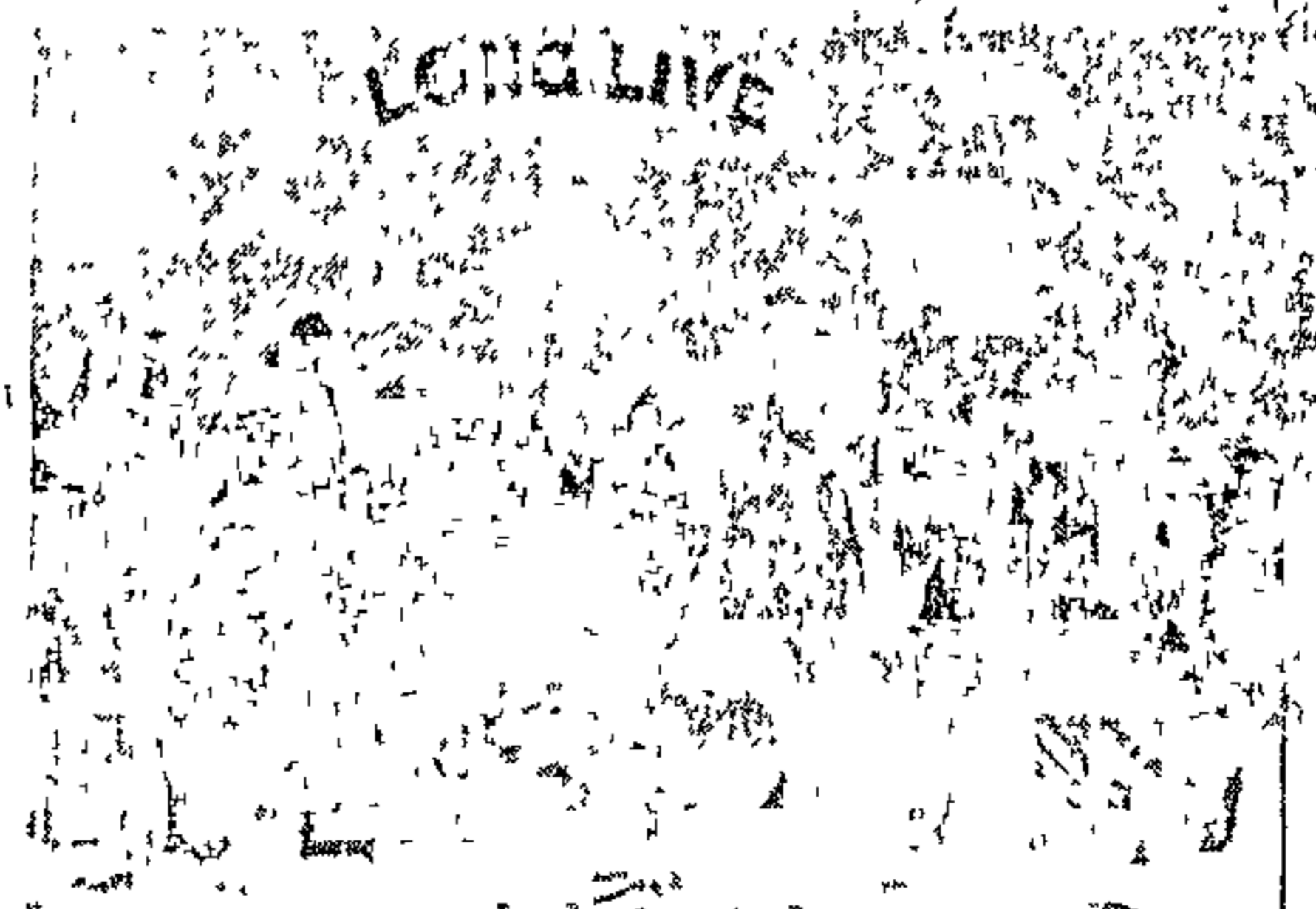
African FCWU — the unions, "one and the same", had won the victory together.

'Historic victory'

Mr Dave Lewis, an organizer for the General Workers' Union, which supported the boycott, said the settlement was "the most important labour victory ever won in the history of South Africa".

Mr Theron listed the full settlement terms, announced for the first time last night. The terms are:

- All the strikers will be re-employed at Fattis' Bellville factory in two batches during the next fortnight. The first batch start work tomorrow.
- Fattis will try to place the strikers in their original jobs as soon as possible.
- Strikers will start at the same wages as before the dispute, but wages will be brought into line with any raises received by other workers within one month.
- Fattis will seek the renewal of the contract workers' documents within the next two months.
- Fattis will provide contract workers with a bus to the Ciskei for two weeks over Christmas to enable them to see their families.
- The strike period will not be regarded as broken service, the strikers' seniority will not be affected, and they will receive annual bonuses as if they had not been on strike.
- No strikers will be fired for one year, except for theft or drunkenness.
- The union will not press wage demands during the next year.



"A total victory" declare the Fattis strikers at a press conference in Bellville last night.

C.T. 9/11/79 (152)

Strike at

Fattis is over

By RICHARD WICKSTEED

THE FATTIS and Monis strike ended last night — seven months after 88 workers went on strike in support of five workers who were “unfairly dismissed”.

vice

- Wages will be significantly higher than pay scales in force at the start of the strike
- No workers will be dismissed at a later stage

Mr Jan Theron, confirming the settlement on behalf of the FCWU, said “We will make further comments after consulting with the organizations which supported us at a press conference next week.”

Mr Hassan Howa, head of one of the largest organizations supporting the boycott, the South African Council of Sport, said last night he had not yet seen the agreement.

“But if it satisfies all the parties concerned, we will lift the boycott immediately.”

agreement with Fattis and Monis in Cape Town last night and that the settlement was to be signed by the company in Johannesburg today.

The organizers of South Africa's first major consumer boycott — the national boycott of Fattis products — said last night they would halt their campaign immediately after studying the agreement and satisfying themselves that it was acceptable to the strikers and the FCWU.

In accordance with a joint statement released by the Fattis management and the FCWU in Johannesburg last night, the strikers will be re-employed in the Bellville South factory next week.

The 56 remaining strikers, who have existed on R15 a week strike-pay since April 25 this year and were backed by an unprecedented consumer boycott of their employers' products, will return to work next week in terms of a settlement announced last night.

The strikers' Food and Canning Workers Union and the pasta firm's management announced a formal settlement to the dispute early last night, bringing to an end one of the longest and most significant strikes in recent South African labour relations.

The general secretary of the FCWU, Mr Jan Theron, con-

The surprise settlement comes after a seemingly irreparable breakdown in negotiations between the two parties last weekend, when Fattis bypassed the FCWU, announced a summary curtailment of talks and offered the strikers immediate re-employment on favourable terms.

The strikers rejected this offer at a meeting on Monday, saying they would only return to work once a settlement arrived at and signed by their union had been reached.

A South African Council of Churches representative and two intermediaries in negotiations intervened on Tuesday, bringing Fattis and the FCWU together for further talks. These talks resulted in the settlement, which was finalized last night after minor points of difference had been overcome.

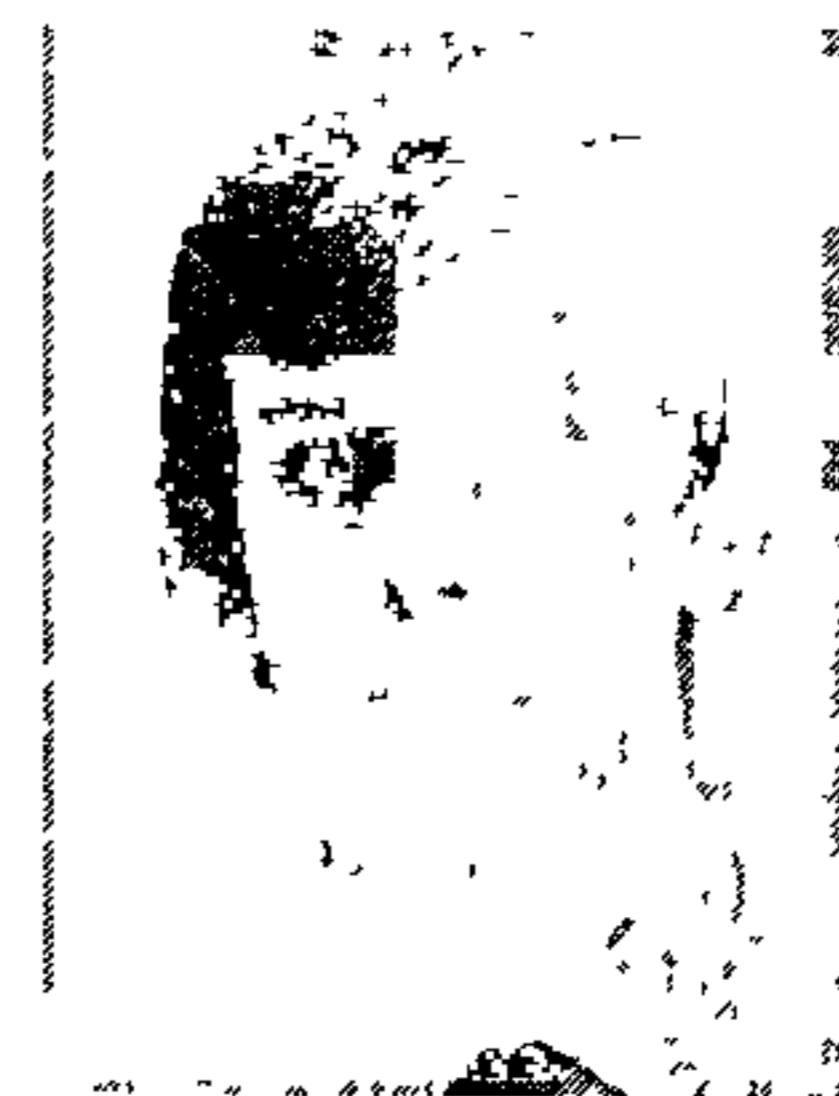
The joint statement issued last night quotes a Fattis director, Mr Peter Moni, as expressing “satisfaction” at the settlement terms.

“They are almost identical to the terms which we were offering directly to the workers and which were listed in the press this week.”

These terms were

- Workers must return to work as soon as possible

- Their seniority will not be affected



Mr Jan Theron “We will consult the organizations”

firmed yesterday that the union

Fattis strike: 56 workers to get lower wages

Staff Reporters

THE Fattis and Monis strike settlement reached last week did not represent "a total capitulation by the company", a Fattis director, Mr Peter Moni, said yesterday.

Some details of the settlement were disclosed by Mr Moni, who claimed that the Food and Canning Workers' Union had broken an agreement not to release details of the settlement till Thursday.

When the agreement to end the strike was reached on Thursday, 56 workers were still supporting the strike. The strike was backed by a nationwide consumer boycott of Fattis and Monis products.

"We settled with the union on Thursday last week and agreed to keep quiet until Thursday this week.

Press conference

"But Mr Jan Theron (general secretary of the FCWU) has called a press conference (for today) at which he is going to reveal these terms," Mr Moni said.

As the FCWU were holding a premature press conference, he said he could see no reason why his company had to keep to the agreement.

Mr Theron yesterday said no agreement on this had been made.

"Unlike Fattis and Monis, we are going to release the full terms of the settlement at the press conference, not just half-truths about some terms which Mr Moni considers favourable to his company."

"However, we are not interested in a press wrangle with Moni. We are only concerned that Fattis and Monis implement the settlement as agreed on," he said.

Mr Moni said: "The union and the supporters of the boycott have claimed that the settlement was a total capitulation by the company."

"We just want to point out that the terms of our re-employing those 56 workers are not unconditional."

"They are not coming back

as if they haven't left the company."

According to Mr Moni the terms of the settlement included:

- The 56 workers would come back at lower wages than the other workers. Their wages would be 14 percent lower.

- The union would not press for wage or other demands for one year.

- The workers would not all return at once. Half would return on Wednesday this week, and the other half on Wednesday next week.

- The management would undertake to assist workers who were employed in place of the striking workers to find other employment or to employ them in the Cape Town factory.

- The striking workers would not necessarily be re-employed in their former positions. They could be given different jobs.

- The union would actively assist in stopping the boycott of Fattis and Monis products by writing to organizations and groups which had supported the boycott.

Boycott

Mr Moni conceded that the national consumer boycott of Fattis and Monis products had cost the company money.

He would not say by how much the boycott had cut Fattis and Monis profits. The company sales had not gone down, they had in fact increased. But this was due to the opening of new markets, he said.

"If there had been no boycott our profits would have been higher," he said.

"We had a problem with bread sales. About 10 percent of black traders refused to sell our bread. We did lose money in terms of the sale of bread in the townships."

Mr Moni said his company's board of directors was "very concerned" about the plight of the workers who had "filled the gaps" caused by the strike.

"We are going to assist them to find jobs elsewhere or else we are going to fit them into the Cape factory," he said.

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Fattis dispute is settled

THE seven-month-old Fattis and Monis labour dispute which resulted in a boycott by black consumers of the company's products, was amicably settled yesterday.

In terms of the agreement, the 56 workers will return to work next week for significantly higher wages, and will retain their seniority at the pasta firm's Bellville South factory.

The separate offers to the workers almost wrecked the chances of a settlement when the FCWU accused the company of trying to bypass it by settling with the workers 'behind our backs'.

The general secretary of the union, Mr Jan Theron, confirmed that an agreement had been reached. He said both parties had agreed not to disclose details until next week.

A widespread boycott of the company's products followed in support of the striking workers. It involved student and political organisations, major trade associations and sports organisations, including the South African Council of Sports (Sacos).

The writers wish to thank the Board of the Colonial Mutual Life Assurance Society for their generous financial assistance.

with selected major categories of disease. Clearly, this is an entirely hypothetical 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 the

Fattis boycott on until deal is implemented

August 13/11/79. (152)

MOST organisations will continue the Fattis and Monis boycott until all the terms of the agreement, reached last week after a seven-month strike, have been implemented.

This was announced yesterday when the terms of the settlement were outlined by Mr Jan Theron, general secretary of the Food and Canning Workers Union, who represented the 56 striking workers during negotiations with the Bellville South pasta firm.

Mr Cassiem Allie, the general secretary of the Western Cape Traders Association, said, however, that his organisation would call off the boycott immediately because it found an amicable settlement had been reached.

The union had undertaken not to press for new wage demands for a period of a year.

Mr Hassan Howa, president of the South African Council of Sports said his organisation would call off the boycott only if it were satisfied that the terms of the agreement had been implemented.

The terms of the agreement include:

- All 56 workers would be re-employed at the Bellville factory with half starting work tomorrow and the others a week later.

- The workers would not necessarily take up the same jobs they had prior to the strike but the management had undertaken to place them in their previous jobs as soon as possible

- They would start at the same wages they were earning before the dispute.

- The company would seek the renewal of the contracts of the migrant workers, all which had expired, within a period of two months

- Special arrangements had been made for the migrant workers to return to their homes in the Ciskei for a period of two weeks over the Christmas period

- The period the workers were on strike would not be regarded as broken service.

- The company had undertaken not to dismiss any of the 56 workers for a year unless for drunkenness or stealing.

MIGRANT

He said he was not 'completely happy' with the agreement because it did not provide adequate protection to the migrant workers among the strikers.

Sacos will only call off the boycott if and when the contracts of the migrant workers have been renewed for another year.

'I'm sure Fattis and Monis can ensure this because they've had no problems in the past in doing so,' he said

Mr Thomas Mandla, a representative of the National African Chamber of Commerce, said his organisation would continue with the boycott until all the terms of the agreement are fully implemented because Fattis and Monis had been 'very inconsistent' in keeping promises.

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F and M boycott to continue until

FATTIS AND MONIS must renew the contracts of the strikers from the Ciskei before the boycott of the company's products is completely called off.

The boycott was called in April in sympathy with the 88 workers who went on strike at the Bellville plant of the company.

A settlement has now been reached between the company and the unregistered African Food and Canning Workers' Union and the registered Food and Canning Workers' Union.

The Western Cape Traders Association, which initiated the boycott, has called it off.

Other bodies, on the other hand, are not calling it off until the contracts of the workers from the Ciskei are renewed.

Mr Hassan Howa, president of the South African Council of Sport (Sacos), yesterday told POST that the boycott is not being called off until all the terms of the agreement between the workers and the company have been implemented. "The contracts of 55 of the workers from the Cis-

BY JOE THLOLOE

contracts renewed

ern Cape African Chamber of Commerce

A spokesman for the Western Cape Traders Association said that his association has satisfied itself that an agreement had been amicably reached between the unions and the company.

"We have now told our members they can restock and sell the products of the company. If the company does not implement any of the terms of the agreement, we can always re-impose the boycott."

He said that his association had donated R1 000 to the strikers and food.

The terms of the agreement between the company and the unions are:

- They must get the same wages they were earning before the dispute and where there have been increments, they should also get these within a month.
- The contracts of the migrant workers should be renewed within two months.
- The company must provide buses for these to visit the Ciskei for two weeks during December.
- The time when the workers were on strike shall not be regarded as broken service and the strike should not affect their bonuses.
- The strikers shall not be dismissed for a year unless an offence has been committed and the worker has been given reasonable warning.

The union has to be notified too.

● The unions, on the other hand, are not to press wage demands for a year.

Mr Jan Theron, secretary of the unions, said this was a tremendous victory for the workers at Fattis and Monis and for other workers in general.

"We are grateful for the tremendous public support they supported us because we took a stand as workers and significantly at a time when the new labour laws are creating permanent divisions within the labour movement."

On Wednesday, 28 of the 56 workers still on strike returned to work. The rest start next Wednesday with all the terms of the agreement."



Mr Hassan Howa... boycott continues until the company complies with all the terms of the agreement."

indicated by the micromammalian evidence which can be used to show not only gross climatic differences between areas but also variation in the extent of those differences over a period of time. This is suggested by changes in the parameters of different populations of the same species. There is evidence

unattainable. In relative terms, however, it is... some useful information. For the purposes of the exercise the micromammalian interpretation could be taken as a datum. At this point it should perhaps be mentioned that the micromammalian evidence allows an interpretation of

very reason to believe that blacks as travellers have arrived " JUPF /o. 61

ss. 420 In similar vein, Pam Newman, director of The Original Holiday Club, says travel catching on with blacks. Out of her 45 0 000 multiracial members, 1 000 are black. Newman argues that, over the past few years, blacks have seen an "increase in earning power and the disposable income and their disposal" Accordingly, the enjoyment of travel is on the upswing

Maluleka arranges individual or group package tours locally, or for any country in Africa His feeling is that blacks are gradually becoming sophisticated travellers Accordingly "We must be thorough in what we are doing"

Mauritius, Swaziland and Lesotho are favourites among blacks "Blacks prefer the neighbouring territories, probably because they are cheaper," Newman says (b) "and because of our low rates," which was dissolved for the reason that it more than one company was dissolved companies;

- (c) the date of his appointment as director
- (d) the date of dissolution of the company

(2) The liquidator shall, within fourteen days to in section 419 (1), send to the Registrar on a copy of each director of the company who was a director before the commencement of the winding-up, the (a) to (d) of this section, together with a statement was the effective cause of the company being unable

(3) The Registrar shall, under cover of a prescribed form, send to each director a copy of the particulars furnished under subsection (2) in respect of that director, and where the liquidator has in a statement furnished under the said subsection expressed any opinion as to which director was the effective cause of the company being unable to pay its debts, the Registrar shall at the same time send a copy of such statement to the director named therein

(4) A director may, within one month of the date of the form referred to in subsection (3), object, by affidavit or otherwise, to his name being entered in the register referred to in subsection (1).

(5) If after considering the objections made by or on behalf of a director or if a director fails to object and the Registrar is of opinion that the name of the director should be entered in the register, he shall inform such director accordingly.

(6) The Registrar shall, on the expiration of one month after the date of his decision under subsection (5) or, if an application under subsection (7) is then pending, after the application has been disposed of and the Court has not ordered otherwise, enter the name of the director in the register

(7) Any person aggrieved by the decision of the Registrar to make an entry or not to make an entry in the register, shall be entitled, within one month of the date of such decision, to apply to the Court for relief, and the Court shall have power to consider the merits of the matter, to receive further evidence and to make any order it deems fit.

(8) Any liquidator who fails to comply with the provisions of subsection (2), shall be guilty of an offence

(9) The provisions of section 9 as to the inspection of documents kept by the Registrar and extracts therefrom certified by the Registrar shall *mutatis mutandis* apply to the register to be maintained by him under this section.

The curtain has dropped on the seven-month Monis & Fattis labour dispute. And the settlement, with its lessons for both management and workers, could mark a turning point in labour relations in SA

Both Fattis workers and unregistered unions regard the settlement as a victory — indeed, the Western Province General Workers' Union has described it as "the biggest worker victory in years"

Never before have workers stayed out for so long, they argue, adding that the cooperation between coloured and African workers "adds a new dimension to worker unity"

Significantly, FCWU general secretary Jan Theron argues that the settlement is not just a victory for Fattis workers, but "it is also a victory for workers everywhere, and for the organisations who were prepared to support the workers' cause". Efforts to organise Western Cape workers are likely to be stepped up as a result of the settlement

Boycott groups have also claimed victory, arguing that the settlement proved that consumer boycotts can work

Fattis' Peter Moni replies that the boycott had little effect "We had a record month in September" He concedes that bread sales in some African areas dropped

Financial Mail November 16 1979

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the differences in the underlying structure of the population. The population pyramids of the various groups were pictured in Part I with the exception of the urban Africans, which appears in Fig. 2. This population shows an excess of healthy working males and lack of elderly persons as a result of the migratory labour situation.

The standardised mortality rate provides a single figure for the mortality experience of a population which can only be fully expressed in terms of a series of age specific death rates. The SMR is calculated by multiplying all the age specific mortality rates in the observed population by the corresponding numbers in the standard population, adding the number of deaths so obtained and dividing the total standard population. While

Fattis strikers return to work

CAPE TOWN — The Fattis and Monis strike ended yesterday when 28 of the 56 strikers returned to the Bellville factory to be welcomed by the general manager, Mr Anthony Terblanche.

"Bygones are bygones and we look forward to working in co-operation with you," Mr Terblanche told the first returning workers. The other 28 will start on Wednesday.

In a statement released yesterday morning, Mr Terblanche said "No reasonable grounds exist for continuing the boycott and I trust the organisers will end it quickly."

"I am glad an agreement has been concluded satisfactorily to all parties involved and I want to assure the returning workers that they will find no cause to be unhappy with the conditions of their re-employment."

Most returning workers will be immediately reinstated into the jobs they held at the time of the dispute.

Mr Terblanche said the boycott and related actions in support of the striking workers had clouded the original issues behind the dispute. No element of political activity should remain, "which is neither to the advantage of our workers nor of the business community in general," he said.

Causes of Death.

Mortality Rates.

Life. Calculated for 1970, the last census year. Mortality Risks. This is the mortality experience of a population under the hypothetical conditions which would exist if a cause of death were eliminated. It gives an indication of the effect of that cause on the expectation of life.

Age rates involves a knowledge of the base population age structure. No official estimates of this are available for the 1970 population.

For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.

Infant mortality rates are summarised in Fig. 3. Once again, difficulty is experienced in obtaining data for Africans. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for their urban areas. These show considerable variation. (See also ref.15). A mean figure and the range are given in Fig. 2. These *de facto* figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

(Personal Communication). At least 50 000 cases in 1970 were registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates. Two standard populations were used:
2. Standardised Mortality Rates. England and Wales representing a developed population and Mexico 1960 for a developing one.
3. Age and Cause Specific Death Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1.

The interpretation of these figures is confounded by the differences in

Committee of Ten is holding a two-day conference. The boycott committee hopes that the bodies will help to push the boycott — which both have endorsed — at these meetings.

Meanwhile, moves to secure a settlement (initiated by the SA Council of Churches) continue. Both sides are scheduled to appoint intermediaries who will attempt to arrange a meeting between management and the union.

The union says it is eager to negotiate a settlement, but alleges that Fattis workers who are staying away from the company and who live in Fattis housing were raided by the authorities at 3am recently. The union says it was told by local administration board officials that Fattis had requested the raids, but, in response to a union enquiry, Fattis director Peter Monis has denied this. No further action against these workers has been taken.

The population pyramids of exception of the lation shows an excess as a result of the

ure for the mortality pressed in terms of a ulated by multiplying population by the ing the number of ulation. While e observed population, e weighting given to e an underdeveloped infant deaths and little d standard population ranking of the mortality between the observed groups. There is no 'true' , damned lies,

again, difficulty statistics for The various med- lity rates for (See also ref.15). de facto figures often brought to the n in the rural m and Transkei t mortality was e completely rural world devoid of mortality rates of

FATTIS DISPUTE Spreading?

While attempts to boycott Fattis and Monis products in the Transvaal have met with some success in coloured and Indian areas, they have made little headway in Soweto. Now the FM learns that pamphlets urging a boycott (the result of the protracted labour dispute between the company and members of the Food and Canning Workers Union) have begun making their appearance in the township.

In addition, a spokesman for the boycott committee says that moves are afoot to have both Inkatha's Chief Gatsha Buthelezi and the Committee of Ten's Nthato Motlana urge a boycott in speeches they are scheduled to deliver in Soweto this weekend.

Buthelezi is to deliver a report-back address to a mass rally in Soweto, and the

Financial Mail September 21 1979

rural areas or cause of deaths' according to the Bantu Reference Bureau (Personal Communication). At least 50 000 deaths among Africans were not registered. These occur mainly in the rural areas. It is estimated that about 10% of the deaths in the main urban districts are not registered for Africans.

