

INDUSTRIAL RELATIONS - STRIKES

1996

JANUARY - ~~JUNE~~ JULY

Strike strands city commuters

CT 4/1/96

(152)

MELANIE GOSLING

THOUSANDS of commuters were stranded at Cape Town station yesterday after Cape Metro Rail conductors went on a wildcat strike that disrupted train services throughout the Peninsula and as far as Strand and Wellington

Conductors, who are on strike in protest against a management decision to remove conductors from some trains, said late yesterday that the strike would continue today and lead to further delays and cancellations

Metro management has advised rail commuters to make alternative travel arrangements today

About 270 conductors went on strike from noon yesterday on all Metro lines to the city

A spokesman for the conductors, Mr William Muir, said only four conductors had not joined the strike

"We are striking because management wants to take conductors off the trains. Four years ago we had four men — a guard and three conductors — on an eight-carriage train. Now we have one conductor on an 11-carriage train," he said.

The management had refused to meet and discuss the matter with them yesterday, saying they would talk only to the

recognised unions

"It is not we who don't want to work but management that won't let us work," he said.

"This strike is also about passenger safety. The trains are already unsafe, and with no conductors it will be chaos."

Conductor Mr Mark Jones said "We help keep the skollie element away. If they know there are no more conductors, it will give them a free hand on the trains."

Thousands of commuters poured into Cape Town station after work yesterday, unaware of the strike. Looking tired and irritated, they milled about on platforms, waiting

Officials used loudhailers to announce departures, and with each announcement, hundreds of passengers rushed to board the train. Then they often had to wait up to half an hour for the train to leave.

There were long queues at the station's public telephones, where only two of the six coin-operated telephones were working

For safety reasons, officials would not allow trains to leave with a driver only.

In a statement Cape Metro Rail apologised to passengers for the strikers' "irresponsible actions".

The decision to adapt work methods had been jointly agreed to after consultation with labour, it said.

More rail delays (152) unless talks end strike

Staff Reporters

CAPE Town rail commuters should expect further delays in getting home tonight — unless today's talks between Cape Metro Rail conductors and the management resolve the strike

Thousands of train commuters were affected as the wildcat strike by drivers and 160 of 270 conductors entered its second day today

Louis Holtzhausen, manager of train services for Metro Rail, said about half the scheduled trains were operating during the morning rush hour

"Fortunately, passenger figures are relatively low at this time of the year, so though the commuters are inconvenienced, there are trains running"

Later spokeswoman Riana Jacobs said "We hope the negotiations today will resolve the strike"

It would be easier if people could organise alternative transport, she added. However, those who depended on trains should expect delays

The management did not want to respond to the conductors' grievances through the Press, she said, but she understood the issue was about a change of shifts which had resulted in less overtime for conductors

She expressed surprise about the concern that fewer conductors would put passengers at risk from gangsters

"We employed 43 community police in December and are enlarging our own security force"

Yesterday thousands of grumbling commuters sat on motionless trains at Cape Town station as workers and management negotiated over issues including security and a staff demand to work overtime

It emerged that a report in The Argus of an assault on three young girls on a southern suburbs line at the weekend raised the ire of Metro Rail conductors who claimed the thugs may have been arrested if there had been a controller aboard

Conductors claimed Metro Rail management had made a farce of its promise to ensure the safety of passengers by withdrawing conductors from a large number of trains each day

They alleged that the management was interested only in saving money and not in the safety of passengers

Drivers walked out yesterday in sympathy with the conductors' demands

Metro Rail management replied with a brief statement in which it said the "decision of adapting work methods was jointly agreed to" after consultation with recognised labour organisations

"If there are any further problems, there are recognised channels through which they can be addressed," a spokeswoman said

Court order against striking conductors

(152) (152)
STAFF REPORTER

ET 5/6/96
management and representatives of the striking conductors met yesterday to resolve the strike

METRO RAIL management obtained a Supreme Court order yesterday to restrain wildcat striking conductors from taking part in an unlawful work stoppage

The interim interdict also prohibits them from interfering with Metro business, occupying Metro's premises, except to work, and intimidating fellow employees.

About 270 conductors went on strike from noon on Wednesday on all Metro lines leading into the city to protest against a management decision to take conductors off trains.

The conductors said the strike was also about passenger safety and with trains already unsafe, chaos would reign if conductors were removed

Following the court order,

The wildcat strike followed a "joint decision" to cut excess overtime, Cape Metro manager Mr André Harrison, said

"Management considered the conductors' alleged concern for the safety of commuters as a smokescreen since they were never trained or used as security officers "

In December Metro deployed 43 community police officers to supplement their security corps and will also be appointing extra security staff this year

Mr Harrison said although train services were close to normal during off-peak times, more delays were expected during the peak period this afternoon and tomorrow morning when trains were required to run more frequently

Court order ends 2-day train strike

~~(152)~~ (152)
Labour Reporter *ARLT* 5/1/96

THE two-day strike by conductors which left thousands of Cape Town rail commuters stranded has ended and trains are running normally.

This follows Cape Metro Rail being granted a Supreme Court interdict restraining wildcat strikers from taking part in unlawful work stoppages or from interfering with Metro Rail business

The court order prohibits conductors from occupying Metro Rail's premises, except for work purposes

A spokesman for Cape Metro Rail said negotiations with representatives of the conductors were continuing

The two-day wildcat strike by 160 conductors was sparked by a decision to cut excess overtime.

Eskom workers on strike

WITBANK: About 250 employees, mainly members of the National Union of Mineworkers, were on strike at Eskom Park here, Eskom said yesterday.

Isolated incidents of vandalism were confirmed by Eskom, which said, in the interests of safety, employees on the premises had been allowed to go home.

ET 10/1/96 (152)

Strike disrupts harbour

JOHANNESBURG: An SA Railway and Harbour Workers' Union strike yesterday stopped operations at East London harbour after management decided to take disciplinary steps against three union members

The strike has disrupted off-loading of imported maize, but an oil tanker yesterday managed to discharge its cargo

Sapa

(152) (10) 2110/1/96

Putco strike ends after driver is reinstated

BD 12/1/96

(152) (233)

Theo Rawana

THE strike by 900 Soweto bus drivers was suspended yesterday afternoon after Putco management agreed to conditionally reinstate a sacked worker and lift the suspension on another, the Transport and General Workers' Union said yesterday.

Union general secretary Randall Howard said the strike, which had left thousands of commuters stranded in the morning, was to back these demands after the driver had been fired after being involved in an accident.

Management had acceded to the demands, pending procedural appeals which would be heard this morning.

"We agreed to suspend the ac-

tion so as to address the services to the community," Howard said.

Management had also agreed to the holding of a ballot at Putco's two greater Soweto depots in Dobsonville, with a view to union recognition.

Howard stressed that the action was suspended pending the success of today's hearings. He said it was agreed there should be no loss of wages to the workers. However, management had made it clear that in future the principle of no-work-no-pay would apply.

The question of poor labour relations between the union and management was referred to a joint committee comprised of management and the union.

Putco MD Mike Olden said about 500 buses operating from

the two greater Soweto depots were rendered idle by the strike.

Howard had earlier said management was refusing to recognise his union as the majority union in Soweto, showing preference for the rival Transport and Allied Workers' Union.

Sapa reports that thousands of commuters were left stranded in the morning when the drivers went on strike.

All bus services in greater Soweto, Alberton, Palm Ridge, Eden Park, Roodepoort, Krugersdorp and Midrand had been affected by the strike action, assistant manager Mutu Manana said.

Bus services in southern areas such as Ennerdale, Lance, Evaton and Palm Springs were not affected, Manana said.



WHAT'S THE SCORE? Enoch Godongwana, the general secretary of the National Union of Metalworkers of SA, takes a break during yesterday's talks with the government on privatisation

PHOTO JOHN WOODROOF

Strike delays protest

(152) (152) (152)

FROM SAPA

Johannesburg — A march by post and telecommunications employees protesting against proposals to privatise state assets was delayed by a Putco bus drivers' strike in Johannesburg yesterday morning, a union official said.

Ali Kubayi, the Witwatersrand secretary of the Post and Telecommunication Workers' Association (Potwa), said the marchers had planned to hand a memorandum to Gauteng's premier, Tokyo Sexwale. However, they were waiting for members of the association from Soweto who did not have transport to the city.

About 500 Potwa members toy-toyed and waved placards outside the union's headquarters in the city centre.

Food manufacturing behind PPI rise

STAFF WRITER

Johannesburg — South Africa's producer price inflation rate increased marginally to 8,3 percent for the 12 months to November from 8,2 percent in October, the Central Statistical Service said yesterday.

The increase came in the wake of a sharp 1,5 percent month-on-month rise in food at the manufactured level. Food at the agricultural level declined by 0,7 percent.

The local component of the producer price index (PPI) rose by 0,3 percentage points month-on-month, while the imported component was flat.

The subdivision of the PPI shows that for the 12 months to November last year the increase in

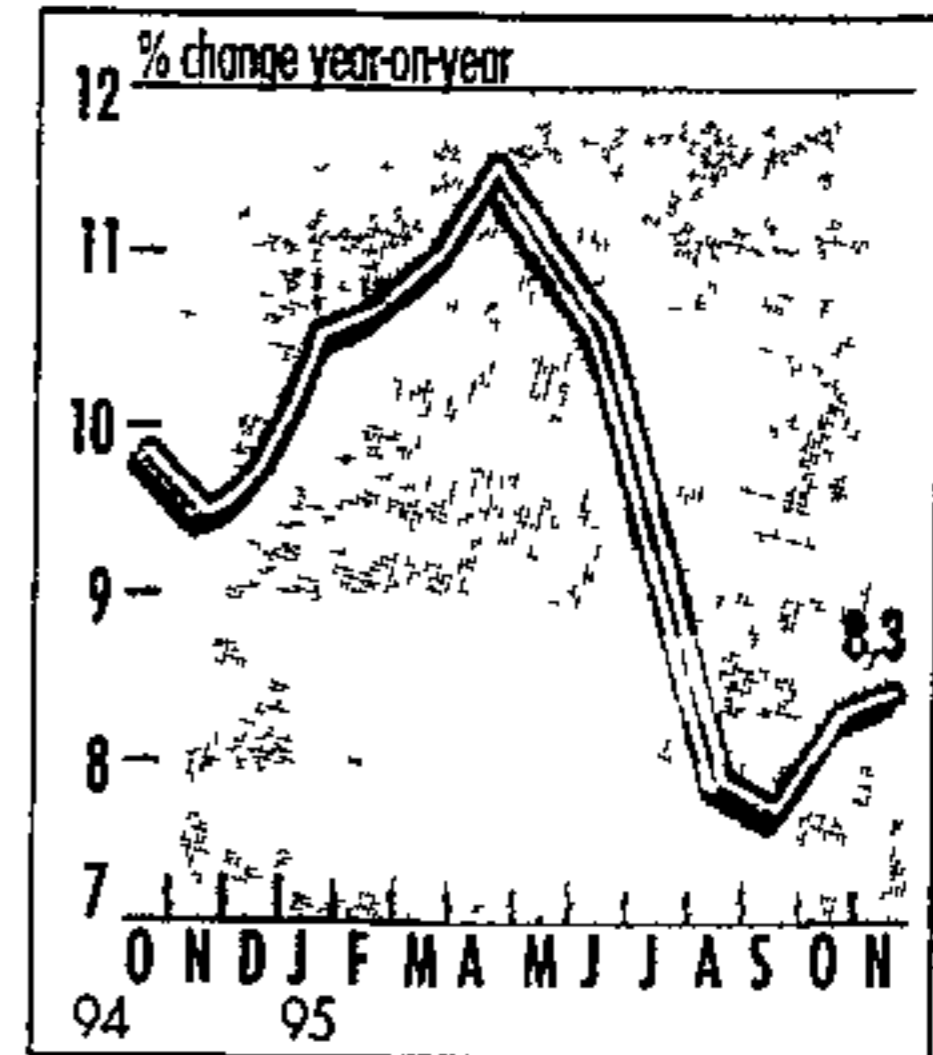
prices of locally produced commodities was 9,0 percent, while the rise in the prices of imported goods was 5,5 percent, the reason for the hike in the total index being contained to 8,3 percent. This was, however, the second consecutive monthly rise. The PPI was 7,6 percent for the year to September.

On the basis of the rise in the PPI, some upturn in the consumer price index (CPI) can be expected when the December figure is released later this month.

But economists generally are confident that the annual rise in the CPI for this year will be less than 10 percent. Some forecasts range as low as 8 percent, although an accelerating trend in the closing months is also widely expected.

Standard Bank yesterday fore-

Producer Price Index



cast that producer inflation would average 9,5 percent last year and between 7,0 percent and 7,5 percent this year.



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PHOTO JOHN WOODROOF

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Ian Goldin offered top job at DBSA

CT(CBR) 12/11/96
By DUMA GOUBULE

Johannesburg — The Development Bank of South Africa (DBSA) has offered the position of chief executive Ian Goldin, a senior economist at the European Bank for Reconstruction and Development (EBRD) in London.

The post was widely expected to be given to a black candidate after a palace revolt by black professionals at the bank almost two years ago.

Sources within the bank said yesterday that the board had decided to offer the job to Goldin after the last-minute withdrawal of Timothy Thahane, a Lesotho national and vice-president of the World Bank.

The Development Bank chairman, Wiseman Nkuhlu, last night confirmed that the board had met on Tuesday to discuss the appointment of an acting chief executive for the bank as negotiations with Goldin were taking longer than hoped.

The DBSA is a quasi-government agency that provides finance for development in southern Africa. It has played a key role in the development of the RDP.

Black DBSA managers said yesterday that the bank had gone out of its way to look for a suitable black candidate. They were prepared to give Goldin a chance because of his widespread international experience.

"After all, our demand is that development must reach the people on the ground. It does not follow that this will not happen if a white person is appointed," a source said.

Goldin, 40, left South Africa in 1978 and has worked as an economist at the Organisation for Economic Co-operation and Development and the World Bank. He has worked at the EBRD for the past eight months.

Putco bus drivers' strike ends

Star 12/11/96
A Putco bus drivers strike which left thousands of commuters stranded in Johannesburg yesterday has ended with Putco management and the Transport and General Workers' Union agreeing to discuss disciplinary procedures in a joint committee.

Putco also agreed to review the cases of two union members facing disciplinary hearings after being involved in accidents.

Normal services will resume today.

An estimated 40 000 commuters - many of them school-children - were left stranded in Gauteng by the strike at the Putco depot in Soweto.

"It's been a disastrous day," said Putco's assistant manager in Soweto, Muntu Manana yesterday afternoon. "The taxis just aren't coping with the extra pas-

(152) ~~(152)~~
sengers. Some people are trying to use the trains, but many of them rely on Putco buses to get there in the first place."

All bus services in Greater Soweto, Alberton, Palm Ridge, Eden Park, Roodepoort, Krugersdorp and Midrand, as well as all school services, were affected.

Services not affected were those in southern areas such as Ennerdale, Lance, Evaton and Palm Springs.

"The drivers picketed and blockaded the exit gate," said Manana, adding the strike action over the high bus accident rate and "other small issues" had started at midnight.

Striking workers prevented drivers belonging to the Transport and Allied Workers Union from carrying out their normal duties - Staff Reporter and Sapa.

Bus drivers go on strike

Sowetan 12/1/96 (152)

**By Themba Sepotokele and
Wilson Ramothata**

THOUSANDS of commuters in some parts of Gauteng were left stranded yesterday when Putco bus drivers embarked on a strike in protest against claims of unfair dismissal of six drivers

Commuters in areas such as Lenasia, Soweto and Ennerdale used alternative transport to take them to and from work

because of the strike called by Transport and General Workers Union

TGWU spokesman Mr Elliot Sithole said six drivers were dismissed over the period of three months for collisions beyond their control

Putco's director, Mr Fred Stamp, could not say how many buses were grounded but was confident that the matter would be resolved.

Late yesterday buses blockaded the entrance to Putco's New Canada depot

while union officials and management were locked in a meeting

Meanwhile, general-secretary of Cosatu Mr Sam Shilowa told members of Post and Telecommunications Workers Allied Union that the 24 hour national strike would continue next Tuesday even if the Government agreed to halt privatisation.

Potwa marched on the Gauteng legislature in Johannesburg yesterday

Cosatu strike crisis Star 13/1/96 averted

(152)
By NEWTON KANHEMA

Both the Government and labour have stepped back from their positions on privatisation and restructuring of state-owned assets and enterprises

Cosatu has suspended its planned 24-hour strike scheduled for Tuesday

This follows a government commitment to cancel a scheduled special cabinet meeting which was to make further announcements on privatisation

Cosatu claimed yesterday it had lost nothing and registered a victory for labour. The union federation's reasoning was that its protest had been noticed by the Government

But Jeff van Rooyen, special adviser to the minister of public enterprises, said "There is no backing down on the part of the Government. We are committed to consultation. The Government has cancelled the special cabinet meeting as an expression of good faith in our commitment to consultation."

The Government had no intention of implementing restructuring unilaterally, he added

Cosatu assistant general secretary Zwelinzima Vavi said "We took note of the Government's commitment not to implement its recently announced decisions of restructuring of state-owned enterprises, including the proposed privatisation of Sun Air and Transkei Airways as well as Telkom. They have also indicated that the Cabinet will not make further announcements until there has been agreement on the National Framework Agreement."

In view of this "breakthrough", Cosatu's executive had agreed to suspend the 24-hour strike scheduled for Tuesday.

"We will, however, continue with the mobilisation of our membership in opposition to the use of privatisation as a restructuring tool," said Vavi.

Cosatu calls off one day strike

Sowetan 15/1/96 (152) (152)

By Sowetan Reporter

THE one day strike planned for tomorrow by the Congress of South African Trade Unions is off

This followed agreement reached between Cosatu, the National Council of Trade Unions (Nactu) and the Federation of South African Labour (Fedsal) at a meeting on Friday

The strike was to protest against the planned privatisation of state assets such as railways, Telkom and post offices, and arms manufacturing giant Denel

In terms of the agreement, the government had agreed to stop making announcements or decisions on privatisation and or restructuring without consulting with labour

This consultation would be in terms of a National Framework Agreement. This effectively means that Government will henceforth consult labour before moving, and that all plans under way will be grounded until agreement on each issue is reached

Immediate victims of this agreement are the proposed sale of Sun Air, Transkei Airways and Telkom

Union protest begins

MEMBERS of the SA Telecommunications Association began striking yesterday at Telkom's Roseville repair workshop in Pretoria, in protest against unsafe working conditions. The union said continuous demands for the provision of sufficient air cleaning and cooling systems had been ignored.

(216) (152)
REPORTS Business Day Reporters Sapa

50 19/11/96



Strike action: A Cosatu strike which took place in downtown Johannesburg in 1995 — the year of fewer strikes
 PHOTOGRAPH HENNER FRANKENFELD

Strike action more likely in the public sector during 1996

M+C (BM) 19-25/1/96 (152)

Rowan Callaghan

A REPORT on strike action in 1995 has shown that, despite disastrous predictions, there were less strikes last year than in previous years.

Compiled by Andrew Levy and Associates, the report said that the 1995 level was the lowest since 1988. But the industrial relations consultancy does not expect the same to happen this year.

"With the new Labour Relations Act there will be a tendency to test its boundaries and this will cause an increase in strike action. It will become easier to go on strike," says Andrew Sparks of Andrew Levy & Associates.

According to the report an estimated 1,6-million mandays — the number of workers multiplied by the number of days on strike — were lost to strikes in 1995. In 1994 the amount of mandays was 3,9-million while in 1993 it was 3,6-million mandays.

The main trigger causing strike action was found to be disputes over wages, "indicating the wide gap between expectations and delivery".

"I think the reason there have been fewer days lost is because it seems as if there is an increased maturity between both parties, management and unions," comments Sparks.

This maturity is not yet evident in the public sector and among state parastatals where the majority of strike action took place.

Sparks attributes this in part to the fact that strikes in these sectors were only allowed recently and "both management and workers are therefore relatively new to the negotiating process".

He is confident, however, that the maturity in the private sector would eventually spread to the public sector.

However, he predicts that most of the strike action this year will still take place in the public sector for some time to come.

'It will become easier to go on strike'

MARK OF APPROVAL

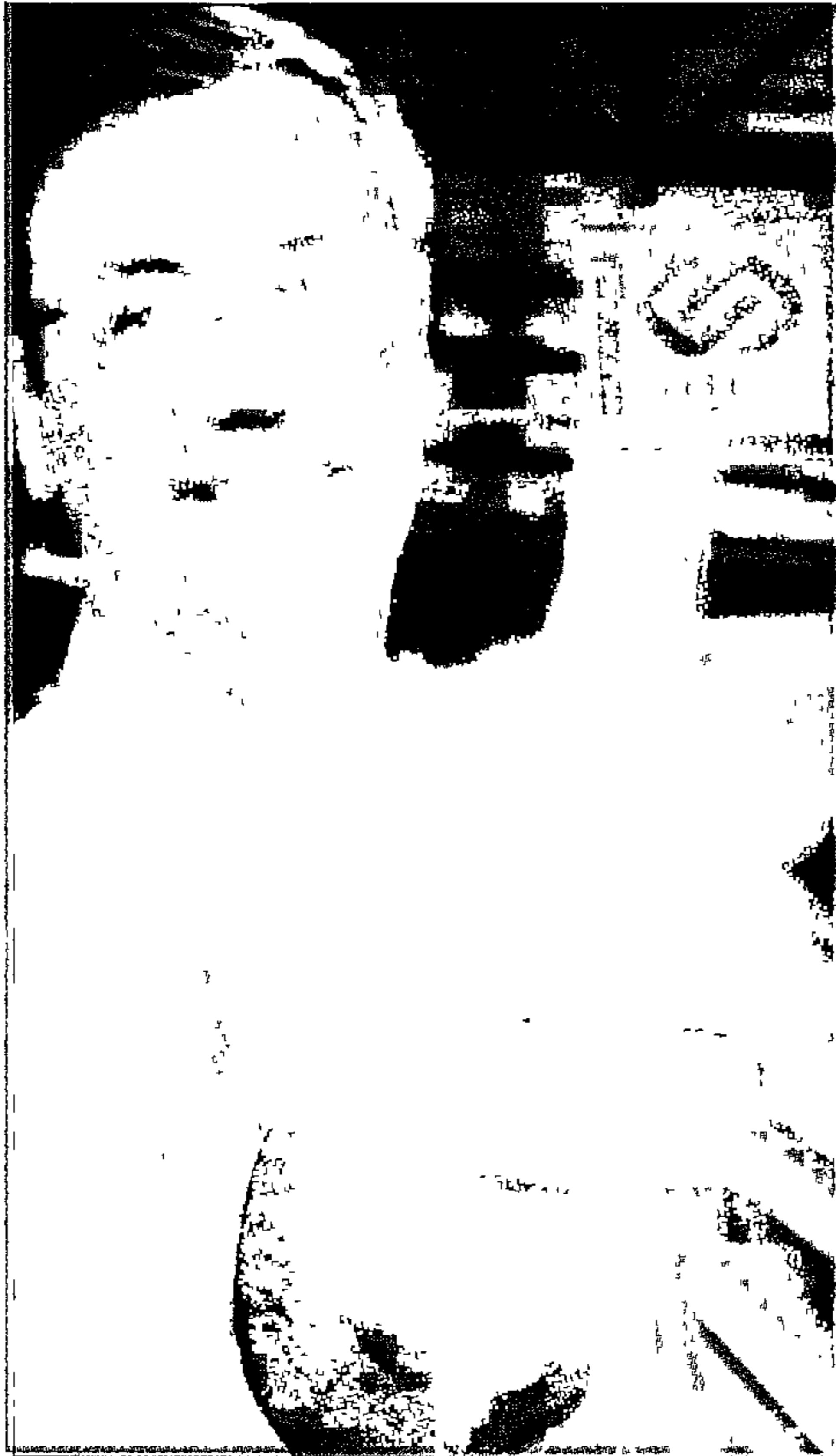


PHOTO JOHN WOODROOF

Internationally recognised quality control systems were essential if South African companies were to compete in the international trade and service sectors, the chairman of Tencor, Neil Jowell, said at an award ceremony at the weekend

Independent Express, a courier company in the Tencor group, was accredited with top quality achievement. The picture shows Andrew Loveall, the managing director of Independent Express, with the award

The company, which is the only South African courier firm to achieve the accreditation, provides express and courier document, parcel and airfreight services nationally and to more than 100 countries internationally — Françoise Botha

Strike at BMW over bonus tax

(152) ~~(152)~~

BY ROSS HERBERT

CT (MR) 30/11/96
Johannesburg — A wildcat strike at BMW's Rosslyn assembly plant near Pretoria halted production on Friday and yesterday as workers expressed anger at the amount of taxes on holiday bonuses

About 2 500 production workers, who received a special bonus on Friday because the company had an unusually good year last year, walked off the job when they got their pay cheques

"This is an extraordinary and unusual situation. The reason for the strike is, to put it mildly, great disappointment over the amount of tax withheld," said Chris Moerdyk, the head of public affairs for BMW SA

"It's ironic that usually strikes are related to not enough pay, not too much," he said

The company frequently pays a quarterly bonus based on profit

Because of especially good production and exports last year, the company included an extra bonus in pay cheques distributed to workers on Friday

The company normally communicates with workers about bonus calculations through shop stewards, but the system apparently failed, focusing attention on the significant negative costs of failing to communicate

Management and shop stewards were taken by surprise by bitter complaints from workers over the size of the tax bite

Workers continued to negotiate with management late yesterday and sent a delegation to complain to the receiver of revenue

Moerdyk said the strike would last through today, but that if workers returned to work tomorrow, the plant could make up lost production without major cost

Mar 31/1/96
**Chaos as
VW workers
seek apology**

OWN CORRESPONDENT

(S2)
Port Elizabeth - A mass meeting of Volkswagen workers broke up in chaos yesterday with union officials demanding an apology from managing director Heinrich Holtmann for a perceived "derogatory" remark about President Nelson Mandela.

According to the National Union of Metalworkers, about 4 500 of its members walked out of their quarterly meeting with management after Holtmann "failed to apologise" for his comments.

Last night Volkswagen executives were trying to defuse the potentially explosive situation.

The confrontation between Holtmann and the mass gathering of workers was disclosed by Numsa last night.

The union claimed Holtmann, responding to dissatisfaction from employees over tax levels, "instructed the employees to go to Mandela and ask him to appoint the previous managing director, Peter Searle, as the finance minister to curb the tax problem"

Downturn in strikes widely expected

By Abdul Mlazi
Labour Reporter

MOST South African businesses expect the number of strikes to drop this year, a special survey by labour publication *Labour Trends* has revealed. The survey, which includes busi-

nesses of all sizes nationally, found that while strikes and industrial disputes were rife in South Africa last year, 63 percent of businesses did not expect any industrial action despite the fact that the number of companies with formal agreements with trade unions increased by 13 percent to 68 percent.

Seventy five percent of the businesses interviewed said they did not expect strikes this year.

Wage related

According to FSA Contact remuneration information services manager Ms. Harriet Webster more than half the companies that experienced industrial

action last year said the strikes were due to wage demands.

"All the companies that predict further strike activity in 1996 believe this will be related to wage demands based on inflated expectations among workers," said Webster.

The survey revealed a discrepancy of eight to 15 percent between the low-

est and highest wage increase demands made by unions and management's lowest and highest counter-proposals.

The survey also found that union demands were not only wage related. Other frequent demands were housing subsidies, educational bursaries, training and development, paternity leave and centralised bargaining.

(152)

Source: *Labour Trends*

1/2/96

Mortuary strike holds up burials

Upset families wait for hours before getting their relatives' corpses

By Glenn McKenzie

GRIEVING FAMILIES from as far afield as the Free State and KwaZulu-Natal waited anxiously for several hours to retrieve the bodies of dead relatives from Soweto's Baragwanath Hospital after mortuary workers began a short-lived strike yesterday morning.

The mortuary workers, who stopped working to demand back-pay owed to them since January 1994, prevented funeral undertakers and families from collecting the bodies from the hospital's mortuary. They also refused to collect corpses of recently deceased patients in the hospital's medical wards.

Several families waited for more than four hours outside the mortuary to collect bodies for burials which had been scheduled to begin yesterday.

Mr Elliot Mngadi said he had driven all the way from Dundee in KwaZulu-Natal to collect the body of his wife, who had died at Bara last week.

Mrs Maria Maduna had hired a driver and a van to transport her niece's body to Senekal in the Free State. Both were concerned they would be forced to delay the funerals of their loved ones.

"These workers have the right to demand money, but we have the right to collect our child," said Maduna.

The strikers returned to work around 1pm yesterday and warned that their work stoppage would begin again today if they had still not received their pay cheques.

"We will stop carrying bodies and will prevent anyone from doing so tomorrow if we don't get our cheques today," said Alfred Polifera, a spokesman for the workers. "We are tired of doing this dirty work for less than a living wage."

A Baragwanath Hospital administration official said extra money had been promised to the workers after their employment categories were upgraded last year. The cheques had been delayed because of bureaucratic red-tape in Pretoria but were expected to arrive yesterday afternoon.

(152) Sowetan 1/2/96

**VW boss set to apologise
for remark about Mandela**

Star 1/2/96

Port Elizabeth - Union officials at Volkswagen said yesterday that managing director Heinrich Holtmann had indicated he would apologise this week for remarks about President Mandela which they considered "derogatory"

A mass meeting of workers and top management ended in chaos on Tuesday after National Union of Metalworkers (Numsa) members demanded an apology from Holtmann for a perceived insult about the president. Numsa administrator Eric Sibida told reporters that Holtmann wished to apologise for the remarks - Own Correspondent

(152) (152)

BMW workers count the cost of special bonus fracas

By Ross HERBERT

Johannesburg — Workers at BMW returned to their jobs yesterday after a four-day wildcat strike over withholding taxes

The row has left workers pondering the price of protest and management considering the cost of communication.

About 2 500 workers at BMW's Rosslyn plant near Pretoria walked off the job on Friday in anger over the unexpectedly high amount of tax withheld from special bonus cheques. The bonus was meant to commend employees for good production and profits last year

BMW would not provide details on pay rates or the taxes withheld from the bonuses. It said many employees' incomes had been bumped above R40 000, which had boosted their tax rate from 31 percent to 42 percent.

For an employee earning R35 000 a year, the ordinary effective tax rate was 13,5 percent, or R4 725 in tax. A bonus of R7 000 pushed the tax on the bonus to

34 percent, or R7 115

Shop stewards said that employees had agreed to return to work but remained angry

The four-day strike cost a R35 000-a-year employee R538 in lost wages

"The big lesson is that communication is vital. I don't think one can go to too much trouble to communicate something that is a potential problem. There is no doubt that we underestimated the impact," said Chris Moerdyk, company spokesman.

"As managers we are quite used to seeing our salaries totally eroded by tax," said Moerdyk.

The company relies on shop stewards to explain the amounts of bonuses to employees. But nothing extra was done to explain the special added bonus or the relevant taxes.

The result has been more dis-incentive than incentive.

"I need to actually go in and look at all the systems for communications," Moerdyk said.

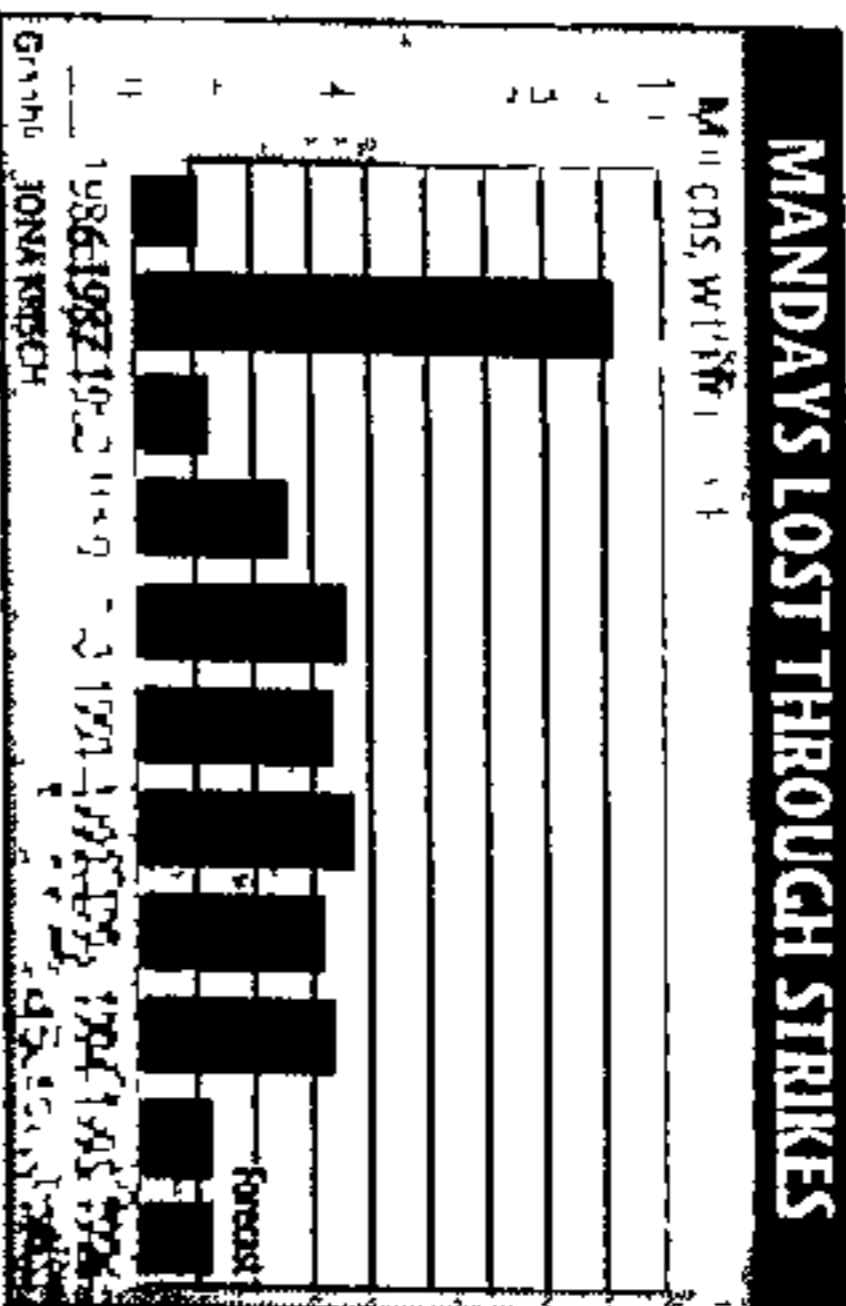
Cost of strikes greatly exaggerated ⁽¹⁵²⁾

STRIKES and labour unrest inevitably hit the headlines, but their real impact on the economy is often exaggerated.

This became evident last year when a few high-profile strikes in the retail and motor industries led to predictions of a significant slowdown in the economy.

The slowdown never happened. Mandays lost through strike action declined by 59% to 1.6-million last year from 3.9-million in 1994. Furthermore, over 70% of the losses were in the public sector.

A report by stockbrokers Bole NatWest, co-authored by economist Nick Barnard and labour expert J P Landman, predicts a similar trend in

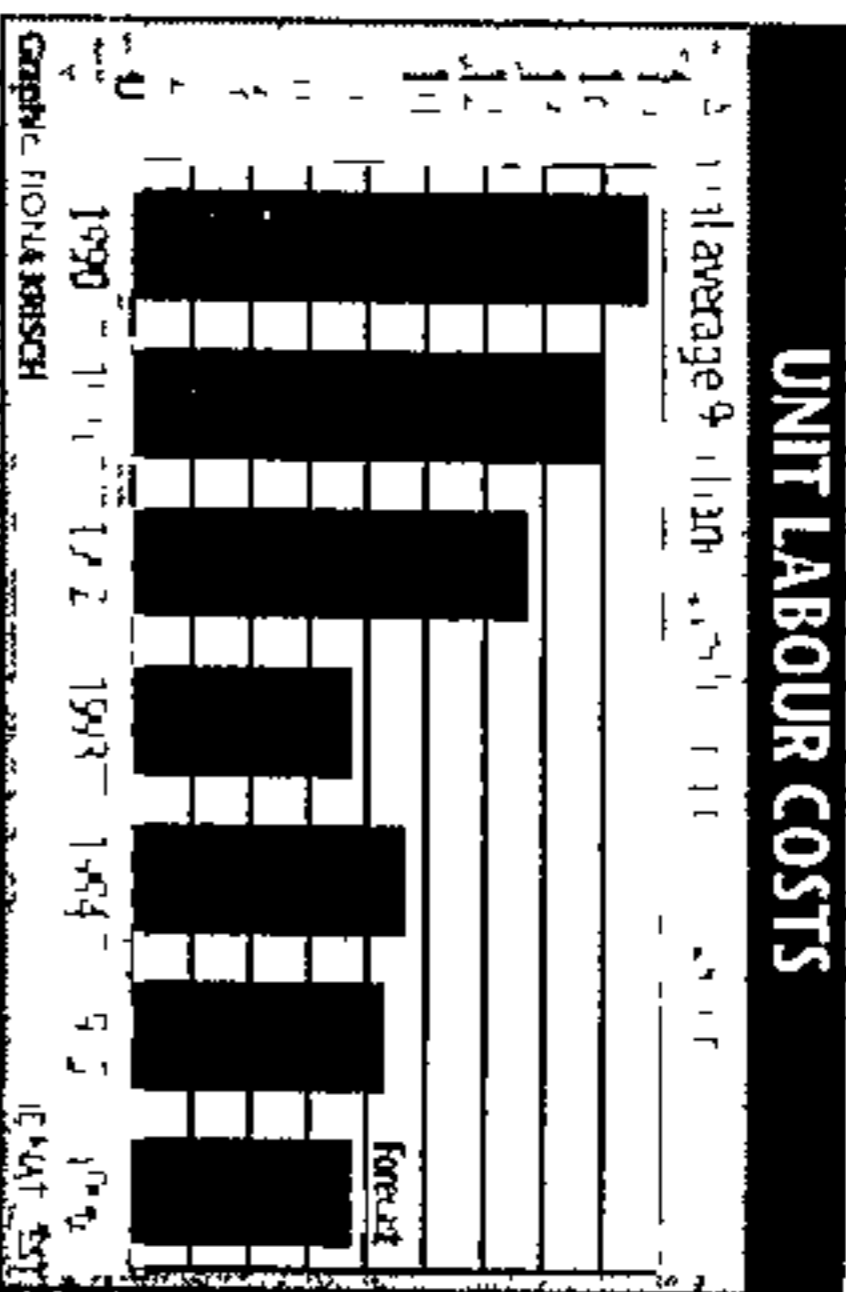


labour relations this year. The report highlights a number of issues that should place a lid on strike action in 1996 and limit the number of mandays lost to about the same level as last year.

A decline in union membership from 3.2 million in 1994 to about 2.9 million in 1995. The union movement has gained new members from the public sector, but not enough to offset the fall in the private sector. The exception to this trend is Cosatu, which raised mem-

THE ECONOMY

The recent stand-off between trade unions and the government has once again drawn attention to the impact of labour relations on the broader economy. **SVEN LUNSCHÉ** looks at prospects for 1996.



ANC restrains strike action by Cosatu. Relatively good wage and salary increases. Bole NatWest predicts average increases of 9.5% in the private sector and 8% for public sector workers, which would imply an av-

erage salary increase of 2.5% in real terms. Unit labour costs are likely to fall slightly as a result of an improvement in labour productivity. Labour productivity rose by about 3% last year and is expected to improve by

2% this year. Amid this relatively optimistic scenario the authors warn, however, that Cosatu could be tempted to flex its muscles over a number of key issues in the public sector. The most prominent one is the restructuring of public

sector enterprises. "Cosatu is clearly unnerved by large-scale restructurings and job losses among its membership, particularly among the recently acquired members in the public sector." Cosatu is determined to oppose further job losses strenuously — hence its vehement opposition to the privatisation proposals, says the report.

A second issue on which Cosatu may mobilise is a VAT increase in the Budget. The new Labour Relations Act, expected to come into operation on Labour Day (May 1), is favourable to strikers and could convince Cosatu to embark more speedily on strike action.

Picket to demand release of PAC members

By MANDLA MTHEMBU

The Pan Africanist Students' Organisation (Paso) and Azanian National Youth Unity (Azanyu) say they will embark on country-wide demonstrations today to demand the release of PAC members and former Apla cadres arrested for alleged political crimes

Paso and Azanyu members plan to picket at the Johannesburg

Supreme Court, where a memorandum will be handed over

Other marches are to be held in the Eastern Cape, Free State and KwaZulu Natal, the organisations said

The demonstrations coincide with a case due to be heard in Bloemfontein against former Apla commander Letlhapa Mphahlele, who was abducted from Lesotho last month

"The continuing arrest, trials

and sentences of these cadres is unnecessary, as the activities for which they are being arrested were committed before the amnesty cut-off date of December 1993," Paso spokesman Siphon Sithole said last week.

He accused the Government of trying to conduct "secret Nuremberg trials against our cadres for fear they will play a role in rebuilding the PAC vanguard"

Star 5/2/96 (152) (S)

Matie workers strike (152) over privatisation plan (152)

ARG 5/2/96

ESTELLE RANDALL
Labour Reporter

ABOUT 300 workers at the University of Stellenbosch — all members of the National Education, Health and Allied Workers' Union (Nehawu) — went on strike today over the university's plans to privatise its food services

Nehawu spokesman Patric Xegwana said the strike, which started about 7am, was sparked by the university's unilateral intention to contract out food services from April 1. The union has been recognised at the University of Stellenbosch since 1987

Mr Xegwana said the university had refused to talk to the union about ways of avoiding job losses, which may result from this move

"We want proper consultation and negotiation, a mechanism to avoid job losses and a

moratorium on privatisation on the campus," he said

Mr Xegwana said the union would hand a memorandum detailing its concerns to the university administration today

Nehawu's agreement with the university enables workers to engage in wildcat industrial action for a maximum of 24 hours, without fear of disciplinary action being taken against participants.