METHODS

The following indices were calculated:

1. Crude Mortality Rates.
2. Standardised Mortality Rates. Two standard populations were used: England and Wales representing a developed population and Mexico 1960 for a developing one.
3. Age and Cause Specific Death Rates. Calculated mainly in five year age groups for the seventeen major divisions of the eighth revision of the International Classification of Diseases (ICD).
4. Proportions of Causes of Death.
5. Infant Mortality Rates.
6. Expectation of Life. Calculated for 1970, the last census year.
7. Competing Mortality Risks.⁸ This is the mortality experience of a population under the hypothetical conditions which would exist if a particular cause of death were eliminated. It gives an indication of the relative effect of that cause on the expectation of life.

The calculation of rates involves a knowledge of the base population age specific population. No official estimates of this are available for inter-censal years. For whites, Asians and 'coloureds', the 1970 population has been projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution¹⁰ by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.¹¹

CONCLUSION

There are a number of implications which derive from this case study and which it may be useful to outline as a basis for further discussion. The fullness of what might be called the as propounded in the recommendator Wartenstein conference (Bishop and sequently applied to a number of s (most notably in Sampson 1974). fact not explicitly stated in the and Clark 1967 : 892-4) but seems aim of grouping together Archaeolo successively higher levels of abst Industries and Industrial Complexes was suggested for doing this, it h in applying the recommendations to into phases, industries or industr. explicit statement to this effect : (1974 : 6).

Since it is presumed that the abstractions is "to say something significant and objective about the progress of human biological and cultural evolution", (Inskip 1967 : 571) and in particular about the sorts of technological groupings (traditions) to which people may have belonged, the 'similarity principle' is clearly inadequate. As long ago as 1939 it was pointed out that hunter-gatherer communities may make and discard quite

different artefact assemblages during their annual cycle (Thomson 1939) and this has become a keystone in 'functional interpretations of inter-assemblage variability (most explicitly reflected in Binford L.R. 1972 : 264). The data asserbled

Unionist's call to students

Cape Times 24/9/79
152

Staff Reporter

The Fattis and Monis walkout had become a symbol of the conflict between privileged employers and oppressed workers in South Africa, a meeting to mark the fifth month of the labour dispute was told in Grassy Park yesterday.

Addressing about 200 people, a representative of the General Workers' Union called on students to "unite with workers to fight against oppressive laws"

"How long can we remain silent and oppressed? United we have power. We have been intimidated in all respects, but it is time for people who are being educated to join the workers' struggle," he said.

The speaker, who, with several others, asked that his name not be published, said students should give support to the Fattis and Monis workers, who had "stood in solidarity for the past five months even though they are starving and their children are dying"

He said the newspapers had failed to highlight the principle behind the walkout, which was "a symbol of unified resistance to oppression"

The meeting was organized by the Inter-School Magazine League, which has representatives in most of the Peninsula's coloured schools

la's coloured schools

A Fattis and Monis worker who said he had also been involved in the dispute said black workers there had walked out "in solidarity with our coloured brothers"

The dispute began when Fattis and Monis dismissed five coloured workers, after which 88 other workers walked out in sympathy with them

"I thank my coloured brothers and sisters, who showed their solidarity by giving us accommodation after we were bulldozed out of Modderdam, Werkgenot and Unibel. We have shown our solidarity by supporting them now," he said.

Another former Fattis and Monis worker appealed to all workers in Cape Town to join unions for their protection. He thanked the Food and Canning Workers' Union - which is giving financial support to those who walked out - for standing with them in their "struggle"

All the speakers appealed for the boycott of Fattis and Monis products to be more strictly implemented

Mr Hassan Howa of the South African Council of Sport told the meeting that the initiative for change must come from students"

(or more) another. For example, Sampson in describing an assemblage from the Giants Castle Shelter in the Natal Drakensberg notes that "The industry, although containing several hollow and strangulated scraper forms found in the Smithfield N Sites, clearly has far more in common with the Smithfield B-C complex to the north" (Sampson 1974 : 395).

Star 13/8/79

Support pledged for boycott of Fattis products

152

Several Transvaal organisations have pledged active support for the boycott of Fattis and Monis products in what has now become a country-wide campaign.

The boycott is aimed at supporting the reinstatement of 78 black and coloured workers who were fired after striking in April. The strike followed the dismissal of five union members whom the company claimed were retrenched. The strikers claimed however that the union was being victimised.

A rally in Johannesburg yesterday was organised to gain the committal of the organisations to the boycott. The boycott was started at the firm's Bellville South plant.

The rally was organised yesterday by the Community Action Support Committee.

A member of the committee told the meeting that the campaign was now run on a national basis and that in Cape Town and Benoni they had had overwhelming support.

Pamphlets have been printed outlining details of the dismissal of the workers and are to be widely distributed.

One of the questions raised yesterday was the possibility of the company taking legal action against any one organisation for loss of earnings due to a boycott campaign.

A spokesman for the committee said the company would have to prove direct financial loss as a result of the campaign.

Gedurende Augustus en September het die Direkteur Engeland, Ierland, Swede, Israel en Zambie besoek. Lande joernaliste, Suid-Afrikaanse diplomatenare van die Suid-Afrika-Strigting is betrokke by Suid-Afrikaanse belangbesprekings gevoer met stigtings, trustsverenigings. As gevolg van sy besoek het hy 'n toelae vir die konstruktiewe Programme van die Algemeen Diaakonaal Bureau van die kerk in Holland.

Joshoff, ere-fellow van die konstruktiewe aantal instansies, wat universiteite in Suid-Afrika insluit, en met verskeie handels-firmas in Natal, kontak 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).

en Politieke Verandering in Suid-Afrika

verslagjaar het die navorsing van die volgende behels:

NAVORSING

Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurling bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

c) Ander lede:

- Mr K. Bosman
- Professor A. Cupido
- Mr N. Daniels
- Mr Achmat Davids
- Professor R.J. Davies
- Professor J.J. Degenaar
- Mr René de Villiers
- Dr J.D. du Plessis
- Mr H.W. Middelmann
- Erw. M.T.L. Moletsane
- Professor A.D. Muller
- Sheik A. Najaar
- Mr Victor Norton
- Professor N.J.J. Olivier
- Mr L. Phillips
- Professor H.P. Pollak

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, bare vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

SA employers are 'watching' strike

Staff Reporter C. Timmer 7/8/79

THE "victory" of the dismissed Fattis and Monis workers would be a victory for all the workers of South Africa, Mr Oscar Mpetha, a veteran City trade unionist, said at the weekend.

Addressing about 70 people at a meeting in Bellville South, Mr Mpetha said employers throughout the country were closely watching the Fattis and Monis situation, in which 88 men and women went on strike after 10 colleagues were dismissed in April. The management has refused to reinstate the workers.

"It is immaterial where workers are employed. The tactics used by Fattis and Monis against their workers will be used against other workers at some stage," he said.

Mr Mpetha said black people possess the weapons of withholding their labour and their buying power. He called on schools, churches and communities, particularly in Bellville, to unite with the dismissed workers and to educate people to use their buying power correctly.

The student chaplain of the University of the Western Cape, Dr Alan Boesak, told the meeting the striking Fattis and Monis workers "have a right to our support and solidarity".

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegesprok en senior lede van die Carnegie

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Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandelings voorgelê in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus)

- Mnr H.W. Middelmann
- Eerw. M.T.L. Moletsane
- Professor A.D. Muller
- 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
- Eerw. D. Guma
- Professor A. Paul Hare
- Dr Gertrud Heydorn
- Mnr F.A. Jacobs
- Mnr H.M. Jimba
- 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
- Mev. 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-

8/18/79 (152)

Students asked to back food boycott

Students at the University of the Witwatersrand have been asked to support an intended boycott of Fattis and Monis products and extend it.

At a meeting at the university yesterday, Mr Jan Theron, general secretary of the Food and Canning Workers' Union, and one of the workers gave the reasons for the boycott and asked for public support.

The dispute started when five union members were made redundant at Fattis, Bellville plant in

April. Another 83 workers were later sacked when they struck in protest, claiming the five had been sacked because they were ringleaders in a pay dispute.

SUPPORT

The workers have claimed Fattis wants to break the union and have received some support for their boycott call.

Mr Jonathan Joffe of the Wits Projects Committee yesterday urged students to check whether restaurants use Fattis products. If after representations they did not stop using them, they should also be boycotted.

- c) Ander lede:
- Mr K Bosman
 - Professor A Cupido
 - Mr N. Daniels
 - Mr Achmat Davids
 - Professor R.J. Davies
 - Mr Victor Norton
 - Professor N.J.J. Olivier
 - Mr H.W. Middelmann
 - Eerw. M.T.L. Moletsane
 - Professor A.D. Muller
 - Sheik A. Najaar

- I.P. Pollak
- September
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- H. Steyn
- bias
- R.E. van der Ross
- J.H. van Rooyen
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- F.A.H. Wilson

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Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomaate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

Professor J.L. Boshoff, ere-fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriële firmas in Natal, kontak 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 voorleg in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Traders' association joins boycott

CT. 11/6/79
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Staff Reporter

THE 2 100 member Western Cape Traders Association and the Western Province African Chamber of Commerce has joined the boycott of Fattis and Monis products.

This follows the dismissal on April 23 of 10 workers because, it is claimed they were active members of the Food and Canning Workers Union and were trying to negotiate better conditions for Fattis and Monis workers.

Two days later 78 workers walked out in sympathy and were dismissed.

The decision by the association to join the boycott is the climax to weeks of negotiations, threats and appeals to Fattis and Monis to get the workers reinstated.

The secretary of the association Mr Kassiem Allie said yesterday they had done everything in their power to persuade Fattis and Monis to come to an amicable settlement.

Appeals

"My organization has made representations to the management of Fattis and Monis and I personally have made two appeals to them but they are not prepared to negotiate.

We have now decided to call on all our members not to stock Fattis and Monis products until the workers are reinstated.

The acting president of the Western Province African Chamber of Commerce Mr T Mandla said his organization had decided to join the boycott in sympathy with the workers who were dismissed.

The boycott was initiated at a meeting of about 500 stu-

dents of the University of the Western Cape the Hewat and Bellville Teachers Training Colleges, and the Bellville College for Advanced Technical Education.

Since then the boycott has been joined by the Labour Party the 14 000-strong Union of Teachers Association affiliates of the South African Council of Sport (Sacos), the Commercial and Allied Workers Union the University of Cape Town Students Representative Council and 17 other student bodies on the campus, and the students of several high schools including Harold Cressy Livingstone, Heathfield Grassy Park and Spes Bona.

Bakeries

Local bakeries have also come out in sympathy with the workers. The Silverleaf Bakery which has several outlets in the Peninsula has suspended all purchases of flour from Fattis and Monis.

Mr Mandla said he is scheduled today to meet a representative from the Good Hope bakery which supplies bread to Langa Nyanga and Guguletu, to discuss their joining the boycott.

"I have asked representatives from the Food and Canning Workers Union as well as some of the dismissed workers to be present at the meeting so that we can get a first-hand account of what happened."

Mr Peter Moni, a director of Fattis and Monis in Johannesburg and Mr A Terblanche the Cape Town administrative manager could not be contacted for comment yesterday.

pleased ettlements

against the latest Jewish settlement near Nablus on the West Bank said before leaving Tel Aviv yesterday. There is no question about it, we have the right to settle.

The sources said Dr Ghali also discussed measures which

The Cape Times

FRIDAY, NOVEMBER 16, 1979

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Lessons of a strike

A FEW THINGS need to be said about the strike at Fattis and Monis as former boycotters tuck into their spaghetti again and things return to normal at the factory. The most important is that the strike, and the subsequent consumer boycott in sympathy, was graphic evidence of new-found self-confidence among blacks. In different times in South Africa, people could be summarily sacked with little backlash from fellow workers or consumers. Now there is a new spirit of toughness abroad in the labour movement. Workers are quick to pounce to the defence of their fellows. Country-wide consumer boycotts can be organized in days, it appears. This is food for thought.

It is as well that all employers take note of the changed atmosphere, for this is clearly not the country's last difficult labour dispute. Port Elizabeth's current problems come to mind. Even though the black consciousness movement was decapitated by Mr Jimmy Kruger, its legacy remains: a vastly more confident and determined attitude among blacks. This can be regarded as a threat, and dealt with harshly as a threat — the end of which road is confrontation between managements and workers, and between government and governed. In the special circumstances of South Africa, where blacks enjoy no meaningful political rights, such clashes are fraught with danger for

the very fabric of society. In the Fattis case, in our opinion the management might have responded originally with greater sensitivity, for instance being prepared to deal more readily with the unions involved, including the unregistered African Food and Canning Workers' Union. The strike, which lasted nearly seven months, could have been averted or shortened. Happily, well-meaning bodies such as the SA Council of Churches were available to mediate.

It is hoped that the outcome of the strike, the reinstatement of all sacked workers in their previous jobs and certain benefits such as a bus for Christmas home leave for Ciskei workers, and the end to the boycott of Fattis products, will herald a new era in management-worker relationships at the factory, and will be useful experience for others to draw on elsewhere. The point to get is that South Africa is entering a phase in which blacks, newly-conscious of their inherent worth and economic strength, are going to use their clout — whether they have political rights or not. The most sensible way to respond is to show understanding and flexibility — fundamentally to appreciate what it is like to be black in South Africa. Dispute-solving in the right spirit is not an easy task, for employers and for workers. But it must be tackled. Then such unhappy incidents as the Fattis boycott can become instructive milestones for the future.



Clenched fist salutes and shouts of amandla" (power) were frequently seen and heard at a mass meeting in Bellville South yesterday to protest against the dismissal of coloured and African workers by Fattis and Monis

500 students support food factory boycott

By NEVILLE FRANSMAN

ALMOST 500 students of the University of the Western Cape, Bellville Teacher Training College, Bellville College for Advanced Technical Education and Hewat Teacher Training College (Crawford) pledged at a meeting yesterday to support dismissed workers of Fattis and Monis and boycott products of that firm.

The meeting, held in Bellville South, was attended by some of the dismissed coloured and black workers and

was addressed by representatives of the students and the unemployed people.

To frequent shouts of "amandla" (power) and clenched fist salutes speaker after speaker stressed the solidarity of coloured and black workers. The speeches were interspersed with singing of "freedom" songs.

One of the dismissed workers, a woman, told the mass meeting they decided to stop working when the management refused to give reasons why 10 of their coloured colleagues had been sacked on April 23.

The worker-speakers told of being threatened by Department of Labour officials and the Fattis and Monis management. The workers refuse to return to work until the 10 sacked employees are re-employed. Previously it was reported that about 80 of the 250-strong labour force were involved in the strike.

A spokesman for the factory said applications for jobs would be considered from all but the original 10 retrenched.

A director of the company in Johannesburg, Mr Peter Monis, said most of the black workers involved were contract workers from the homelands and by going on strike had broken their contracts with the Department of Labour. This could mean their forced removal to their homelands.

Involved in the dispute is the Food and Canning Workers' Union. The union spokesman, Mr Jan Theyon, recently refuted the Fattis and Monis management stance that his union took a hardline stand in negotiations for improved wages — forerunner of the April 23 dismissals.

He said the management had simply refused to negotiate with the union.

Fattis and Monis management could not be contacted last night for comment on the student decision to boycott its products or whether the company was reconsidering opening negotiations.

Workers determined to stay on strike

2 Times 16/5/79

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BY NEVILLE FRANSMAN

MR X is a 44-year-old black worker, married, with four children at school in the Cis-kel. This month he will not be able to send the regular R40 home because he is out of work — one of the 88 workers dismissed by Fattis and Monis.

However, he is determined to remain on strike till the firm's management agrees to reopen negotiations about his reinstatement and that of ten coloured colleagues who were sacked "without reason" three weeks ago.

To show his determination, he was one of the 88 who gathered in Bellville South yesterday to discuss their problems and what they refer to as the intransigence of the Fattis and Monis management. This was one of the meetings which have been held daily since the walkout on April 25.

Miss Y is a coloured woman from a country town near the city. Her take-home pay was just over R23 a week to supplement the income of the five-strong household. Her brother is the only other breadwinner and he is an apprenticed worker. She is as determined as her black colleagues from Fattis and Monis to hold out till the firm "steps down" and sits down at the negotiating table.

Supported by the Food and Canning Workers' Union, the dismissed workers have been given a full meal every day for the past three weeks and a weekly allowance of R15 each from union funds.

Union spokesmen, addressing the workers, stressed the danger that funds may run out and the race against time to get the Fattis and Monis management to the negotiating table before employee-employer relations became totally disrupted.

As reported previously, the company also faces a boycott of its products by students, schools, sports organizations and businessmen yesterday a new factor was introduced to the controversy when the Women's Movement for Peace issued a statement following a meeting with the Fattis and Monis local administrative manager, Mr A Terblanche.

He told the Women's Movement that the five workers originally dismissed had become redundant because of mechanization and reorganization, and that applications for reinstatement by the sympathy strikers were welcome and would be considered "on merit".

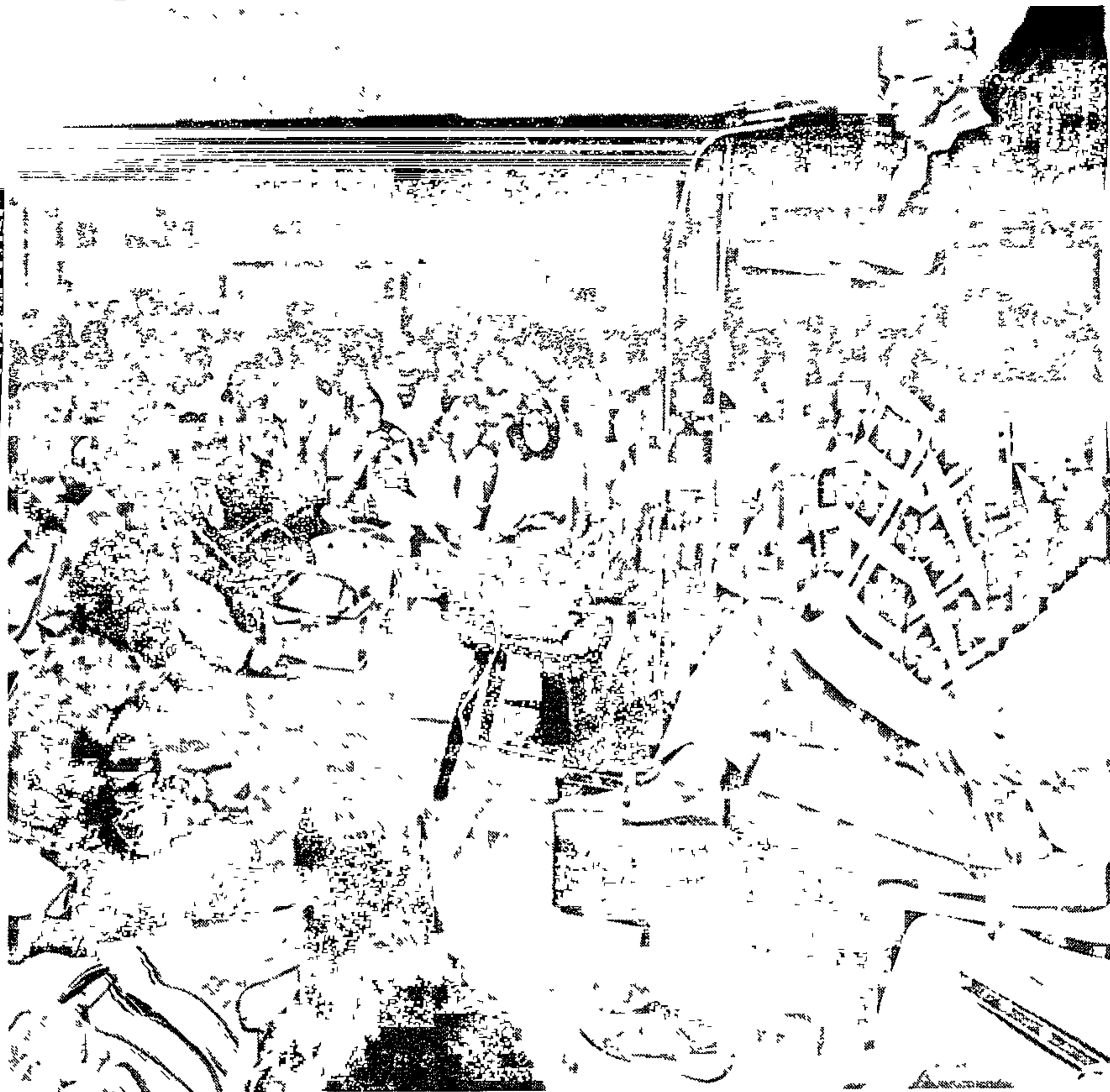
At the Bellville South meeting yesterday, the dismissed workers vociferously refuted Mr Terblanche stressing that, in their opinion, the original five were sacked after a petition had been organized to ask for increased wages (minimum at least R40 a week).

The workers said they were not informed of the "mechanization" reason and if Mr Terblanche had conveyed it, it was to a works committee which he had appointed and not one they had chosen. They emphasized that, in any case, they were not interested in negotiations through a works committee but preferred trade union representation.

With the deadlock remaining and a meeting of the top management of Fattis and Monis scheduled for tomorrow in Johannesburg, an "ad hoc committee" of University of Cape Town students has called a protest meeting for today on the campus.



Dismissed by Fattis and Monis held their daily "strike" meeting in Bellville South yesterday. The Food and Canning Workers' Union provides a full meal every day.



Students at UCT resolved to support a boycott of Fattis and Monis. Here they are addressed by Mrs Helen Joseph. Seated on the right is SRC speaker Mr Steve Bowey.

Students back boycott

By NEVILLE FRANSMAN

THE boycott of products of Fattis and Monis spread yesterday when 400 students at the University of Cape Town pledged their support for the 53 workers dismissed by that firm 24 days ago.

On April 25, 78 workers walked out in sympathy with 10 colleagues who had been dismissed. They have been on strike ever since.

Reacting swiftly to the spreading boycott — already decided upon by students of Bellville's College for Advanced Technical Education, the Bellville Teacher Training College, University of the Western Cape and Hewat Speaker Training College — spokesman for Fattis and Monis in Cape Town and Johannesburg said they were "perturbed".

The guest speaker at the mass meeting held on the UCT campus yesterday was Mrs Helen Joseph. She, however, is "listed" in terms of the Suppression of Communism Act and may not be quoted.

Interjections by two or three "conservative" dissidents indicating opposition to a boycott were drowned by prolonged applause for Mrs Joseph and Student Representative Council speaker, Mr Steve Bowey, who afterwards proposed the motion of boycott.

Mr Bowey told the students that Fattis and Monis management had turned down demands for a minimum R40 weekly wage and an eight-hour

the workers were earning below the poverty datum line. He said the strike should be seen against a backdrop of "starvation wages" and "the right of workers to organize against their exploitation".

He added that the student movement should be linked to the forces of change in South Africa. Mr Bowey read the statement of boycott to the meeting.

"We the undersigned express our displeasure at the attitude and action of the management of Fattis and Monis in regard to the dispute at their factory in Bellville South. We reject their high-handed arrogant treatment of the registered Food and Canning Workers' Union and the allied unregistered union, both of which clearly represent a substantial number of the workers involved.

"We are angered by the callous sacking of workers and the apparent victimization of union supporters. Whereas we believe that the transparent attempts to divide workers on the basis of colour has no place in South Africa, we hereby resolve to boycott all Fattis and Monis products until the management has reinstated the striking workers and is prepared to negotiate with the representatives of the striking workers.

"Fattis and Monis products to be boycotted include all products manufactured by the United Macaroni factory, and those packaged under the im-

ports of Record Flour products, Wrenchtown Bakeries, Ultra Bakeries and Good Hope Bakery products."

Students were then asked to sign the statement of boycott and give R2 each as they left the meeting to sustain the strikers and their families.

Commenting from his Johannesburg office yesterday a Fattis and Monis director, Mr Peter Moni, said "We are perturbed by the boycott idea. It is disturbing and disconcerting but there is nothing I can do until the Minister of Labour decides on a dispute filed as long ago as April 12."

Mr Moni added that he saw no purpose in negotiating with the Food and Canning Workers' Union "at this stage" because his company did not consider that union as representative of the workers.

He claimed that the present strike was unrelated to the dismissal of the original five employees as they had been retrenched "for good reasons" like mechanization and reorganization.

He could not comment on whether there were signs that the boycott was effective, but felt that a boycott would not solve the problem. It could only harden attitudes on both sides. Mr Moni expressed the wish for normalization of the situation as soon as possible — "and by that I mean the Minister of Labour and the Department of Labour telling us where we stand."

The local administrative manager of Fattis and Monis

Mr A Terblanche, also said he was "perturbed to a certain measure" but that the factory was as busy as ever. He felt that if there were to be negotiations, it should be with the industry as a whole and not just a single firm. He said that at a meeting of the National Association of Grain Milling Employers in Johannesburg today the situation would probably be discussed.

152 C. Times 17/5/79

Teachers join supporters of Fattis strikers

C. F. M. 24/5/79
Staff Reporter (152)

OPPOSITION to Fattis and Monis over their refusal to negotiate with representatives of 88 striking workers spread yesterday following a statement issued by the 14 000-strong Union of Teachers' Associations of South Africa (UTASA) calling on that firm to reinstate all the workers and "accede to their fair demands".

Mr Franklin Sonn, president of UTASA and of the Cape Teachers' Professional Association (CTPA), said "Fattis and Monis will do well to remember that the workers who have received such unfair treatment at the hands of the company are the parents of our pupils and their plight has a direct bearing on the children at our schools

"UTASA and the CTPA could therefore not stand by idly while our children are affected in this manner. The understanding that the workers must reapply for employment is not satisfactory and we call on Fattis and Monis to rethink its decision."

Asked to comment, a director of Fattis and Monis, Mr Peter Moni, speaking from Johannesburg, said he was preparing a statement "I do not really wish to say anything further at this stage, but it appears as if the whole thing has become a political issue, that we have been drawn into this and that we are the pawn in somebody's game

"I cannot comment on whether a boycott of our products is effective and we are waiting on clarity from the Department of Labour as regards the dispute."

Earlier yesterday 500 students at the University of Cape Town, in a report-back meeting, heard that the UCT Student Representative Council

had resolved officially "to express its solidarity with the striking workers and reaffirm its opposition to the apartheid system" and that it had called on the UCT refectories and the student body to boycott all Fattis and Monis products."

The boycott is now being supported by 20 bodies on the campus of UCT, by affiliates of the SA Council of Sport (SACOS), by students of Hewat and Bellville Teacher Training colleges, Bellville's Peninsula College for Advanced Technical Education and a boycott is being organized by students of several high schools including Harold Cressy, Livingstone, Heathfield, Grassy Park and Spes Bona

Another development yesterday was the Silverleaf Bakery, with several outlets in the Cape Peninsula, suspending all purchases of flour from Fattis and Monis. A spokesman for Silverleaf declined to comment, but Mr Dawood Khan, chairman of the Cape Western Traders Association, confirmed that Silverleaf had agreed to stop buying from Fattis and Monis

Mr Khan added "We make a last call on Fattis and Monis to sit down and meet the Food and Canning Workers' Union which represents the out-of-work people. If they continue to refuse, we shall have to consider stronger action."

FM 18/5/79

UNIONS AND CONSUMERS

Fattis under threat 52

Chairman / Voorsitter
 I Mackenzie
 Directors / Direkteur
 J P de Swart managing director
 J W Turnduil P K Hoogwerf

Boycott threats against food manufacturer Fattis & Monis appear to be snowballing. The threats follow a labour dispute in which the registered Food & Canning Workers' Union claims management unfairly dismissed five workers (FM last week).

A meeting of students of the University of the Western Cape, a coloured technical college in Bellville, and a teachers' training college, have decided to support the boycott. The SA Council of Sport, led by veteran campaigner Hassan Howa, has said it will ask affiliated schools and sports unions to boycott Fattis products.

The Western Cape Traders' Association has not yet taken a decision, because it is waiting for word from Nafcoc, the National African Federated Chamber of Commerce. But Fattis' Peter Moni tells the FM he is "under pressure from the traders." The company has also

Financial Mail May 18 1979

discussed the boycott with coloured consumer groups. Moni says he is "disappointed" at the boycott threat, which he concedes could "have a substantial effect on us -- we do a sizeable amount of business with black and coloured people. Evaluations of effectiveness and reliability of our products are made on a continuous basis by Rank Xerox and constant research is conducted to further improve reliability. However, mail surveys are needed to give true nationwide coverage. Would you please help us by taking a few minutes of your time to read and follow the effort. This letter will pattern; a questionnaire are enclosed.

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another consumer boycott of a firm involved in a dispute with its employees is taking place in Cape Town at present and indications are the boycott could spread nationwide

This time it is the food firm of Fattis and Monis and its background is similar to the conflict which led to the strike at the Eveready factory in Port Elizabeth, with the subsequent call for a boycott of its products

It is not the first time that consumer action, particularly by black people, has been considered, but what does seem significant this time is that these boycotts — indeed even the threat of a product boycott — is having considerable effect on manufacturers and employers

Last year, in Cape Town, a black woman was dismissed from her post because another white employee refused to share toilet facilities with her. A threat by black traders to boycott that firm's products led to her immediate reinstatement — and the dismissal of the person who made the original complaint

The power of black buyers

Similarly, when Simba Chips, announced its R100 000 sponsorship of the South African Grand Prix, Western Cape traders immediately threatened to boycott its products because Simba had refused to sponsor schools cricket earlier in the year on the grounds they did not have the money available

Various senior Simba executives had to fly down to the Cape Peninsula to rectify the situation, which they appear to have done

But with Fattis and Monis, and with Eveready, no such solution has been found. And it seems that a black boycott of their products, with the backing of some white bodies, is likely to continue

What is really happening is that the black consumer is now using the economic purchasing power — or the withdrawal of support — to force manufacturers to follow policies and prac-

tices, which are acceptable to them

Even if these consumer boycotts are only partially successful they can do serious damage to companies, particularly those which are dependent on selling their products to the ordinary man in the street. After all, a five or ten per cent drop in sales would be a catastrophe to most firms

The extent of black purchasing power was highlighted recently by a speech in parliament by a Nationalist frontbencher, Mr Badenhorst Durrant

In his speech during the Co-operation and Development Vote, Mr Durrant said "I would like to state today, as an economic fact, that by 1980 black, Coloured and Asian spending power in South Africa will together exceed that of whites for the first time in our history. I am not going to quote figures because my time is limited

"However, it is es-



Political Correspondent BARRY STREEK reports

timated that black spending power will exceed that of whites by in the region of some R450 million by 1980

"It is also an economic fact that on these estimates, major companies concerned with the market for blacks are basing their market practices on the projected position in two or three years'

'There are certain reasons for this increase in black spending power. Firstly, there is the higher literacy rate among blacks

The other factor is that the increasing levels of education are not only accompanied by higher aspirations as far as black workers are concerned but there is also far greater sophistication in regard to their requirements

"The other important factor is the increase in black wage levels. It is an economic fact that at current price levels, black wage levels increased no less than fourfold from 1970 to 1977", Mr Durrant said

He also pointed out that the black shopper had turned to the metropolitan business districts of South Africa's major cities to satisfy his and her demands

What Mr Durrant did not say, but certainly implied, is that the major

consumer power in South Africa today has now become black — a fact that will never be changed again

And that power is something that black people are now beginning to use more effectively than in the past. It is a consumer power that no diligent business can afford to ignore

The Fattis and Monis strike and boycott is a case in point. It started after ten workers were dismissed and 78 other workers — a number which later rose to 99 — walked out in support. Fattis and Monis turned down a union demand for a minimum R40 a week wage for an eight-hour day, which, it is claimed, is the poverty datum line wage

The company also refused to deal with the union "at this stage" because it did not regard it as representative. For this reason, it saw no purpose in negotiating with the Food and Canning

Workers' Union

The union itself told the press it had tried to organise a meeting with the company's management for two weeks without success

Although one of the company's executive, Mr Peter Moni, said "we are perturbed by the boycott idea", he felt there was nothing he could do until the Minister of Labour had decided on a dispute

Whatever the rights and wrongs of the case, the company's actions have resulted in boycott calls by the University of Cape Town SRC, 17 other bodies on UCT campus, the University of Western Cape students, the Cape state students, the Bellville Teacher Training College, the Bellville College for Advanced Technical Education, Hewat Training College, the South African Council of Sport, and the Western Cape Traders' Association

Bodies like these have the power to galvanise

consumer action — which could really hurt Fattis and Monis in the Western Cape, and elsewhere, and which will certainly aid its competitors

If Mr Moni's reported statements are an accurate reflection of his views, and those of his company, one imagines they will shortly be learning the shortsightedness of dealing with black consumer power in this manner

What Mr Durrant pointed out clearly, and what the Fattis and Monis boycott reinforces, is that black people do have the power to influence consumer demand — and it is a power that is going to be used more and more in the future

For businessmen, the message should be clear: their companies will increasingly be dependent on black consumer demand and it will simply not be worth alienating that market by shortsightedness or by attitudes which antagonise those consumers

In short, no sensible businessmen should — or can afford to — be unaware of black aspirations

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DB
3/1/79

(152)

Boycotted firm to talk it over

FATTIS AND MONIS has agreed to meet representatives of several parties involved in the labour dispute at its Bellville factory and the widespread boycott of its food products

A meeting of representatives of the company, the Western Cape Traders' Association (WCTA) and the Food and Canning Workers' Union (FCWU) has been arranged by Mr T Mandla, acting president of the Western Province African Chamber of Commerce (WPACC).

The WPACC will also take part in discussions at the meeting, arranged for tomorrow.

Mr A Terblanche, administrative manager of Fattis and Monis, said the FCWU had withdrawn its application for the appointment of a conciliation board.

The application was made to the Department of Labour early in April. Canning Workers' Union, he said.

MUTUAL INTEREST

'Seeing that the matter is now no longer sub judice and in response to a request by Mr Mandla we have agreed to meet representatives of the Food and Canning Workers' Union, the Western Cape Traders' Association and the Western Province African Chamber of Commerce to discuss matters of mutual interest.

'The meeting will be held with a view to understanding the relationship between Fattis and Monis and the Food and Can-

ning Workers' Union, he said. Mr J P Theron, general secretary of the union, which has been acting for the 78 Fattis and Monis employees who walked out on April 25 in protest against the retrenchment of 10 of their colleagues, confirmed that the FCWU would attend the meeting.

'NO POINT'

He said the FCWU had withdrawn its application for the appointment of a conciliation board because most of the workers who signed the petition requesting its appointment had since been dismissed.

'As a conciliation board can only negotiate for better wages and work conditions, it will only be to the benefit of those presently employed.

'The dismissed workers see no point in proceeding with the application until they get their jobs back,' he said.

Mr Theron said Fattis and Monis had used the application as an excuse to refuse to negotiate with his union about the reinstatement of the workers.

11/6/79 (152)

Traders join pasta boycott

THE Western Cape Traders' Association was forced to join the Fattis and Monis boycott by the uncompromising attitude of the firm towards its dismissed and striking workers, the secretary of the association, Mr Kassiem Allie, said today.

Shopkeepers in the 2 100-member association will remove Fattis and Monis products from their shelves throughout the Western Cape today.

'The boycott is no fault of ours. We have been compelled to take this decision,' Mr Allie said.

'We pleaded with Fattis and Monis, if not to reinstate the workers, at least to talk to them, but they refused. They said they would consider individual workers only.

'I don't understand the logic of the company. Black people are the biggest buyers of their products.

'If they decide to reinstate the workers they will not lose face, but will enhance their prestige,' Mr Allie said.

NON-NEGOTIABLE

Mr T Mandla, acting president of the Western Province African Chamber of Commerce which joined the boycott last week, said he believed the matter could have been amicably resolved by this time.

'But Fattis and Monis have taken a non-negotiable line. Our people are involved and we felt we should contribute towards their cause,' Mr Mandla said.

More than 70 workers at the Fattis and Monis factory in Bellville South

stopped work in April after five active members of the Food and Canning Workers' Union were dismissed.

The boycott of the company's products started after a meeting of students of the University of the Western Cape, Bellville Teachers' Training College, the Peninsula Technical College and the Hewat Training College last month.

Mr A Terblanche, administrative manager of Fattis and Monis, said the Food and Canning Workers' Union had withdrawn its application to the Reconciliation Board and the company was preparing a statement for release.

Argus 26/6/79

(152)

Deadlock in factory workers' dispute

FATTIS AND MONIS and the parties involved in the nine-week-old labour dispute at the company's Bellville factory failed to reach an agreement when they met for the fourth time yesterday.

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, which has been acting for the 78 workers who walked out on April 25 in protest against the sacking of 10 of their colleagues, said the workers rejected the latest proposals by Fattis and Monis.

Mr Theron said the proposals put forward by the firm would allow coloured workers to be re-employed and the position of the black workers would be considered later.

The workers do not accept this because they feel they were forced to leave their jobs at the factory and want their jobs back as one group.

NOT WILLING

The coloured workers are not prepared to get their jobs back at the expense of African workers who stood by them.

None of the workers wish to be employed in new and unfamiliar jobs at the various subsidiaries of Fattis and Monis, he said.

Mr Theron said his union was still prepared to negotiate the reinstatement of all workers.

The secretary of the Western Cape Traders' Association, Mr Kassiem Allie, said his organisation would intensify the boycott of Fattis and Monis products.

23 jobs at Fattis — unhappy union man

2016/11/20
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THE offer by Fattis and Monis to re-employ 23 coloured workers among 88 strikers has been described as 'unconvincing' by a spokesman for the Food and Canning Workers' Union.

Mr Jan Theron, union general secretary, was reacting to statements yesterday by the administrative manager of the Bellville South factory, Mr A Terblanche.

'The offer cannot be acceptable in the circumstances. Not one coloured worker is prepared to take a job while the African workers who stood by them are without work,' Mr Theron said.

'They were forced out of the factory together and they want to return together.'

Long service

The 88 dismissed workers feel they have built up Fattis and Monis over the years. Of the African workers, one has worked 30 years for Fattis and Monis, 28 have worked more than 10 years and none less than five years.

'They cannot understand why workers with scarcely two months' experience should be preferred to those who

have worked most of their active lives for Fattis and Monis'

Referring to Mr Terblanche's offer to take the 23 workers on at the Good Hope Bakery, Mr Theron asked why the new workers could not be placed in the bakeries owned by Fattis and Monis to make way for the original workers.

Solution

'Fattis and Monis wants to give the impression it has made a reasonable attempt to resolve this dispute. However, the dispute was of its own making and the solution lies within its grasp.'

'The workers have reaffirmed that they wish to be taken back only into their old jobs to give the good service they have always rendered.'

Mr Theron said Fattis and Monis spoke of the original 'retrenchment' of five coloured workers to get away from the fact that they were dismissed.

Fattis won't transfer scab labour — manager

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28/6/79

By ENRICO KEMP

FATTIS AND MONIS have no intention of unconditionally reinstating 83 dismissed workers at their Bellville United Macaroni factory and absorbing scab labour employed in their places into subsidiary companies

At a press conference yesterday the company's Bellville administrative manager, Mr A Terblanche, said the casual labourers, employed two months ago, were more efficient and productive. Experience did not matter because the dismissed workers had created mainly unskilled vacancies

In addition, the Bellville

management had been informed by some workers that the striking workers would "damage the company's property" if reinstated, and workers at United Macaroni factory were opposed to reinstatement of the dismissed 83

His company was prepared to absorb 23 coloured workers into a subsidiary, the Good Hope Bakery, and to seek permission from the Department of Labour to re-employ black contract workers who broke their contracts with the company by striking. The workers have rejected the offer

"We see this as a first step — to give jobs to people who can ill afford to be unem-

ployed. The issue of reallocation can be discussed later," Mr Terblanche said

Other points made at the press conference were

● F and M did not recognize the Food and Canning Workers' Union as representing coloured and African workers. Mr Terblanche said the union represented "only a small proportion of the workers"

Asked why his company could not recognize the union, he said F and M "entered a relationship with the union as being representative of coloured workers only and were not obliged to discuss the position of black employees". Also, the company wanted to act within the law

● Sales figures indicated that the boycott of F and M products was having "no effect whatsoever". Turnover in May was better than in April and May last year

However, bread sales from F and M's Good Hope Bakery in Guguletu had declined over the past two weeks

The Western Cape Traders' Association said this week that the boycott was being supported by 80 percent of black Cape traders

● Workers in the milling section of the Bellville factory started work at R32 a week. The 83 dismissed workers, who have between one and 10 years' experience, earned "more or less" that figure

During the past year the wages of weekly-paid employees had increased on a quarterly basis, Mr Terblanche said

He said the company was building premises elsewhere in Bellville and had to "carefully consider its capital commitment" when faced with demands for wage increases

● Questioned on labour inspectors being called in when the 10 workers decided to strike on April 23, Mr Terblanche said companies were required by law to notify the Department of Labour of any industrial strike action. He denied the officials had threatened the workers

● The five men who first lost their jobs were not dismissed for asking better wages but because a section of the factory was over-employed. Possible retrenchments had been discussed with the factory's working committee

Asked why this had not been explained to five more workers, who wanted to know why their colleagues were out of a job, he said "The management is not obliged to give reasons for retrenchment or dismissals to workers other than the individuals concerned"

● Discussing an article in the Muslim News, he said F and M had never called for a cut in supplies of flour to black traders at any stage

The Wheat Board, which fixes wheat prices and co-ordinates supplies of whole wheat to millers, prohibits any miller from refusing to supply a customer

The chairman of the Cape Flour Millers' Association, Mr D S W Burrow, last week denied that the "Milling Group" referred to in the article was his association and said it did not meet on June 11, as claimed in the article

Commenting on F and M's re-employment offer to some workers, the secretary of the Western Cape Traders' Association, Mr Kassiem Allie, said yesterday that his association had made no demands on the company

However, the elected leaders of the dismissed workers, who were present at talks on Monday, had "emphatically rejected" the company's re-employment plan

"Even if, at this eleventh hour, the workers and employers agree to an amicable solution, we would support it and call off the boycott"

The vice-president of the WP African Chamber of Commerce, Mr T W Mandla, said Wepcoc had referred the matter to its parent body, the National African Federated Chambers of Commerce. A directive is expected to be sent to Nafcoc's 13 regions soon

Body formed to co-ordinate food boycott

Staff Reporter

A COMMITTEE consisting of 13 community, student and traders' organizations was formed on Tuesday night to co-ordinate support for the 83 dismissed Fattis and Monis workers and to intensify the boycott of the company's products

A statement issued after the meeting, held in the Athlone Moslem Assembly Centre, said: "It is the intention of the committee to involve grass-roots support (for the boycott) in all areas. This will include all shopkeepers and housewives. The committee will be enlarged at a later stage to include other interested organizations."

A spokesman for the committee said the boycott of Fattis and Monis products would be intensified because the company had started negotiating only recently "when the boycott was starting to make itself felt".

Talks broke down on Monday because the company refused to reinstate workers in the positions which they held before the April 24 strike at the Fattis and Monis Bellville factory.

The aim of a concentrated boycott was to force Fattis and Monis to restart negotiating on the future of the 83 dismissed men and women.

The committee will discuss the mechanics of an intensified boycott at its first meeting this Saturday.

Commenting on the formation of the committee, the Cape administrative manager of Fattis and Monis, Mr A Terblanche, said his company had not entered into negotiations, but had simply "joined discussions to offer a better solution" to the dispute.

He reiterated that Fattis and Monis would not negotiate on the unconditional reinstatement of the 83 workers.

Deadline for Fattis workers

C.T.

25/7/79

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Staff Reporter

FATTIS AND MONIS has set down Friday as the deadline for 88 workers who went on strike three months ago to apply for re-employment

The firm's Bellville-based administrative manager, Mr A Terblanche, said yesterday that African and coloured workers could reapply

He added "Seventeen had applied so far and naturally we hope that as many as possible will reapply by Friday. On Monday we shall consider the applications"

Mr Jan Theron, Food and Canning Workers' Union organizer representing the striking

workers, could not be reached for comment yesterday, and it was therefore not possible to ascertain whether all the strikers would avail themselves of the offer

However, it has been reported that the workers have indicated they would be satisfied only with unconditional reinstatement. They have been kept going meanwhile by weekly allowances from union funds strengthened by donations from sympathetic students, firms, the public and the Western Cape Traders' Association (an organization of black businessmen)

Pressure on Fattis and Monis to negotiate with the workers has also been brought to bear by a boycott of the firm's products

The firm has kept a low profile as regards the boycott, but conceded at the end of May that it was felt in certain areas, although overall trading had returned to normal

Trade boycott of Fattis 'still on'

152 20/7/79
A.P.

THE boycott of Fattis and Monis products by the Western Cape Traders' Association and other bodies is still on, the secretary of the association said today.

Mr Kassiem Allie warned members of the association against an Indian representative recently employed by Fattis and Monis who, he said, was telling shopkeepers the boycott had been called off.

'We will call it off only when there has been a proper settlement and unconditional reinstatement of all the workers,' Mr Allie said.

Mr A Terblanche, administrative manager of Fattis and Monis' United Macaroni Factories in Bellville South, confirmed that an Indian representative had recently been employed.

'But I am not aware of any of our representatives having made such comments. If anyone has done so, it is of his own accord and not on any instructions or encouragement from us.'

'We see the association's statement as another attempt by other parties to prevent a solution and settlement being reached,' Mr Terblanche said.

frequency of inter-settlement contact would have increased and with it the probability of friction would have grown. The level of stress would have increased until fission occurred when groups would have moved away, settled and formed the nuclei of new cultures. Each of these nuclei could have acted in turn as a centre for fission and further expansion.

In this model, as was the case for the continuous spread model, carrying capacity has been defined as psychological tolerance and the problem of limiting resources remains.

A flow diagram and computer simulation of the discontinuous spread model were prepared (Fig.3; Appendix 1).

DATA

Quantitative data. The rates of population growth used in the simulations were two, three and a half, and four per cent per annum. The values were similar to those quoted by Birdsell (1957) for human groups colonising uninhabited areas. Four values for carrying capacity were used: one, five, ten and fifteen people per square kilometer. A value of five people per square kilometer has been used as the carrying capacity for simulations on subsistence agriculturalists (Ammerman and Cavalli-Sforza, 1973). The values coincide with low population known from African ethnography (Tew, 1950), but the possibility remains that the ethnographic values are too high since they may have increased as a result of European medical attention.

Both models were simulated with three different, arbitrarily chosen, input populations: 100, 500, and 1000 people. In the simulations space was conceptualised as a series of concentric circles. The perimeter of each circle was set at 10 km away from the previous circle.

Cultural data. The bevelled/fluted complex corresponds, at least in broad outline, to the eastern stream (Phillipson, 1977). However, there are a number of problems associated with the eastern stream. Nkope has been included in the eastern stream and has been used as a link between Early Iron Age cultures in eastern and southern Africa. Huffman (1978) has shown that some of the cultures included in the eastern stream, notably the Transvaal group, do not have a high relationship to either the Nkope-Gokomere axis or to Silver Leaves material and should be excluded from the eastern stream. Similarly,

Nkope has occasional fluting and bevelling which has been used to tie it to the eastern stream, but as this feature and it would seem that Nkope probably

Phillipson (1975, 1977) has a linear continuum with Urewe as latest group. The linear continuum (Phillipson, 1975) and has marked derived from pottery analysis which related through a common ancestor carried out over both possible re

Simulation 1. Urewe → Leles
Simulation 2. Kwale → Silve

RESULTS

Simulation 1. The discontinuous expansion than the wave of advance per year were generated by the wave were an order of magnitude lower model (Table 2). The rate of spread model was similar to the spread model (Table 3). Different input populations. The wave of advance model (Table 1) expansion rates for the discontinuous in the rates of spread within a circle resulted from high populations in the area. Only a relatively small area was reached the time taken to reach the critical produced fast rates of expansion.

Simulation 2. The rates of advance the same as in simulation 1. The expansion rates derived from the discontinuous spread model. Appreciable differences were found in the overall rate of expansion, with rates from Kwale to Silver Leaves expansion being much faster (Table 6) than from Urewe to Silver Leaves (Table 2).

17 ask for jobs back

152
25/7/79

SEVENTEEN of the 88 workers involved in the Fattis and Monis labour dispute have applied for re-employment in the firm's bakery division, a spokesman for the company said yesterday.

Mr A Terbrand, administrative manager of the Bellville South factory, said there were indications that more applications would follow.

'We have felt it necessary to put a time limit on our offer of re-employment,' he said. 'The

offer stands until Friday night, with final consideration on Monday morning.'

Mr A Terbrand said the 17 applications from black workers followed negotiations through an officer of the Ciskeian Government. Approaches had also been made to coloured workers.

No approach had been made to the Food and Canning Workers' Union, which has been pressing for reinstatement of all

workers in their original jobs.

Mr Jan Theron, general secretary of the union, could not be contacted for comment on the latest development in the three-month old dispute.

He said last week, however, that any solution would have to be acceptable to African and coloured workers. Last month they rejected an offer by Fattis and Monis to re-employ 23 coloured workers in bakeries.

Fattis and Monis sackings

Call for boycott

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6/8/79 Post

scene and warned the strikers to return to work or face imprisonment and fines. An attempt was made to divide the coloured workers from the African workers. Management made an

To Page 2

By KINGDOM LOLWANE

A MASSIVE call for a boycott of Fattis and Monis products was yesterday initiated by leading black and white organisations in the country.

At a packed meeting held at the Institute of Race Relations in Johannesburg, representatives of different organisations expressed their support of a countrywide boycott of all Fattis and Monis products.

They included the Labour Party, Inkatha, Committee of Ten, Black Sash and the South African Council on Sport.

Products of Fattis and Monis are ice cream cones, macaroni, spaghetti, ribbon noodles, large and small shells, noodles and spaghetti under the brands Pot 'o Gold, Princess, Checkers and Roma.

The boycott is the result of the sacking of ten workers at the firm's Belville, Cape Town, factory in April last year. This was followed by 88 workers walking out of the company in protest against the dismissal of the ten.

According to the Food and Canning Workers Union, which organised the Race Relations meeting and represents the majority of the workers at Fattis and Monis, the factory had insisted on imposing a liaison committee in the mill. Workers were told by the company to choose between the committee and their trade union.

Minimum wage

While the company was in the process of informing its workers of this "choice", union members were busy organising a petition calling for a minimum wage of R40 a week.

The union says a week prior to the strike the company had warned the workers that they had to choose between their jobs and the union.

On April 23 five workers were fired — all members of the union and active in organising the petition for more pay. When five of their colleagues asked for reasons as to why their fellow-workers had been fired, they too were dismissed.

Seventy-eight other workers at the company however believed that the ten had been dismissed because of the union activities and on April 25 they joined their fellow-workers outside the factory gates in protest against the actions of Fattis and Monis.

Soon the Department of Labour was on the

ing organisations would be asked to extend the boycott.

Among points raised at the meeting was the case of one worker who had been employed for 31 years but still earns R32 a week.

Meanwhile it has been reported that the company has dropped its prices by 15 per cent

attempt to re-employ coloured workers but none went back. After three months Fattis and Monis made a final offer and gave the workers an ultimatum to apply for re-instatement on the condition that they would forego all previous benefits earned at the bottom of the pay scale. The striking workers

are receiving R15 a week from their union. The workers have gained support from leading organisations all over the country.