A spokesman for the university confirmed the strike but would not comment on union allegations about not being consulted over privatisation

He said steps were being taken for the new contract company to re-employ most workers in food services. Tenders for the contract were being considered

The university starts its new year next Monday but was open to new students and their parents today

Grabouw farmhands strike over hostel

(152)
Labour Reporter

ARC 7/2/96

ABOUT 170 farmworkers at the Applethwaite Farm in Grabouw have gone on strike over conditions.

The regional secretary of the South African Agricultural, Plantation and Allied Workers' Union (Saa-pawu), Edward Jackson, said they stopped work because black workers were being housed in a separate, single-sex compound whereas Coloured workers were housed in family units on the farm; drinking water supplied to workers was from the source used to irrigate orchards; and management was refusing to negotiate new job grades.

The farm management was not available for comment as it was meeting workers and union representatives in an effort to resolve the problems.

Mr Jackson said black workers' wives were allowed to visit them for only a month at a time.

He said matters came to a head when one of the wives, with a four-day-old baby, was told to leave the farm last week because her month had expired.

Workers at neighbouring farms had indicated they were prepared to take solidarity action if this was necessary.

Farmworkers hold solidarity stoppage

ARG 8/2/96

Labour Reporter

(152)

WORKERS at three Grabouw farms have stopped work in solidarity with 410 Applethwaite farm workers who were issued with dismissal notices

About 200 workers from the Monteith, Transpalmiet and Dusseldraai farms stopped work yesterday

Western Cape regional secretary of the South African Agricultural, Plantation and Allied Workers' Union (Saapawu) Edward Jackson said Applethwaite management had informed the union they would apply for a court interdict to get the dismissed workers to leave the farm.

Mr Jackson said the workers stopped work on Tuesday because black workers were being housed in a separate, single-sex compound while coloured workers were housed in family units; there was alleged discrimination in the wages of black and coloured workers doing the same jobs; drinking water supplied to workers was the same as that used to irrigate orchards and management was refusing to negotiate new job grades.

Farm management also did not want to give the union recognition for its members who were seasonal workers and who formed the bulk of the workforce

A meeting between the union and farm management scheduled for the afternoon failed to take place when management insisted that workers return to work or face dismissal

Later in the afternoon management issued workers with dismissal notices, giving them 24 hours to vacate the farm

40 000 stranded by strike

Star 11/2/96
An estimated 40 000 commuters - many of them schoolchildren - were left stranded in Gauteng early today when members of the Transport and General Workers Union went on strike at the Putco depot in Soweto.

"It's been a disastrous day," said Putco's assistant manager in Soweto, Muntu Manana. "The taxis just aren't coping with the extra passengers. Some people are trying to use the trains, but many of them rely on Putco buses to get there in the first place."

"I wouldn't say people are crowding outside our

offices in angry mobs. We went out on the air last night warning people that there would be a strike, and so many of them tried to make alternative arrangements.

"Many schoolchildren will not be able to get to school because Putco buses run to designated suburbs in Johannesburg where other forms of transport do not go," he said.

All bus services in Greater Soweto, Alberton, Palm Ridge, Eden Park, Roodepoort, Krugersdorp and Midrand, as well as all school services, have been affected by the strike

action.

(152)
~~Services~~ not affected were those in southern areas such as Ennerdale, Lance, Evaton and Palm Springs.

"The drivers are picketing and have blockaded the exit gate," Manana said, adding that the strike over the high bus accident rate had started at midnight.

Drivers belonging to the Transport and Allied Workers Union were being prevented from leaving the premises and carrying out their normal duties by striking workers. - Staff Reporter and Sapa.

Union calls for day of action to protest against job losses

Star 13/2/96

Cape Town - The SA Clothing and Textile Workers' Union (Sactwu) has asked its 180 000 members to take part in its national day of action tomorrow to highlight increasing job losses.

It said yesterday the activities, which will include marches and pickets, would be the first in a series of actions to focus national attention on job losses in the clothing, textile and leather industries.

The union said that the campaign would soon be expanded to include other Congress of SA Trade Unions affiliates.

More than 12 000 jobs have been lost in the clothing, textile and leather sectors in the past five months due largely to imports from east Asia.

The Clothing Federation of SA said it identified with the objectives of the action but not with the method. "This type of action increases costs, making it easy for low-cost imports to penetrate the SA market," it said.

Sactwu deputy general secretary Ebrahim Patel said 100 000 jobs would be lost if the programme of trade liberalisation proceeded without the measures Sactwu required. - Labour Reporter.

(152)

Parties agree on Cape wards

BD 14/2/96

Linda Ensor

CAPE TOWN — Agreement on the demarcation of wards in the Cape metropolitan substructure was reached yesterday by the all-party provincial committee.

However, there appeared to be deadlock on the demarcation of rural wards late yesterday afternoon. A decision is urgently required on this issue if the deadline for the Cape local elections on May 29 is to be met.

The committee accepted the Demarcation Board's recommendations. The board introduced distinctions be-

tween "A" and "B" wards in metropolitan substructures only where black local authorities had been proclaimed, that is, in the Central, Tygerberg and Helderberg substructures.

In terms of the interim constitution black communities were to receive the same number of wards as their white counterparts regardless of the number of voters.

The central Cape Town substructure was given 74 seats, 30 on the proportional list and 22 each to the A and B wards, which had 301 210 and 179 830 voters respectively. The

Helderberg substructure was allocated 31 seats, 12 on a proportional representation basis, 10 to A wards representing 59 620 voters and 10 to B wards representing 8 759 voters.

Tygerberg got 72 seats, with the proportional list getting 28 seats, and the "A" and "B" wards with 249 091 and 120 145 voters respectively getting 22 each. The Northern Cape substructure was allocated 30 seats, 12 on the basis of proportional representation and 18 to wards, while the Southern substructure received 36 wards.

In the Eastern substructure, 40 seats were allocated, of which 16 would be for the proportional list and 24 for wards. The Demarcation Board said it had decided to recommend wards which were as far as possible logical and easily identifiable units for voters. The board said it had attempted to avoid favouring any political group.

University strike ends

Kevin O'Grady

THE University of Durban-Westville is to re-open for student registration today following a 10-day strike by the Combined Staff Association over the use in residences of a chemical that injured 39 employees and 11 students.

The strike by about 1 000 academic and non-academic staff ended yesterday after management bowed to demands for an all-inclusive commission of inquiry, and for action against two senior employees.

Several people were admitted to hospital recently after workers were allegedly told to use industrial corrosives Klenzstrip and Descaler to clean residence kitchens. Three workers who were discharged from hospital after a week were readmitted yesterday after again exhibiting symptoms. One worker's face was partially paralysed and another was paralysed below the waist.

BD 14/2/96

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EST 1937

UNRESERVED

Transnet warns of strike over fund

(152) (152) (152)
OWN CORRESPONDENT
Star 15/2/96

Thousands of Transnet workers would embark on a strike and bring transport services to a halt if the Government meddled in their R20-billion pension fund, SA Footplate Association general secretary Chris de Vos said yesterday

If the Government meddled with the R20-billion of members' money, they would embark on an unprecedented strike that would cripple the country's major transport services

De Vos said trustees of the Transnet Pension Fund had sought an urgent meeting with Minister of Public Enterprises Stella Sigcau and Minister of Finance Chris Liebenberg to get clarity on plans to restructure the pension fund

"It is time that the Government decided whether the fund is a state pension fund or not. It is not acceptable that they interfere when it suits them. The money in the fund belongs to the members, and the Government must stay out of it," De Vos said

The Government says it wants to restructure the fund because it is fraught with racial distortions.

Workers on the march

ESTELLE RANDALL Labour Reporter

(152) ~~STR~~
STRIKING Cedar Meule saw mill workers in Clans-
william will today march to the town's municipal
offices to demand the resignation of Willie Strass-
berger, the saw mill owner and deputy mayor, and
to protest against police action against workers
last week

ARG 16/2/96
About 80 workers, who are members of the unaf-
filiated Farm, Food and Rural Workers' Support
Association (FFRWSA), went on strike earlier this
month after they deadlocked with Mr Strassberger
over wage increases

Last week police fired rubber bullets at the strik-
ing workers after the workers allegedly threw stones
at them. The workers were at a meeting to hear a
report on the wage negotiations

Bonus for workers who ignored strike at Stellenbosch (152)

Labour Reporter *ARG 21/2/96*

STELLENBOSCH University will pay bonuses to workers who did not join a wildcat strike at the university at the beginning of this month.

On February 5 National Education, Health and Allied Workers' Union (Nehawu) members, employed at hostels on the campus, stopped work to protest against the university management's intention to contract out food services.

The stoppage coincided with a planned lunch for parents of first-year students.

The workers resumed duties the next day.

Commenting on the university's decision to pay bonuses to workers who had not joined the strike, a university spokesman said payment for extra work was normal practice.

Several times in the past, residence staff, students and other volunteers had stood in for those who went on illegal strikes, he said.

The bonuses would be paid because non-striking staff had performed additional services.

The spokesman would not say how much the bonuses would be.

Besides the bonuses, non-strikers also received tips amounting to R67 from a collection taken by visiting parents.

Nehawu was not available for comment.

Thousands down tools at Epic Food plants

Sowetan 22/2/96
THOUSANDS of workers at Epic
Foods plants nationwide downed
tools, yesterday in protest against
retrenchments.

Food and Allied Workers' Union
(Fawu) national shop stewards
and chairman Mr Peter Phukuteve
said the company had retrenched
about 4 000 workers since 1990.

(152)

New mining bill hailed

Miners now have the right to refuse to work in dangerous conditions

By TROYE LUND

Star 22/2/96

South Africa's 500 000 mineworkers have hailed the new Mine and Safety Draft Bill as a "victory for labour".

Mining houses agree, saying the new proposed legislation heralds a co-operative and safer era for the industry.

A foreman at the Durban Deep mine in Roodepoort said the "biggest win and largest step from the destruction of apartheid" was the draft bill's provision for miners to refuse dangerous work.

"So many times, miners have known a certain job is dangerous, but have had no choice but to obey instructions. We all took chances to keep bread on the table," said the fore-

man, who asked not to be named.

To illustrate, he referred to what is considered to be South Africa's worst mining disaster. In 1960 a total of 437 miners were squashed under about 160m of rock when an earth tremor collapsed an incline shaft at Sasolburg's Coalbrook mine.

At an inquiry after the incident, it emerged there had been a tremor before the fatal one and that miners had tried to get out but "were driven back" to continue work. The next tremor killed them all.

Mining houses fully support the need for workers to have the right to refuse dangerous work but fear parts of the bill interfere "excessively with mining operation".

But the National Union of Mineworkers is adamant that mining houses cannot "be trusted to self-regulate".

"If they think some things are too prescriptive then they have brought it on themselves and deserve it," said NUM health and safety co-ordinator Fleur Plimmer.

■ An inquiry into one of SA's worst mine disasters, in which 104 men died at Vaal Reefs gold mine, was provisionally expected to present its findings on April 18, Leon Commission secretary Derek Baker said.

An underground train plunged down a shaft on top of a lift and both crashed about 450m to the bottom of the shaft, killing all 104 in the cage. - Reuters.

Workers release hospital staff

STAFF REPORTER

The Boksburg-Benoni Hospital on the East Rand is calm and back to normal after a hostage drama that threatened to close all but the intensive care unit and maternity ward of the hospital.

Protesting workers took hospital superintendent

152

Peter Croukamp, his secretary, the nursing director and several matrons hostage yesterday.

The workers refused to release them until their demands for higher wages were met.

The protest started at about noon and the staff were released late yesterday afternoon.

Star 22/2/96

Mbeki on poll trail

Deputy President Thabo Mbeki will target minorities and rural communities when he hits the campaign trail in KwaZulu Natal this weekend.

The ANC seeks a turnaround in Indian, white and coloured areas where it fared badly in the 1994 election. The main thrust will be in the Maphumulo district. - Political Reporter.

Cosatu relaunches old constitutional battle

Star 22/2/96

(152)

BY PATRICK BULGER
Political Correspondent

Cape Town - The Congress of South African Trade Unions yesterday relaunched the constitutional battle it fought and lost in late 1993 over the right of employers to lock workers out of factories during strikes.

In a submission to the Constitutional Assembly, which is hoping to draw up a new constitution before May 9, Cosatu said most constitutions "do not include the right or freedom to lock out" and that there could be no question of a trade-off between the right to strike and the right to lock out as proposed by the NP and the DP.

During the negotiations on the interim constitution nearly two years ago, Cosatu lost its battle to have lockouts excluded from the Bill of Rights.

Cosatu also held talks yesterday with the NP and its alliance partner, the ANC, in Cape Town. The NP said it would study the Cosatu submission and agreed to open a channel of communication with the union federation.

The ANC said its meeting was "constructive and informative" but gave no indication that it would take up Cosatu's demands in the CA deliberations.

The ANC added that the meeting "revealed a high level of agreement between the organisa-

tions on most issues relating to the constitution".

Cosatu said it wanted the right to picket included in the new constitution, and the constitution's limitations clause to say that the Bill of Rights should not preclude legislative and other measures permitting trade unions and employers from concluding trade union security agreements.

Cosatu said it did not want a property clause in the new constitution and wanted greater accountability of public enterprises to Parliament. Management of these enterprises "sometimes become a law unto themselves".

Cosatu took a strong line on central government powers over areas such as education, labour, policing and local government, and said it wanted a unitary state and the rejection of "fragmentation and an ethnic-based state".

"Provincial powers should not include the power to determine conditions of employment of public servants or any industrial relations powers," said Cosatu.

It added that it wanted majority rule at all levels of government and rejected "enforced coalitions". It also called on the state "to promote freedom and diversity of media".

It said it was taking legal advice and could return to the CA at a later stage with more concrete formulations.

Cosatu: Entrench right to strike

CT 22/2/96

THE Congress of SA Trade Unions has formally urged the Constitutional Assembly to include the right of workers to strike in South Africa's final constitution and to exclude the right of employers to lock-out

In a lengthy written submission to the CA just before Tuesday's deadline for public submissions, Cosatu also strongly reiterated its opposition to a property clause in the final constitution and urged that the right to picket should be written in

The organisation put its views to the ANC and NP in separate bilateral meetings at Parliament yesterday morning.

Cosatu general secretary Mr

Sam Shilowa said at a press conference afterwards that labour relations were the centrepiece that would determine to what extent labour would support the final constitution

They were issues "we are prepared to mobilise our members on"

The meeting with the ANC had been fruitful but that with the NP "somewhat disappointing", Shilowa said

Further meetings would take place with both

Cosatu assistant general-secretary Mr Zwelanzima Vavi said that as the constitution-writing process "hotted up", the organisation would have a string of bilateral

~~meetings~~ meetings with any political party it needed to

But in view of Democratic Party leader Mr Tony Leon's attitude to workers' rights "we really have nothing to share with the DP we do not intend to give a lifeline to a party like the DP who are irrelevant"

Cosatu spokesmen said they viewed the DP as simply representing big business

In its submission, Cosatu also calls for a limit to be placed on multiple voting by property owners in local government elections and for provincial powers not to undermine the central government's ability to effectively implement national policy — Sapa

(152)

akgoba and others about the way in which
... had been obtained.

CELEBRATING AN
... VO

Workers plan mass protest march

ET (BR) 22/2/96 (152) ~~151~~ ~~153~~

By SHIRLEY JONES

Durban—The National Union of Leather Workers (NULW) and the South African Clothing and Textile Workers Union will take to the streets next week to protest against job losses, alleged customs fraud and the dumping of cheap shoes from the Far East.

The unions intend handing memorandums to both regional and national authorities decrying 9 000 job losses in the footwear and leather industries in the past five years.

According to the NULW spokesman, Roy Naransamy, the union faces closures and retrenchments daily. Job losses in the Durban

region had risen to 2 000 since November and more were expected. Where workers were not laid off, they were put on short time because of a lack of orders, he said.

Dave Berry, the president of the Footwear Institute of South Africa, said yesterday overall employment shrunk from 56 000 in 1989 to 28 000 last year. He said local production dropped from 87 million pairs of shoes in 1989 to 58 million pairs last year. Much of the blame for this reduction has been laid at the door of cheap imports. Berry said imports escalated to 63 million pairs last year from 12 million pairs in 1989.

He said growth in the South

African shoe market has not kept pace, moving from 100 million pairs in 1989 to 121 million pairs last year. Local producers now have a 47,9 percent share in the market, from 87,36 percent in 1989.

Berry said KwaZulu Natal, where the budget end of the footwear industry was concentrated and where employment by the industry had been highest, had been hit the hardest by closures and retrenchments.

The head of the Footwear Federation, Dennis Linde, said the industry could not afford the disruptions associated with protest action at present. He said the industry's fate was in the government's hands.

(152)
**Dismissed
farm staff
back on
job today**

ARG 22/2/96
ESTELLE RANDALL
Labour Reporter

DISMISSED Applethwaite farm workers in Grabouw, all members of Cosatu's South African Agricultural, Plantation and Allied Workers' Union (Saapawu), have been reinstated after intervention from the Western Cape Department of Labour.

The 410 workers, who were dismissed on February 6 after going on an illegal strike, returned to work today after Western Cape Director of Labour Brian Williams succeeded in getting management and the union to meet.

Farm management declined to comment, but Saapawu praised the role of the provincial department in helping to resolve the dispute.

"The department and its director, Mr Williams, played a crucial role in helping management and Saapawu resolve the dispute. This is a welcome change in the Department of Labour," said Edward Jackson, regional secretary of Saapawu.

Workers went on strike earlier this month because, they said, African workers were being housed in a separate, single-sex compound while coloured workers were housed in family accommodation, and African and coloured workers doing the same jobs earned different wages.

'Treat right to strike, lockout equally' ⁽¹⁵²⁾

ORGANISED South African business strongly urged the Constitutional Assembly (CA) yesterday to ensure workers' rights to strike and employers' rights to lockout were treated equally under South Africa's final constitution

This is in marked contrast to Cosatu, which urged the CA this week to include the right to strike but omit the right to lockout

In its submission to the CA, Business South Africa — an umbrella organisation representing 18 affiliates including the South African Chamber of Business (Sacob) and the Afrikaanse Handelsinstituut — says both should be included, or excluded

The business groups have also stressed the importance of the final constitution protecting property rights. Cosatu has urged that there be no property clause

And Sacob is also in favour of an option being left to a future government to restore the death penalty as part of a "package" of anti-crime measures. — Sapa.

CT 23 | 2 | 96

Unions pay for damages

Deborah Fine

152
20 28/2/96
THE SA National Metal Workers' Union and the SA Municipal Workers' Union had settled a claim for R90 000 in damages lodged against them by the greater Johannesburg metropolitan council, a legal representative for the council said yesterday.

The council was suing the unions for damage caused during a joint protest march in Johannesburg in March 1993.

The claim included costs for the cleaning of streets which amounted to 3 759 man hours.

The matter was struck off the roll in the Rand Supreme Court yesterday as the unions agreed to settle the matter last week with a payment of R82 000, the representative said

it was a ...
 munications deputy director Mongezi Mnyani; and support services director Theo Burger. Pictures: ROBERT BOTHA

'Plot thickens' over Sarafina 2

Ingrid Salgado **BD 28/2/96**
 GALTENG health MEC Amos

Masondo denied yesterday the national health department had consulted his provincial ministry on expenditure for the controversial R14,27m AIDS play Sarafina 2 by playwright Mbongeni Ngema.

Masondo was responding to a question by DP MP Jack Bloom. Bloom said later that Masondo's admission directly contradicted Health Minister Nkosazana Zuma's recent statement that all provinces were consulted about the play and had not lodged objections to it.

"The plot is thickening as the national health ministry dives for cover in offering contradictory explanations in a vain attempt to cover for this massive blunder by the minister," he said.

Zuma had been "less than truthful" on the matter. She should "come clean on this scandalous expenditure on a venture that will have little real impact in stemming the rampant AIDS menace", Bloom said.

Zuma is due to meet the national health parliamentary committee today to answer questions on the allocation of R14m to Ngema and the tender process in which Ngema won the contract for the play unchallenged.

New charge against Malan and Khumalo

Fairbairn Choithia **BD 28/2/96**

DURBAN — Kwazulu-Natal attorney-general Tim McNally filed an alternative count of conspiracy to murder yesterday against former defence minister Gen Magnus Malan and IFP deputy secretary-general Zakehele Khumalo in the run-up to the resumption of their hit squad trial in the Durban Supreme Court on Monday.

In a supplement to the original indictment, McNally said the 20 accused, including Malan and Khumalo, had unlawfully conspired to kill United Democratic Front (UDF) and ANC members in the period between December 1985 and June 1989.

In the original indictment, the 20 were charged on 13 counts of murder, four counts of attempted murder and one count of conspiracy to murder UDF activist Victor Ntsh. The trial relates to the massacre of ANC supporters in Kwakhutha on the Kwazulu-Natal south coast.

McNally said the conspiracy had involved the establishment of a paramilitary capability for the IFP. Two hundred men had been covertly trained by the SA Defence

Force and a "small first-time offensive element" was established for deployment against UDF and ANC members.

McNally claimed that, at a meeting on March 21 1988, Malan "cautioned" IFP leader Mangosuthu Buthelezi as to the sensitivity of their relationship. He informed Buthelezi that the IFP "should not be linked" to the SA government, and that Buthelezi should not "identify" himself with the government during overseas visits. The payment of certain special constables, who had been trained in the Caprivi Strip, was also discussed at the meeting.

McNally said that in March 1988 Khumalo expressed dissatisfaction to Malan that the SADF did not have "its heart and soul" in Operation Marion, the code name for the covert activities that were agreed to. Malan gave an assurance that "urgent attention" would be paid to Khumalo's concerns "to eliminate bottlenecks".

McNally said sites identified for use by the "offensive group" included one in the Louis Trichardt area in Northern Province and one in the Port Dunford area in Kwazulu-Natal.

determine the capital, spokesman, Them' inkosi said yesterday. **BD 28/2/96**
 Mdaloze had said it was not clear whether he could "show" to IFP supporters how to decapitate the capital. Attorneys Meyer & Partners and ad

Unions pay for damages

Deborah Fine **BD 28/2/96**

THE SA National Metal Workers' Union and the SA Municipal Workers' Union had settled a claim for R90 000 in damages lodged against them by the Greater Johannesburg metropolitan council, a legal representative for the council said yesterday.

The council was suing the unions for damage caused during a joint protest march in Johannesburg in March 1993.

The claim included costs for the cleaning of streets which amounted to 3 750 man hours.

The matter was struck off the roll in the Rand Supreme Court yesterday as the unions agreed to settle the matter last week with a payment of R82 000, the representative said.

Gencor

BD 29/2/96
**Telkom pay
talks protest**

Renee Grawitzky

(152)
THE leadership of six
Telkom unions yester-
day demonstrated
against what it believed
was an attempt to under-
mine unions by commu-
nicating bargaining po-
sitions to employees be-
fore wage negotiations.

Telkom external com-
munications manager
Ingrid Kriger said the
company had embarked
on a process of informing
employees of the finan-
cial position, company
realities, and the rea-
sons behind the need to
change and standardise
employment conditions.

SA Telecommunica-
tions Association presi-
dent Colin Smith said
later that Telkom had
agreed to suspend the
communication process.

Municipal services to grind to a halt as workers plan to down tools

More than 100,000 municipal workers across the country have vowed to down tools on March 20 to force Pietersburg and Groblersdal local authorities to reinstate their colleagues who were fired last year.

The more than 700 workers were fired by the two municipalities in October after taking part in the SA Municipal Workers Union's nationwide strikes in support of higher wages and better conditions.

Cities were left trashed, and more than 100 workers injured in clashes with police during the strike. One person was killed in Pietersburg when the strike turned violent.

Sanwil secretary-general Roger Rompie said the union's national executive committee had decided to embark on the action, which would affect services, such as maintenance and garbage removal, after numerous attempts to resolve the matter had failed.

He called on Minister of Labour Tito Mboweni, whose intervention last year led to the resolution of the strike, to intervene in the matter again to resolve a "potentially explosive situation which threatens to take on national proportions".

The actions and intransigence of the Pietersburg and Groblersdal transitional local councils totally undermined the letter and the spirit of the agreement," Rompie said. He said thousands of workers would converge on Pietersburg on March 20 for a march, while protests would be held in other centres. Other forms of action, including the holding of rallies, were also planned.

Lawrence 6/3/96 (152)

Tow truckers blockade N1

ARLT 6/3/96

(152)

ESANN de KOCK and LINDSAY BARNES
Staff Reporters

RUSH hour traffic was held up for more than 90 minutes this morning when about 40 tow-truck drivers demanding the right to listen to police radio frequencies staged a blockade on the N1 between Goodwood and Maitland.

Negotiations were held between the tow-truckers and police to end the protest.

Tow truck drivers belonging to the newly formed Cape Town Towing Association regrouped in the N1 City parking lot to discuss their demands with police.

The blockade caused pandemonium from 7 am when the tow-trucks jammed all city bound lanes and traffic was re-directed by the traffic department on to Frans Conradie Drive.

Irate nurses headed for Grootes Schuur pleaded to be let through saying their jobs entailed saving people's lives, but they were ignored by the protesters.

The only vehicle allowed to pass was that carrying a German woman tourist desperate to reach the airport in time to catch her plane. She was also ignored at first but her tears finally melted resistance and she was let through.

While some motorists slept in their cars until the road was jammed, businessmen used their cellphones to conduct business. At one stage, a group of angry motorists attempted to pick up one of the tow trucks and remove it, but failed to move the heavy vehicle.

The drivers were protesting against efforts by the police to confiscate their scanner radios, which they use illegally to monitor police and ambulance broadcasts so they can reach accident scenes promptly.

One of the protesters said that two weeks ago police had put out false accident reports and those trucks that responded had their scanners confiscated. These drivers then alerted others to the trap.

The tow-truckers trapped in this way had to appear in court and were fined between R500 and R2 000.

"Most of us are family members and we need the scanners to make a living," he said. "It's a messy situation because the police will never legalise our having the scanners."

The tow-truck drivers were demanding the legalisation of scanners or failing this, a radio control room of their own which could tip them off when accidents happen, said Frans Conradie, a committee member of their association.

A police spokesman said their demands would be taken to higher authorities and further talks would be held later.

"They would like to know when and where accidents happen but at this stage scanners are illegal," he said.

It was against the law for a member of



BACKLOG Traffic stretches for kilometres behind the protesting tow-truckers. After an hour and a half, with fears mounting after irate motorists would turn round and head the wrong way up the freeway into oncoming traffic, the drivers agreed to regroup elsewhere to negotiate with police.

the public to own a scanner, said police spokesman Wicus Holtzhausen.

"If you have a scanner it means you can listen in to police radios and any criminal can access that information."

"You can imagine that someone like a bank robber at the scene of the crime can listen in and pick up when the police are coming, which way they are coming and what they are going to do. That's why we cannot allow people to listen in," he said.

"We don't want to hide anything, but you must understand that if the tow-truck drivers are allowed to connect to police radios, so could a criminal."

Captain Holtzhausen slated the method the drivers used to draw attention to their demands and said they had put people's lives at risk by preventing doctors and nurses from getting to work.

"I can't understand why something like this can't be discussed in a meeting. Why must they involve doctors, nurses, lawyers and people trying to get to work?"

Meanwhile, the tow-truckers are also threatening to block De Waal Drive, the N2 and other major Cape Town routes later this week unless their demands are met.

The tow-trucks, belonging to about 15 companies from all over the Western Cape, began their one-hour blockade soon after 7 am during the morning rush hour, causing maximum inconvenience to city-bound motorists. The drivers dispersed about 8.50 am.

An organiser of the protest, who did not want to be named, said tow-truck drivers wanted the right to use the scanner radios to deliver their "vital public service".

"We have petitioned the Western Cape minister of transport (Leonard Ramatlakane) and the police commissioner, but have had no response from them. We even invited them to a meeting to explain their position, but they failed to turn up."

• See page 19

Toyota plant closed down after strike

star 7/3/96

Durban - Toyota has shut down vehicle production at its KwaZulu Natal assembly plant following strike action by members of the National Union of Metalworkers of SA (Numsa)

Production ceased on Monday when about 200 workers staged protest action inside the company's administration building in Prospecton outside Durban

Workers damaged property, prompting management to shut the 450 vehicle-a-day plant, spokesman Andrew Bowden said

The strike followed failed negotiations between Numsa and Toy-

ota management at the plant over an employee incentive scheme

"Last week, the company ended up paying out on the scheme because certain targets had been met," Bowden said. "(But) it appeared (Numsa) wanted more to be paid out"

A Numsa spokesman said Toyota had originally agreed to redistribute 10% of their annual profits to workers if target profit margins were achieved. Management, however, only paid each worker a bonus 10% of their normal salary instead of the total profit share. - Sapa

(152)

(~~152~~)

Toyota profit soars as strike closes plant

Edward West and Rene Grawitzky

BD 7/3/96

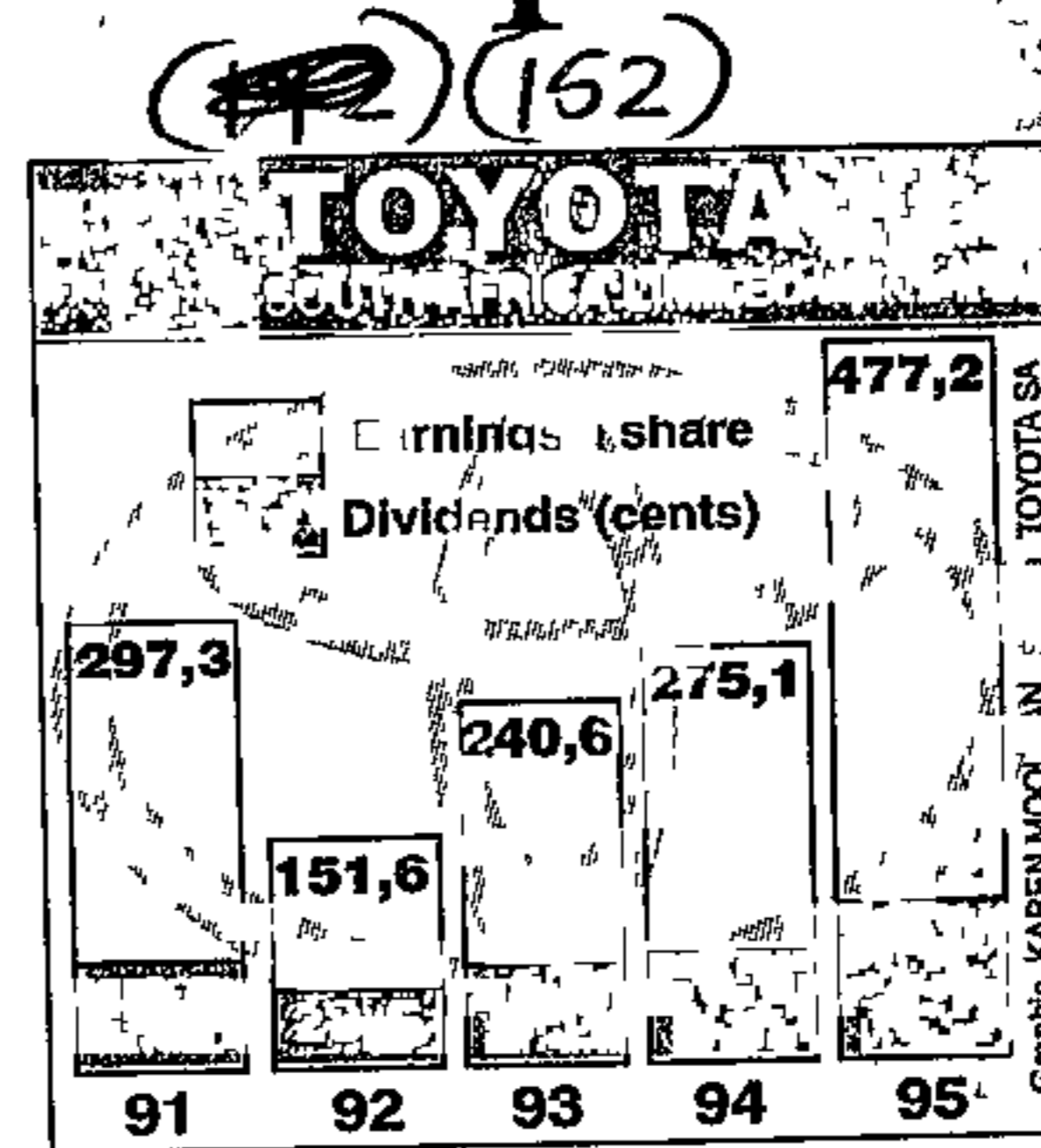
TOYOTA SA reported a 73,5% surge in attributable profit to R194,1m for the year to December as the car manufacturer closed its plant and parts distribution operations yesterday after a labour dispute.

Share earnings were 73,5% higher at 477,2c and a final dividend of 56c (30c) was proposed which would see a total payout for the year of 80c (50c).

About 6 000 workers were affected by the closure of Toyota's manufacturing plant in Durban and its distribution centre in Sandton.

The closures followed unprocedural action on Monday when workers protested against payments made in terms of an incentive scheme. Negotiations between the parties were expected to resume today.

In the 12 months to December, sales increased 22,3% to R6,04bn and oper-



ating income grew 76,3% to R322,7m. Tax was 79% up at R131,1m, leaving taxed profit 74,6% higher at R191,5m. Net income rose 72,8% to R194,7m.

Continued on Page 2

Toyota

Continued from Page 1

Income attributable to outside shareholders of R660 000 (R849 000) represented outside interests in a marketing operation in Botswana which had been sold during the year.

Current assets increased to R1,4bn from R1,2bn mainly as a result of dealer sales lagging production towards the end of the year.

Toyota's local retail sales increased 14,6% to 93 192 vehicles, and 2 710 vehicles were exported to other African countries. The group's local market share fell to 24,7% (26,8%) because it did not compete in the growing entry-level car market, directors said.

The increased profit was attributed to a number of factors. The sales volume increase was offset slightly by a strong yen during the first half, with the yen strengthening 25% to its strongest level against the rand. How-

ever, this was largely countered by currency hedging. During the second half the currency stabilised. Another positive factor was industrial relations stability, which led to greater efficiencies. Cost controls were also tightened.

Directors expected the local vehicle market to continue growing this year, although not as fast as last year. Toyota intended to increase exports into Africa 30% to 3 500 units this year.

National Union of Metalworkers of SA spokesman Tony Ngcobe said Toyota had advised the union that it intended implementing a profit-sharing scheme after healthy profit in the past year, but payments to workers and salaried staff would differ.

However, a year before the company had agreed to an incentive scheme based on achieving certain targets. Under this scheme the same quarterly payments would be paid to all employees from the MD down.

Toyota said the bonus scheme was not a condition of employment and the strike action was unprocedural.

Toyota plant idle as strike grips

ARG 7/3/96
The Argus Correspondent

DURBAN — The 6 000-strong workforce of Toyota Manufacturing near here remain on strike today

Meanwhile, their trade union representatives are locked in negotiations with management of the motor company

A spokesman for Toyota said it was not yet possible to predict when the factory would be able to resume production

The workers' protest stems largely from dissatisfaction with the company's incentive bonus scheme

The industrial action began on Monday when a group of workers invaded the finance section

(152) ~~152~~
They ransacked office desks and scattered documents around the floor

On Tuesday the workers downed tools

They remained on strike yesterday

The management locked the factory gates to prevent the strikers entering the premises

The workers gathered in protest outside the gates

"There are no workers there now," said a spokesman for company management

"There will be no production today," he said

"We are meeting at the moment with the trade union"

Authorities call off hunt for tow-truck scanners

Staff Reporter

THE Department of Post and Telecom-
munications has agreed to call off its hunt
for illegal radio scanners among the tow-
truck fraternity after a meeting with the
Cape Towing Association (CTA).

Yesterday's wildcat protest by angry
tow-truck drivers who blocked the N1
near Parow in rush-hour traffic has been
condemned by the CTA as a "hothead" re-
action to the problem.

The department met representatives of
the CTA and it has agreed to give the as-
sociation time to "get its house in order",
said CTA chairman Neil Billman.

The protest has also been condemned
by Western Cape Minister of Transport
and Public Works Leonard Ramatlakane
who issued a warning that blockades of
that sort were not acceptable.

The tow-truckers demanded the right
to listen to police radio frequencies to get

news of road accidents.

"They will not be tolerated at all," Mr
Ramatlakane said.

There would not be any negotiations
while blockades were in place, he said.

He called on members of the associa-
tion to follow appropriate channels.

Meanwhile, Mr Billman said the CTA
had not given its blessing to the protest
yesterday and the situation had got out of
hand.

Toyota plant stays idle

Renee Grawitzky

PRODUCTION at Toyota's Durban plant did not resume yesterday despite opening after being closed for a week after National Union of Metalworkers of SA (Numsa) members stormed administration offices in a dispute over profit share payments.

Toyota spokesman Andrew Bowren said the plant reopened, but workers left after a union meeting.

The union said the profit-sharing agreement was part of an incentive scheme linked to productivity and profit targets. It said it declared a dispute last Monday after workers were paid a flat rate as their share of profit, while salaried staff received a percentage of their annual earnings.

It would appear that the amount

paid out in terms of the scheme is still in contention, with the company indicating the amount cannot be revised.

The union said payments were discriminatory. An additional stumbling block developed after the company indicated last week it intended disciplining workers — including shop stewards — involved in trashing offices.

The closure, affecting 6 000 workers, had resulted in lost production of 340 units a day. Bowren estimated the cost in turnover at R27m a day.

Toyota indicated discussions would continue today.

Meanwhile, Sapa reports that a strike by about 1 000 Numsa members stopped production at Firestone's tyre plant in Port Elizabeth yesterday. The union said Firestone retrenched 120 workers without proper consultation.

BD 12/3/96 (152)

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BD 12/3/96 (152)

reserved.

quarters in Pretoria yesterday.

Nurses' strike shows lack of information systems

Kathryn Strachan

DD 13/3/96

(152)

THE most striking finding of a national survey on the political responses to last year's nursing strike is that there is a complete lack of information systems — vital to the functioning of a proper health system.

The survey, conducted by Parliament's health committee, gathered information from the national department and all the provinces

But what the survey came up with was the considerable variation between the figures provided by the national and provincial health departments on the number of centres affected and the level of strike action. Such variations could have serious consequences for future analysis of health problems, such as the extent of AIDS, and their budgetary allocations, committee head Dr Manto Tshabalala said.

When provinces were asked about the financial implications of the strike, which devastated health services nationwide last year, meaningless answers were received — indicating that provinces had not calculated the costs. Two had noted how much money they had saved by not having to pay nurses.

Government's capacity to respond to industrial unrest and communicate with workers was being held back by the infrastructure of the past, she said. It was vital that the health department received support in updating information systems.

The survey found there were weak and inconsistent systems for monitoring financial implications of industrial actions. Increased pay for nurses had to be linked to greater professionalism and patient care.

• 2000

• Telephone: (011) 333-2585

Telkom workers in protest action

Sowetan 15/3/96

(152) (218)

ABOUT 7 000 telecommunications workers nationwide demonstrated yesterday against Telkom's alleged refusal to recognise the role of trade unions in labour talks, union spokesman Shuayb Patel said in Pretoria

Patel warned that protest actions would continue until the company abandoned plans to side-step union leaders and consult its employees on new service conditions

"The message is only getting through to our members today," Patel said "The protests will spread later today and tomorrow and full-blown action can be expected on Monday if

Six unions accuse management of trying to intimidate their members

Telkom management doesn't reconsider its position"

Patel said management had yesterday morning indicated a meeting with the unions might be held on Monday "We will, however, not reconsider our mass action before the issue has been resolved"

Six unions, claiming a joint membership of 81 percent of Telkom employees, accused management of trying to intimidate their members and union leaders

into accepting the company's service conditions They said the new conditions would reduce employees' leave and overtime concessions

In a statement in Pretoria yesterday, Telkom reiterated it had the right to discuss issues concerning service conditions with all its employees

"The unions insist management does not have the right or duty to communicate Telkom's current reality and the challenges employees face" - *Sapa*

Telkom workers ignore call for mass action

Star 15/3/96

~~(257)~~ (152)

An official for several Telkom unions has vowed that more than 47 000 workers will take part in mass action despite no employee heeding the call yesterday

The call for the beginning of mass action from yesterday, in-

cluding marches and pickets at Telkom plants, turned into a damp squib after no workers turned out for the action. Telkom spokesman Amanda Singleton said no industrial action had been reported by late yesterday.

But SA Posts and Telecommunications Association chairman Shu-ayb Patel said that over the next few days workers would disrupt telecommunications, including radio and television reception. - Labour Reporter.

Devastating wave of strikes looms

By JAMES LAMONT

Johannesburg—A breakdown of negotiations between employers and unions in South Africa's R25 billion-a-year chemical industry over a central bargaining system could lead to a wave of "devastating" industrial action this week, industry sources said on Friday.

Chemical unions have threatened employers with industrial action in a dispute over the veto powers accorded a proposed central bargaining council and the number of sector-level forums, said Fanie Ernst, Sasol's group labour relations and remuneration manager.

Ernst warned that strikes and demonstrations — which had already taken place at some plants last week — could have a devastating effect on a "lifeline" industry that employs 180 000 workers and contributes 22.5 percent to South Africa's manufacturing GDP.

"We don't want it to become a slanging match," he said in an appeal for the parties to return to the negotiating table. "The stakes are very high and it could be national disaster."

The Chemical Workers' Industrial Union (CWIU) met at a congress in Johannesburg at the weekend to discuss "a way forward" after unions called a dispute on February 26.