After the resolution to boycott Fattis and Monis products at Race Relations, it was decided that another meeting should be called where businessmen and other outstand-

Moni: No On sacked workers

By KINGDOM LOLWANE

THE DIRECTOR of Fattis and Monis, the giant food company being boycotted nationwide, said yesterday he would not re-instate the striking workers who were the cause of the boycott.

Mr Peter Moni, spoke to POST yesterday after a number of leading black and white organisations decided at a meeting over the weekend that the company be subjected to a nationwide boycott of all its products.

Speaking about the workers still on strike, he said. "Under no circumstances will I re-instate them. In fact, my factory is now operating better than it was earlier."

And now Mr Moni wants the striking workers out of his hostel.

He said there were 40 black workers on contract under his employ. Of these, 35 were from the Cliskel and five from Transkel. All lived in the company's hostel near the factory in the Eastern Cape and had been working for the company for a long time.

The workers are on one-year contracts which are renewed every year.

Mr Moni said he could not afford to keep the striking workers on his premises. In fact, they were supposed to have left by August 1.

Mr Moni said he would not recognise the Food and Canning Workers' Union because it only had 42 workers as members out of his work-force of 250.

Cornell, B.A. (UNIVERSITEIT VAN NAGAPUR) is navorser en navorsingsassistent in diens geneem. Twee ere-

Die hoofdoel van die Sentrum is om navorsing na die onderlinge groepsverhoudinge in Suid-Afrika te bevorder en te lei, in die besonder oor verhoudinge tussen rasse- en taalgroepe

AKADEMIESE ADVIESKOMITTEE EN RAAD VAN BEHEER

Die program van die Sentrum staan onder die toesig van die Akademiese Advieskomitee wat in 1978 bestaan het uit die

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 Groote Schuur Campus aanbied.

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 samelewing belangstel.

Ten slotte is dit met innige genoeë dat ek my verpligting teenoor die ere-navorsingsbeambtes 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.

Hendrik W. van der Merwe
Direkteur

Desember 1978

Labour dispute still 'open'

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Argus 9/8/79

THE Fattis and Monis labour dispute is still 'open' and a settlement is being sought, a director of the company said yesterday.

Mr. Peter Moni denied a report in a Transvaal newspaper that he would not reinstate striking workers under any conditions and wanted them out of the company hostels.

'There is nothing final about the matter,' he said. 'We are still thinking of some way in which we can settle it.'

CAPITULATION

However, Mr Moni said the strike could not be unconditionally reinstated at the United Macaroni factory.

'That would be capitulation,' he said.

In spite of the recent expiry of a deadline for applications for re-employment, the offer of re-employment in subsidiary companies was still open. He said 23 workers had been taken on in the bakery division.

OUR HOSTELS

'The problem is that the strikers are still in our hostels with our permission.'

Mr Moni said he could not see what benefit the attempt to extend the boycott of Fattis and Monis products to the Transvaal could be to the labour problem.

'A boycott has the effect of polarising attitudes,' he said.

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. Flederman
 Professor R.F. Fuggle
 Mnr G.J. Gerwel
 Eerw. D. Guma
 Professor A. Paul Hare
 Dr Gertrud Heydorn
 Mnr F.A. Jacobs
 Mnr H.M. Jimba

d) Twee Ere-Fellows:

Professor J.L. Boshoff
 Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die skappy 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 Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambië besoek. Hy het vooraanstaande

Call for bigger boycott

argus 6/8/79

THE boycott of Fattis and Monis bread in Guguletu was 60 to 70 percent effective, the vice-president of the Western Province African Chamber of Commerce, Mr Thomas Mandla, said yesterday.

He called, however, for the boycott of the company's products to be taken much more seriously.

PUBLIC SUPPORT

Mr Mandla was addressing a meeting of about 80 people in Bellville South in support of striking workers dismissed from the United Macaroni factory when they stopped work in April, asking for reasons for the dismissal of 10 of their colleagues.

Mr Oscar Mpetha, chairman of the Nyanga Residents' Association, said the strike had received public support because of the solidarity of black and coloured workers at the factory.

MOTLAN

The Argus Johannesburg correspondent reports that the chairman of Soweto Committee of Ten, A. Nthato Motlana, supports the boycott of Fattis and Monis products.

He is one of more than 40 who signed a letter yesterday to the firm's products to all the striking workers have been reinforced unconditionally.

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).

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Fattis and Monis boycott hits Tv

By RIAAN DE VILLIERS
Labour Correspondent

THE move to extend the boycott of Fattis and Monis products to the Transvaal gathered momentum yesterday when several powerful organisations pledged to take an active part in the boycott campaign.

Representatives of Inkatha, the Committee of 10, the Labour Party, trade unions and students' organisations formally committed their organisations to the campaign at a meeting in Johannesburg.

The boycott, which started in the Western Cape, is aimed at securing the reinstatement of black and coloured workers who went on strike at the firm's Bellville South plant more than three months ago.

Among the trade unions are three affiliated to the Trade Union Council of South Africa (Tucsa) — the National Union of Distributive Workers (NUDW), the National Union of Commercial and Allied Workers and the Witwatersrand Liquor and Catering Trade Employees' Union.

Also joining the campaign are three unions affiliated to the Consultative Committee of Black Trade Unions — the Commercial Catering and Allied Workers' Union, the SA Chemical Workers' Union and the Laundry, Dry Cleaning and Dyeing Workers' Association.

The striking workers may eventually receive backing from Tucsa itself which, with over 200 000 workers, is the largest trade union co-ordinating body in the country.

The NUDW has handed in a resolution to be debated at the Tucsa annual conference next month, calling for moral and financial support for the workers.

A member of the Community Action Support Committee organising the boycott in the Transvaal told the meeting yesterday the boycott had been placed on a national basis and a similar committee had been formed in Durban.

He said the boycott had now taken off in Benoni with many stores pledging not to stock products of Fattis and Monis or its subsidiaries.

MONIS AND FATTIS
Spaghetti malaise

(152)
 Aug 18/79

SA has not seen nationwide consumer action since the potato boycott of the Fifties. But a nation-wide boycott of Monis & Fatti's products was being planned as the FM went to press.

A consumer and (black) traders' boycott of Fatti's products has been in force in the Cape for some time. This week a meeting was held to launch a boycott in the Transvaal, and similar moves are afoot in Natal.

The boycott is the result of a labour dispute at the company's Bellville plant (see box, next page).

Sunday's meeting in the Transvaal was attended by representatives of Chief Buthelezi's Inkatha movement, the Labour Party, the Black Sash, the Soweto Committee of Ten, a number of trade unions, and student groups. A "support committee" has been established in Natal and the Transvaal to co-ordinate action.

Inkatha and the Labour Party (which is linked with Inkatha in the SA Black Alliance) committed themselves to the

...ively

... 1950 and an increase in their SMR since 1960.

... O, the white IMR has fallen from 50,9/1 000 to 21/1 000, of 57,6%. During this period, the 'coloured' IMR has 64,8/1 000 to 132,6/1 000, a change of only 19,7%.

... cular concern when it is appreciated that the greater the isily should improvements be accomplished. The decrease 1941 and 1970 were 28,4% and 25,7% for whites and actively.

... mortality rates are summarised in Fig. 4. Since death it is to be expected that decreases in the mortality ex- nger age groups will give rise to a corresponding increase ongst elderly persons. Thus, although it is to be expected hites and 'coloureds' the mortality rates for persons over ears have shown a rising trend, it is of some concern that rates have also increased between 1960 and 1970 for 'coloureds' id 45-64 years age groups.

... between the age specific mortality rates of whites and s improved or remained constant for persons between the ages However, for children less than 5 years of age, the gap and 'coloureds' is widening. In 1941, white children under xperienced 28,0% of the mortality of 'coloured' children;

61

...rtional Mortality. accounted

boycott and a number of student and sports groups have also done so. A meeting is planned for the weekend at which a number of organisations will be asked to formally back the boycott.

It is not yet clear who will endorse it, however. Committee of Ten members tell the FM that they have not committed themselves yet. Council of Churches general secretary Bishop Desmond Tutu, whose organisation has also been approached to join the boycott, says he is seeking a meeting with Fatti's Peter Moni in an attempt to resolve the dispute. Tutu adds that the SACC will decide after this meeting whether to back the boycott.

Nafcoc, which represents African businessmen throughout SA, has also been approached to support the boycott, but a spokesman says the organisation has not yet decided. He is concerned that the dispute 'may be a local issue only'.

The Federation of SA Trade Unions has supported the Monis & Fatti workers with financial donations, but has not yet



Gatsha Buthelezi . . . will Inkatha back the boycott?

make organising workers in Cape Town easier, while a defeat would do the opposite," says general secretary Jan Theron.

But Moni says he is unconcerned. He adds that the Cape boycott "did affect us in some areas, but is no longer a problem." Moni also says "At the moment I am more concerned with solving the dispute than with worrying about the boycott."

contributing to the form of cause specific though cardiovascular small proportion of indicates that the ac similar for both whit Clearly, the broad di certain amount of inf classification which examine the temporal ease categories with Table II. It will b

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 disease in this group, and cardiovascular disease in men 45-64.

Two Fir the by dec the Fir Two if 1 been year dise

Mabaso further claims that nine of the 15 members of a trade union branch committee formed at Nel's have been dismissed, as well as 13 workers whose names were on a list of works committee candidates presented to Nel's in January. His affidavit alleges "It is evident that (Nel's) has embarked on a settled course of victimising those people who have taken a leading role in attempts to establish a works committee".

According to Mabaso, Nel told him he was being dismissed because he had threatened violence against the Nel family. He denies this. He further alleges that, after his dismissal, Nel told another Nel's employee "Now that we have sacked Mabaso, we can form a works committee".

Nel's have until August 15 to give notice of their intention to oppose the application.

● In last week's FM report on the Nel's case, we referred to Skakes Sikhakhane as "general secretary of the Sweet, Food and Allied Workers' Union". Sikhakhane is in fact general secretary of a new union, the Food and Beverage Workers' Union, and Maggie Magubane is general secretary of Sweet, Food and Allied. The two are totally separate organisations.

chasis. Y emerges 5/1 000 which has question, le, a influenced intervention at consequent- ality. of rates is on the numbers

(151) PM 10/8/79

NEL'S DISPUTE Sacking claim

The Nel's Dairy labour dispute is to have another court airing. A former Nel employee Joseph Mabaso is bringing civil action against the company and one of its directors J D Hans Nel charges he was victimised by them and that they are in contempt of court.

Mabaso was the first applicant in action brought against Nels in May that time Nels gave a voluntary undertaking in court that it would not victimise any of its employees attempting to form a works or liaison committee.

Mabaso alleges that he was dismissed on July 11 in circumstances constituting victimisation, and that his alleged dismissal was thus 'null and void' regards Nel's undertaking as in material respects as effectual as interim interdict and he wants the court to set aside his dismissal to fine the company, and fine or jail J D Nel.

Mabaso alleges that 32 Nel's employees have been dismissed since the end of 1970, when workers were actively attempting to form a works committee. Six dismissed since Nel's undertaking at least three of these victimised

Financial Mail August 10

Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at age 45 '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 Male:Female deficit of 1,0 years in 1941 at age 0 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, at either age 0 or 45, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

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158179
 SACC to act in
 labour dispute

By Sieg Hannig
 Labour Reporter

ravorsings-Fellows het aansienlik tot die Sentrum se
 program bygedra dr. Sheila

Leaders of the South African Council of Churches will try mediation in the Fattis and Monis labour dispute before supporting the boycott of the firm's products

"Only when we have failed to reconcile the parties will we consider lending support to the boycott," Bishop Desmond Tutu general secretary of the SACC, said yesterday. Before flying overseas he said the SACC's president and the acting general secretary, Dr Willem Kistner, would carry on with the matter in his absence.

The boycott's aim is the unconditional reinstatement of 88 black and coloured workers sacked at the Fattis and Monis plant in Bellville in April. "I have offered the SACC's services as mediator in the dispute," Bishop Tutu said.

terday by Mr Ray Altman, general secretary of the white National Union of Distributive Workers and the coloured and Indian National Union of Commercial and Allied Workers.

The two unions total about 12 000 members and are better placed than any other unions to give active support to a boycott.

"We have pledged moral and financial support to the Food and Canning Workers' Union in its struggle against Fattis and Monis," Mr Altman said.

"But we have taken no decision to support the boycott," he added.

Mr Altman confirmed that a resolution in support of the Fattis and Monis strikers appears on the agenda for next month's congress of the 250 000-strong Trade Union Council of South Africa.

- Professor M.F. Kaplan
- Dr W.A. Landman
- Mrs G.K. Lindsay
- Sir Richard Luyt
- Professor S.J. Saunders
- Professor H.W. van der Merwe
- Mede-professor D.J. Welsh
- Professor Monica Wilson

AMICABLE

"I would like to say at this point that our meetings with both sides have been amicable and seem to hold out promise for a solution."

Meanwhile South Africa's leading shopworkers' unions have "taken no decision" to boycott Fattis and Monis because they do not want to expose themselves to legal action for damages.

This was revealed yesterday.

14
 Mononite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana. Verhandeling voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober)

konferensie van die Afrikaanse Calvinistiese Potchefstroom (Oktober)

(c) Oeprame aan Nelsyns-Professionele en Open Organisasies

Die Direkteur het aktief deelgeneem in die Suid-Afrika Instituut vir Rasse-Verhoudinge as 'n lid van die Distrikskomitee, die Nasionale Uitvoerende Komitee die Raad.

Hy is Voorsitter van die Quaker Service Fund in die diensafdeling van die Godsdienslike Vriendekring (Quakers), wat gemeenskapontwikkeling op die platteland en in die stadsgebiede bevorder.

Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982.

WAARDERING IN DANK

Ek is altyd dankbaar vir die geleentheid wat die Jaarverslag bied om my waardering te betuig aan lede van die Akademiese Advieskomitee en die Beherraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum.

Die Universiteit van Kaapstad het beneuens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorkaarte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

INDUSTRIAL

RELATIONS — STRIKES

4 JAN. 1979 —

31 Dec 1979
~~30 Sept. 1979~~

152

✓

3.1.3 Von Wielligh

In his presidential address of Mining and Metallurgy of the Chamber of Mines series of minerals from 1970 to 2000 (to be discussed) of rates of growth per annum compared with those of Plewman

TABLE 32:

PLEWMAN (1970-1980) AND VON WIELIGH (1970-2000) PROJECTED RATES OF GROWTH OF MINERALS PRODUCTION

	Plewman (1970-1980)	Von Wielligh (1970-2000)
Copper	12,4	7,9
Iron ore	7,7	8,5
Chrome	6,1	9,4
Manganese	7,7	5,1
Coal	5,8	3,2
Asbestos	6,5	n.a.
Others	n.a.	n.a.
Gold	0	n.a.
Diamonds	3,4	n.a.
Platinum	5,0	2,8

Of the four cases in which the rate of growth for the second half of the seventies decade, three are important for employment generation in line with the actual growth above it. His projected growth rate of + 16,96 per cent for the platinum-group metals over the whole period 1941-75 his projection of 2,8 per cent per annum for the immediate future is also very surprising. Unfortunately we do not have published data to use in trying to evaluate this point.

1975

African Institute for Vice-President projections for a (discussed here) and are given in terms of growth rates here and compare

PROJECTED RATES OF

von Wielligh

1000 chicken workers still on strike

On Correspondent to return to work following a wage dispute... The giant management of Rainbow yesterday told workers that if they return they would be given a pay increase but would not say how much... Rainbow is the... frozen chickens a week as... Mr. Allan Gidder... The stoppage will not... at the moment... stocks... and... help...

The Star, Thursday, 14 January 1979

Work stoppage (152)

per cent of rural households
the lower 70% of rural
they would have estimated
poverty line and that
rural households who
that practically all
economy in terms of
is only the two top
income and the richest
these categories, including
income.

DURBAN. — About 1 000
workers at the Rainbow
Chicken Company plant at
Hammarisdale have stopped
work
A dispute over wages
started yesterday when
black, Indian and coloured
workers demanded in-
creases
The demands were re-
fused and the workers told
either to return to work, or
go home.
The plant has closed Sup-
plies to most major super-
markets throughout the
country will be affected. —
Sapa

rural income equal to that of
important, it is unlikely that
households lived below the
identical to the figure for those
is a presumption in their report
fact partake in the livestock
The survey has shown that 11
households, that is the middle
give income from livestock. In
firms 34% and 63% respectively of

The proposals to separate the grazing interests of the large cattle owners from those who run smaller herds on communal land has to be seen against the enormous relative power of the few large families who own up to half of the cattle of the country. The proposal is to zone tribal grazing land into commercial ranching, communal and reserved areas. Commercial ranches, mostly in the western less populated regions, are to be held under leasehold tenure. Settlement on these lands would be by the larger livestock owners. The purpose behind this proposal is to ensure the continued development of commercial ranching. As a corollary to this proposal, the removal of the large herds to leasehold ranches is intended to relieve pressure on the communal lands. These are the lands closer to settlements that have been heavily grazed in the past and are in need of restoration. There is a third category, reserved areas, which is not important in this discussion. The aim behind the proposals, to combine the promotion of commercial ranching with protective devices for the smaller livestock owners who will continue to rely on communal grazing, is laudable. What is questionable is the means whereby this is intended to be carried out.

In essence, the proposal is for a once-for-all settlement of livestock interests. Considerable benefits will flow to the wealthier families who obtain leasehold ranches, unless, as proposed, in the first instance small livestock owners combine together to claim the same privilege. There are several factors that suggest this will not happen. The first is that 45% of the rural population have no cattle and so are out of the running from the start. Secondly, all available evidence suggests that at present it is few families who practice the commercial management of herds. Farmers on

		<u>Page</u>
Table	Raise ⁽¹⁵²⁾ for 4/1/79 DD strikers	
Table	technicians - 1970 s presented by the nformation -----	13
Table	DURBAN — Striking workers at the massive Rainbow chicken com- pany's main plant at Ham- marsdale were told yester- day to return to work to- day and they would be given a raise	
Table	technicians - s -----	14
Table	of technicians - s -----	14
Table	About 400 men and women assembled outside two plants at the com- pany's headquarters yesterday following a wage dispute which began on Tuesday	
Table	chnicians by type - s -----	15
Table	neering technicians lification, 1972 -----	17
Table	The strike has brought production to a halt and one supermarket chain has considered alternative arrangements for the sup- ply of fresh chickens, although frozen chickens are still available	
Table	stablishments (over nly) in Durban region g division -----	23
Table	stablishments with more ees in the Durban and reas by manufacturing division ---	25
Table	The workers said they had been given a 2c an hour increase, but they wanted 10c an hour.	
Table	According to a workers' pay slip, wages received are R15,57 a week.	
Table	stablishments in Rosslyn with employees by number of employees ing division -----	26
Table	It is believed the workers refused to work on Tuesday and were told to accept the 2c increase or go home.	
Table	an technicians firms in ould employ -----	28
Table	Work then stopped and yesterday workers refus- ed to work unless they were given more money.	
Table	ng firms in Durban sample more Africans as technicians -----	29
Table	A committee, which workers claim was elected by management and not representative, yesterday told the crowd they had been given an increase, but they would be told how much only after they had returned to work today — DDC	
Table	uage and communication course ban sample -----	29
Table	an technicians firms in Natal ciation survey would employ -----	30
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Table 27.	Factors hindering firms in Witwatersrand sample from employing more Africans as technicians -----	33
Table 28.	Urgency of language and communication course to firms in Witwatersrand sample -----	33
Table 29.	Number of African technicians firms in Rosslyn sample would employ -----	34
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Industrial strikes

Hansard 5(291) 6/3/79

287 Mr R B MILLER asked the Minister of Labour

152

(a) How many industrial strikes took place during 1978, (b) how many (i) employees participated in and (ii) companies were affected by these strikes and (c) how many employees were prosecuted for strike action during 1978

The MINISTER OF LABOUR

- (a) 51
- (b) (i) 8 543
- (ii) 50
- (c) 250

Cape farm strike man held

7/3/1909

152



THE Secretary of the Food and Canning Workers' Union, Mr. Jan Theron, is due to appear in the Worcester Magistrate's Court today following a strike at the Rainbow Chicken farm in the town.

Mr Theron will probably appear on charges arising under the Riotous Assemblies Act.

Ten striking workers and Mr Theron were detained yesterday for questioning by the Worcester Police, said Mr George Fortuin, Coloured Representative Council member for Breede River.

The workers were released last night but Mr Theron was still being held.

The strike started on Friday when it was claimed that their bonuses had been reduced because they had missed a day's work on an earlier occasion.

Mr Fortuin said however that on that day they did not go to work because machinery was out of order. The workers claimed they had been told to go home by the management.

1 000 workers who walked out and pay their bonuses in full. However, a coloured foreman, Mr Jan Olivier, was told he need never return to work.

On Monday and yesterday, 150 workers were still striking because of Mr Olivier's dismissal, Mr Fortuin said.

The others returned to work because work is scarce, Mr Fortuin said. The manager of the factory, Mr J A Kets, has said his company's policy did not allow him to talk to the Press but he felt a big issue is being made out of nothing.

A receptionist at the farm confirmed today that Mr Sam Methvin, chairman of the company, had arrived from head office at Hammarsdale, Natal.

He was involved in a meeting and had a full schedule of appointments for the day and was not available for comment.

152 e Times 7/13/79
Workers detained at factory

By GORDON KLING

THE general secretary of the Food and Canning Workers Union, Mr Jan Theron, and several workers are believed to have been detained yesterday by Worcester police in terms of the Riotous Assemblies Act, following industrial unrest at the Rambow Chicken factory in the town

A union source in Cape Town said the men were detained during a meeting on an alleged lock-out at the plant, a sequel to a series of confrontations between labour and management. About 300 employees, more than

half the work force, had refused to return to work.

The plant manager, Mr J A Kets, refused to talk to the Cape Times yesterday, and the chairman of the company, Mr S Methvin, could not be contacted. His office said he was on his way from Hammarsdale, Natal, to the factory last night.

The Divisional Commissioner of Police for the Boland, Brigadier C A Swart, yesterday confirmed that a number of people had been detained for questioning in the dispute. No names were given.

- E 10th Sept.
- L 11th "
- S 12th "
- E 13th "
- 14th " T
- S 24th "
- L 25th "
- S 26th "
- L 27th "
- 28th " T8

REPORT FROM ROBIN TO MOORE

X2:

march 9 1979

Financial Mail

122

213

177

FM 9/3/79

THE STRIKE

Make or break for the MWU

It was like going through a time warp and landing back in 1922. Almost without warning, white miners this week did what they had been threatening to do for months. Despite the belief of many in the mining industry that they never would, they struck. Arrie Paulus's warnings in the *FM* proved well-founded after all. The right-wing backlash building up for months had exploded.

As the *FM* went to press, it was still not clear exactly how many men had struck. A Chamber of Mines spokesman reckons "up to 80%" of MWU members were out. The union has 18 000 members, 9 000 of them on the gold mines. Coal, platinum, and copper mines were also affected.

According to most sources, the miners intended to stage a 24-hour strike. But the Chamber has responded by advising member mining houses to sign the men off, and this was being done as the *FM* went to press.

Says a Chamber spokesman "We regard this as an illegal strike. The strikers are thus no longer employed." They can apply to come back, but "individual cases will be treated on merit and they will lose their accumulated bonuses."

So the gauntlet is down. The miners have chosen to make their stand now, instead of after the publication of the Wiehahn report.

From all accounts, this week's action was indeed planned as a preliminary show of strength. The *casus belli* was a legal strike called by the MWU at O'Okiep copper mine this week, over O'Okiep's use of coloured labour.