Nelson Mthombeni, the assistant general secretary of union, said industrial action would be considered in the debate but could be avoided "if our members can find a way of accommodating the employers' proposals".

Although Mthombeni did not rule out the possibility of industrial



STICKING POINT Nelson Mthombeni and Fanie Ernst wrangle over a central bargaining system

PHOTOS: JOHN WOODROOF

action, he said the situation did not yet warrant the services of a "facilitator" to bring the parties back to the table, as employers have suggested.

The 46 000-member union has been at the forefront of union demands for a central bargaining process in the industry. But negotiations, which began in the second half of last year, have run into difficulties over the structure of a national bargaining council and its constituent sectors.

Employers across a diverse industry, from explosives manufac-

turers to petroleum companies, proposed a national bargaining forum and 13 sectoral bargaining councils. Ernst said the breakdown of the industry into 13 sectors accurately represented the different economic activities and small and medium-sized companies.

The unions put forward a draft constitution for a unitary bargaining council with overarching powers over only four sectors, which Mthombeni said conformed with international industry standards.

But employers believe they have offered a compromise in response to

a union proposal that they agree first to the establishment of a bargaining council and then negotiate the demarcation of sectors and powers. The employer caucus said it would consider the establishment of a single bargaining council if unions agreed to the inclusion of 13 sectors as chambers within such a council and on the powers of the sectors.

"There is a shift to central bargaining, but let's address the economic realities," said Ernst.

He said this was a considerable departure from employers' prefer-

ence for decentralised bargaining arrangements which suited strategic business interests and ensured competitiveness.

Many fear that centralised bargaining will squeeze out small concerns, which are expected to create the bulk of new jobs over the next decade, and reduce competitiveness. "I have faxes here from small employers that if they have to sit in a national bargaining council alongside the likes of Hoechst and Sentrachem, they are going to close their doors," said Grahame Matthewson, the human resources manager at Dulux.

"We've tried to approach it from an economic perspective, but they (the unions) have come from a constitutional approach," he said.

Mthombeni denied the employers had shifted ground. He said employers were "dragging their heels over the whole process" and had presented a conditional proposal and not a compromise.

Moreover, he said the number of sectors within the council was a side issue. "We don't believe the number of sectors is the key issue, it's rather the power of the bargaining council," he said. "We are not against a sectoral approach."

Mthombeni also said unions were prepared to discuss sectors which would take into account the concerns of small business.

Neither party, however, believed that the situation was deadlocked. "We think this could be resolved, but if the parties persevere like this it will be very difficult to come to an agreement," said Ernst.

Mthombeni said his union would like a meeting with employers before the end of the month.

CT (BR) 18/3/96

(152)

Strikers arrested at Toyota plant

Renee Grawitzky

BD 19/3/96
(152) (RZ)

HOPES of resumed production at Toyota's Durban plant were dashed yesterday when a group of striking workers were arrested after occupying security offices at the plant's main gate, allegedly to prevent other workers from entering the plant.

It is understood that after the strikers took control of the security offices they hoisted the SA Communist Party flag above the main gate.

Toyota human resources director Harry Gazendam said 1 000 workers returned to work yesterday, but after a meeting with shop stewards they were told to go home. More than 200 remained behind and occupied the security offices. Toyota said a minority of strikers were intent on prolonging the dispute.

Numsa general secretary

Enoch Godongwana said the sooner the issue was resolved, the sooner "we can address other factors". He said the other factors were a byproduct of the bonus issue and would not have occurred if bonus payments had been made.

Toyota's distribution and manufacturing plants were closed two weeks ago after workers demonstrated against the company's decision to pay out to workers their share of the profit-share scheme which formed part of an overall incentive scheme. Numsa formally declared a dispute with Toyota after this decision.

Godongwana said the union opposed the payments as hourly paid workers were given a flat amount and salaried staff were granted a percentage of their annual salary which amounted to more than what the hourly

paid workers were granted.

Numsa wanted everyone to get the same amount. Workers who built the cars contributed directly to achieving profit targets, Godongwana said.

The plant was reopened three days after the closure, but workers did not return to work. Numsa said the reopening was conditional upon workers accepting that a group of workers involved in the demonstration on March 4 would face disciplinary action.

Gazendam said: "We are digging in our heels on this issue." He said Toyota was still battling to hold a transparent disciplinary process hopefully under the auspices of the Independent Mediation Services of SA for those involved in the first incident on March 4. The company had lost more than R280m in turnover from the strike.

Toyota and Numsa appoint mediators

Renee Grawitzky

TOYOTA and the National Union of Metalworkers of SA (Numsa) have agreed to appoint the Independent Mediation Services of SA to facilitate setting up a structure to deal with the issues behind a strike which is costing Toyota R27m a day.

Toyota confirmed yesterday that the parties had agreed to this. However, production at Toyota's Durban has not recommenced.

Since the plant's closure about three weeks ago, Toyota has lost production of 4 590 units, lost turnover is estimated at R364,5m.

The plant was closed after workers demonstrated against the company's decision to go ahead with profit-share payments to its employees after they indicated their opposition to the form the payments would take. Union members rejected Toyota's decision to grant salaried staff a percentage of their annual wages as workers, in discussions the previous year, had decided everyone should receive the same amount.

Because salaried staff were given a percentage of earnings they

had received larger amounts deemed discriminatory.

The dispute had been complicated by the fact that management was intent on initiating a disciplinary process against workers involved in demonstrations at the plant, the union said.

Meanwhile, Firestone has started a vigorous campaign to highlight the reasons behind the nine-day strike at its Port Elizabeth plant.

Firestone, in an advertisement published this week, said those facing retrenchments had been offered a voluntary retrenchment package which included two weeks' notice pay, two weeks for every year of service, a gratuity of R10 000 and payouts relating to the pension or provident fund.

Firestone said the union did not agree "to any retrenchment, under any conditions or for any reason".

The union demands that Firestone agrees to establish a joint committee to look at mechanisms to improve efficiencies. It said if the company wanted to keep up with the challenges facing it, emphasis had to be placed not only on prices but on improving systems.

BD 22/3/96 (152)

Toyota dispute may mark the beginning of industry-wide action

By ANN GROTTV

Johannesburg — The strike at Toyota's Durban plant could drag on for some time because of increased employee expectations at shop-floor level and an easing in demand for vehicles, industry and trade union sources said yesterday.

And it could mark the beginning of a spate of industrial action in the motor industry as management adapts to increased competition from imports while shop floor union members battle to enhance the gains made during the industry's recent flush period.

Industry and trade union sources say that the duration of the Toyota strike shows that there is more to the dispute than the annual profit-related bonus that was paid out at the end of last month.

Shop stewards are demanding that the bonus be paid out in equal amounts to all employees. Trade unionists and labour consultants support this view and point out that in labour's eyes, incentive schemes that are tied to salary appear to unduly reward management, which makes a doubtful contribution to productivity.

Toyota management has stated that an equally important issue is the disciplinary action that should be taken against a number of union members who damaged company equipment and intimidated administration employees.

Also at play in the Toyota dispute is the content of a labour relations agreement signed last year by representatives of management and labour officials. Shop floor unionists frequently want to pursue a more adversarial strategy than is allowed for in the agreement.

One industry source argues that Toyota, which is in a comfortable stock position, is using the dispute to strengthen management prerogative with a view to streamlining its existing operations. He said that all manufacturers would soon have to go through the same process.

Toyota's management disputed this, stating that it could not afford a long-term disruption to its industrial relations on the basis of such short-term considerations.

(152) (143) or (see) 22/3/96

Country faces marches, rallies by municipal workers over job losses

(152)
BY JUSTICE MALALA
Labour Reporter

Thousands of municipal workers across the country are expected to take part in marches and rallies tomorrow in an action that will disrupt refuse removal, emergency and other services provided by municipalities.

The SA Municipal Workers' Union (Samwu) said yesterday the main focus of the action would be in Pietersburg and Groblersdal, where it intended to paralyse service as all its members in Northern Province and Mpumalanga are expected to attend marches and not report for work.

And the Johannesburg branch of the union will announce a decision today on what action it will take after a meeting of its executive committee in the morning.

"We are definitely taking some form of action and our members will be informed at their workplaces tomorrow. Although there are several options open to us, a march through Johannesburg is the most likely option," said

branch spokesman Veli Gantane

The action comes as disgruntled traffic, ambulance and fire brigade officers belonging to Samwu staged a brief sit-in at the Johannesburg traffic department offices yesterday in a bid to resolve problems about working conditions.

The union is staging the protests as the start of a running programme to force the Pietersburg

March through Jo'burg a possibility

and Groblersdal municipalities to reinstate workers dismissed after its chaotic protests and strikes in October in support of wage demands. There are 620 Samwu members still dismissed in Pietersburg and 96 in Groblersdal.

At least two people were killed in clashes between police, the strikers and town residents in

last year's action and more than 100 were injured.

Although Greater Johannesburg council spokesman Charlotte Holtzkampf said she could not comment yesterday, it is expected that rubbish removal, emergency services and minor maintenance work will be affected.

The council has in the past advised residents to keep their refuse in a cool place and not to take it out until services return to normal.

The 120 000-strong union has said it will call on Minister of Labour Tito Mboweni - whose intervention last year led to the resolution of the strike - to intervene in the matter again to resolve the "potentially explosive situation which threatens to take on national proportions".

"The actions and subsequent intransigence of the Pietersburg transitional local councils totally undermine the letter and spirit of the agreement via the process of mediation (last year)," the union said.

Crisis looms as oil workers strike

(152) (153) Star 23/3/96

STAFF REPORTERS

Durban - South Africa could be plunged into an economic crisis if 800 Sapref oil refinery workers, who downed tools yesterday, continue with their strike

They have effectively cut off crucial fuel supplies to large bulk buyers, such as South African Airways, and thousands of motorists.

The Durban-based refinery shut down yesterday when negotiations between the Chemical Workers' Industrial Union and Sapref officials reached a deadlock.

Workers went on strike when management failed to meet their demands for better salaries and for housing and medical aid benefits

Sapref managing director Peter Fransen confirmed that the refinery process units had been shut down and that only

essential utilities were operating to ensure there was no damage to the environment. Sapref, whose largest buyers are BP and Shell, produces an estimated 25% of the country's total petroleum products, including fuel for SAA's Boeings and other aircraft.

Colin McClelland, spokesman for the SA Petroleum Industries Association, said that if the strike continued, South Africa would be losing out on about 160 000 barrels of oil daily

Sipho Ntshaba, a spokesman for the union, said the strike could cause major disruptions in flight activities at Durban airport as Sapref was its sole supplier of aviation fuel, which it pumped directly through an underground tunnel to its tanks

"No fuel means no flights, and other refineries could never meet the demands of the entire province in the long run, espe-

cially since Sapref supplies KwaZulu Natal with the bulk of its petroleum products. With more than 800 workers on strike, it's best they meet with our demands as soon as possible because to give the workers what they want will cost the company only R1,4-million, but to keep on at this rate will cost them at least R3-million a day"

However, Peter Dent, managing director of the Engen plant in Durban, said his company would do its utmost to supply products in case of shortages. "There's no way we can allow the Durban economy to come to a halt just because there is a strike, and we certainly won't let the airport run dry if we can help it," he said.

SAA spokesman Zelda Schwalback said the airline would make contingency plans if it were forced to, such as filling up temporarily at other outlets

age have prompted the power...
...their files on earlier...
...against the...
...to start...

Strike threat to crucial fuel supplies

ARG 23 / 3 / 96

(152) ~~(152)~~

Own Correspondent

DURBAN - South Africa could be plunged into an economic crisis if 800 Sapref oil refinery workers, who downed tools, continue with their strike, effectively cutting off crucial fuel supplies to large bulk buyers like South African Airways and, of course, to motorists.

The Durban-based refinery shut down yesterday when negotiations between the Chemical Workers' Union and Sapref officials reached a deadlock. Workers went on strike when management failed to meet their demands for better salaries and housing and medical aid benefits.

Sapref managing director Peter Fransen confirmed that the refinery process units had been shut down and only essential utilities were operating to ensure there was no damage to the environment.

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"There's no way we can allow the Durban economy to come to a halt just because there is a strike and we certainly won't let the airport run dry if we can help it," he said.

SAA spokesperson Zelda Schwalback yesterday said the airline would make contingency plans.

"We will try not to inconvenience our customers as far as we can," she said.

By late last night, the Sapref plant was still blocked off by workers who also refused to allow any scab labourers to enter the premises.

Said Mr Fransen "We are very disappointed that the union chose to take such severe action when our differences on the housing scheme were relatively small and no specific concerns were apparent on other issues."

Toyota and Numsa reach provisional agreement

Bonille Ngqiyaza

(152)

BD 25/3/96
rands in wages

THE National Union of Metalworkers of SA and Toyota SA have agreed on "certain issues" which could lead to the resolution of the illegal three-week strike by thousands of union members, Numsa's general secretary Enoch Godongwana said yesterday.

However, there was disagreement between the parties on whether the agreement — signed on Friday night — was "formal and binding".

Toyota SA spokesman Andrew Bowren said as far as he was concerned, an agreement had been signed but "they (Numsa) always work on the basis that they have to go back to the workers".

The union maintained yesterday the strike's termination would be subject to ratification by its 6 000 members today.

The strike cost Toyota "millions of rands" in lost production and union members several million

Godongwana criticised Toyota's announcement that the strike had been resolved as "irresponsible at this stage", as the parties had agreed not to deal through the media. He declined to discuss the settlement before the union had met its members.

Toyota said Numsa had agreed its members would return to work "no later" than tomorrow.

They agreed to implement a lost production recovery programme over the next 10 weeks, which would pay bonuses on the achievement of production targets beyond normal production.

The parties had agreed no further payments would be made under Toyota's 1995 incentive scheme.

Toyota said the "unacceptable behaviour by a small group" of employees would be addressed through a disciplinary process under the auspices of Independent Mediation Services of SA.

Sacwu to march on Polifin headquarters

~~152~~ (152) CT(BR) 26/3/96

BY JAMES LAMONT

Johannesburg — Members of the South African Chemical Workers' Union would march on plastics and chemical producer Polifin's headquarters in Randburg today, Manene Samela, the union's national organiser, said yesterday.

Samela said about 500 workers from the company's Midland factory in Sasolburg would demonstrate over the issue of shift allowances as part of a month-long campaign at six Polifin operating divisions.

He said though management had made an offer of increased shift allowances, the union wanted the increase to 10 percent of basic salary introduced from next January but commuted into wage increases across the board from April 1 this year.

"We want these funds (from shift allowances) to be distributed evenly among salaries," he said.

Polifin management has stuck to its offer of an 11 percent wage rise, but has offered an increase in shift

allowances from April 1.

"We were out of line with the market on shift allowances," said Daniel Steenkamp, Polifin's labour relations manager.

Earlier this month, 1500 workers went on strike at six operating divisions for wage rises and improvements in working conditions. Workers were demanding a 13 percent wage increase and settlements over shift allowances, public holidays and overtime.

Samela acknowledged management had made concessions over increased shift allowances, but said industrial action would continue at all plants except those in Somerset West where workers had agreed to a settlement.

He said the union was still pushing for companies to reflect good performance in higher wage offers.

Steenkamp said production had not been affected by strike action and said it had exceeded previous records at some subsidiaries as a result of the company's contingency plans.

Striking security guards 'assault non-strikers'

Farouk Chothia

DURBAN — A strike by between 1 200 and 3 000 guards employed by private security companies in KwaZulu-Natal has turned violent, with reports of shootings and assaults on non-strikers.

SA National Security Employers' Association chairman Don Masterson said he had received reports that strikers were driving to various

sites in Durban and physically removing non-strikers. There were unconfirmed reports that one non-striker had been shot and wounded.

National Security Workers' Union national organiser Moffat Ndlovu said the strike was aimed at forcing government to immediately scrap provisions in wage determination for the industry. This allowed companies in existence

for less than two years, or which employed fewer than 20 employees, to pay below the minimum wage. Some guards earned as little as R200 a month and worked 12 hours a day throughout the week.

Ndlovu said families of guards killed on duty received no assistance from companies. Guards were not on medical aid or pension schemes.

He said 3 000 guards

were on strike, but Masterson put the figure at 1 200-1 500.

Ndlovu said companies affected included Springbok Patrols, Fidelity Guards and Combat Force. Guards employed at Durban airport, harbour and railway stations were on strike, he said.

Masterson said the strike had affected mainly smaller companies. Some companies were unable to guard clients' sites. Companies would be forced to obtain replacement labour if the strike continued.

Springbok Patrols said it had enough reserve guards to ensure all clients' sites were protected. It had given strikers an ultimatum to return to work today, or be dismissed. Masterson said other companies had done the same.

PEANUTS

By Charles Schulz



Police clash with striking security guards

Farouk Chothia and Renee Grawitzky

DURBAN — Police clashed with about 500 striking security guards in central Durban yesterday, resulting in several guards being injured.

The strike, organised by the National Security Workers' Union, and a planned march on the labour department offices in Johannesburg tomorrow, are to demand the immediate promulgation of a labour order effecting wage increases and extension of worker protection.

Police public order policing unit spokesman Insp Trevor Reddy said police fired rubber bullets and teargas at

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the strikers after they caused chaos in Durban's city centre. The strikers threw bottles and other objects at police, forcing police to open fire, he said.

Reddy said security guards retaliated by firing gun shots. Two people were injured. Three demonstrators were arrested and would be charged for public violence, Reddy said.

Disputing police claims, union executive member Mandla Mabaso said police opened fire without provocation on defenceless people.

He said 10 guards were admitted to hospital with serious injuries, and five were arrested. An industry source said two non-strikers were shot and wound-

ed on Tuesday at Berea station, and a third was attacked in Umlazi, allegedly by strikers.

The strike has affected many security companies, including Induna, Springbok Patrols and Combat Force.

The march in Johannesburg could lead to a nationwide strike by members of the largest union operating in the industry — the Transport and General Workers' Union.

Union general secretary Randall Howard said the union was demanding that Labour Minister Tito Mboweni be present tomorrow to accept a memo-

Continued on Page 2

Strike

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Continued from Page 1

random demanding the immediate promulgation of the labour order and amendments to other legislation in cleaning and goods. A failure to effect this within two weeks could result in nationwide strike action.

The security determination could potentially cover 110 000 security guards. However, exemptions from all provisions in the determination granted to small employers with less than 20 employees and for new employers, provided that 50 000 workers were not covered by legislation and were open to

total exploitation.

Since 1993, the determination had not been amended. Subsequently, the SA National Security Employers' Association and the main unions had negotiated their own wage increases amending the wage clause, which was yearly promulgated as wage orders by the Labour Department.

Employer Association spokesman Don Masterson said last year the parties agreed to establish an industrial council. In the interim, it was agreed to delete the exemption clause in the determination and to apply for the wage agreement to be promulgated as a labour (not wage) order which could effect changes to other conditions of employment besides wages.

Southern Life strike goes on

BY SEAN FEELY

(59) (152) CT (BR) 28/3/96

Johannesburg — About 100 Southern Life workers said yesterday they would remain on strike until the insurer reinstated a suspended colleague

"We are prepared to take the strike to the extent where management will try to dismiss us," said a workers' representative, who declined to be named.

The clerks at Southern Life's Johannesburg regional office downed tools on Friday to protest against the suspension of a woman in connection with a fraud investigation they claim was unfair

Talks between the two parties have failed to resolve the dispute, prompting the workers to ask for an independent mediator to rule on the woman's suspension.

Paul Christie, the general manager of the life customer services unit, said Southern Life was prepared to appoint a mediator, but the clerks would first have to return to work

Man days lost to strikes triple in year

Renee Grawitzky

MAN days lost during strike action in the first three months of this year more than tripled compared with the corresponding period last year

Analysts have expressed alarm at the type of action that is being experienced

Strike statistics released by Andrew Levy & Associates yesterday showed that 175 000 man days were lost between January and March this year compared with 60 000 during the corresponding period last year, 295 000 in 1994, 65 000 in 1993 and 135 000 in 1992

This increase in strike action is even more marked following the

sharp decline in action last year, when man days lost dropped to 1.6-million. This was its lowest level since 1988

Andrew Sparks of Andrew Levy said the 175 000 man days lost was almost double the 90 000 man days lost during the first six months of last year

The increase in strike action and the numbers involved, Sparks said, reflected "the strong militancy that remains in the union movement"

He said this confirmed the suggestion that "those people who argue that the union movement is losing its power and support have been a little hasty in their judgment"

In an unusual turn grievances

(70%), as opposed to wage disputes, accounted for the majority of the strikes Sparks cautioned, however, that this trend would change as the wage round moved into top gear

He said retrenchment-related strikes were likely to increase as more companies restructured to become more efficient "This leads to conflict between technology and jobs — with jobs being the loser"

The recent Toyota strike, and the Firestone strike which is continuing, have contributed to the large number of man days lost

The National Union of Metalworkers of SA accounted for 64% of the strikes, while the National Union of Mineworkers was involved in 28%

BD 29/3/96 (152)

By CAROL PATON

Cosatu's protest pledge

COSATU is ready to take to the streets to support the ANC's stand on the right to life and other issues of deadlock in the constitutional assembly

The general secretary, Sam Shilowa, said yesterday that Cosatu's central committee, which met over the weekend, endorsed the ANC's positions

on the right to strike and a version of the property clause that would allow land reform to take place

The federation recognised that the ANC had stood firm in support of workers' right to strike and had refused to equate this with an employer's

right to lock out workers

"We also decided that we should look to the issues on which the ANC has stood alone — such as the right to life — and support them. If it means we have to take these issues to the streets we will

"As a federation, we be-

lieve the positions the ANC has taken (on abortion and the death penalty) are correct and we think we should back them," Mr Shilowa said

He said Cosatu branches in the Western Cape were already preparing for mass action and that na-

tional protest action could be expected from workers

Mr Shilowa added that the central committee had reaffirmed its alliance with the ANC

"While there has been a problem in co-ordinating the formulation of policy, we believe that this can be improved. The alliance remains relevant at this point," he said.

(152)

~~152~~

ST 31/3/96

TOYOTA STRIKE

SPARE THE ROD

FM 22/3/96

The strike at Toyota, now in its third week, is proof that nothing can be taken for granted on the motor industry labour front

When employers and unions signed a three-year agreement on pay and conditions in the middle of last year, it was hailed by both sides as signalling an end — at least temporarily — to the traditional round of strikes and bloody-mindedness that accompanies annual wage talks. By linking pay rises to inflation-plus, and narrowing wage gaps between worker grades, the industry thought it had created a credible answer to long-standing disputes. The agreement was held up as a model for other industries.

So far, those central tenets have been upheld. But that hasn't stopped the two sides from finding other areas of conflict. Toyota's isn't the first to focus on annual bonuses. But it's certainly the bloodiest.

The argument is over incentive payouts of about R26m. The National Union of Metalworkers (Numsa) argues the money should be split equally between Toyota's 8 000 hourly paid and salaried employees. Toyota based its payouts on 10% of each employee's annual wage or salary. The company adds that the bonus scheme is not a condition of employment and is at the discretion of the Toyota

board. Work at the Prospecton plant outside Durban stopped after Numsa declared a dispute on March 4. Since then, Toyota's main marketing offices in Sandton have also been affected.

Muddying the waters is the fact that about 200 employees, including several shop stewards at the forefront of strike action, face disciplinary proceedings for invading the Prospecton administration building after Numsa declared its dispute and allegedly damaging office equipment and intimidating employees. Says human resources group director Harry Gazendam: "These people will face disciplinary proceedings when this is all over. They know this and may feel they have nothing to lose."

Mediation efforts were continuing on Monday, the 11th day of the dispute, which has cost Toyota 340 vehicles and R24m in turnover each day it has lasted. The daily cost to hourly paid workers in wages is R1,2m.

Other manufacturers, while benefiting from stock shortages of Toyota vehicles, are watching the situation anxiously. They realise a prolonged stand-off could complicate the new round of annual bargaining, which has just begun. They also realise that as the industry becomes increasingly dependent on export earnings, a dispute such as this sends the wrong message to all potential overseas customers, not just Toyota's. A quick resolution is in everyone's interest. ■

which the police do not really have access. Although limited, the Child Protection Unit has a role to play in educating the members of the public, especially the children by means of lectures and other awareness campaigns (media reports, etc). The following is a summary of the formal proactive steps that were taken (former police agencies excluded)

	1993	1994	1995
Number of talks/lectures	755	876	1 296
Number of liaison meetings (NGO's, CBO's, government organizations, etc)	331	609	820
Total	1 086	1 585	2 116

Narcotics Bureau of SAPS: inspectors employed

101 Sen C R REDCLIFFE asked the Minister for Safety and Security †

- (1) (a) How many inspectors are currently employed in the Narcotics Bureau of the South African Police Service, (b) what are the working hours of such inspectors and (c) what (i) does the annual remuneration and (ii) do the annual benefits of such inspectors amount to,

- (2) (a) How many inspectors resigned during the period 1 January 1995 up to the latest specified date for which information is available and (b) what reasons led to these resignations in each case?

S267E

The MINISTER FOR SAFETY AND SECURITY

- (1) (a) 94
- (b) Eight (8) hours per day. However, owing to the nature of the crimes and the organised methods of the criminals they investigate, these inspectors of the South African Narcotics Bureau works long hours additional to their normal working day. It ranges from 10 to 12 hours per day.

- (c) (i) The salary scale for inspectors ranges from R36 402 to R50 844

(ii) South African Police Service allowance of R3 600. Home owners qualify for a maximum annual housing subsidy of R9 372 a year.

- (2) (a) (latest specified date 1 January 1995—20 March 1996) 7 (Seven)

(b) Five (5)—Medical reasons
Two (2)—Financial reasons

Road accidents, minibus taxis involved

103 Sen A E VAN NIEKERK asked the Minister of Transport †

- (a) In how many road accidents were minibus taxis involved during the period 1 January 1995 up to the latest specified date for which information is available, (b) how many persons were (i) killed and (ii) injured in such accidents and (c) what were the main causes of such accidents?

S169E

The MINISTER OF TRANSPORT

- (a) Statistics received from the Central Statistical Service (CSS) are for minibuses, not specifically for minibus taxis

- (b) (i) and (ii) Please see the following table

January to November 1995			
*Preliminary figures			
Number of collisions	Number of deaths	Number of serious injuries	Number of slight injuries
60 786	865	5 116	9 352

- (c) Statistics received from the Central Statistical Service (CSS) do not give reasons for minibus collisions. However, the main contributory factors for minibus collisions are overloading, lack of training, unsafe overtaking, speed too high for circumstances, fatigue leading to lack of concentration, and unroadworthy vehicles—smooth tyres, worn out brakes, etc

QUESTIONS

Indicates translated version

For written reply

Strikes, working days lost

41 Sen C ACKERMANN asked the Minister of Labour †

- (a) How many working days were lost in 1995 in each of the provinces as a result of strikes, (b) what is the estimated cost to the economy in regard to such lost working days and (c) (i) in how many cases were such strikes accompanied by violence, (ii) in how many such cases was the South African Police Service called out and (iii) How many persons were (aa) killed and (bb) injured as a result of these strikes?

S63E

The MINISTER OF LABOUR

- (a) The number of working days lost through strike action nationally in 1995 was estimated at 1,6 million. The Department of Labour does not have a provincial breakdown of this figure. Our new Labour Market Policy Chief Directorate and Labour Statistics Directorate which are currently in the process of staffing will be seeking ways of monitoring and recording such information and once a proper system is in place, we will be in a position to have more detailed statistical information and analyses. However, what is important to note, is that the number of working days lost as a result of strike action last year (1,6 million) is significantly lower than the 1994 figure of 3,9 million. For more detailed information and analyses of strikes over the past years please refer to the document, *Contextualising strike action* which was prepared by the Ministry of Labour in 1994 and endorsed by the Cabinet.
- (b) The Department does not have such information at this stage.
- (c) (i) Unknown as from LR33-Notice of stoppage of work in terms of section 65A of the Labour Relations Act, 1956, does not require this information.

tion to be furnished to the Department of Labour

- (ii) This question should be addressed to the South African Police Service as the Department of Labour does not have this information

(iii) (aa) and (bb) This information is not reported to the Department of Labour

Motor vehicles currently owned by Department

89 Sen E K MOORCROFT asked the Minister of Environmental Affairs and Tourism

- (a) How many motor vehicles are currently owned by his Department, (b) what is the total estimated value of these vehicles, (c) what percentage of such vehicles are currently in use, (d) how many motor vehicles were purchased during the latest specified period of twelve months for which information is available and (e) what amount was spent in each month during the period 1 January 1995 up to the latest specified date for which information is available on (i) fuel for and (ii) the maintenance of motor vehicles owned by his Department?

S155E

The MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

- (a) The Department makes use of 246 presently allocated vehicles of government garages as well as two departmental vehicles, while 30 officials makes use of government subsidised motor vehicles,
- (b) the total value of the allocated government garage owned vehicles is unknown to this Department whilst the value of the two departmental vehicles can be estimated at R100 000. The estimated value of the 30 subsidised vehicles, allocated to the officials according to the Government Subsidised Motor Scheme, is R1 350 000
- (c) the full percentage of vehicles are in use,
- (d) no additional vehicles were purchased but there are however 10 vehicles on order for delivery in the current financial year (7 of which are for replacement of existing subsidised vehicles and 3 vehicles are for extending the GG services).

rate of growth of the economy
— delivery of basic services

— improvements to human development index
— improvement of the skewed distribution of consumption by poor and rich households

A work programme was approved by the IGF and by Cabinet in terms of which departments of provinces were required to submit work on specific issues over the period from January to June 1996

The process led by Deputy President T Mbeki with my assistance, and the Office of the Deputy President and the Office of the Minister without Portfolio

A draft report was submitted to a second meeting of the IGF on development planning which was held in Cape Town on 26 February 1996. Representatives of certain standing committees of Parliament were invited to attend both summits

The February summit identified further work that was required for the growth and development strategy which included strengthening of rural development strategies, improving coordination between the provinces and central Government on growth and development and other issues

The IGF agreed that a further report will be submitted to the provincial and national Cabinets and will then be submitted to Parliament and published

Mr M F CASSIM Mr Chairperson, arising out of the hon the Minister's reply, could he tell us whether any special fast-track programmes have been launched in any of the provinces in respect of the RDP?

The MINISTER WITHOUT PORTFOLIO Mr Chairperson, with great respect, the question posed is not really relevant, but I will answer it briefly. Yes, we have undertaken a number of initiatives, in many of the provinces, which are aimed at fast-tracking the RDP programmes and particularly providing project management expertise to ensure that the capacities develop at provincial and local government levels to implement the RDP

The CHAIRPERSON OF COMMITTEES Order! I would like to remind hon members that supplementary questions must arise from the

Minister's reply. They should not ask general questions about the particular Ministry

Mortgage Indemnity Board: loans for low-cost housing

*5 Mr M F CASSIM asked the Minister of Housing

(1) Whether the Mortgage Indemnity Board made available one billion rand in loans for low cost housing in 1995, if not, what is the position in this regard, if so, (a) where in the Republic were these loans made available and (b) what was the total value of these loans,

(2) whether she will make a statement on the matter?

N374E

The MINISTER OF HOUSING

(1)(a) and (b) It is not the function of the Mortgage Indemnity Board to make loans available. The Board grants MIS cover only in areas where due process of law is at risk. The Mortgage Indemnity Scheme is a narrowly defined mechanism to indemnify banks against loss only if a breakdown in the due process of law means they are unable to repossess houses where borrowers default on their loans. It does not indemnify lenders against commercial risk and it is not available to bail out borrowers experiencing difficulties with repayments

In assessing an area, the Mortgage Indemnity Board looks at a broad range of indicators. Among them are the effectiveness of local government, functionality and state of repair of infrastructure, civil stability, whether a payment boycott exists, cohesion of community structures, level of political violence, mortgage default rate, number of repossessed properties which lenders have not been able to access, and the functionality of the legal process

MIS covers not a prerequisite for lending. The Record of Understanding between the Ministry of Housing and the Association of Mortgage Lenders says that banks will lend in all areas although it is reasonable that they would not be eager to do so in areas explicitly denied cover by the Board

A decision by the Mortgage Indemnity Board not to grant MIS cover to an area poses a challenge to government at all levels and to the affected community—the challenge of Masakhane

The challenge to the community is to ensure that residents pay for their housing and services, look after community facilities, work with local police forums and other organisations to ensure respect for the law, assist the sheriff in his work, and act together to ensure that local government functions effectively. For the government, a decision not to grant cover signals the need to assist communities taking up the challenge to improve their situations by improving infrastructure, ensuring functioning local government or improving policing, among other things

(2) No

Strikes: hours lost

*6 Mr A J LEON asked the Minister of Labour
How many hours were lost as a result of strike action in 1995?

N375E

The MINISTER OF LABOUR

According to the reports of Andrew Levy and Associates the estimated number of workdays lost for the period 1991 to 1995 is

1995	1,6 million
1994	3,9 million
1993	3,6 million
1992	3,2 million
1991	3,8 million

I remain dissatisfied with the lack of capacity in the state system to compile and make available reliable statistical data. One of our frustrations is the inability to recruit people to work in our Directorate Labour Market Statistics and Information which should manage this statistical base

The MINISTER OF LABOUR I notice that the person who asked the question is not here

Murders/convictions

*7 Mr D H M GIBSON asked the Minister for Safety and Security

(a) How many murders were committed in 1995 and (b) how many of these murders resulted in convictions? N376E

The DEPUTY MINISTER FOR SAFETY AND SECURITY

(a) 17 939

(b) 8 962 cases went to court. The SAPS system does not provide statistics on convictions for murder cases

Mr D H M GIBSON Mr Chairperson, arising out of the hon the Deputy Minister's reply, does he not think that it is time that the SA Police Service had equipment and systems which would enable him to give replies to questions such as these?

The DEPUTY MINISTER FOR SAFETY AND SECURITY Mr Chairperson, I agree that there should be systems introduced which will enable the police to provide answers with regard to murders or convictions in cases of murder which is not the case at the moment

I must, however, point out that it is not the function of the police to deal with convictions that take place in court. That is really a matter for the Minister of Justice, and I have no doubt that if he were asked how many convictions there were for murder last year, he would be able to give a fairly rapid answer. However, I do think that we need to modernise our systems so that even the police, who happen to investigate these cases, can give statistics on what the results of the cases were

SAPS captain: charge of statutory rape

*8 Mr D H M GIBSON asked the Minister for Safety and Security

(1) Whether a certain captain, whose name has been furnished to the South African Police Service for the purpose of his reply, is currently employed by the SAPS, if so,
(2) whether an internal inquiry was held by the SAPS into a charge of statutory rape laid against him, if not, why not, if so, what was the outcome of the investigation,

(3) whether he was promoted subsequent to the conclusion of the investigation, if so, to what rank,

(4) whether the findings of the internal investigation were taken into consideration when a decision was taken on his promotion

Constitutional crunch

Desperate bid for last-minute deal

CLIVE SAWYER

Political Correspondent

CONSTITUTIONAL negotiators went into extra time today in a desperate attempt to reach agreement on clauses on education and employers' right to lock out

Resolution of these issues continued to elude negotiators in yet another late-night session, with senior party sources disclosing that there was nothing on the table on which agreement could be based

A fresh round of multilateral talks was to be held today before a special meeting of the constitutional committee

Constitutional assembly chairman Cyril Ramaphosa said all issues would have to be finalised today to allow the draft to be reviewed by legal experts, checked for compliance with the political agreements and translated into all official languages in time for the constitutional assembly third reading debate beginning on Monday.

He warned that negotiators were "cutting it too fine"

National Party chief negotiator Roelf Meyer ruled out the possibility of a trade-off with the African National Congress on the education and lockout issues, emphasising that his party saw them as being separate

But even as negotiators made another late-night attempt to finalise the Constitution Bill, claims were made that elements of the draft produced by the political settlement so far might not be approved by the constitutional court

President Mandela expressed optimism that the lockout issue would be settled he said that the Congress of South African Trade Unions (Cosatu) had agreed to the formulation of legislation on a lockout clause

In another significant development yesterday, the ANC announced an "innovative package" to give exclusive powers to provinces while allowing national overriding in circumstances to be defined in the constitution

Unveiling a proposal listing exclusive and more extensive concurrent powers for provinces, senior ANC negotiator Pravin Gordhan said the package would promote co-operative governance among all three spheres of government.

This model of co-operative governance was being proposed instead of the "competitive and confrontational" federalism backed by other parties.

Mr Meyer said there was agreement on the concept of the proposal for provincial powers, but not yet on the details

But Democratic Party chief negotiator Colin Eglin said earlier yesterday that legal opinion which had been sought by his party was that the ANC-NP agreement on provinces failed to give them sufficient exclusive powers to satisfy the principles entrenched in the interim constitution

The Inkatha Freedom Party, which has boycotted the national constitution-writing process for more than a year, also claimed that the agreement on provinces would be rejected by the constitutional court.

A breakthrough was reached last night on the language clause, eliminating one of the "big four" issues which have plagued negotiators

The language clause satisfies NP demands by ensuring that, at provincial level, at least two languages must have official status. It also requires local governments to consider language usage and preferences in their communities when deciding official language policy.

In addition, it is understood that leading parties are close to agreement on the property clause.

But the African Christian Democratic Party said it would vote against the constitution because of the omission of the words "in humble submission to almighty God" from the preamble, even though the version agreed to yesterday contains the words "May God protect our people".

CP

(162) ARK 1/4/96

Union marches, threatens to isolate factory.

(152) (192) Star 2/4/96

About 4 000 members of the National Union of Metalworkers of SA marched to the Rosco factory in Rosslyn, Pretoria, yesterday demanding the reinstatement of 193 employees dismissed in November during a labour dispute

The union gave the spare-

parts manufacturer seven days to comply with its demand or face a national strike. In a memorandum handed to factory representative Piero Rossi, Numsa said it would call for isolation of the company by the country's labour force

"We know that Nissan, BMW

SA, Mercedes-Benz, Sañcor and other motor assembly plants use parts or components from Rosco," regional secretary Sam Tsiane said. "We will launch a national action in which we will urge our members to refuse to handle anything from Rosco." - Sapa

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Southern Life strike

ABOUT 150 Southern Life employees have vowed to continue with indefinite strike action and picketing unless management agrees to demands for scrapping the "no work, no pay" condition imposed on strikers. The strike, which began 10 days ago, was initially linked with the suspension of an employee but the suspension was lifted yesterday. Workers are now also demanding the resignation of two managers.

Toyota strike sees drop in car sales

(152) (152) BD 4/4/96

Edward West

LOST production from the recent strike at Toyota SA drove March new car sales down 13,4% to 18 536 units against the same month a year ago, figures released yesterday by the National Association of Automobile Manufacturers of SA (Naamsa) showed.

Naamsa said the lower sales had confirmed indications of a slowdown in the economy, after allowing for the loss of production at Toyota SA.

Accordingly forecasts of 5% vehicle sales growth this year would have to be revised downwards.

Toyota SA said the strike in March, costing about R300m in sales, had resulted in a product shortfall which distorted the market. "The impact can be seen clearly in the sales of our two key products, the Corolla and the Hilux," said Toyota SA marketing director Johan van Zyl. In March 2 194 Corolla/Conquests were sold compared with 3 650 in February.

Overall, March total vehicle sales fell 11% to 30 885 against 34 708 in the corresponding period last year and 8% against the 32 454 units sold in February. Over the three month period from January total sales fell 2,4% to 91 719 units. March light commercial vehicle sales fell 8,7% to 11 176 units compared with a year ago. Medium sized truck sales increased 28,2% to 450 units over March last year. Heavy truck sales of 723 units were 6% up on

February, but were virtually static against March last year.

For the second time in three months Samcor took number one spot in the market in terms of vehicle sales. Marketing MD Arthur Mutlow said the company had reached a record monthly production figure of 7 563 units in March.

He attributed the decline in industry sales also to a glut of used vehicles. Samcor yesterday cut the prices of its one ton bakkies between R2 371 and R7 849.

Naamsa said the new vehicle market remained extremely competitive and the industry was vulnerable to exchange rate depreciation resulting in upward cost pressures for both imported and locally produced vehicles.

Business confidence had come under pressure in recent months, and with real interest rates remaining high, there was a serious negative effect on private expenditure and disposable incomes.

Top 10 passenger cars in SA	
March 1995	
Ford Laser/Tracer	2 003
Mazda Miata	1 757
Toyota Corolla	1 651
Conquest	1 649
VW City/Fox	1 109
Astra/Madett	855
VW Golf/Jetta	719
Fiat Uno	
M/Benz C Class	
BMW 3 Series	
Nissan Sentra/Sabre	
Ford Escort	

Source: NAAMSA

Firestone could face a boycott of its products

Renee Grawitzky

FIRESTONE SA — in the throes of a month-long strike over retrenchments and restructuring — could face a consumer boycott of its products by auto-manufacturing workers.

National Union of Metalworkers of SA spokesman Tony Kgobe warned yesterday that the industrial action at Firestone could accelerate into a consumer boycott after motor manufacturing shop stewards resolved to approach their employers to put pressure on Firestone management to resolve the dispute. He said the shop stewards had indicated that if employers failed to put pressure on Firestone then they would refuse to handle any Firestone products.

The legal strike by about 1 000 workers at Firestone's Port Elizabeth plant followed a lengthy dispute over retrenchments and possible further retrenchments as a result of restructuring and productivity improvements.

The strike had cost the company more than R23m in lost turnover.

Sapa reports the company said it was operating at about 30% of capacity. Last year 120 workers were retrenched after the parties were unable to reach agreement during the consul-

tation process. Some of these workers included those whose jobs had become redundant after the company stopped producing passenger tubes.

During this lengthy dispute, the union accused the company of unilaterally restructuring without prior consultation and of adopting a "closed minded approach".