Even to BophuthaTswana

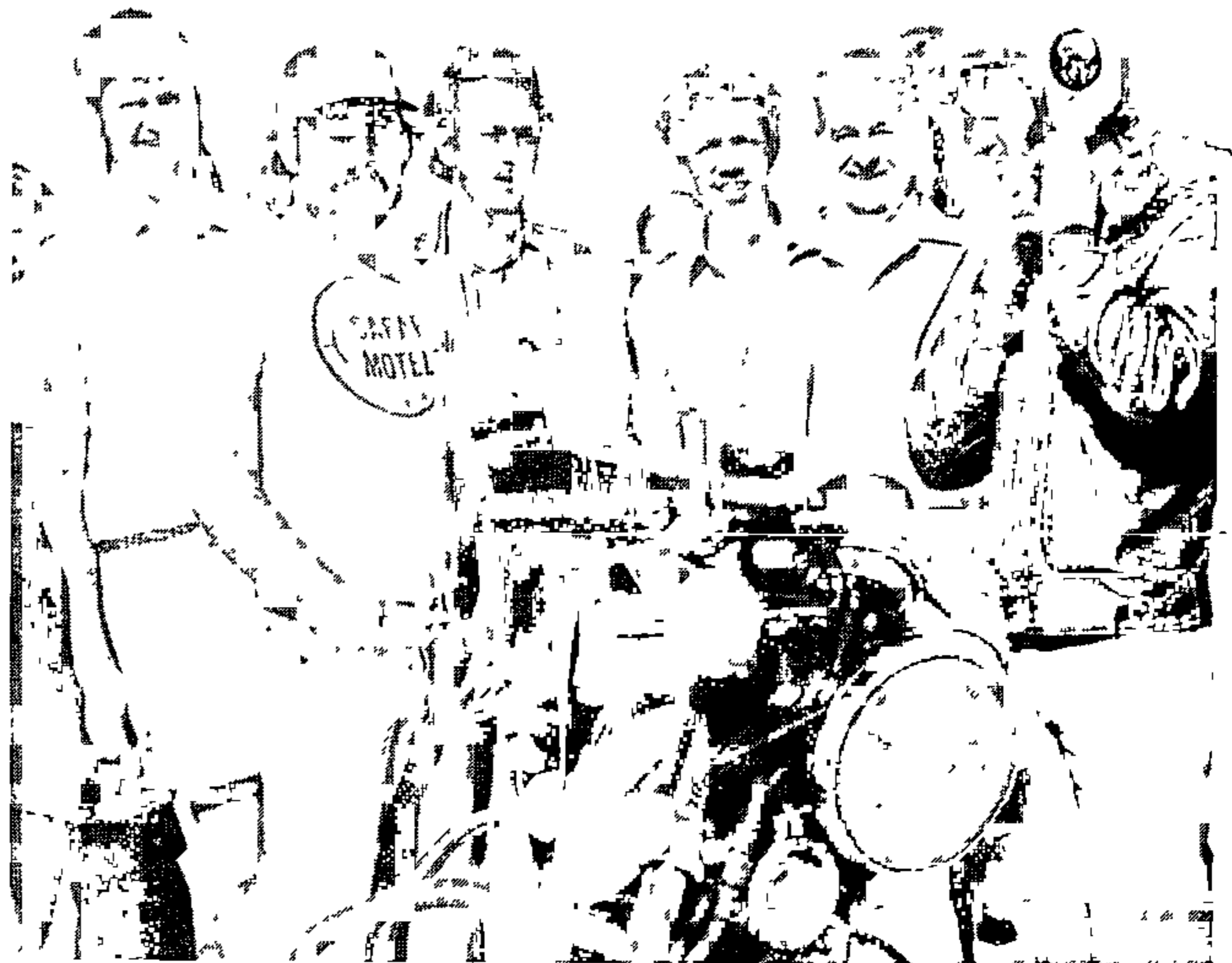
From O'Okiep the strike spread throughout SA — indeed, as far as Impala Platinum in BophuthaTswana, ostensibly as a sympathy strike with the O'Okiep men.

Paulus says he knew nothing about the strike until this morning and that it was spontaneous. But mining union sources tell the *FM* that the strike was planned

last week at the latest. According to both union and employer sources, a meeting was held yesterday at which the MWU decided to go ahead.

Says one union man "The strike was well-planned. Shaft stewards arrived at

union meetings and come out quoting the Wiehahn report *verbatim*. Either they have the report or somebody is pretending they do," says a union source. Paulus dismisses suggestions that the union has a copy of the report as "a lie."



Striking miners . . . saviours of white civilisation?

the mine this morning and told their members not to go down. Most didn't." Few observers are in any doubt that the target is government (which has moved closer to the mine owners) and the impending commission report.

An added dimension, says a mining unionist, is the MWU's attempt to enrol members of other unions. "They're trying to show other white workers that they're the saviour of the white man. A strike would obviously boost that image," says a unionist.

But why now? "People have attended

If these sources are correct, it appears that the strike was planned in order to flex union muscles before government decided on its response to the report. It is doubtful that anything besides a one-day demonstration of support for the union was planned. But, now, with the Chamber's kragdadige response, all that may have changed.

The miners cannot simply go back to work, ask for their jobs back and say they're sorry. Nor can the Chamber simply re-hire them, without losing face.

So this may well be the white miner

last stand. Either the union is broken here or it emerges strengthened. If it is strengthened, there will certainly be few of the labour changes we've been hearing about — at least, for some time

On the surface the Chamber holds a powerful hand. Council of Mining Unions chairman Ken du Preez tells the *FM* other mining unions will not join the MWU, although mining unionist Ben Nicholson adds that the unions have told their men not to do MWU members' work. Du Preez reckons the strike "is a mistake. It has nothing to do with work conditions and we don't take part in illegal strikes."

The men whom the industry rely on to break the strike, the Underground Officials, have no reservations about doing MWU work, however, "I expect my men to help by doing miners' work where they are asked. We must keep the industry

going for the good of the country," says Underground Officials' Association secretary Doc Coertze

That offer has been eagerly taken up by the Chamber "You can be sure that, where the bulk of MWU members are on strike, officials are doing the work," says a spokesman

What if they don't come back?

It's a far cry from 1922, when all white workers struck. Only 25% of whites on the gold mines belong to the MWU. But there's still the problem of finding replacements if the strikers *don't* come back. And those replacements will have to be white, in terms of the Mines & Works Act. It will be difficult to find thousands of whites prepared to do mine work, and the officials can't do the work for ever.

Then there's the political dimension. The Cabinet would almost certainly like

the MWU to self-destruct

But what about Dr Treurnicht and his supporters? Will the right wing of the NP be prepared to stand by and watch employers break a white, right-wing union — particularly if Confederation of Labour president Attie Nieuwoudt backs the miners, as he could well do?

Government might be able to point to anti-MWU feeling among the other mining unions to justify this — but it is almost inevitable that the Wiehahn report, expected within the month, will now be delayed.

So the MWU makes its stand without the support of the Cabinet and the other unions. In 1922 the NP backed the strikers and all workers joined the strike. This time the cards seem stacked against the MWU. But only last week, mining men were confidently telling each other that the miners would never strike

GOVERNMENT FINANCE

An embarrassing surplus

One thing is sure, the least of Senator Horwood's worries will be to balance the books in his 1978-79 Budget. Although neither revenue nor expenditure accrue on a smooth seasonal basis, figures for the first 10 months of the fiscal year show that revenue is ahead of budget and expenditure below.

Also, government stock and defence and bonus bonds have raised R620m more than had been budgeted for the

transfer to this account.

Apart from the loan programme, the main contributor to the exchequer's improved outlook is gold mining tax and lease payments, currently (according to Chamber of Mines figures) running at just over R250m a quarter, or R768m for April-December. On this basis, the total for the year could be just over R1 000m, against only R580m budgeted.

However, although the monthly

reflects December — ie, Christmas — retail sales) to R105m. February (reflecting January retail sales) could be a poor month, but with March back to normal the total could be only marginally below the R650m budgeted — commendable accuracy for a new tax

Geldenbuys estimates that, thanks to gold, inland revenue could exceed budget estimates by more than R300m and indirect taxes by about R50m, making a total revenue (excluding loans) of R8 050m, or between R350m and R400m more than the R7 668m budgeted. Those who take a more optimistic view of gold tax and

As Budget Day — March 28 — approaches, the FM will be looking at various aspects of the Budget and the economic background against which it must be set. This week, we study the state of government finances. Next week, a panel of economists will give their views on what the Budget should contain, and on March 23 the FM will offer its own prescription to Senator Horwood.

whole year. So cash is pouring out of the exchequer's ears. The opening cash balance of R87m, budgeted to drop to R45m, actually soared to R433m at the end of January. It will, however, have since run down sharply by the redemption of R376m government stock, following the withdrawal of the first 1979 government loan.

It seems clear that the planned R355m drawing on the stabilisation account will not be needed, and it is not inconceivable that, at the end of the day, there might even be scope for a small additional

exchequer statements do not break down the sources of inland revenue. Senbank's Louis Geldenhuys says he suspects that, because of either lags or over-provisions, the exchequer accounts might not reflect gold tax and lease payments as large as the Chamber of Mines' quarterly tabulations. He is thus only forecasting a total around R900m for the year.

Other revenue figures are closely in line with budget. GST is worth a second look. In October-December it averaged R80m a month, rising in January (which

49
1978/79

THE TAKE TO DATE

	Budget for 1978/79	April 1978 to January 1979
	Rm	
Receipts (excluding loans)		
Inland revenue	5 621	4 596
Gst	650	483
Other indirect taxation	1 397	1 219
	7 668	6 298
Expenditure	9 811	7 934
Shortfall	2 143	1 636
Major financing (net)		
Foreign loans*	-157	-171
Government stock	1 250	1 681
Defence bonds	100	278
Defence bonus bonds	40	51
Securities and bonds	34	2
Treasury bills*	—	-152
Loan levy	338	285
Cash balance†	42	-346
Stabilisation account	355	—

*A minus sign indicates a net redemption
†A minus sign indicates a build-up of the cash balance

Source: Senbank

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last stand. Either the union is broken here or it emerges strengthened. If it is strengthened, there will certainly be few of the labour changes we've been hearing about — at least, for some time.

On the surface the Chamber holds a powerful hand. Council of Mining Unions chairman Ken du Preez tells the *FM* other mining unions will not join the MWU, although mining unionist Ben Nicholson adds that the unions have told their men not to do MWU members' work. Du Preez reckons the strike "is a mistake. It has nothing to do with work conditions and we don't take part in illegal strikes."

The men whom the industry rely on to break the strike, the Underground Officials, have no reservations about doing MWU work, however, "I expect my men to help by doing miners' work where they are asked. We must keep the industry

going for the good of the country," says Underground Officials' Association secretary Doc Coertze.

That offer has been eagerly taken up by the Chamber. "You can be sure that, where the bulk of MWU members are on strike, officials are doing the work," says a spokesman.

What if they don't come back?

It's a far cry from 1922, when all white workers struck. Only 25% of whites on the gold mines belong to the MWU. But there's still the problem of finding replacements if the strikers *don't* come back. And those replacements will have to be white, in terms of the Mines & Works Act. It will be difficult to find thousands of whites prepared to do mine work, and the officials can't do the work for ever.

Then there's the political dimension. The Cabinet would almost certainly like

the MWU to self-destruct.

But what about Dr Treurnicht and his supporters? Will the right wing of the NP be prepared to stand by and watch employers break a white, right-wing union — particularly if Confederation of Labour president Attie Nieuwoudt backs the miners, as he could well do?

Government might be able to point to anti-MWU feeling among the other mining unions to justify this — but it is almost inevitable that the Wiehahn report, expected within the month, will now be delayed.

So the MWU makes its stand without the support of the Cabinet and the other unions. In 1922 the NP backed the strikers and all workers joined the strike. This time the cards seem stacked against the MWU. But only last week, mining men were confidently telling each other that the miners would never strike.

Miners defy union call

go back to work

12/3/79

152

By Sieg Hannig, Labour Reporter

Another 757 striking members of the Mineworkers' Union returned to work by 8 am today as support for the illegal strike called last Wednesday continued to dwindle, reports the Chamber of Mines.

Coal miners ignored a strong weekend call by the MWU for them to join the strike, the Chamber's statement said.

By this morning, only three collieries in South Africa were still affected by the strike.

MWU members in the Evander goldfield and on the East Rand also disregarded strong appeals to participate in the strike.

Reports were continuing to be received of a steady stream of MWU members applying to be re-engaged.

With no sign of a stand-down by the MWU's leadership, a prolonged battle loomed today — the first full working day since the MWU put its cards on the table and held meetings at the weekend to extend the strike to all mines.

The events followed re-iterations from the Chamber of Mines that it would throw in its full support for members who wanted to resume work.

Although Anglo-American reported that the strike had tended to a third coal mine of its 16 coal mines it said the effect was slight.

The effect on the newly strikebound mine, SA Coal Estates near ...

Force had received no

To Page 3, Col 5

Long battle looms, but many miners go back

Reports of any incidents

in the major mines areas — the Free State gold fields, the Western Cape ...

A meeting of about 100 members of the ...

They were still taking 100 percent reported Mr ...

The meeting decided to continue the battle to the bitter end if the Chamber of Mines did not ...

A spokesman for Anglo-American said there had been a slight improvement in the ...

The Chamber of Mines reported an improvement in all sections of the ...

Strikebound members had gone back to work ...

fontain and Loraine mine, he said.

A Union Corporation spokesman said there had been a very little response ...

There has also been no change in our mines in the Orange Free State ...

Today's events were crucial for the mine as well as the Mineworkers' Union because today was the first full working day ...

The union followed up its Friday night call for re-engagement of the work ...

But the Chamber of

times came out in a firm declaration that the strike call was illegal in terms of the law and in terms of the MWU's own constitution.

An experienced management of any description in terms of discipline may often be the MWU should report to his management of the industry relations adviser to the Chamber of Mines, a Chamber spokesman said today.

Further the management of the Chamber will take appropriate action, the spokesman said.

This follows a personal assurance by the president of the Chamber, Mr P. van Wyk, that the industry will take legal action to protect employees who continue work or are re-engaged.

He said the union could not legally discipline members who refused to take part in the strike.

But the Chamber of

Returning miners beat eviction deadline

Strike passes the turning point

STAR 13/3/79

152

Staff Reporters

miner for more than 14 years and I still say a strike has never worked. Neither will this one.

"The Mineworkers' Union, it would appear to me, has only its own interests at heart and not those of the miners."

Another striking miner at the same mine said he had to strike because he did not want to be out of a job if ever he wanted to join another mine.

"This is blackmail. They are trying to blame it all on the O'Okiep business. But let me tell you that in homelands, blacks are already doing these jobs. Why are they so worried?"

"It is going to happen here, sooner or later. This strike has been badly planned. What if blacks can do the same jobs? It will keep a lot of lazy miners on their toes," another miner said.

Wife's call

But The Star received a call today from a Westonia miner's wife who is demanding stronger union action.

She said 150 women intended to picket mines in support of continued strike action.

"If our men don't get satisfaction by tomorrow, we'll be out in force. The Government can put us all in jail if they like," said the woman.

At the O'Okiep Copper Company, managing director Mr Gordon Parker said: "By the end of last week, we had dismissed 121 strikers. Since then, we have employed some new people, and it would therefore be impossible for all those on strike to get their jobs back."

The illegal strike by Mineworkers' Union members appeared to have passed the watershed mark today as increasing numbers returned to work — one day before the deadline for possible eviction from mine houses.

The trickle of returning workers, which swelled to 850 yesterday and brought working members of the MWU to 5 481 out of just under 10 000 MWU members counted on Chamber mines last August, appeared to continue today.

Gold Fields reported that 54 percent of MWU on its gold mines were on strike on Saturday, 49 percent yesterday and 43 percent today.

By last night only one colliery remained strike-bound "We have passed the crucial turning point," a Chamber spokesman said. "Now matters can only improve."

He reaffirmed the Chamber's assurance that every support, including legal action, would be given to MWU members who wanted to resume work.

But Mr P J "Arrie" Paulus, general secretary of the MWU, described the Chamber of Mines claims as ridiculous.

He said he personally addressed a total of 6 000 to 6 500 miners at rallies across the Western Transvaal yesterday — 1 500 at Rustenburg at 9 am, more than 2 000 at Klerksdorp at noon and 2 500 to 3 000 at Westonia at 6 pm.

In addition, 1 700 men were counted at a meeting at Carletonville yesterday morning, he said.

"At all the meetings motions were adopted to the effect that the members would stand together as one man," Mr Paulus said.

Fed up

As for claims that production had not been affected significantly, Mr Paulus said: "I expect a sharp drop in production in the coming week."

Some strikers are fed up and say they wish the whole episode would end.

A striker at Durban Roodepoort, Deep, said today: "I have been a

VERKLARING VAN WERK IN NASIONALE
BELANG

Die Minister van Mynwese het kragtens artikel 9 (1) van die Wet op Myne en Bedrywe, 1956 (Wet 27 van 1956) verklaar dat die verrigting van sekere werk, waarvan besonderhede in die Bylae verskyn, by die volgende myn na sy oordeel vir 'n tydperk eindigende Desember 1979 in die nasionale belang nodig is.

Die myn, bekend as Bosjesspruit Steenkoolmyn, op plase Goedehoop 190 IS, Middelbult 284 IS, Twistdraat 285 IS, Bosjesspruit 291 IS en Brandspruit 318 IS, geleë in die landdrosdistrik Standerton, provinsie Transvaal, wat tans deur Bosjesspruit Steenkoolmyn, bus 3, Secunda, 2302 ontgin word.

BYLAE

Alle konstruksie- en vervaardigingswerk by die aanvang van die myn bekend as SASOL II.

DECLARATION OF WORK IN THE
NATIONAL INTEREST

The Minister of Mines has, in terms of section 9 (1) (f) of the Mines and Works Act, 1956 (Act 27 of 1956), declared that in his opinion the performance of certain work details of which appear in the Schedule hereto, at the following mine, is necessary in the national interest, for the period ending 30 December 1979.

The mine, known as Bosjesspruit Steenkoolmyn, on the farms Goedehoop 190 IS, Middelbult 284 IS, Twistdraat 285 IS, Bosjesspruit 291 IS and Brandspruit 318 IS, situate in the Magisterial District of Standerton, Province of the Transvaal, and at present being worked by Bosjesspruit Steenkoolmyn, P O Box 3, Secunda, 2302.

SCHEDULE

All construction and manufacturing work at the plant of the mine, known as SASOL II.

THE STRIKE Back to work

(21) (152) (436)

16/3/79

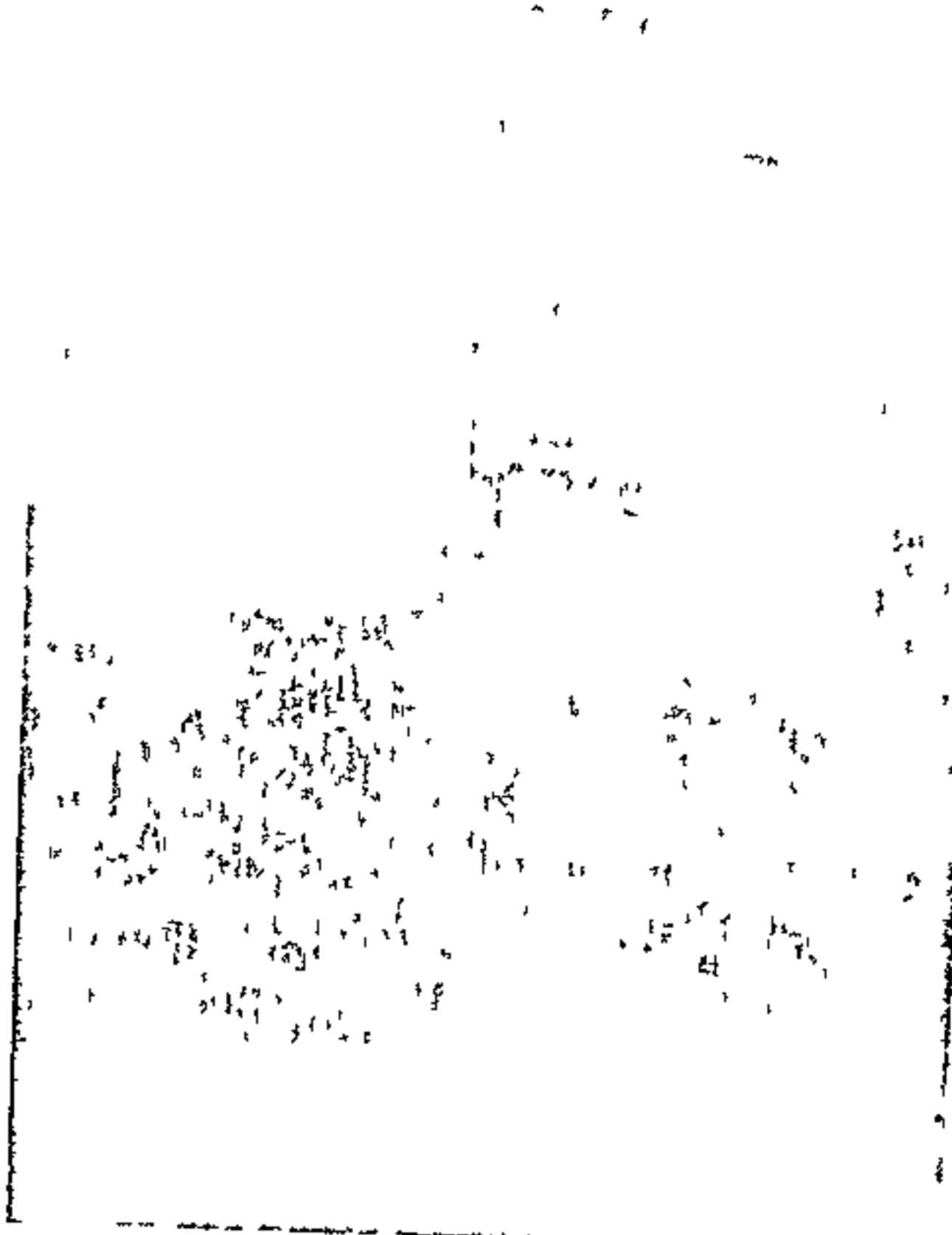
So the bosses won. The miners have gone back after six days --- without their accumulated benefits

To mining men --- and mining unionists in unions other than Arrie Paulus's Mine Workers' Union --- the outcome is a defeat for Paulus. The Chamber of Mines says only 40% of the men were still out when the MWU called off the strike, and one mining unionist believes it did so "because they wouldn't have had any strike left if they'd hung on for longer"

Some people say the final straw came when the Chamber told strikers, they would have to pay an "economic rental" of R3 to R6 a day if they stayed on in their mine houses. But Chamber industrial relations adviser Johann Liebenberg believes the clincher came when the Chamber promised legal protection to men who feared union disciplinary action if they went back.

Whatever the reason, the union has lost face "They mismanaged the whole thing," claims a non-MWU union source.

But Paulus doesn't believe the MWU has been struck a serious blow "It was a worthwhile experience. The miners showed we can count on their co-operation when we need it."



Back underground... beaten but unbowed?

Paulus challenges the Chamber's 40% figure. He cites two mines where, he claims, the number of strikers were double the official figures. The union called off the strike in response to a call from Fanie Botha, and that's all he says.

Paulus also laughs off reports that his union is riddled with top-level dissent and that some of his members want to join other unions "I don't believe the officials' reasoning are correct." And as for talk that other unions are planning "poaching" raids on the MWU, "they can come. They'll get nothing out of it."

Despite the Chamber's report, minimal production was maintained as mining men told the ILM before the strike ended that their mines were "subject to their physical condition." Adds the Chamber for the gold industry.

Some people... officials worked... the... were... officials secretary... are... the... mine...

Paulus says that the... is still on, although he... management with a view to...

The union will lose face... cannot win back some benefits... has promised to help by calling on the Chamber to be lenient and by promising the union that he will speed up official dispute settling machinery if the union declares a dispute on the issue.

Botha followed up that promise with a threat. He said he was looking at ways to beef up the laws prohibiting wildcat strikes.

The MWU will not now be able to call its men out on a national political issue, such as the Wichahn Commission findings. Its ability to influence national policy by striking has been hammered. But the union will still have the ability to block change on the mines.

Despite talk to the contrary, Secretary for Labour Jaap Cilliers says he knows of no move to delay publication of the Wichahn report in the light of the strike. He stresses that the report is still being translated into Afrikaans and shouldn't reach the Cabinet for at least three to four weeks.

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Loyal miners
STP 10/3/79
thanked

Labour Reporter

One of the most expensive thank you messages circulated in South Africa went out from the Chamber of Mines today — to the hundreds of thousands of mineworkers who remained loyal during the illegal strike of the Mineworkers' Union.

It took the form of a virtual half-page spread in leading daily newspapers, including The Star, under the headline "Thank you, loyal mineworkers." It said their decision to work despite the risk of union penalties and threats of violence was highly praiseworthy.

STAR 27/3/79 ① 31
Dairy strike ② 152
disrupts service

More than 200 workers went on strike at Nel's Dairy in Victory Park, Johannesburg, today disrupting the delivery of milk to thousands of people in the area.

The strike which was in protest at work conditions started when the workers arrived at the dairy at 6 a.m. The police were called shortly afterwards when the workers refused to go back to work.

The workers said they had repeatedly asked for a works committee to discuss matters on their behalf. After various refusals, the owners of the dairy had appointed five of the workers to a committee, but the workers wanted to choose their own committee.

They were dissatisfied with the amounts being deducted from their wages for their pension. They also allege they have not been given full leave pay or full overtime pay and say they have to work

even if sick so as not to lose their jobs.

The strike was broken up just before 11 a.m. when more than 60 policemen were called in to disperse the workers. The policemen surrounded the strikers and a short while later they returned to work.

The owners of Nel's Dairy refused to comment on the strike. A police spokesman said all the workers were now back at their jobs. No arrests were made.

In January two housewives who had been approached by workers from Nel's Dairy asked the Dairy Trade Management Board to investigate various aspects of the dairy's administration and labour management.

The board assured them they would deal with the matter but have now said they cannot discuss it until the meeting at the end of April as they do not have sufficient information.

Court dismisses assault appeal

M. MERC 3/4/79

Mercury Bureau

PIETERMARITZBURG — The Supreme Court yesterday upheld the decision of a Durban magistrate in rejecting the claim by a Lamontville textile worker for damages of R1 500, brought against the Minister of Police for an alleged assault

Mr Henry Sponono Thwala, a supervisor in the spinning department at Natal Cotton and Woollen Mills in Durban, alleged he was assaulted by police at Wentworth on November

14, 1975

He was being interrogated about a strike at the factory, two weeks before he was taken into custody by police

Durban additional Magistrate Mr S J de Villiers, dismissed with costs on May 17 last year the claim for damages

Mr Justice Hefer, with Mr Justice Kriek, said in a reserved judgment. "My view of the matter is that in the various descriptions of the assault and of the

persons who took part in it, there are material inconsistencies and contradictions which have never been properly explained"

The evidence of some of the defendant's witnesses "is open to equally serious criticism"

But the Appeal Court found it was not possible to say the Magistrate was wrong in finding the balance of unreliability lay with Mr Thawala.

The appeal was dismissed with costs

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8. Comment, voir leur avis sur les dangers que présente pendant l'opération. Je n'oublie pas que l'opération est arrivée.