The company said that in December last year the union and shop stewards were informed and invited to participate in discussions on how to overcome a number of problems facing Firestone and the industry in terms of the influx of cheaper imports and the need to become globally competitive.

Firestone had indicated that imports in the last year more than doubled and the number of brands available increased from 30 to more than 100 in the last year.

Kgobe said since the start of the strike, the union had made two approaches to meet with the company, but during these meetings the company had refused to change its position.

Meanwhile, the three-day strike by an estimated 3 000 workers at Delta Motor Corporation in Port Elizabeth ended last Thursday after the parties agreed to refer a dispute over incentive schemes to mediation.

BD 10/4/96 (152) (98)

Returning strikers locked out

(152)CT(BR)
BY NANCY MYBURGH

10/4/96
Johannesburg — Clerical workers at Southern Life's regional office in Johannesburg were denied access to their workstations yesterday, several days after they returned to work following an 11-day illegal strike

The workers responded by setting off firecrackers, toyi-toying and singing

The access denial followed the employees' return to work after the strike, precipitated by what workers alleged to be a wrongful suspension of a colleague. She was subsequently reinstated and the striking employees returned to work last Wednesday

But Stanley Bezuidenhout, a member of the co-ordinating committee for the striking workers, said that on Thursday he and several others found their electronic access cards no longer opened the building's doors.

They were then told that they would not be allowed back to work unless they signed a form stating that they would properly fulfil the terms of their employment contract. Workers were suspicious of the forms, he said, and did not want to sign them

Paul Christie, Southern Life's general manager of life customer service in Cape Town, said "Wednesday's return wasn't a proper return to work, but merely a continuation of the strike in a



SOUTHERN SAMBA Workers toyi-toyi yesterday after being denied access to workstations

PHOTO JOHN WOODROOF

different format"

He said workers had refused to perform backlogged work and did not fulfil the duties specified in their contracts. That was why they were given the form to sign

before being allowed back to work.

Southern Life had instituted legal action against the workers to prevent them from continuing with demonstrations, he said

Teacher stayaway at 75 KwaMashu schools

Farouk Chothia

DURBAN — Classes for more than 80 000 pupils in KwaMashu were cancelled yesterday after teachers stayed away to highlight security problems in the Durban township

SA Democratic Teachers' Union (Sadtu) KwaZulu-Natal secretary Ndaba Gcwabaza said teachers had taken part in a stayaway at 75 schools to highlight the deteriorating security situation in the township. Gunmen entered JE Ndlovu High School last month, killing a teacher, M Ndabe, in front of pupils. There were rumours that other teachers would also be

80 11/4/96
killed. Township sources said the attack on teachers was a spillover of gang warfare involving unemployed cadres of Umkhonto weSizwe who were terrorising residents. KwaMashu is an ANC stronghold.

Gcwabaza said the attacks on teachers were threatening the union's campaign to create a culture of learning and teaching in schools. Pupils from two schools had not been attending classes since last year.

ANC KwaZulu-Natal spokesman Dumisani Makhaye said that Ndabe had been killed because his brother was a gang member. A day after his death, ANC national chairman Jacob

(152)
Zuma had called a meeting of the various gangs.

He warned them that any person involved in killings would no longer be regarded as an ANC supporter. There had been no deaths related to gang-warfare since, Makhaye said.

Gcwabaza said Sadtu had scheduled a mass meeting today. Senior police officers and ANC leaders were expected to attend.

It was possible that classes would resume next week, he said.

Makhaye said police had arrested several ringleaders, but some had been released on bail. Police and courts had to be firm in such cases, he said.

Govt tries to patch up rupture at tyre plant

(152)

1996

CP 1414196

THE EASTERN Cape Government has intervened to try to end a five-week strike by workers at Port Elizabeth's Firestone plant

More than 1 000 workers downed tools when Firestone announced the retrenchment of 120 workers as part of cutbacks to survive the removal of tariff protection for local producers

To date the strike has cost the company R24 million in turnover - a figure which grows by R1 million for every day the strike continues - and workers R7,5 million in wages

Management claims daily tyre production is down from 4 000 to 1 200, but union organiser Tony Kgobe is reluctant to accept the figures since Firestone took on scab labour

Racial tensions

"They are raising racial tensions by bringing in white workers to break the strike," he says, admitting the working relationship between management and the union has "completely broken down"

Having spoken to both sides at the Port Elizabeth plant on Wednesday, Eastern Cape economic affairs MEC Smuts Ngonyama continued efforts to patch their relationship by inviting them to Bisho on Thursday

He spent much of the day shuttling between Firestone managers and union officials, who by late the afternoon had yet to sit around the same table.

Talks had not resumed by late afternoon when the union's rejection of Firestone's R4,1 million retrenchment deal and their demand of R14 million still stood

Intervention

Firestone managing director Steve Shiller refused to say more than that he hoped the government's intervention would bring the parties back to the negotiating table

Port Elizabeth is home to Delta and Uitenhage to Volkswagen. Both motor manufacturers draw on a large support industry which produces goods from sun roofs to tyres

- Ecna

Zuma tours Germany

Kathryn Strachan

Health Minister Nkosazana Zuma left yesterday for Germany where she will discuss recruiting German doctors to serve in SA's neglected areas

The discussions with the German health department are part of the wider recruitment drive to get foreign doctors to work in remote areas in SA in terms of intergovernmental agreements. The recruitment drive of foreign doctors began with the import of 100 Cuban doctors who arrived in SA last month

However, there are still nearly 2 000 posts which need to be filled over the next two years in rural parts of the country

Department sources said it was also looking into recruiting doctors from Egypt

During the week-long visit Zuma and her delegation will also investigate how Germany has approached health issues such as its health insurance system and also how the private and public health sectors interact

Truth commission hearings begin today

Wyndham Hartley

CAPE TOWN — The first formal hearings of the truth commission get under way today in spite of a Constitutional Court challenge which could end its existence and appeals from families of slain activists to halt its proceedings until the matter has been decided

While the Constitutional Court decided on Friday that it could not accede to an application from the Biko, Mxenge and Ribeiro families to put the hearings on hold, the challenge to the constitutionality of the commission will be decided in a few weeks

The truth commission itself has also turned down a request from the families to delay hearings until the application has been decided and this has again raised the possibility of an urgent interdict application being lodged in the Grahamstown Supreme Court to try and halt today's hearings in East London

The respondents in the challenge to the commission's constitutionality, President Nelson Mandela, Justice Minister Dullah Omar and the commission itself, now have time to formally announce their intention to defend the action and to supply heads of argument against the contention that the commission robs the victims of their constitutional right to legal redress

Of the more than 200 cases before

the commission's Eastern Cape office, 25 to 30 will testify during the next four days on human rights abuses that include deaths in detention, disappearances, abductions and violence resulting from party political rivalry.

Names of alleged perpetrators of these abuses and crimes are likely to be mentioned over the four days and some "well-known" people are expected to be named.

According to the commission they have been informed of the possibility and given an opportunity to respond.

After the Eastern Cape hearings the truth commission will hold hearings in Gauteng, Western Cape and KwaZulu-Natal but the target dates for these hearings could be influenced by the lessons which will undoubtedly be learnt over the next four days. For example, no one knows how long individuals will require and, if perpetrators are named, how long it will take for them to be allowed a chance to put their side of the story

The Constitutional Court challenge is the climax of weeks of controversy which includes the commission's first incident of a dishonest witness claiming to have knowledge of human rights abuses, a brush with the justice department over the speed with which a witness protection plan was being implemented and the choice of its staff being slammed as overtly political

Chemical workers to stage stayaway

Renee Grawitzky

THE chemical industry faces a national stayaway tomorrow when 40 000 Chemical Workers' Industrial Union members march in an attempt to break the deadlock with employers over the powers of the chemical bargaining council

Six unions party to discussions on the establishment of a bargaining council are demanding overriding powers for the central

structure while chemical employers supported the view that the separate subchambers should have overriding powers. Differences also existed over the number of sectoral subchambers

Marches will take place in Pretoria, Johannesburg, Port Elizabeth, East London, King Williams Town, Cape Town and Durban as part of the union's programme of action adopted at its national bargaining conference in March

Chemical employer co-ordinator Fanie Ernest said that overtime bans had begun in some companies while a large number of employers had held discussions with union representatives at plant level to implement plans to lessen the impact of tomorrow's planned action on production

The parties have agreed to meet later this week to discuss interim arrangements for wage negotiations this year

Cosatu digs in heels over strike

CT(B)

(152) (152) (152)

By SEAN FEELY, CHARLOTTE MATHEWS AND CHRISTO VOLSCHENK

Johannesburg — Cosatu's strike will go ahead tomorrow despite a meeting between the government, business and trade unions yesterday to settle a deadlock over the labour relations and property clauses in the new constitution

President Nelson Mandela met senior politicians and labour and business leaders in Pretoria to try to resolve the conflicting views on whether the constitution should include a right to lock out striking workers and to what extent property rights should be protected

The constitutional issues and Cosatu's strike have sparked concern among investors, prompting the rand to fall to a record low of R4,58 against the dollar in trading on Friday.

The rand recovered to R4,445 in late trade before firming to R4,36 in thin after hours trading at the weekend after the Reserve Bank boosted its key rate by one percentage

Sam Shulowa, the general secretary of Cosatu, David Brink, the chairman of Absa, Conrad Strauss, the chairman of Standard Bank, FW de Klerk, the deputy president, and

the senior NP negotiator Roelf Meyer and his ANC counterpart Cyril Ramaphosa were among those who attended the meeting. Trevor Manuel, the finance minister, and Alec Erwin, the trade and industry minister, were also at the talks

"I think that the meeting was very frank and therefore constructive because all the parties were addressing the urgent problems of the nation," Brink said

Shulowa said after leaving the meeting that the parties would continue to meet to discuss economic issues, even as Cosatu pursues tomorrow's national strike

Parks Mankahlana, Mandela's spokesman, said after the meeting that the negotiating parties would gather again today "to finalise the wording of these clauses"

Ramaphosa said he was optimistic that the constitution would be ready by the May 8 deadline

Analysts remained unconvinced that Mandela's prompt meeting with stakeholders in the economy would calm jittery investors, especially foreigners who have largely been responsible for the rand's 18 percent devaluation in the past nine weeks

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Deal ends Firestone strike

~~(152)~~ (152) ARCT 16/4/96
PORT ELIZABETH - Union members and management at the Firestone tyre plant in Port Elizabeth, where a six-week strike has ended, have agreed to work together to ensure the viability of the plant

Management and the National Union of Metalworkers of SA reached an agreement to end the strike which began on March 7. Employees began returning to work today.

Firestone spokesman Howard Ferguson said 120 former employees would be paid severance packages equal to three weeks' pay - Sapa

Mass action campaign at Eskom

(152) *stan 16/4/96*
BY JUSTICE MALALA

The issue of the restructuring of state assets has resurfaced at Eskom, where at least 2 000 workers have embarked on a mass action campaign to oppose the planned privatisation of a part of the parastatal

The National Union of Mineworkers yesterday began lunch-time demonstrations at Eskom depots against the alleged unilateral restructuring of the distribution wing

The protests were a prelude to a march on Eskom offices in Witbank by

about 2 000 workers today. The campaign would culminate with a march on Eskom's headquarters

The NUM said workers were angry at plans to restructure Eskom, particularly the distribution wing without consultation

"We are also angry at the way in which plans have been drawn up to sell the previously mothballed power stations to private owners on the pretext of introducing competition."

An engineer said a lengthy strike would lead to huge losses and possible disruption of services

Workers to protest until demands are met

(152) Star 16/4/96
By JUSTICE MALALA
Labour Reporter

Expected marches today by over 40 000 chemical workers to press home demands for the establishment of national central bargaining structures are just the beginning of a broader mass action campaign.

The Chemical Workers' Industrial Union, which has spearheaded the campaign since early last year, vowed yesterday its members would not work overtime and would embark on other nationwide actions until the issue had been resolved.

Employers have slammed today's marches, to take place in Johannesburg and other cities across the country, as "irresponsible", saying a government-brokered meeting would take place as soon as separate talks with the two parties had been concluded.

Employer representative Fanie Ernst said yes-

terday that although other unions in the industry were also at loggerheads with employers over the structure of the envisaged central bargaining structure, none had yet decided on mass action as there were still avenues to explore to try to resolve the differences.

The unions are demanding that a national bargaining council be set up with powers to overrule any decision taken by four sectoral bargaining chambers servicing the different employers.

But Ernst said the unique nature of the industry, which encompassed petrol, medical, explosives, soap and other manufacturers, could not afford to have sectoral chambers which could be overruled by the national body.

Further, employers also needed to see the industry divided into 13 sectors instead of four as the unions demanded.

Numsa warns of a 'crisis' looming for industry

PORT ELIZABETH — National Union of Metalworkers of SA (Numsa) officials warned yesterday that the widening gulf between workers and management was becoming a major crisis for SA industry. The union officials

BD 17/4/96
were speaking at the end of a five-week strike at tyre manufacturer Firestone, which ended this week. Production at the tyre maker's plant in Korsten, Port Elizabeth, resumed yesterday. Numsa regional secretary Mbuyiselo Ng-

wenda said a clear lesson to be learnt from the strike was that organised, unionised workforces were able to prevent managements unilaterally changing rules of employment and working conditions.

He said while Numsa was not opposed to the restructuring of industries hard hit by tumbling tariffs and international competition, the union did not want this to be done unilaterally.

"Numsa, as a national union, has demonstrated its fullest commitment and respect to open and genuine, good faith negotiations on all matters relating to basic conditions of employment, restructuring, retrenchments and general challenges which are confronting union-management relationships."

In terms of the agreement reached on Monday the retrenchment of 120 workers would stand but the affected workers would receive marginally improved packages.

In addition, 129 work-

(152)
ers over the age of 55 and those who suffered ill health would receive an improved package.

Ngwenda said. "We may have been a bit unfair on some of our members who have records of long service. We compromised a lot."

Meanwhile, Firestone human resources manager Howard Ferguson said the four-week strike at its Eastern Cape factory cost it R26m in lost production. "It has cost us about R1m a day. The strike lasted 26 days" — Ecna, Reuter.

Marching chemical workers warn of further mass action

(152) (152) Star 17/4/96
BY JUSTICE MALALA
Labour Reporter

The Chemical Workers' Industrial Union has threatened further mass action in the wake of its nationwide marches yesterday to press home its demands

In memoranda yesterday handed to employers and Government representatives all over the country - including Constitutional Assembly chairperson Cyril Ramaphosa in Cape Town - the union warned that if employers did not accede to demands for the establishment of an all-powerful national bargaining chamber, further action would be taken

Thousands of union members marched on the Union Buildings, Parliament and provincial legislatures in support of the union's long-standing demand for a national, centralised bargaining forum for the whole industry.

The union yesterday also demanded that the right of employers to lock out workers during strikes or other industrial action, not be included in the final constitution.

Spokesman Nelson Mthombeni said yesterday if employers did not respond positively to the memoranda handed to them, the union would devise further action

"We are prepared to meet employers whenever they wish but if

they do not respond positively, we will continue to strengthen the campaign," he said

Already, the union's members are refusing to work overtime. They also plan to organise marches and demonstrations when the dispute over centralised bargaining is brought to the conciliation board

All six recognised unions in the chemical industry are de-

Unions want centralised bargaining chamber

manding a central bargaining structure

Employer representative Farue Ernst has said that a meeting to try to resolve the dispute, brokered by Government representatives, may be in the offing and the decision to start mass action by the union was "irresponsible"

Sapa reports that the union's president, Abraham Agulhas, said in Cape Town yesterday it was a fundamental misconception that employers' right to lock out balanced workers' right to strike.

Workers had only their labour to sell, whereas employers owned and controlled the means of production, he said

Textile strikes may hit car deliveries

(152) (27)
ESTELLE RANDALL

Labour Reporter

ARLT 18/4/96

WAGE strikes by textile workers in Durban could affect deliveries of new cars

The workers, members of the Southern African Clothing and Textile Workers' Union (Sactwu), stopped work yesterday at Island View Holdings, a company which supplies upholstery and carpeting to Toyota, VW, BMW and Mercedes Benz

The union's regional organiser, Chris Gina, warned that workers at the company's other plants could join in sympathy if the strike continued for long. The company has plants in Port Elizabeth and East London

Mr Gina said workers had decided on the strike rather than a go-slow because of their frustration with management's refusal to move from its offer of an eight percent wage increase

Workers were demanding a 12 percent increase in wages, 20 days' annual leave, an incentive bonus and a one percent increase in the company's contribution to the provident fund

This threat to the motor industry follows a six week strike by more than 1000 employees at the Firestone tyre plant, which ended on Tuesday.

Old age home staff protest continues

ESTELLE RANDALL
Labour Reporter

PROTESTING old age home workers have focused attention on the fate of elderly people who need frail care as well as the struggle of workers for trade union recognition on the eve of the implementation of the new Labour Relations Act

A plan to move elderly people who need frail care to new homes was one of the issues which sparked a protest by nurses and general workers employed by the privately-run Cape Peninsula Organisation for the Aged (CPOA), at its head office in Rondebosch

The workers, members of the in-house Cape Peninsula Employees' Forum (CAPEF), demanded that management involve them, the aged and their relatives in plans to rationalise the homes

The plan to turn some homes into frail care centres also means that staff will be transferred.

Negotiations this week between CPOA management and worker representatives appear to have resulted in an undertaking that there will be consultation about how rationalisation occurs, and the parties will meet again in early May to discuss this and workers' other grievances.

Besides their immediate concern about rationalisation of CPOA sub-economic old age homes, workers are also aggrieved at their working conditions

"Management simply refuses

ARG 18/4/96
to negotiate in good faith with employees," said CAPEF organiser Vicky Gelderbloem.

He said most workers earned less than R850 a month, management had unilaterally cut workers' 1995 bonuses by 25 percent, and there was no medical aid for employees below the rank of supervisor or sister

Worker representatives were also not allowed to meet with employees at their workplaces.

Mr Gelderbloem said CAPEF had signed up about 700 of the CPOA's 1 000 employees.

CAPEF had been formed about eight months ago, he said, because workers were afraid of joining established trade unions

Chief executive officer William Rauch said the CPOA did not have a recognition agreement with any trade union, because none of them had a significant number of staff as members. However, he said there had never been a problem with unions and that his organisation held discussions with several unions who had members at its homes.

CAPEF, he said, "make up less than 10 percent of the staff" Asked how he knew this, he said he judged this from the number of people who had turned up for the placard demonstration.

There were liaison committees at workplaces through which management communicated.

Mr Rauch said rationalisation was because of a cut in subsidies from the beginning of April.

Strikes at suppliers limit T&N's trading

BY JON BEVERLEY

(152) (192) CT (192) 19/11/96

Durban — Trading conditions for T&N Holdings' motor equipment supply companies in the first quarter were hampered by strikes at original equipment manufacturers, delaying factory deliveries, David Carruthers, the chairman, reported at the annual meeting yesterday.

He said domestic activity levels were not as buoyant as last year with business confidence dampened by the deteriorating exchange rate. But the exchange rate would have a positive effect on T&N's export performance, he said.

The integration of the Connoisseur business that was bought from Delta recently into the heat-transfer division had been successful and "the performance is in line with expectations".

Carruthers said the group remained committed to becoming globally competitive and "consequently technological enhancements have improved productivity and customer service levels are continually being addressed".

The importance of the export drive by motor manufacturers in response to the motor industry development programme had been stressed in the recent annual report, he said.

Carruthers said T&N was securing contracts indirectly with European manufacturers that would have a positive effect on future performance and cushion an expected softening of overseas markets.



David Carruthers, chairman of T&N Holdings, in Durban yesterday for the group's annual meeting.

Carruthers said after the meeting that he had been impressed by a visit to the Port Elizabeth plants, which had settled down and were doing well.

T&N's strategy for the South African and international groups was to have its factories produce parts without duplication, he said.

Each factory would have to be competitive and wage increases were linked to improvements in productivity, Carruthers said.

Strike will target business, NP and DP

Renee Grawitzky

(152)

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ing process to ensure Cosatu concerns were addressed

BD 22/4/96

THE April 30 national strike called by Cosatu would target big business, the NP and DP — to press them to accede to Cosatu demands on the constitution, particularly exclusion of a lockout clause, Cosatu said yesterday.

A decision to this effect was taken by a Cosatu special executive committee meeting, following an updated report by Constitutional Assembly chairman Cyril Ramaphosa on the outcome of bilateral meetings he had held with the ANC and NP. The intention was to put pressure on the constitution writ-

Cosatu is demanding the exclusion of lockout and property rights clauses from the constitution, that powers granted provinces do not lead to fragmentation of "national cohesion", and a ban on the death penalty.

Cosatu general secretary Sam Shilowa, speaking after Cosatu's living wage policy conference yesterday, said the NP wanted to use the lockout clause as "a bargaining chip for other issues". In addition, he said, the NP

Continued on Page 2

Cosatu

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Continued from Page 1

was trying to force a confrontation between the ANC and Cosatu

He indicated, however, that the draft constitution Bill before Parliament this week would not include the lockout provision.