7. Je n'oublie pas que l'opération est arrivée.

6. Vos tantes, l'autobus est arrivé.

5. Soyez indulgents, l'autobus est arrivé.

4. Je leur ai dit que ce soir, l'autobus est arrivé.

3. Les croisades eurent des conséquences qu'on n'avait ni prévu ni même (soupçonné).

2. La tempête faisait rage; nous les avons (vu) sortir le canot de sauvetage et partir sur la mer (démonté). Ils en ont, paraît-il, (sauvé) quatre.

1. Je voulais des aventures, j'en ai (eu) ;

Même exercice.

1. La petite fille que j'ai (vu) pleurer, (perdu) dans la foule, cherchait ses parents. Je ne sais si elle les a (retrouvés).
2. Si vos amis avaient (voulu) venir, nous les aurions (regu) avec plaisir et nous aurions (pu) facilement les loger.
3. Les matelots, (rassemblés) sur le quai, ont (embarqué) et nous les avons (vu) partir.
4. Les reproches (mérités) que lui a (valu) sa conduite l'ont tout de même profondément (touché).
5. Des compliments, il en a (regu) de nombreux, certainement plus qu'il en a (mérité).
6. Il avait déjà (abandonné) la barque quand elle a (commencé) à s'enfoncer.
7. J'aime les spectacles sans prétention; ces danses de village m'ont beaucoup (plu).
8. Des versions, j'en ai (fait) faire pendant six mois.
9. Trente mille francs, voilà ce qu'a (coûté) cette maison, il y a quarante-cinq ans; depuis, sa valeur a bien (augmenté).
10. Les arguments que vous lui avez (présentés) ont lourdement (pesé) sur sa décision.

Faites accorder les participes passés placés entre parenthèses.

Striking crew engages lawyer

STAR
4/4/79
152

Own Correspondent
DURBAN — The striking crew of the Cypriot cargo vessel, Anemi, have engaged a Durban attorney to assist in their demands and, if necessary, to apply for an interdict preventing the ship leaving port.

After contacting the International Transport Workers' Federation (ITF) in London by cable yesterday they were advised the union would attempt to secure lawyers to apply for a writ, after the captain of Anemi told the men he was sailing without them.

The captain had

threatened to take on alternative crew here.

None of the 18 crew who have been taken in by the Seaman's Institute in Point Road — has any money.

They are demanding wages allegedly due to them, back-pay for the amounts they claim they have been underpaid in accordance with the ITF minimum scales, holiday and compensation pay and air tickets home.

The captain yesterday refused to discuss the matter with ITF's South African representative, Mr J Hansa.

**Bail for 9/4/39
union man
extended**

WORCESTER — Bail of R750 was extended in Worcester Magistrate's Court today to Mr Jan Pierre Theron, secretary of the Food and Canning Workers' Union

Mr Theron has been charged under the Riotous Assemblies Act following a strike at Rainbow Chickens on March 6

No evidence was led today and the hearing was postponed to May 16.

Mr Theron must hand in his passport and identity documents, report to Caledon Square Police Station, every Tuesday and Friday, take no part in extra-mural meetings, refrain from interference with State witnesses and visiting Rainbow Chicken premises as conditions of bail. — Sapa.

~~Union~~
~~in court~~

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10/4/79

WORCESTER. — Mr Jan Pierre Theron, secretary of the Food and Canning Workers Union, was released on R750 bail after appearing in the Worcester Magistrate's Court yesterday.

He is charged under the Riotous Assemblies Act following a strike at a factory, Rainbow Chickens, on March 6.

No evidence was led and the hearing was postponed to May 16.

Under the conditions of bail, Mr Theron must hand in his passport and identity documents and report to a police station in Cape Town every Tuesday and Friday.

He was also ordered to refrain from taking part in extramural meetings and interfering with State witnesses and to stay away from the Rainbow Chicken premises at Worcester. — Sapa.

Wage demands were cause of 20 strikes

152
RDM
17/4/79

THE ASSEMBLY. — Almost half the 46 strikes involving black workers during 1978 were caused by wage demands, the Minister of Labour, Mr Fanie Botha, said yesterday.

Replying to a question in the House of Assembly, Mr Botha said 20 of the strikes had been sparked off by wage demands.

The main causes of the other strikes were "The discharge of fellow workers, misunderstanding concerning conditions of employment and alleged dissatisfaction with the attitudes of supervisors."

Asked whether police assistance was called in for any of these strikes, Mr Botha said: "In no instance was police assistance called in by my department."

In reply to another question, which like the first was tabled by Dr Alex Borain (PFP Pinelands), Mr Botha said 81 disputes had been dealt with by black labour officers in 1978 in terms of the Black Labour Regulation Act.

One dispute had been dealt with by the Central Black Labour Board and another by the wage board in terms of the Act, the Minister said.

News by Helen Zille, Michael Acott, Ormande Pollok, Barry Streek, Rob Nuttall and Sapa. Staff all of Press Gallery House of Assembly and Pam Kiginot of 171 Main Street, Johannesburg.

Net present value of the existing machine

Amount	P.V. Factor	Present Value
R1,600	3,791	+ R6,066
47,520	3,791	+ 180,148
		<u>186,214</u>

Wear and tear - R4,000 x 40% = R1,600
 Profit from units - R26 - (9+6+7.70) = R3.30 x 24,000 x 60% = 47,520

Net present value if new machine is purchased

32,000	1.0	+ 32,000
4,000	.909	- 3,636
60,000		60,000
11,999		11,999
13,648		13,648
1,118		1,118
38,460		38,460
9,098		9,098
52,429		<u>52,429</u>

The MINISTER OF LABOUR.

- (1) Yes—46.
 (2) (a) 20.
 (b) The main causes of the remainder of the strikes were as follows:

Black workers: strikes
 Hansard 10 (667) @ 18/4/79
 576. Dr. A. L. BORAINÉ asked the Minister of Labour:

- (1) Whether any strikes involving Black workers occurred during 1978, if so, how many;
 (2)(a) in how many cases did the strikes arise out of wage demands and (b) what was the main cause of each of the remainder of the strikes;
 (3) whether police assistance was called in in connection with any of the strikes; if so, in connection with which strikes.

- (i) The discharge of fellow workers.
 (ii) Misunderstanding concerning conditions of employment.
 (iii) Alleged dissatisfaction with the attitudes of supervisors.
 (3) In no instance was police assistance called in by my Department.

a) IF SELLING PRICE IS R3
 R35 - (12 + 13 +
 Let x = amount
 Ha

Sale of existing machine
 Recoupment : R10,000 x 40%
 New machine
 Investment and initial:
 55% x R60,000 x 40%
 Wear and tear : 15% x R60,
 Residual : R3,000 x 60%
 Fixed costs : old -24,000
 new -R4,000

Selling price is therefore variable costs plus contribution
 R26.50 + R6.58 = R33.08
 Maximum production is limited to 36,000 units

WINDING UP (BY) LTD.

— / — / —

questions in the House

46 black worker strikes

Continued Political Staff 19/4/79

HOUSE OF ASSEMBLY — Almost half the 46 strikes involving black workers during 1978 were caused by wage demands, the Minister of Labour, Mr Fanie Botha, said yesterday

Replying to a question, Mr Botha said 20 of the strikes had been sparked off by wage demands

The main causes of the other strikes were, "The discharge of fellow workers, misunderstanding concerning conditions of employment and alleged dissatisfaction with the attitudes of supervisors"

Asked whether police assistance was called in for any of these strikes, Mr Botha said: "In no instance was police assistance called in by my department."

In reply to another question, which like the first was tabled by Dr Alex Boraine (PFP, Pinelands), Mr Botha said 81 disputes had been dealt with by black labour officers in 1978 in terms of the Black Labour Regulation Act

One dispute had been dealt with by the central Black Labour Board and another by the Wage Board in terms of the act, the minister said

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Drivers told: quit Ciskei

185
123
333
As
21/14/79

- ① 104
- ② 106
- ③ 103
- ④ 152

EAST LONDON — Transkeian bus drivers who were released from detention in Ciskei police cells on Thursday claimed that they were told to leave the Ciskei by today.

The Transkeian drivers were employed by the Gomo Transport Corporation and they went on strike in January.

During the strike the drivers were detained under the Ciskei emergency regulations — Proclamation R252.

On Thursday, 71 drivers who had been detained since January 20, were released after being in detention for 90 days.

One of the drivers who asked his name be withheld said most of the released drivers were from Transkei.

With 15 others they were held at the Mdantsane police cells. Before their release some drivers who had been detained at various Ciskei police cells were brought to Mdantsane by members of the Ciskei Intelligence Service.

He said they were told by an officer that those

drivers who were from Transkei should quit the Ciskei by today.

Most of the drivers were not keen to return to Transkei because of rife unemployment. Because of the instructions, some of them had decided to remain in Duncan Village, since it was in an urban area.

He said there were more than 200 drivers who went on strike — the majority of them from Transkei. Some of those who were not detained had fled to their homes in Transkei.

A police spokesman at Mdantsane confirmed that the drivers had been released by members of the Ciskei Intelligence Service (CIS). He did not know what the CIS had told them.

The Secretary for the Ciskei Department of Justice, Mr J. du Randt, said yesterday he could not confirm whether the Transkei drivers had been told to quit the Ciskei.

A spokesman at the Minister's office said Chief Njokweni would not be available for comment until Monday. — DDR.

Cape strikers face removal

CT, 27/4/79 (152)

By GORDON KLING

BLACK employees at a Bellville food factory now face removal from the Cape because they supported coloured co-workers in the continuing strike

The management of Fattis and Monis said 78 workers were on strike. Five were dismissed on Monday and another five were retrenched on Tuesday.

A factory spokesman said yesterday new applications for jobs would be considered from all but the original ten, but a director of the company in Johannesburg, Mr Peter Moni, said the issue of 63 workers was now out of the group's hands.



Mr S P Botha.

Most of them were contract workers from the homelands, he said, and by going on strike had broken their contracts

with the Department of Labour. This meant the company could not immediately re-employ them as was possible with white and coloured employees.

A spokesman for the Department of Labour said that in terms of the law there was no dispute. If the men had gone on strike they had effectively quit and there could be no dispute where there was no employee.

Officials of the 10 000 member Food and Canning Workers' Union maintain the trouble began on Monday with the dismissal of five coloured



To page 2



APRIL '79

gulligw



workers because they were active members and had signed a document giving the union rights to negotiate better conditions. The other workers decided not to return until reasons were furnished for the sackings.

Mr Moni said the dismissals had nothing to do with the men's union activities, and although he would not give reasons to the Cape Times, they had been given to the workers.

Disputing this, the general secretary of the union, Mr Jan Theron, also asked why they had been dismissed without a week's notice when the factory had a full work programme. He said the general manager of the factory had warned workers last week that they would have to choose between their jobs and the union, and that he had advised Mr Moni of this at the time.

Minimum wage

Mr Theron said the management had refused to negotiate with the union on a draft agreement which, among other things, called for a minimum wage of R40 a week and a 40-hour week. It then requested the minister of labour to appoint a conciliation board to settle the dispute in terms of section 35 of the Industrial Conciliation Act.

The union, he said, represented more than half the 250 workers at the factory.

Mr Moni said only 45 of the factory's 122 coloured workers and none of the 128 blacks had signed a power of attorney document in connection with the draft agreement.

It was therefore agreed in consultation with the Department of Labour that under the circumstances a dispute could not have occurred because of lack of sufficient representatives. After seeking consultation on the matter it was decided to ignore the demands of the union and to continue to operate as we have done in the past.

Mr Moni said he doubted

whether most of the workers even knew what a union was, and added that after discussions with the union, we soon began to realize that the hard line adopted by the union did not have the interests of our workers at heart.

When later questioned on this by the Cape Times, however, he agreed that it was the workers' right to decide who should represent them and not the company's.

Mr Theron said it was completely fraudulent to accuse us of behaving in a hard-line fashion. They have simply refused to have any negotiations with us.

Labour laws

Mr Moni said they had been told by management that the union only dealt with demands of the coloured workers. Mr Theron said the union was a parallel body with a black union of which he was also general secretary. This arrangement was necessitated by the country's labour laws. Everything the union was negotiating for applied to all employees.

Mr Moni said the issue had been complicated because, "we have an officially registered trade union being the National Industrial Council of the Biscuit Manufacturing Industry which represented all employees in one section of the factory."

A spokesman for this group said it was not a union. The general secretary of the Na-

tional Union of Operative Biscuit Makers and Packers, Mr Norman Daniel, said he was the other union concerned in the factory, but it only comprised a handful of workers there. It isn't right for them to us that as a reason not to negotiate, he told the Cape Times last night.

Workers were told by management that the union demands were inconsistent with government policy. Mr Moni told the Cape Times the referred to it as a demand which would be inflationary.

Mr Moni said he found the whole field of black labour legislation to be a very good one which he hoped would be improved by the recommendations of the Webber and Rickett Commissions, expected to be released by the Minister of Labour, Mr S. P. Botha, next week.

Concluded Mr Moni, "The irony of it all is that the black wages were improving faster than that of the coloured people. It just doesn't make sense for them to have gone out in support of them."

Striking blacks singing "What have we done in Xhosa at a peaceful meeting in the Bellville South Community Centre yesterday agreed that the consequences forced upon them from the Cape would be worse for them than the coloured workers. But what could we do?" asked an employee who had been with the firm for eight years. "We all work there."

Call to settle strike

Staff Reporter

THE Western Cape Traders' Association, which represents 2 300 shopkeepers and businessmen, has called on the management of Fattis and Monis to "bring about an amicable settlement without delay" to the labour dispute at the company's Bellville factory.

The call follows a meeting of the association on Wednesday at which members proposed a larger meeting today to discuss the strike.

The association's general secretary, Mr K. Allie, last night called on the factory's management to "save an ugly situation" and settle the dispute as soon as possible.

The association deplored efforts to "use one section of the workers against another," he said, and added that if any victimization of workers was proved, the company should be prosecuted in terms of the Industrial Conciliation Act.

The Western Cape Traders' Association operates in liaison with the Cape branch of the National African Chamber of Commerce (Nafcoc).

Workers walk out in labour dispute

CT. 26/4/79
(152)

By LIZ MCGREGOR
PRODUCTION in the milling section at the Fattis and Monis factory in Bellville South came to a halt yesterday morning when workers stopped work because, they claim, fellow workers were unfairly dismissed.

While Mr Peter Moni, director of the company, said from Johannesburg that about 200 workers had stopped work, a local spokesman, Mr C Terblanche, said about 70 workers were involved.

Mrs S Robertson, an official of the Food and Canning Workers' Union, said the trouble began on Monday evening when five workers were dismissed and no reasons were given for their dismissal.

She said all five were active members of the 10 000-member union.

A Fattis and Monis worker, who declined to be named, said that yesterday morning the workers refused to start work till they were given the reasons for the dismissal of the workers.

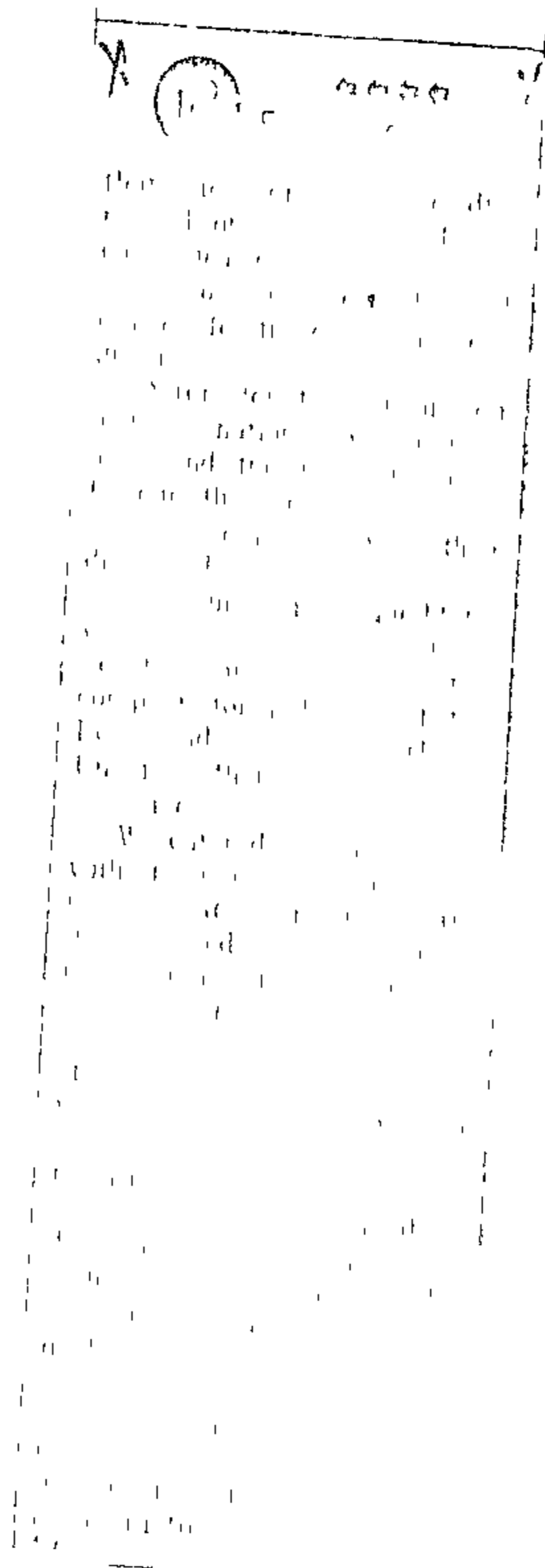
"Five white men came from the Department of Labour," said the worker. "They told us Africans to stand on one side and the coloureds on the other side. We said we wouldn't because we were all there for the same purpose. They said we must either go back to work or go home. We decided to go home."

"I will only go to work if the other five people are taken back."

Mr Terblanche confirmed

▶▶▶▶
To page 2

B



Food factory still boycotted

CT. 5/5/79

(152)

Staff Reporter

THE executive of the 2 300 member Western Province Traders Association yesterday extended the deadline for an intended boycott of the products of a Bellville food factory unless a settlement was achieved in the two-week labour dispute at the plant

The general secretary of the association, Mr K Alli, said it had been decided to give the management of Fattis and Monis until next week to respond to the request, because the matter was too delicate to rush

It was also necessary to await the outcome of talks between the national president of the National African Federated Chamber of Commerce (Nafcoc), Mr Sam Motsuenyane, and company directors in Johannesburg next week aimed at getting the 88 workers reinstated. The original deadline was Thursday night

Mr Alli said the association's sympathies rested with the strikers, and a boycott of the firm's products could be expected if a settlement was not achieved

Meanwhile, the strike of about 400 workers at the Rainbow chicken factory in Worcester, which began on Monday, was continuing according to the secretary of the Food Canning Union, Mr Jan Theron

Supermarket giant wants apology on pasta issue

Argus 19/5/79

152

PICK 'N PAY has demanded an apology from the UCT Students' Representative Council following the distribution of a pamphlet in which it was said noodles and spaghetti sold under the company's brand name are manufactured by Fattis and Monis

The pamphlet, published in English and Xhosa by the Communities Commission of the SRC, was distributed from private cars as far afield as Stellenbosch and Paarl in the past few days

It outlined the history of the controversial strike of a number of workers at

the Bellville South Fattis and Monis factory, and gave details of the boycott calls against the company's products by various bodies

BRAND NAMES

A final paragraph listed these products and a number of brand names, including, that of Pick 'n Pay

Mr David Hill, president of the UCT SRC, today said the council received a telephone call from Pick 'n Pay yesterday pointing out that this was incorrect

'Obviously we want to apologise. We checked the information before publishing the pamphlet, but we made a mistake,' he said.

A spokesman for Pick 'n Pay said the company took a serious view of the matter and has demanded an apology.

evaluated, and it is probable that some of the dates are not associated with Iron Age occupations (Huffman, in press), and (2) quantile ranges are sensitive to processes associated with settlement proliferation as well as archaeological research strategies (Collett, in prep.).

Iron Age traditions the bevelled/fluted Silver Leaves cultures), a North to South appearance is supported by the radiocarbon contradicted by this ordering. On the one hand, it would have made changes in pottery style not occur, and social pressure would have spread and diversification of the Early Iron Age best by a model that...

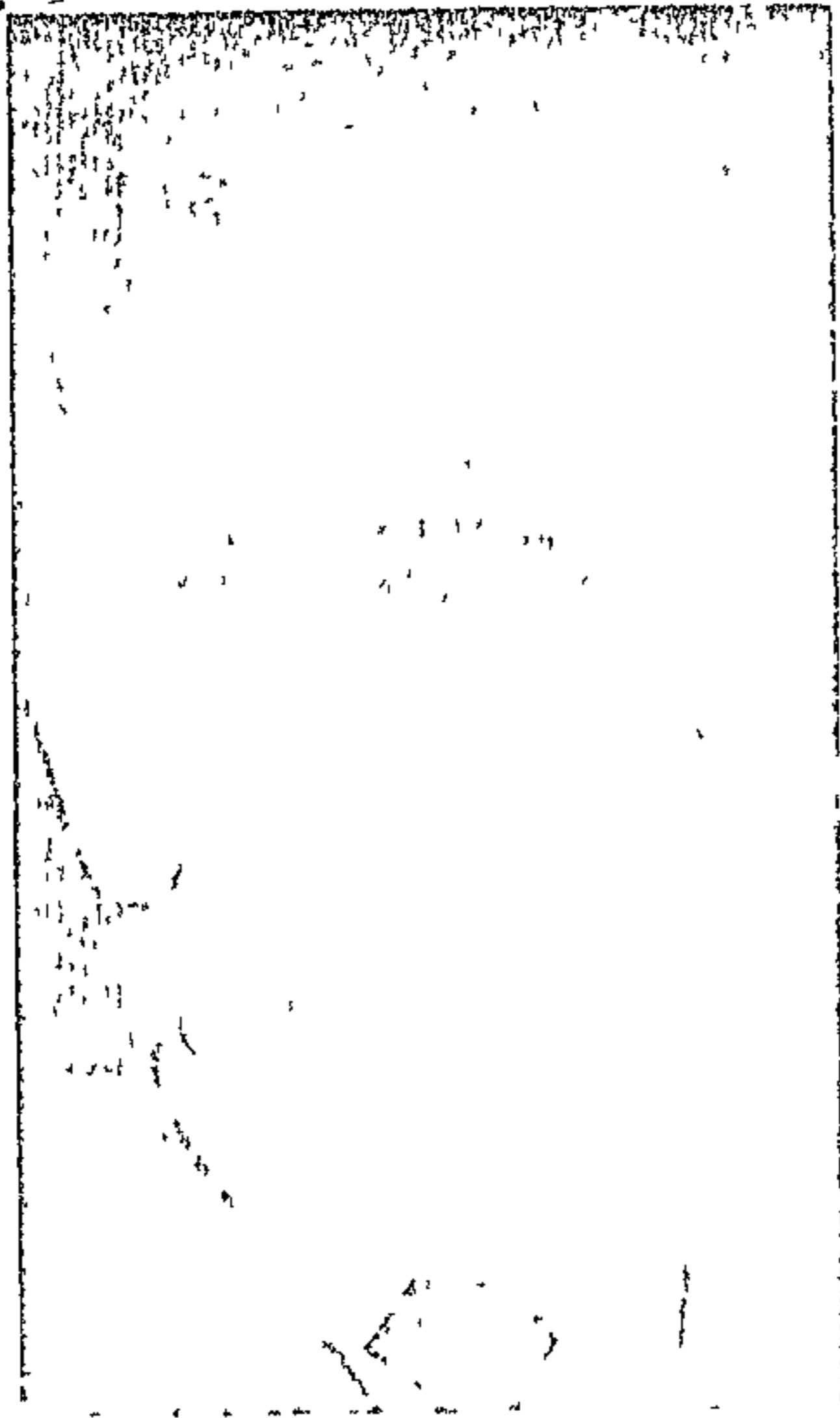
CONSUMER BOYCOTTS Battery of protest

Three consumer boycotts against well-known products are presently in force in the Cape. Two stem from labour disputes and the third from a company's refusal to sponsor a sporting event.

The most successful appears to be the one against Sunna Chips, organised by the SA Council for Sport (SACOS). Hassan Howa claims it is "100% effective".

Cause of the boycott is Simba's unwillingness to sponsor a school cricket competition organised by a SACOS affiliate in coloured and Indian schools. Howa tells the FM SACOS organised the boycott

the carrying capacity is approached, population into operation and movement out of the area to individuals because it would increase the group would split into two or more sub-groups away some distance and settle. An imaginary settlements would appear to move outward (Fig. 1). If population continued to grow, the boundary would continue to move outwards, and population



Howa no grand prix for Simba

because Simba donated a large sum to the SA Grand Prix while sponsorship of the SACOS event would have cost only R1000, according to Howa.

"They obviously believe black school-children are less important than the people who go to the Grand Prix," says Howa. Simba had told him it would not offer sponsorship because it was concentrating on TV advertising and had insufficient money left over. But they then announced that they were thinking of sponsoring the Grand Prix again, says Howa.

He tells the FM there is great enthusiasm for the boycott among school-children who have been instrumental in getting

spread case. As the density of settlements increased behind the frontier the

their parents to stick to it. Some of the children had been interviewed and reported

SACOS has lent its support to the boycott of Pathe's... The boycott has been successful in that it has forced the company to withdraw its support from the event.

The Pathe boycott has been successful in that it has forced the company to withdraw its support from the event.

According to Howa, the Pathe boycott has been successful in that it has forced the company to withdraw its support from the event.

The boycott has been successful in that it has forced the company to withdraw its support from the event.

But the union is once again one of the main reasons for the lack of alternative products.

But the union is once again one of the main reasons for the lack of alternative products.

But the union is once again one of the main reasons for the lack of alternative products.

with the strikes, but were the result of a study conducted by the University of Port Elizabeth.

The company's attitude to union recognition has not changed. We are interested in setting up a non-racial works council rather than a union, Poulton tells the FM.

It has been noted at the carrying... may act as a... (Fed, and as population... fed. Animal models... pr, 1968). In

R1 000¹⁵² given to sacked^{3/7/77} workers^{Cape}

Staff Reporter

THE Western Cape Traders' Association (WCTA) yesterday gave R1 000 to the 88 dismissed Fattis and Monis workers.

The donation was handed to a representative of the Food and Canning Workers Union by Mr. Salie Mohamed, the association's treasurer. The union will distribute the money among the workers.

WCTA will also hand food parcels valued at between R400 and R500 to the workers this week.

The only other source of income for the workers, who have been workless for more than two months now, is a weekly allowance of R15 each, paid from the funds of the Food and Canning Workers' Union.

A strike by the 88 was sparked off by the dismissal on April 23 of 10 workers who, colleagues claim, were trying to negotiate a better salary and working conditions. The management of Fattis and Monis' Bellville factory say the ten were retrenched because a section of the factory was "over-employed".

A boycott of Fattis and Monis products was initiated by 500 students from local teacher-training colleges and the University of the Western Cape on May 11.

Others join

The boycott has since been joined by the 14 000-member Union of Teachers' Associations, the Western Cape Traders' Association, the Western Province African Chamber of Commerce, affiliates of the South African Council of Sport, the Commercial and Allied Workers' Union, the University of Cape Town SRC and 17 campus organizations and pupils of several black high schools in the Peninsula.

Workers walk out after death

87 v 2/5/79

~~131~~
② 152
~~4~~
~~186~~

Own Correspondent

About 50 African labourers at a fruit packers' and distributors' co-operative near Joubertina in the Langkloof, have resigned and returned to Transkei because of the alleged killing of a fellow worker by a white manager at the co-operative.

A murder docket was opened after the incident and is now with the Attorney General in Cape Town awaiting a decision about prosecution.

The District Criminal Investigation Officer at Oudtshoorn, Maj C P Snyman, said today Mr Pona Siselle (57) died after allegedly being hit and kicked while he was working at Lanko Co-Op at Louterwater, on March 24.

Mr Siselle is believed to have switched on a machine he should not have and allegedly put another man in physical danger.

The man concerned made a statement to the police.

Major Snyman said he did not know of any uprising of workers at the co-operative or their demanding the sacking of a manager or threatening to kill him, as had been reported in the Press.

The manager of Lanko Co-OP, Mr J P Terblanche, today denied allegations of any action by dissatisfied workers.

He said it was a "normal thing" that blacks came and left the company. It was possible about 50 of the 180 black workers there had left in the last month.

However, no dissatisfaction had been reported to him.

Rainbow strike (152) 'settled'

Staff Reporter 8/15/77

THE labour dispute at the Rainbow Chickens factory at Worcester was settled yesterday, according to a spokesman for the factory management.

The spokesman said the problems which had caused a strike for higher pay by a group of workers two weeks ago, had been solved.

He would not say whether the workers who were dismissed and replaced two days after the strike began had been reinstated.

"The workers who stayed away were replaced and those that returned to work are still working. It has all been settled and there is nothing more to it," the spokesman said.

He said further details of the settlement could only be disclosed by the firm's managing director, who was abroad.

Traders to tackle bosses

Argus - 30/4/79

152

Tygerberg Bureau

THE executive members of the Western Cape Traders' Association were due to meet the management of a Bellville food factory today to protest against the dismissal of five workers last week which led to a strike and the dismissal of 73 others.

Mr Dawood Kahn, secretary of the 2100-member organisation, said he would try to establish with the management of Fattis and Monis whether there was victimisation.

If this were proved, he said, the company should be prosecuted under the Industrial Conciliation Act.

The firm's administrative manager, Mr A Terblanche, said today he expected further applications for reinstatement from the dismissed workers.

FIVE APPLY

He said five applications were received on Friday. All would be considered on merit, he said.

Mr J Theron, secretary of the Food and Canning Workers' Union, said today he was still waiting for a 'genuine indication' that the management wanted to negotiate.

Mr Terblanche said the firm's position remained that it would deal with the Food and Canning Workers' Union as representatives of coloured workers and with the African Food and Canning Workers' Union as representatives of black workers.

Workers gather at chicken factory

152
Ayns 7/5/79
Staff Reporter

WORCESTER.— A group of dismissed Rainbow Chicken workers gathered outside the factory here today hoping to be re-employed by the firm.

By midday they had not been informed whether they would be taken back.

The workers, who went on strike a fortnight ago for higher wages, were not allowed back in the factory when they returned two days later, and they have been replaced.

Three members of the workers negotiating team — accused of being instigators — were sacked after the strike.

DEMANDING

The workers, who have no trade union to negotiate on their behalf, are demanding the unconditional reinstatement of all the workers, including the members of the negotiating committee.

Rainbow Chickens have refused to comment
Trouble at the factory started a fortnight ago when workers demanded higher pay

They were offered increases of one cent, two cents and four cents an hour, depending on their jobs, but all these offers were rejected

According to a spokesman, the entire work force of 500 was dissatisfied and decided to strike, but many returned after being offered a bonus for working that day. About 300 who later walked out were not allowed back

Sackings: Traders slam firm

As per 8/5/79

152

THE Peninsula's two major black traders' associations today criticised Rainbow Chickens for dismissing about 300 workers at their Worcester plant when they went on strike for higher wages.

And the Opposition spokesman on labour, Dr Alex Boraine, appealed to the firm to reconsider and offer the workers their jobs back.

In addition the Rev Alan Hendrickse, the Labour Party leader, said he was awaiting a report from the party representative in the area before deciding on what action to take.

RE-EMPLOYMENT

'But we are demanding the immediate re-employment of the workers,' Mr Hendrickse said.

Many of the dismissed workers are Labour Party members.

Dr Boraine said while he appreciated the firm acted strictly in terms of the law by dismissing the workers, he hoped they would temper their actions with mercy.

BRIEFING

Mr Dawood Khan, chairman of the Western Cape Traders' Association, said he would take up the matter with Rainbow Chickens and issue a statement after briefing his executive.

The chairman of the Athlone Businessmen and Professional Association, Mr Shabier Seria, said he found it difficult to believe firms still refused to give their workers trade union recognition even after the Wiehahn Commission's findings and Government's acceptance of the commission's principles.

The dismissed workers had still not received word today on whether they would be reinstated.

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 under cover. As Feilden says, how could he give up the
 had fired on the Squadron and they had taken their horses
 supposed that the attack had been given up when the Boers
 The explanation of all this muddle was that the Brigadier

they were going into a death trap.
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 stupidly arranged show, but the men of the Greys deserve

taking the Nek without any losses. I cannot imagine a more
 the blame on him

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 himself on

For written reply
 Hansard (3823) 9/5/79
 Strikes (152)
 579 Dr A L BORAINÉ asked the
 Minister of Labour

(a) How many workers in each race
 group were involved in strikes in 1978 and
 (b) what was the total number of man

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The MINISTER OF LABOUR.

(a) Blacks	8 087
Coloureds	383
Asians	8
Whites	65
(b) Blacks	59 711
Coloureds	2 452
Asians	9,5
Whites	179

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Nels Dairy ordered not to fire workers

8/10/5/79

(152)

The Rand Supreme Court today restrained Nels Dairy (Pty) Ltd, of Victory Park, Johannesburg, from sacking 24 black employees who tried to establish a works committee to negotiate about their grievances.

The order follows an urgent application claiming that a director had threatened to sack all employees calling for such a committee.

One of the employees, Mr Joseph Mobašo, said in an affidavit that he had been employed as a delivery driver for 26 years, and claimed that "the vast majority of black employees have been unhappy and discontented with the conditions of employment afforded by Nels Dairy for a considerable period."

He said the dairy, which employs more than 350 black workers, had made illegal deductions from their wages for having dirty trucks, arriving late for work, and to compensate for money stolen from drivers.

A dairy director, Mr Jannie Nel, held occasional meetings for black employees, "but at no stage was it possible for the employees to advance their grievances, as Mr Nel did not allow a discussion to evolve," said Mr Mobašo.

He and six other employees had submitted a petition calling for the establishment of a works committee in terms of the Black Labour Relations Regulations Act. Three were later sacked.

Mr Nel also rejected a further petition of 150 signatures, and proposed instead a liaison committee.

In January, Mr Nel threatened to dismiss all employees who called for a works committee. Since then, 18 had been sacked.

Mr Justice Human ordered Nels Dairy to show cause by May 22 why it should not be interdicted from dismissing the 24 employees.

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argus
Rainbow
16/5/79
strike: (152)
Official
in court

From a Staff Reporter
WORCESTER. — A 29-year-old trade union official pleaded not guilty in the Worcester Magistrate's Court today to two charges arising from a strike at Rainbow Chickens factory here in March.

Mr Jan Pierre Theron, secretary of the 8 000-member Food and Canning Workers' Union was charged with having attended a gathering, prohibited by the Minister of Justice, Mr Jimmy Kruger, at McAlister Street in Worcester on March 6.

He was also charged with having trespassed on the premises of Rainbow Chickens on the same day

WALK-OUT

About 250 workers walked out of Rainbow Chickens factory on March 2. Most had returned to work by March 8

The firm's factory manager at the time, Mr Johan Kets, said in evidence that Mr Theron, accompanied by the union's Paarl branch secretary, Mrs Sarah Robertson, visited him in his office after the dismissal of three workers at the factory on Friday March 2

Mr Kets said that Mr Theron told him that he was contravening the law because he was staging a lockout

Mr Kets told the court he had then contacted the Department of Labour in Cape Town who agreed to send an official to the factory

GROUP

Mr Kets said when the official arrived he asked a group of 70 to 90 people outside the gates to move inside the premises where he would address them

Mr Kets said the workers were told that they could all get their jobs back except those who were fired on the Friday.

Mr M. L. Marais was on the Bench. Mr D. J. Onsthuysen appeared for the State. Mr I. Farlam, instructed by Frank Bernardt and Joffe, appeared for Mr Theron

(Proceedings)

Boycott:

Firm calls for review

(152) Angus 12/5/79

FATTIS and Mons announced today, they had asked for a meeting of all milling firms to review labour policies in the industry as pressure increased on the firm to reinstate sacked workers at their Bellville factory.

Mr Hassan Howa, the president of the SA Council of Sport (Sacos), an umbrella body of all sports unions in this country, today came out in support of the call by university and college students for the reinstatement of the workers and a boycott of the firm's products.

Mr Peter Moni, a director of the firm, today described boycott calls as 'very disappointing and unfortunate.'

'They are polarising the situation instead of trying to defuse it,' he said.

OUTLETS

But he admitted that he was concerned about the consequences of his firm's 'very substantial trade among non-European outlets.'

The Food and Canning Union, he said, believed that there was a dispute and had asked the Minister of Labour to appoint a conciliation board.

'We have suggested that there is no dispute and are now awaiting the Minister's findings.'

'Irrespective of the finding, we will look on an ad hoc basis at the individual case of each worker with a view to re-employing them, but this will be done individually and on merit.'

WORKABLE

'We haven't found a workable solution yet. We realise that there's tremen-

dous pressure on us to re-employ the workers, but we don't want to do so today and discover that they go on strike a few days later as happened at Rainbow Chickens.

'We want to solve this with a workable solution,' he said.

Some workers had been replaced but it had been done with 'reserve and not indiscriminately.'

Workers at his firm were treated well. They were paid more than the wage determination stated and it was only a small minority who caused trouble,' Mr Peter Moni said.

The demands being made by the Food and Canning Workers' Union were out of all proportion and would lead to his firm being 'disrupted.'

RIGHTS

However, he said, they were not the only firm in the industry and his firm had asked the National Chamber of Milling for a meeting of all employers 'to change our approach to labour.'

His firm was not opposed to trade union rights for workers and welcomed the Wiehahn Commission's report.

Mr Howa said today he had instructed all sports codes and schools affiliated to SACOS to support the workers in the fight to get their jobs back.

Last week more than 500 university and college students with fists clenched in the black power salute and singing freedom songs called for the reinstatement of the workers and a boycott of the firm's products.

Coloured students back workers sacked in Cape

(152) Sun. Tribune 12/5/79

TWO giant food companies — Fattis and Monis and Rainbow Chickens — are embroiled in bitter labour disputes in the Cape.

On Friday, at an emotional mass meeting at the Lyric Cinema at Bellville, more than 500 coloured university and college students, giving black power salutes and singing freedom songs, called on Fattis and Monis to reinstate the 78 coloured and African workers sacked from the Bellville factory

And this week many of the 285 workers dismissed recently from the Rainbow Chickens factory at Worcester, as well as workers still employed there, claimed they had to get passes to go to the lavatory. The workers were dismissed after striking for higher pay.

At the Lyric Cinema meeting, the students — from the University of the Western Cape, Bellville Teacher Training College, Bellville College for Ad-

vanced Technical Education and the Hewat Teacher Training College — heard the Fattis and Monis workers' grievances and pledged to stop buying the company's products

They also pledged they would raise money to support the strikers.

The firm originally dismissed five coloured workers — all members of the Food and Canning Workers' Union — on April 23 without giving reasons. Next day five more workers were dismissed and soon after that 68 black and coloured workers who were staying away in sympathy were dismissed.

The Western Cape Traders' Association has said it will consider boycotting Fattis and Monis products if the 78 workers are not reinstated.

Rainbow Chickens workers have alleged that although most of them are members of the Food and Canning Workers' Union the company refused to let the union negotiate on their behalf.

Paulus denies attack on union man

By Sieg Hannig,
Labour Reporter

The general secretary of the Mineworkers' Union (MWU), Mr P J "Arrie" Paulus, denied today that he assaulted a past president of the union after an anti-Weihahn rally at Rustenburg last night.

"It is totally untrue," said Mr Paulus, who declined to elaborate on events outside Rustenburg Town Hall, where Mr Maurice Meiring claimed he was beaten and kicked.

He said he was attacked by some of the estimated 350 miners at the meeting. After being knocked to the ground and kicked, he was held by some men while Mr Paulus assaulted him.

Then Mr Cor de Jager, president of the union, and two other men took him home.

Mr Meiring was shouted down repeatedly while questioning Mr Paulus at the meeting, and while trying to explain why he had told miners to resume work before the end of the MWU's illegal strike in March.

Mr Paulus offered to speak to him privately.

When Mr Meiring left the hall, Mr Cor de Jager abruptly called an end to the meeting.

Miners made for the doors in apparent pursuit of Mr Meiring.

Mrs Meiring said today that her husband was considering laying charges. He was at work this morning.

● Fair attitude to workers urged. — Page 5.

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110
152

Information Theory

The mathematical theory describing the coding and transmission of information. Used in telecommunications, it may eventually have a place in studying communication problems in an organization.

Cybernetics

The science of control, especially of complex equipment, man-machine relations and organization.

decided which way it should be completed. Branching networks can be used in these cases.

Resource Allocation

The available resources (men, machines, money, etc.) are so allocated to the various tasks in the project as to minimize the time and/or resources required to complete it.

Use of ...

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Resource

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DANGER GROWS...

Alec Erwin, general secretary of the Federation of South African Trade Unions, says: "The risk of spontaneous action similar to the 1973-74 strikes, has increased with wages not keeping pace with rising costs."

Wage adjustment mechanisms are under strain as the gap between minimum living standards and the cost of living widens.

Natal, warns: "If wages fall behind we could have 1973 all over again."

Part of the problem is that blacks are not represented by registered unions and new legislation coming before Parliament excludes migrant workers from joining registered unions. Non-migrant workers comprise only 25 percent of the black workforce and in Natal they comprise only three or four percent.

Erwin says committees now representing black workers are ineffectual because the members are inexperienced and tend to

make exorbitant demands which are invariably rejected by employers.

The lack of a properly organised labour presence increases the risk of strikes and Erwin says there has already been a marked increase in the number of spontaneous strikes.

Big jumps in bus fares, rents, meal and other food prices are aggravating the situation.

And Lawrence Schlemmer, Professor of Applied Social Services at the University of

Port Elizabeth, reports levels for blacks in April were R152 in Durban and Bloemfontein, R153 in Pretoria and R174 in Cape Town.

Minimum wages for unskilled workers in the Durban area are R85 a month. Estimates of the numbers living below the subsistence level vary from a third to a half of the working black population.

A recent Industrial Council Agreement Award in the textile industry put a minimum

wage at about R30 a week and the iron, steel and engineering sector, with about 500 000 workers, has increased minimum rates to R38 a week.

After the 1973 strikes, conditions for black workers improved and wages stayed ahead of the cost of living increases. Between 1975 and 1978 wages kept pace with the cost of living but recently have been sliding behind the rapid rate of cost increases.

The trend probably

The

152

Unrest!

Sun, Feb 3/6/79

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Aug 12/5/79

Strike: 152 Students threaten boycott of firm

MORE than 500 students, singing freedom songs, yesterday called on Fattis and Monis to reinstate sacked strikers.

The students, who packed the Lyric Cinema in Bellville South to hear the strikers' grievances, pledged to stop buying the firm's products.

After the meeting pamphlets were issued giving the names of all the firm's products, including those packed for major supermarket chains.

JOINED

Earlier, hundreds of students at the University of the Western Cape walked out of what they called an 'irrelevant' meeting, held to discuss the formation of a SRC on the campus, and made their way to the cinema.

There they were joined by students from Hewat and Bellville colleges and the Peninsula Training College.

Workers told the students that coloured employees staged a sit-down strike at the Fattis and Monis factory on April 24 after five co-workers had been dismissed 'without reasons.' Later, five of the strikers were also sacked.

SUPPORT

Although no African workers were dismissed, they also decided to strike in support.

A Mr. Terblanche, told the Africans to return but they refused.

He could not be reached for comment today.

evaluated, and it is probable that some of the dates are not associated with Iron Age occupations (Huffman, in press), and (2) quantile ranges are sensitive to processes associated with settlement proliferation as well as archaeological research strategies (Collett, in prep.). However, within one of the Early Iron Age traditions the bevelled/fluted complex (Urewe, Lelesu, Kwale and Silver Leaves cultures), a North to South temporal ordering of the first appearance is supported by the radiocarbon chronology, and the fission model is contradicted by this ordering. On the other hand a continuous spread process would have made changes in pottery styles unlikely since group isolation does not occur, and social pressure would have enforced group norms. Therefore, the spread and diversification of the Early Iron Age probably could be explained best by a model that combines a discontinuous spread process with a continuous spread process.

52
 MINE WORK-TO-RULE
 Wage hoist too small

The work-to-rule on the mines by members of the SA Technical Officials Association continues. The Association and the Chamber of Mines remain deadlocked, and the Association was due to declare a dispute as the FM went to press.

Although the Association's membership is small, its men occupy key positions on the mines. Secretary Henry Mallet-Veale believes that the work-to-rule is "definitely" hurting mine production, although others disagree.

According to mine employers, the work-to-rule was the cause of last week's incident in Randfontein, when black miners damaged equipment after being delayed underground by the hoist operators' work-to-rule.

Mallet-Veale stresses that his men are not on a go-slow. "We are simply withdrawing co-operation and applying the provisions of the Mines and Works Act to the letter. The result is inevitably to slow things up considerably." The mines claim, however, that the "retardation of hoists" is effective only at some mines.

The cause of the dispute is the Association's refusal to accept a 10% pay offer by the Chamber primarily because it

the carrying capacity is approached, population limiting factors will come into operation and movement out of the area would become more advantageous to individuals because it would increase their reproductive fitness. The group would split into two or more sub-groups, and all but one of these would move away some distance and settle. An imaginary boundary enclosing the settlements would appear to move outward (Fig.1). If population continued to grow, the boundary would continue to move outwards, and population

was offered on minimum pay rates only and there is no guarantee according to Mallet-Veale that all his men will receive 10%.

The Association wants a 16% rise in the benefit money and a change in the industry closed shop provisions at present. Mallet-Veale has indicated that he will not accept the 10% offer and that he will go to the Chamber of Mines to complain about the offer.

We want our men to be able to work for the Chamber of Mines and to be able to work for the Chamber of Mines. We want our men to be able to work for the Chamber of Mines and to be able to work for the Chamber of Mines.

Eventually would have led to a split in the population of nearby site territories by some of the continuous spread model it was assumed that the hand the advancing frontier and this followed after community fission the groups would be settling. Population regulation is not universally cal resource has been considered as the main / in nature (Chitty, 1960; Lack, 1954). In the case of gnulations (Yellen, 1976). In the case of genetic fitness associated with movement from ed to explain fission. The problem of the fission will be returned to later. help between population growth, carrying ng the colonised area (Fig.2) forms the basis

density would increase in the central area until all the potential site territories were being utilised. In the central area population limiting factors would operate to balance recruitment (birth, immigration) and loss (death, emigration). This simple ecological model has some utility although it has been noted that population often appears to be at a lower density than the carrying capacity. It has been suggested that social organisation may act as a population regulating mechanism (Wynn-Edwards, 1962; Snyder, 1968). In Early Iron Age communities individuals would have interacted, and as population density grew the number of interactions would have increased. Animal models (Calhoun, 1952; Christian, 1955; 1956) suggest that this would have led to higher mortality of animals. Eventually would have led to a split in the population of nearby site territories by some of the continuous spread model it was assumed that the hand the advancing frontier and this followed after community fission the groups would be settling. Population regulation is not universally cal resource has been considered as the main / in nature (Chitty, 1960; Lack, 1954). In the case of gnulations (Yellen, 1976). In the case of genetic fitness associated with movement from ed to explain fission. The problem of the fission will be returned to later. help between population growth, carrying ng the colonised area (Fig.2) forms the basis

Discontinuous Spread. If the assumption in the continuous spread model of short distance moves is relaxed then the whole culture, can be treated in a similar way to a community. In the discontinuous spread model settlement proliferation and the movement of the frontier would have been the same as in the continuous spread case. As the density of settlements increased behind the frontier the

Arms 13/6/79

Rainbow

workers'

'severe

hardship'

MORE THAN 280 Worcester workers, many of them breadwinners, are experiencing 'severe hardship' because of the continued labour dispute at the Rainbow Chickens factory.

The latest dispute arose on April 27 when workers at the factory were dissatisfied with a one and two cents an hour increase in wages and staged a walk-out.

The following Monday the workers returned to the factory to continue negotiations but those who had walked out were not allowed back, a spokesman for the workers said.

'BLACKLISTED'

None of the 285 workers had been able to find alternative employment in Worcester and it seemed as if they had been 'blacklisted', the spokesman said.

'Many of the workers are keen to get their jobs back but Rainbow Chickens insist we have been dismissed and won't allow us to return.'

One of the workers, Mr Jan Olivier, 36, is the only breadwinner of his family of six children.

He was recently served with an eviction notice for the non-payment of rent and only donations from branches of the Food and Canning Workers' Union prevented him from losing his house.

NOT ALLOWED

'I recently applied for a job at a feed firm and was informed by the manager that he was not allowed to employ Rainbow Chickens factory workers,' Mr Olivier said.

A spokesman for the Food and Canning Workers' Association, of which many of the workers are members, said approaches had been made to Rainbow Chickens to discuss the position of the workers.

Mr Koos Lategan, chairman of the Worcester Chamber of Commerce, refused to comment.

THE RADIOCARBON CHRONOLOGY

The rates derived from the simulations have shown that the fission model provided the fastest rates of expansion. The fission model was also characterised by a lower rate of expansion for a single culture than for the whole tradition. A comparison of the rates of expansion derived from the models with values derived from the radiocarbon chronology should provide a test of the appropriateness of the two models.

METHOD

Early Iron Age radiocarbon dates provide estimate of the which a site was occupied. Radiocarbon dates have an estimate associated with them and it was decided therefore, that the not be calculated directly from the dates and a curve fitting used. Linear regression analysis provided a best fit straight from a least squares analysis (McCall, 1970), between distant Some sites had more than one date associated with them and a (Huffman, 1977) was used to provide a best estimate. The we was used only where dates clustered and were unlikely to be with pre Iron Age events (Huffman, 1977). If dates were obvious recent than the earliest occurrence of the Early Iron Age in not used in the analysis as the analysis was an attempt to measure of spread of the Early Iron Age.

DATA

Regression analyses for both of the possible routes of expansion, Urewe to Silver Leaves and Kwale to Silver Leaves, were carried out. These regression lines were calculated, the value for the expansion of the Urewe culture and the values for the two possible routes. In each case the earliest date was set at a distance of zero. The distance from this site to other early sites was measured. The regression line was then calculated and rates of expansion were derived from the results.

The sites and associated dates used in the present study are shown in tables seven, eight, and nine.

RESULTS

The regression line for the Urewe culture had a slope of 0,54 with the origin at 92 years (Fig.4). This gave a rate of expansion of 0,57 Km/year. The slope for the Urewe to Silver Leaves expansion was 0,116 with the origin at 34 years. The overall expansion rate was 9,6 Km/year (Fig. 4). The overall rate of expansion corresponded fairly well with the values derived from the simulation (Table 2) with moderate to high rates of population growth (0,035; 0,040) and medium population densities (5-10/Km²).

The slope of the regression for the Kwale to Silver Leaves route was

MINE WORK-TO-RULE Contempt of court?

The technical officials' work-to-rule on the mines continues unabated — despite two interim court orders against members of the Technical Officials' Association

Last week three Free State Mines — Harmony, Welkom and President Brand — obtained temporary interdicts restraining the officials from striking. This week, two Transvaal mines, Randfontein Estates and Vaal Reefs, obtained similar interdicts

But the interdicts have done little to change the situation. Technical officials at the mines affected by the order are continuing their "withdrawal of co-operation".

The men — who are supporting their association's decision to reject a 10% wage increase (it wants 16%) — insist that they are not defying the court order. All they are doing, they say, is applying the Mines & Works Act strictly, and they argue that this can't possibly be illegal and that they are therefore sticking by the court order.

A Chamber of Mines spokesman confirms that the work-to-rule is continuing. The Chamber's view, however, is that the officials at the mines affected by the interdict are in contempt of the court order.

It is clear from the mines' own evidence in the court proceedings that the officials' action is having a more serious effect on the mines than did the miners' strike earlier this year. Harmony told the court it had lost R375 000 as a result of the work-to-rule and the companies which submitted this week's application say one of their mines has lost nearly R1m.

The association will nevertheless fight the two interim interdicts. It has until August 23 to reply on the first and until September 4 on the second.

historical reconstruction proposed by Phillipson (1975; 1977). However the temporal ordering within the complex indicated a north to south spread and hence a 'stream' model.

The relatively slow expansion rates associated with the simulations of the continuous spread model indicated that the wave model (Soper, 1971a) is probably incorrect. The rapid rates of spread generated by the simulations of the discontinuous spread model suggest that this was the most likely mechanism of dispersal. This mechanism mimics movements known from oral tradition (Kimambo, 1974; Legassick, 1969; Monnig, 1967; Turner, 1954; Were, 1974). The groups that were hived off would have moved some distance and settled and they could have acted as nuclei for further expansion. Because more than one

Strikers go back to work

20/11 3/7/79 (152)

DURBAN. — More than 500 striking workers at the Frametex cotton factory in New Germany went back to work yesterday after company officials threatened to dismiss them.

The workers, who have been on strike for higher wages since last Friday, were told this morning that if they were not interested in returning to work they would be dismissed.

A spokesman for the workers said yesterday they had no alternative but to return to work because they could not afford to lose their jobs.

He said, however, that the company had dismissed three workers for being the ringleaders of the strike.

He said they had gone on strike because they were earning R20 a week which was not enough to make a decent living.

"All we ask for is an increase of R10," he said. — Sapa.

PP DEAN

132

132

REGISTRAR (ACADEMIC)

STUD NO	SIGNATURE	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
13013-9					
13010					

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 26 03 79

PAGE 7

13010

65	63	61	59	57	55	53	51	49	47	45	43	41	39	37	35	33	31	29	27	25	23	21	19	17	15	13	11	9	7	5	3	1
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	

DURBAN

Strike: Traders consider action

Argus 7/15/79

152

THE Western Cape Traders' Association (WCTA) is to hold a meeting to discuss possible action against Fattis and Monis' products if the company fails to reinstate 78 workers dismissed after a recent strike.

The action is to be recommended by the chairman of the WCTA, Mr Dawood Kahn, at a meeting on Wednesday.

Mr Kahn said his committee planned to meet tonight, but this was postponed because of negotiations between Fattis and Monis and the National African Chamber of Commerce.

ONLY WAY

Mr Kahn said a boycott was 'the only way out' if the talks fail.

Mr Kahn said coloured and black workers should be treated the same.

Meanwhile, coloured workers continued today to apply for jobs at Fattis and Monis.

The Bellville factory's administrative manager, Mr A Terblanche, said his offer to consider applications from dismissed workers still held.

So far only five were among those people who had applied for work at the factory.

SOUTH AFRICAN PRESS PHOTO

APR 1977

PONT MATHIEU. — The workers' and is another two in a series of problems which have recently beset the motor industry, already hit hard by the petrol shortage, which has led to redundancies and short time.

STRIKE — The wage proposals, which were met a week ago, would have come into operation on August 1. The companies, General Motors, Ford and Volkswagen, have offered to

The rate of spread for a culture in the discontinuous spread model is 1.2. The rate of spread for a culture in the discontinuous spread model is 1.2. The rate of spread for a culture in the discontinuous spread model is 1.2.

Increase in minimum starting wages from R1 (for Grade 1 workers) to R3 an hour (Grade 12 workers). In these wages, across the board by from 6c to 15c an hour for workers from Grade 1 to 12.

Continue with the six-monthly wage review to keep pace with the minimum price index.

Spokesmen for the motor companies today declined to comment on the issues raised by the workers. Mr Rieben his public relations officer of Volkswagen starting wage of R150 for grade 1 workers. The secretary of the union, Mr Freddy Sauls, said the executive committee of branches of the union have already rejected the proposals at a meeting last week. It was decided, however, to leave the final decision to the workers.

COMPANIES — Ford's industrial relations director, Mr Fred Ferreira said the accepted channel of communication between the company and the unions was the Industrial Council.

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Nkope has occasional fluting and bevelling which has been used to tie it to the eastern stream, but as this feature was not common (Robinson, 1973; Table 2) and it would seem that Nkope probably belonged to a different tradition. Phillipson (1975, 1977) has suggested that the expansion occurred as a linear continuum with Urewe as the earliest and Silver Leaves as the latest group. The linear continuum is based on the flint analysis (Phillipson, 1975) and has marked differences from the reconstruction derived from pottery analysis which suggested that Urewe and Kwaale were related through a common ancestor (Soper, 1971b). The simulations were carried out over both possible reconstructions:

Simulation 1. Urewe ← Kwaale → Silver Leaves
Simulation 2. Urewe ← Kwaale → Silver Leaves

The rate of spread for a culture in the discontinuous spread model is 1.2. The rate of spread for a culture in the discontinuous spread model is 1.2. The rate of spread for a culture in the discontinuous spread model is 1.2.

1979

1972

2000 Threatened to Down Tools

TWO thousand motor industry workers this week rejected wage policies made by the Eastern Cape's three big motor firms and threatened to "down tools" unless demands for better wages and job security were met.

The workers — all members of the National Union of Motor Assemblies and Rubber Workers of South Africa — took their stand at a mass meeting in Germiston, Port Elizabeth.

The wage proposals "proposed" which were made a week ago would have come into operation on August 1.

The companies General Motors, Ford and Volkswagens have offered to increase minimum starting wages from R106 for grade 1 workers to

R110 an hour (grade 12 workers), increase wages across the board by from R1 to 15c an hour for workers from grade 1 to 12 continuous with the 12-monthly wage review to keep pace with the minimum increase in the consumer price index, extend the agreement for 12 months from August 1, 1979, to July 31, 1983.

The proposals were unacceptable to workers who have demanded a minimum starting wage of R150 for grade 1 workers.

They have also demanded job security in the form of, amongst other things, improved overtime pay, short time benefits, sabbatic leave, termination of contract benefits, and shift benefits.

Mr Sauls said if workers accepted the present proposals, the union could only start negotiating for bigger increases in March next year.

The workers, after refusing proposals, instructed the union to continue fighting their case for job security and decent increases.

Speakers for the motor companies yesterday declared to comment on the issues raised by the workers.

With shorts of 'lets down tools, let's show there's no weaker than the women of Eveready,' the workers refused the across board increase. It was the same union which led 230 Eveready

Mr Riben Els, public relations officer of Volkswagens, said that he could not comment until the company was officially notified by the union about their decision.

Mr Rod Ironside General Motors director of industrial relations, said the matter was under judgment.

Ford's industrial relations director, Mr Fred Ferreira, said the accepted channel of communication between the company and the unions was the industrial council.

1972
52

The secretary of the union, Mr Freddie Sauls, said the executive committee of branches of the union have already received the proposals at a meeting last week.

DECISION

A decision was, however, taken to leave the final decision to the workers.

Mr Sauls said one of the unions' job security proposals was that the companies pay workers one month's salary for every year they have been employed in cases of retrenchment.

frequency of inter-attlement contact would have increased and with it the probability of friction would have grown. The level of stress would have increased until fission occurred when groups would have moved away, settled and formed the nuclei of new cultures. Each of these nuclei could have acted in turn as a centre for fission and further expansion.

In this model, as was the case for the continuous spread model, carrying capacity has been defined as psychological tolerance and the problem of limiting resources remains.

A flow diagram and computer simulation of the discontinuous spread model were prepared (Fig.3; Appendix 1).

Star 18/7/79

New strike looms for gold mines

By Sieg Hannig, Labour Reporter

A fresh strike loomed in the gold mining industry today after failure to resolve the pay dispute between the Chamber of Mines and the SA Technical Officials' Association

"A strike ballot is a distinct possibility," commented Mr H Mallet-Veale, general secretary of the association today. An executive committee meeting tomorrow will decide on further action.

He spoke after the confirmation of deadlock at the first meeting yesterday of a conciliation board appointed by the Minister of Manpower Development to settle the dispute.

Key to the association's bargaining power is its membership of winding engine drivers.

The association rejected the Chamber of Mines offer of a 10 percent rise in minimum pay rates as it did not guarantee every man a 10 percent rise and fell short of 16 percent increase, plus other benefits, demanded by the association, said Mr Mallet-Veale.

The rate of spread for a culture in the discontinuous model was similar to the rate generated by the wave of advance model. Different input populations had little effect on the rates for advance model (Table 4) but did affect the internal culture rates for the discontinuous spread model (Table 5). The differences of spread within a culture, for the discontinuous spread model, in high populations inputs being spread over a large area. In very small area was colonised before fission occurred. Therefore then to reach the critical population density was short and this rates of expansion.

rowth used in the simulations per annum. The values were human groups colonising capacity were used: one, er. A value of five people ing capacity for simulations avalla-Sforza, 1973). The African ethnography (Tew, 1950),

Nkope has occasional fluting and bevelling which has been used to tie it to the eastern stream, but as this feature was not common (Robinson, 1973; Table 2) and it would seem that Nkope probably belonged to a different tradition.

Phillipson (1975, 1977) has suggested that the expansion occurred as a linear continuum with Urewe as the earliest and Silver Leaves as the latest group. The linear continuum is based on the flint analysis (Phillipson, 1975) and has marked differences from the reconstruction derived from pottery analysis which suggested that Urewe and Kwale were related through a common ancestor (Soper, 1971b). The simulations were carried out over both possible reconstructions:

- Simulation 1. Urewe → Lelesu → Kwale → Silver Leaves
- Simulation 2. Kwale → Silver Leaves

RESULTS

Simulation 1. The discontinuous spread model produced a faster rate of expansion than the wave of advance model. Rates of less than one kilometer per year were generated by the wave of advance model (Table 1) and these were of order of magnitude lower than the rates from the discontinuous spread

or problems associated with the eastern stream. Nkope has been included in the eastern stream and has been used as a link between Early Iron Age cultures in eastern and southern Africa. Huffman (1978) has shown that some of the cultures included in the eastern stream, notably the Transvaal group, do not have a high relationship to either the Nkope-Cokomere axis or to Silver Leaves material and should be excluded from the eastern stream. Similarly,

Simulation 2. The rates of advance for the wave of advance model remained the same as in simulation 1. This was also true for the within culture expansion rates derived from the discontinuous spread model. Appreciable differences were found in the overall rate of expansion, with rates from Kwale to Silver Leaves expansion being much faster (Table 6) than from Urewe to Silver Leaves (Table 2).

Workers fined for illegal strike

Staff Reporter

THIRTY-SIX Vereeniging transport workers who staged an illegal strike for more pay were each fined R60, or 60 days, by the Vereeniging Magistrate's Court yesterday.

They had pleaded not guilty before Mr J C Steytler to staging a strike on on July 16

The court found that they had refused to work at Du Preez Transport Company in Powerville, Vereeniging, when they demanded a wage increase of R10 a week over their present R20 a week. They had refused a company offer of an increase of R4 a week.

The manager of the transport company, Mr C L Nel, told the court that the workers had approached him and he had demanded a wage increase of R10 a week. He offered them an increase of R4 a week, but they insisted on a R10 rise and refused to work.

Mr Nel admitted under cross-examination by the workers that some of them had not been registered by the company for a number of years.

Mr Gideon van Niekerk, an inspector with the Vereeniging Department of Labour, told the court that when he was called to the company he had asked the workers to accept the offer of an extra R4 a week, but they had refused and insisted on an increase of R10. The police were called and the accused were arrested.

Finding all the workers guilty, Mr Steytler said they had committed a serious offence, for which they could have been fined R500 or sent to jail for three years.

The accused were Samuel Mokoena, 20, Johannes Mokoena, 52, David Tladi, 21, Andries Moloto, 22, Popous Kolanise, 24, Bethuel Lentso, 21, Petrus Mpenza, 29, Simon Radebe, 22, David Mokone, 24, Joseph Lemena, 29, Isaac Tsoesti, 29, Isaac Serema, 25, Kleinbooi Motomo, 28, Abel Morake, 36, Peter Makitlenyane, 32, Andries Bomo, 23, Mofu Mphuthi, 30, Ben Mpondo, 30, April Mphenga, 26, Philip Mofokeng, 46, Peter Molo, 24, Paul Bolofo, 24, Johannes Vice, Maslaeu Jantjie, 34, Aaron Hadebe, 30, Nyomo Maganqane, 31, Piet Lehlomo, 27, William Kumalo, 22, Martin Gamba, 23, Joseph Mosiwa, 28, Freddy Ntsho, 22, Aaron Lente, 18, Paulus Mosengu, 22, Joseph Maloka, 18, Samuel Mohlokoane, 26, Simon Sijonge, 45.



Workers' Bureau Boss's house

1/8/79

PIBABANE — In the second riot in the Big Bend area in a week, workers at a sugar and citrus estate at Thambufi this week looted and burned down the manager's house.

1/8/79

SENTRUM VIR IN OORPLIGTING

Registrasie No. 10450 Buidelings
Inter-Pacifiek Streeke Limite
(Peperk deur Garansië)

Posadres
p/a Die Universiteit van Kaapstad
Bordebosch

Riot police were sent to the estate and arrested many of the workers. There have been no reports of injuries.

The sudden flare up of violence at the estate is believed to stem from a wage dispute between the estate owners and the workers, who number about 1 000.

Last week workers at the sugar mill at Big Bend went on strike.

Riot police fired teargas and made a baton charge, arresting more than 90 workers. Some strikers reportedly set fire to the cane, burning out large areas.

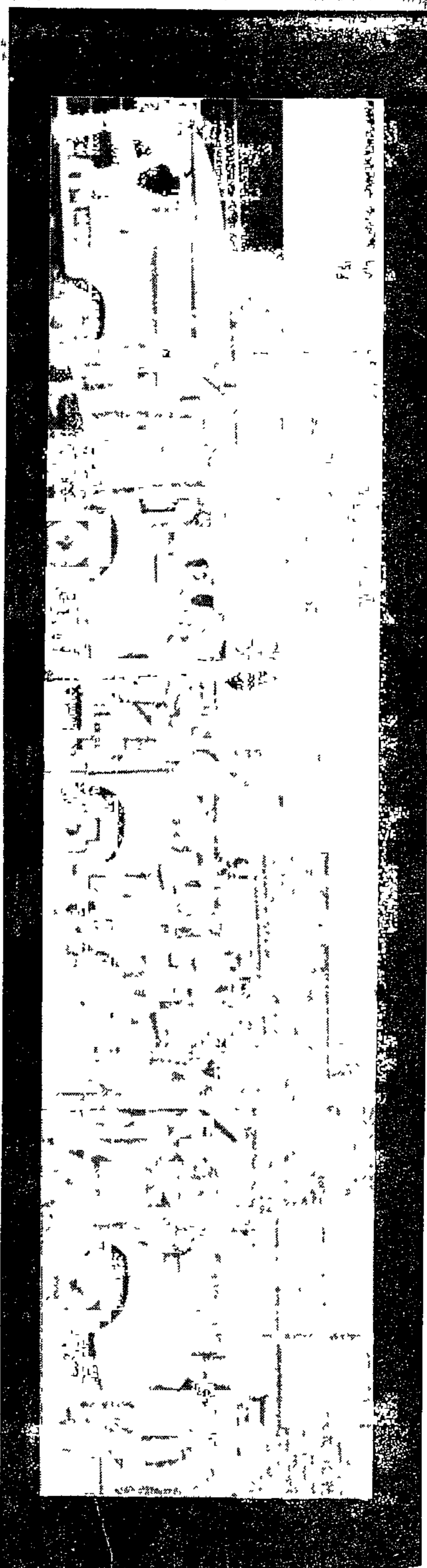
The strikers have now returned to work and the mill has resumed production.

gearskied op 1 April 1979 in 1977 vervang deur 'n Oorsig vir die ber te Tien Jaar

DIE OORSPRONK EN DOPLIEKLING VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Truist wat ingevolge J. de la Rive's testament in 'n Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Peperk deur Garansië) - 'n maatskappy beperk deur Garansië en sonder 'n aandeelkapitaal. Volgens die Maatskappywet 1973 (Act Nr. 61 van 1973)

(152)



Police trucks at yesterday's strike

Police called as 30 down tools

FOUR truck-loads of policemen were yesterday called when about 30 black workers of a Johannesburg firm went on strike in demand for more pay.

The policemen arrived when workers, all men employed by Doreen's Transport Cartage Contractors, downed tools after their employer had allegedly refused to increase their wages by R10

The strikers claim they start work daily at 7 00 am and knock off at 5 00 pm from Monday to Fri-

**By KINGDOM
LOLWANE**

day They are paid only R20,36 a week for these hours

And in spite of several appeals to their boss, Mr Stanley Ginsberg, for an increase in their wages they have not heard anything

The workers are not

members of any trade union and therefore cannot be represented in negotiations with management for an increase in pay or other working conditions

They told POST that they would not return to work until their demands are met

INCREASE

He wants to give us an increase of only R4 and this is peanuts with the high cost of living one of them said

Mr Ginsberg yesterday refused to talk to POST when asked to comment on the strike

I am busy and I can't talk to you, he said Labour inspectors were yesterday expected to arrive at the company to solve the dispute



Some of the strikers waiting outside their firm yesterday

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1 FOOD SECTOR

1.1 OUTPUT

The food sector in the manufacturing industry is unique because it is a mass consumer based industry. This fact gives it a relative degree of stability compared to the rest of the economy. A weight of 11.58% is assigned in terms of output and employment in this sector. This is quite a substantial proportion in relation to other sectors in the manufacturing industry. Between 1978 and 1988 output has increased fairly consistently, showing positive growth with the exception of 1983 and 1986 where it declined temporarily. The positive growth in output could be attributed to the steady increase in population as is evident from the Quarterly Bulletin of Statistics which reflects a growth of 5.649m from 1978 to 1988. In annual terms this means approximately 550 000(persons), thus placing this demand on output. In other words , an increase in population means an increase in output.

YEAR	OUTPUT
1978	90.3
1979	94.1
1980	100.0
1981	105.8
1982	106.8
1983	103.1
1984	107.0
1985	112.4
1986	112.0
1987	116.9
1988	122

1.2 EMPLOYMENT

In 1982 employment reached a high point , followed by a decline in 1983 and 1986 and a steady increase from 1987 to 1988 . However, despite the increase in total employment in 1988 a contraction in the number of african workers has taken place. This resulted in a net shedding of african labour. Another factor in this regard is the question of unskilled and semi-skilled workers, who are subject to retrenchment and generally severely affected by technological changes and mechanisation within this sector. It is within this category that the majority of african labour is concentrated.

Utilisation production capacity in the food sector has been fairly consistent, since 1978 to 1982(87.1), with the exception of 1983(85.5), which marks a decline, followed by an increase in 1984. Thereafter a significant decline sets in, 1985 and 1986 with the lowest recording of 80.5 in this sector. In essence utilisation production capacity has not been utilised to its maximum.

Table 1: EMPLOYMENT: 1978-1988

	TOTAL	AFRICAN	ASIAN	COLOURED	WHITES
1978	198100	129300	10300	28800	29700
1979	198449	128785	10167	28873	30624
1980	206700	132200	10900	32100	31500
1981	211100	135600	11200	31800	32500
1982	217100	141100	11100	31500	33400
1983	211200	136500	10100	33100	33300
1984	218200	139000	9800	35900	33500
1985	219893	139135	9478	37746	33534
1986	205100	130100	10000	31700	33300
1987	210100	133200	10100	34100	32700
1988	214400	135900	10200	35000	33300

SOURCE: 1, 2

1.3 SALARIES AND WAGES

The differential between white and african workers has decreased by 1.1 during the period 1978 to 1988. This figure is indicative of the differential gap between white and african workers and the nature of the labour force, i.e. african workers form the bulwark of unskilled and semi-skilled labour and whites the more skilled sector of the labour force. Whites earned 4.7 time more than african workers and a decade later a differential of 3.6 between white and african workers.

Table 2: AVERAGE WEEKLY EARNINGS: 1978-1988

	AFRICAN	ASIAN	COLOURED	WHITES	Differ W/
1978	32.39	58.75	35.87	152.91	4.7
1979	36.50	67.52	40.01	169.51	4.6
1980	39.08	70.39	43.85	179.58	4.6
1981	51.46	92.25	55.43	232.01	4.5
1982	61.66	116.77	70.68	273.08	4.4
1983	73.22	141.51	80.29	309.65	4.2
1984	84.27	161.77	92.29	352.86	4.2
1985	92.32	188.95	98.18	399.93	4.3
1986	112.42	209.94	121.63	443.66	3.9
1987	135.02	238.40	137.12	509.18	3.8
1988	165.80	278.81	168.26	597.30	3.6

SOURCE: 1, 2

Table 3: AVERAGE REAL WEEKLY EARNINGS: 1978 - 1988

YEAR	AFRICAN	ASIAN	COLOURED	WHITES	DIFFER W/
1978	41.73	75.71	46.22	197.05	4.7
1979	41.52	76.82	45.51	192.85	4.6
1980	39.08	70.39	43.85	179.58	4.6
1981	44.67	80.08	48.12	201.40	4.5
1982	46.68	88.40	53.51	206.72	4.4
1983	49.34	95.36	54.10	208.66	4.2
1984	50.85	97.63	55.70	212.95	4.2
1985	47.93	98.11	50.97	207.65	4.3
1986	49.20	91.88	53.23	194.16	3.9
1987	50.91	89.89	51.70	192.00	3.8
1988	55.38	93.12	56.20	199.50	3.6

1.4 STATUTORY MINIMUM WAGES

1.4.1 NOMINAL vs REAL WAGES

Labourer

Real wages in this sector are noted for its fluctuation and more by decline than stability from 1978 to 1983 and a marginal increase in 1984 to 1988 with the exclusion of 1986. A difference of 13 c.p.h exist between the years 1978 and 1988 in real wages. Minimum wages for labourers may have increased threefold in nominal terms, but have not kept pace with the South African inflation rate. By 1988 real wages had in fact declined by 33%.

Table 4: Labourers' Wage Rates (c.p.h.) 1978-1988

YEAR	NOMINAL WAGE	REAL WAGE
1978	71	91
1979	56	64
1980	61	61
1981	73	63
1982	73	55
1983	73	49
1984	125	75
1985	145	75
1986	166	73
1987	203	77
1988	235	78

SOURCE: 3

Artisan

Nominal wages for artisans have increased every year by a cumulative growth of 532.2% in comparison with the cpi increase of 385.5% from 1978-1988. Generally there has been an increase in nominal and real wages. In real terms artisans' wages have been keeping abreast of inflation. The discrepancy in real wages between 1978 and 1979 could be attributed to the general shortage of skilled labour in South Africa across all industries, creating a demand, thereby giving rise to the boost in artisans' wages.

Table 5: Artisans' Wage Rates (c.p.h.) 1978-1988

YEAR	NOMINAL WAGE	REAL WAGE
1978	121	156
1979	205	233
1980	225	225
1981	283	246
1982	283	214
1983	283	191
1984	396	239
1985	440	228
1986	489	214
1987	560	211
1988	644	215

SOURCE: 3

1.4.2 DIFFERENTIALS BETWEEN LABOURERS' AND ARTISANS' WAGES

The labourers' and artisans' wages are noted for its fluctuation, but the income differential between labourers' and artisans' has increased from 1.7 to 2.7 in 1978 and 1988 respectively.

Table 6: Differentials 1978-1988

YEAR	LAB NOMINAL WAGE	ARTISAN NOMINAL WAGE	DIFFER
1978	71	121	1.7
1979	56	205	3.7
1980	61	225	3.7
1981	73	283	3.9
1982	73	283	3.9
1983	73	283	3.9
1984	125	396	3.2
1985	145	440	3.0
1986	166	489	2.9
1987	203	560	2.8
1988	235	644	2.7

1.4.3 WAGES AND THE SLL

Labourer

The labourers' wages have been inconsistent in terms of the SLL, which is evident from 1978 to 1983 by a downward movement and a gradual increase from 62.7% in 1984 to 75.2% in 1988. A 3.4% decline of the wage as a percentage of SLL has taken place during the ten year period.

Table 7: Labourers' Wages as a Percentage of the SLL 1978-1988

YEAR	% OF SLL
1978	78.6%
1979	50.6%
1980	49.5%
1981	50.7%
1982	44.0%
1983	39.4%
1984	62.7%
1985	63.4%
1986	63.8%
1987	73.5%
1988	75.2%

Artisan

If the SLL acts as a yardstick in terms of measuring minimum wages, then the legal minimum has progressively increased from 134.0% in 1978 to 206.0% in 1988. Artisans have in reality experienced greater purchasing power within this sector.

Table 8: Artisans' Wages as a Percentage of the SLL 1978-1988

YEAR	% OF SLL
1978	134.0%
1979	185.2%
1980	182.6%
1981	196.6%
1982	170.7%
1983	152.9%
1984	198.7%
1985	192.3%
1986	187.9%
1987	202.8%
1988	206.0%

1.4.4 FREQUENCY OF REVISION

Table 9: Revision by Year

YEAR	No of Sub-Div	Revisions	Percent
1978			
1979			
1980			
1981			
1982			
1983			
1984			
1985			
1986			
1987			
1988			

SOURCE: 3