Cosatu called on the ANC to opt for a referendum on constitutional issues rather than accept positions that would make "political, social and economic transformation impossible".

The strike on April 30 would be preceded by mass demonstrations on April 26, while Cosatu warned that further action could be announced at May Day rallies nationwide.

Shilowa warned "we really mean business" and "will show FW de Klerk, Tony Leon and big business that workers of this country will not rest until our objective has been achieved".

The announcement of a national strike overshadowed discussion and adoption of a number of resolutions at Cosatu's wage policy conference.

Resolutions adopted related to employment standards, public sector transformation and state asset restructuring; the implementation of the LRA; a national minimum and living wage; strategies around wage bargaining; developing consensus within the National Economic, Development and Labour Council and restructuring the electricity distribution industry.

Picture: Page 3

ANC backs Cosatu plans for strikes

CT 22/4/96

(152)

POLITICAL STAFF

THE ANC has thrown its weight behind the national strike called for April 30 by the Congress of South African Trade Unions

The national strike — as well as strikes and pickets this Friday — are intended to give weight to Cosatu's positions on the final constitution, which the ANC shares

The constitution is to be tabled as a bill before a joint sitting of Parliament tomorrow. Cosatu's action has been timed for the run-up to the Constitutional Assembly's vote on the constitution on May 8

"The constitutional positions around which Cosatu is mobilising are those that the ANC has long maintained," the ANC said in a statement yesterday. "They are critical to

ensuring that the constitution lays the foundation for a society based on equality, justice and freedom"

ANC sources said the party supported Cosatu's demand that the final constitution should not include the rights of employers to lock striking trade unionists out of production plants. The rights have been a feature of the interim constitution

The sources said the ANC was confident that even without this being entrenched in the constitution, employers had rights within the law that enabled them to exercise the lock-out option.

They also said that the ANC, if faced with the prospect of having to vote for a clause it could not fully support, would back Cosatu's demand that the "property clause" be dropped from the final constitution

ANC supports strike over lockouts

At one with Cosatu that boss's right should be dropped from constitution

By **PATRICK BULGER**
Political Correspondent

The African National Congress has thrown its weight behind a one-day national strike on April 30 called by the Congress of South African Trade Unions at the weekend in support of their common constitutional objectives.

There will also be strikes and pickets on Friday. These actions take place in the run-up to the Constitutional Assembly's vote on the final constitution on May 8.

The constitution is due to be tabled as a bill before a joint sitting of Parliament tomorrow opened by President Nelson Mandela.

The ANC's backing of the Cosatu action - reminiscent of the ANC alliance mass action before the adoption of the interim constitution - suggests a period of intense political manoeuvring ahead both inside and outside of the CA as the parties jostle for their positions to be included in the final constitution.

ANC sources said the party supported Cosatu's demand that the rights of employers to lock striking trade unionists out of production plants as contained in the interim constitution be done away with. The sources said the ANC was confident that employers had rights within the law to allow them to exercise the lock-out option without this being entrenched in the constitution.

The sources also said the ANC would back Cosatu's demand for the so-called "property clause" in

the final constitution to be dropped if the ANC was faced with the prospect of having to vote for a property clause it could not fully support.

The ANC said in a statement yesterday that it would also back actions over the next two weeks by "workers, students and citizens of this country (who) will be articulating their support for a fully democratic constitution."

"The ANC supports the right of all South Africans to demonstrate peacefully in support of their positions on the constitution."

The ANC said it was calling on "freedom-loving South Africans to support Cosatu's 24-hour national strike on 30 April around key outstanding constitutional issues - and to participate in the pickets and strikes on April 26."

"The constitutional positions which Cosatu is mobilising around are positions which the ANC has long maintained. They are issues which are critical to ensuring that the constitution lays the foundation for a society based on equality, justice and freedom."

"Those parties which are seeking to entrench fundamentally undemocratic provisions in the constitution must realise that the people of this country will not accept a constitution which hampers the democratic transformation of this country."

The tabling of the Constitution Bill tomorrow is a historic moment for the country's political evolution and signals the start of intense jockeying on the part of political parties to have it amended.

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PROTECTING MADIBA



ANC backs Cosatu strike

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An ANC source said he did not expect that the ANC would bring amendments but that this would depend on the final wording produced by the CA's technical experts who worked throughout the weekend to finalise the draft. Printing was due to have begun yesterday afternoon.

At the weekend, National Party secretary-general Reelf Meyer indicated that he was confident the constitution would be passed by a two-thirds majority on May 8. Both the NP and the Freedom Front will be arguing for stronger guarantees for cultural groups, especially in respect of language and education, in the week ahead.

FP leader Constand Viljoen has welcomed last week's constitutional committee agreement on a cultural commission.



Action station SANDF soldiers keep a watchful eye as President Mandela's helicopter leaves an ANC rally at Creighton, in the Ikopo area yesterday. Mandela also visited the scene of the Donnybrook massacre and addressed a rally in Edendale.

Opposition slams ANC's strike stand

POLITICAL STAFF

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CT 23/4/96

OPPOSITION parties in Parliament have come out strongly against the ANC's support for a one-day national strike next Tuesday

Cosatu called the national strike, as well as strikes or pickets on Friday, to protest against the continued inclusion of the so-called lockout clause in the draft constitution. The clause gives employers the constitutional right to lock striking workers out of production plants

The lock-out was a controversial inclusion in the interim constitution which Cosatu opposed in 1993 and which it said then it would oppose in the final constitution

The ANC said at the weekend it supported Cosatu's strike action and the federation's position on the "lock-out" clause

The constitution is due to be tabled at a two-day sitting of the Constitutional Assembly which starts today

NP secretary-general Mr Roelf Meyer called the strike "irresponsible, silly and unacceptable", saying it was unjustified during negotiations. "It is also unacceptable and disappointing that the ANC supports Cosatu's actions while being a party to the negotiations"

DP negotiator Senator James Selfe said the strike was "an outrageous example of irresponsibility" and said the current draft "is already one of the most labour-friendly in the entire world" Further concessions to labour "will tip SA into one of the most investment-unfriendly countries"

ANC now doubtful over strike wisdom

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Star 23/4/96

Apparent backtracking by ruling party after criticism from several quarters

By JOVIAL RANTAO, JUSTICE MALALA AND PATRICK BULGER

The Cosatu call for an April 30 general strike is under a barrage of condemnation from political and business organisations, and the ANC appeared to be backtracking today when it moved to "clarify" a statement in which it expressed full support for Cosatu's actions

ANC spokesman Ronnie Mamoepa said the final decision on whether or not to fully support Cosatu's action will be taken by the ANC constitutional structures. He expressed hopes that the ANC's national working committee, which meets every week, will also deliberate on the issue

Mamoepa said in principle the ANC supported Cosatu's right to strike and engage in other peaceful protest in support of their demands

He repeated the organisation's backing for Cosatu's position on the lock-out clause

National Party leader Deputy President F W de Klerk yesterday joined the chorus which rejected what would be the giant trade union federation's first major protest against the Government of National Unity

De Klerk said the planned one-day national strike would lead to a further fall in the value of the rand

He challenged the ANC to reject Cosatu's stayaway call

Political and business organisations have warned that investors will be scared off and that the beleaguered rand will take a further dive

The strike, which has been supported by the Pan Africanist Congress, may also lead to some workers taking next Monday off to give themselves a five-day long weekend that would end with the official May 1 holiday, the Afrikaanse Handelsinstituut (AHI) warned yesterday

The 1,6 million-member Cosatu said at the weekend it would mount the strike, as well as marches and pickets on Friday this week, to support its demand that the rights of employers to lock striking trade unionists out of production plants, as contained in the interim constitution, be scrapped

The National Council of Trade Unions, the second party in a shaky alliance of trade union federations, has supported the action.

But the third party, the Federation of SA Labour Unions (Fedsal), is unlikely to join Cosatu's action, secretary-general Dannhauser van der Merwe said

The federation's executive will meet today to decide whether to join Cosatu, but Van der Merwe said the two parties had areas of disagreement and it was unlikely Fedsal would join Cosatu

Business South Africa said it deplored the strike call and was

Anger at call for national strike

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alarmed at the apparent support by the ANC for "this confrontational approach"

"Apart from the serious consequences for constitution-making, the signals Cosatu's campaign send to the international and investing community are also to be greatly regretted," BSA said

National Party secretary-general Roelf Meyer said the country could ill afford the action, which he said was "irresponsible, silly and unacceptable"

"There's no justification for such actions. It is also unacceptable and disappointing that the ANC supports Cosatu's actions while being a party to the negotiations itself"

The Democratic Party said the rand would go into freefall because of the action, and that the ANC's backing of it was inexcusable "What responsible government anywhere in the world would encourage a nationwide strike?"

The IFP said it was "absurd that Cosatu should encourage an extremely costly and confrontational strike merely because it ostensibly wants to express its views"

It said employees' right to strike should be counterbalanced by employers' right to lock out

The SA Chamber of Business's Gerrie Bezuidenhout said the strike was unfortunate. Its impact would depend on whether workers supported it, but it would likely incur millions of rands in lost production

AHI president Mof Terreblanche said the strike could lead to further depreciation of the rand.

Although this could improve South Africa's price competitiveness in the short term, it could also lead to higher wage demands by workers, he added.

The strike has been called in the runup to the May 8 vote on the constitution.

The constitution is due to be tabled ahead of a two-day sitting of the Constitutional Assembly beginning in Parliament today

Cosatu is also calling for the property clause in the new constitution to be dropped and for the constitution to make no mention of property rights. Although the ANC supports this position, ANC sources have indicated the party could support the Cosatu position if it is faced with the prospect of supporting a property clause it is not happy with



Pictures: ANDREW INGRAM, The Argus.

ANGRY WORKERS: Strikers at Snoek Wholesalers in Philippi today where police used rubber bullets

Police fire rubber bullets at Philippi strikers

ESTELLERANDALL
Labour Reporter

(152)
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THREE people were injured today when police fired rubber bullets at striking workers at Snoek Wholesalers in Philippi

The employees are members of the Food and Allied Workers Union (Fawu)

A fourth worker was injured during attempts to stop a delivery vehicle. The driver was assaulted.

The officer in command, Johan Hansen, said he had ordered police to fire the rubber bullets because workers had broken a window of the truck and had assaulted the driver.

Superintendent Hansen could confirm that only one worker, Ann Fumbatha, had been injured by police fire. However, a Fawu shop steward, Violet Dzikiti, said that she had also seen Julie Williams and Mavis Qotoyi shot.

A union official had taken the three women to a local day hospital.



CONFRONTATION: A police dog handler holds strikers at bay

She said she had also been hit by a rubber bullet but that it had only grazed her arm.

The tense standoff between police and the employees was calmed after Fawu organiser Ebrahim Wagied addressed workers.

Mr Wagied said the workers were on a legal strike after the union and the com-

pany deadlocked during wage negotiations.

Last week the union held a strike ballot which was observed by company representatives. The company had agreed with the results of the ballot which showed that the majority of workers - about 140 - backed the strike. The management was not prepared to comment.

Workers ready for general strike over lock-outs

ESTELLE RANDALL
Labour Reporter

ARG 24/4/96

WORKERS are ready for next Tuesday's general strike, which will go ahead unless the National Party and Democratic Party agree to drop their support for the lock-out clause in the final constitution

Congress of South African Trade Unions (Cosatu) general-secretary Sam Shilowa said in Cape Town today that there could be no compromise over the demand that the clause which would give employers the right to lock out workers be dropped from the constitution

He said that if other trade union federations did not come out in support of the strike call Cosatu would go it alone

He also dispelled suggestions that the strike did not have support from the ANC and the SA Communist Party

Mr Shilowa said that excluding a lock-out clause did not mean legislation could not include lock-outs under specific conditions. Cosatu had accepted that employers' be given a circumscribed right to lock out in the new Labour Relations Act

ANC backs one-day strike action – Cosatu

Star 24/4/96

(152)

By **PATRICK BULGER**
Political Correspondent

Cape Town – Congress of South African Trade Unions secretary-general Sam Shilowa said yesterday he was confident the ANC was fully behind Cosatu's proposed one-day strike on Tuesday next week.

Shilowa made his comments to journalists here as the ANC appeared to back away from its earlier statement of support for the strike.

President Mandela yesterday sought to allay fears about the consequences of the looming action.

He told reporters at Waterloo air base that "this is not the first time we are going to have a strike".

The one-day strike next Tuesday, as well as strikes and pickets on Friday this week, have evoked protests from opposition parties and the business sector.

Shilowa said he had discussed the strike with ANC leaders and that discussions had taken place with ANC structures at regional and local level at the suggestion of

the ANC leaders.

Yesterday, however, the ANC issued a statement saying that while it supported Cosatu's positions and its right to call a strike, the action had to be referred to the ANC's constitutional structures.

At the weekend the ANC had called on "all freedom-loving South Africans to support Cosatu's 24-hour national strike on April 30 around key outstanding constitutional issues, and to participate in the pickets and strikes on April 26".

Cosatu has called the strike to rally support around its demand that the employers' lockout clause right be dropped from the constitution, a position opposed by the NP, the DP and business.

Shilowa said the strike action was not directed at the Government or at the ANC, but solely at those three opponents.

He warned that further industrial action, which will attempt to pressure the three groupings, would be announced at Workers' Day rallies on May 1.

The National Council of Trade Unions, will decide tomorrow whether to join the strike.

(152) (157) (158)
~~159~~ ~~160~~
**Division shown
up by strike call**
Sametarr 24/4/96

By Abdūl Milazi
Labour Reporter

THE Congress of South African Trade Unions' (Cosatu) call for a national strike next week in protest against the inclusion of the lockout clause in the final Constitution has exposed the country's political and racial divide

Major white political parties such as the Democratic Party (DP) and the National Party (NP) have criticised the action, while progressive black organisations, including the African National Congress, Azanian People's Organisation (Azapo) and Pan Africanist Congress, cast their lot with Cosatu

Since the beginning of negotiations between organised labour and business at the National Economic Development and Labour Council (Nedlac) last year, Cosatu has strongly opposed the locking out of striking workers and the inclusion of the property clause in the Constitution

Cosatu spokeswoman Ms Nowethu

Mpati said 'The reason why the white parties are supporting big business' call for the inclusion of these clauses in the Constitution is that it is black people who are affected. The economy is also still in the hands of the white minority'

Mpati warned that the strike, which is expected to draw millions of black workers around the country, might take more than one day if big business, the DP and NP do not change their positions on the matter

Azapo president Mr Mosibudi Mangena said victory for big business and the white parties would undo the achievements notched up by workers over the years

'The whites are making sure that we remain where we are economically and socially. Ours will remain the politics of toyi-toying and demonstrations'

Mpati echoed Mangena's sentiments, saying 'workers are stakeholders in the economy. The future of their children and generations to come is at stake'

Call for lockout after Cosatu strike

(152) (152) (152)
Renee Grawitzky
and Tim Cohen

BD 25/4/96

A PRETORIA company, Silk and Textile Industries, has called on other companies to join it in a planned lockout of Cosatu-affiliated union members on May 3. It was reacting to the federation's decision to strike next week against a lockout clause being included in the final constitution.

Meanwhile Cosatu tried to strengthen its ANC ally's bargaining position yesterday by reiterating its opposition to the constitutional entrenchment of any form of lockout, and threatened additional labour action beyond Tuesday's stayaway if its demands were not met.

Gauteng premier Tokyo Sexwale told a business breakfast this week that if asked, he would have advised labour to rather strike on May Day, May 1, which is a paid public holiday. He said, however that he did recognise the right to strike.

Cosatu general secretary Sam Shilowa said the lockout clause was not negotiable.

Asked if Cosatu would oppose the inclusion of a "defensive" lockout clause in the constitution, similar to that which is included in the new Labour Relations Act, Shilowa warned that Cosatu would not compromise on the issue.

Cosatu had accepted the inclusion of a defensive lockout mechanism in the new Labour Relations Act based on pragmatic considerations and the parties' relative bargaining strengths.

Shilowa said any intervention by President Nelson Mandela and NP leader FW de Klerk to break the deadlock would be unacceptable if Cosatu was not consulted.

Continued on Page 2

BD 25/4/96

Lockout

Continued from Page 1

(152)
Asked about claims that Cosatu's stayaway call would cause further instability of the rand and a decline in investor confidence, Shilowa agreed with ANC MP Philip Dexter who said investors who failed to subscribe to basic rights should be told "thank you but no thank you".

Shilowa took issue with Business South Africa's arguments that Germany and Sweden specifically included the right to lockout in their Bills of Rights. Neither country in fact did so, he said.

Shilowa reiterated Cosatu's claim

that the right to strike did not balance the right to lock out because of the "huge inequality in power" between employees and employers.

If the lockout became a right, the right to strike would be neutralised, thus rendering collective bargaining nothing more than collective begging, he said.

Silk & Textile Industries wrote to the Rosslyn Industrialists Association in Pretoria saying it would stage a lockout on May 3 "to protect our right to lock out for as long as workers have a right to strike". The company asked if other companies would "consider this exercise in democracy".

Cosatu and the SA Clothing and Textile Workers' Union rejected the plan as a "cheap publicity stunt".

ANC formally proposes lockout clause be kept out of constitution

(152) bD 25/4/96

David Greybe

CAPE TOWN — The ANC yesterday formally proposed exclusion of a clause in the constitution giving employers the right to lock out striking workers.

The controversial proposal coincided with a meeting between President Nelson Mandela, ANC secretary-general Cyril Ramaphosa, Deputy President FW de Klerk and NP secretary-general Roelf Meyer on negotiations. The talks took place, sources said, after an unsuccessful marathon session of

private talks between the ANC and NP on Tuesday night.

However, ANC and NP sources denied the process was heading for collapse, and said the meeting was held to brief party leaders about the process.

"Of course tempers are flaring," an ANC source said, "but negotiators remain positive there is still enough time to resolve outstanding issues."

Next Friday has been described as the last day for parties to "cut deals" if they want to adopt the constitution on May 8 as planned.

ANC and NP negotiators predicted Mandela and De Klerk would play a key role in putting together a compromise package around four sensitive issues: education, application of languages, the lock-out and property.

The sources said yesterday "complete deadlocks" existed in three of the four areas: the lockout, education and application of languages.

ANC and NP negotiators met again last night. The main sticking point, one source said, was that while the ANC was willing "to compromise in legisla-

tion and not the constitution" on the three key issues, the NP was demanding constitutional guarantees "It is all about trust, or the lack of it."

The ANC lock-out proposal was one in a batch of amendments the party delivered to the Constitutional Assembly yesterday. It was meant to coincide with the start today of the committee stage of the Constitution of the Republic of SA Bill, 1996. No amendments will be permitted after next Thursday when the Bill's second reading starts. The DP submitted more than 30

constitution

amendments yesterday dealing with among others: the Bill of Rights, National Assembly, national council of provinces, the Cabinet, provinces, electoral system and overrides between central government and provinces.

The NP said it would table its amendments today, due to a deadline extension until today and last night's talks with the ANC. A source said "To save time and work the NP wants to see if it is possible to table negotiated amendments instead of single-party proposals."

RAMAPHOSA CONFIDENT

'Issues will be resolved in time to avert strike'

CF 25/4/96 CF

(152)

COSATU secretary-general Mr Sam Shilowa says he is willing to discuss calling off Tuesday's general strike if his organisation's demands are met.

CONSTITUTIONAL Assembly chairman Mr Cyril Ramaphosa is confident that outstanding constitutional issues will be resolved in time to avert a national strike on Tuesday

Ramaphosa, said in an interview yesterday — the second day of the two-day first reading debate of the Constitution Bill — that the negotiators were also sure they could resolve the outstanding issues without the intervention of party leaders

However, he met President Nelson Mandela, National Party leader and Deputy President F W de Klerk and NP secretary-general Mr Roelf Meyer yesterday to discuss the possibility of convening a weekend meeting of the ANC and the NP if the issues have not been resolved by then

Ramaphosa said the outstanding issues were the clauses on education and language and the lockout clause

Earlier in the day, Cosatu secretary-general Mr Sam Shilowa told a media conference in Cape Town he would discuss calling off the strike with Cosatu's executive if their demands were met

Cosatu has called on workers to stage strikes and pickets tomorrow and to take part in a one-day national strike on Tuesday. It wants the lockout clause in the draft constitution dropped in its entirety.

Shilowa warned that further industrial action would be announced at May Day rallies



WILLING TO TALK Cosatu secretary-general Mr Sam Shilowa at a media conference yesterday

Today the parties will table their proposed amendments to the constitution when the document goes back to the Constitutional Assembly's constitutional committee for consideration

The debate continued in a fiery spirit yesterday

Justice Minister Dullah Omar described the Bill of Rights as the most enlightened rights document in the world, and warned that the ANC would not agree to a constitution that entrenched privilege

Parties were expected to flood the Constitutional Assembly's administration with amendments to the bill last night and today

Democratic Party leader Mr Tony Leon told the assembly's plenary yesterday afternoon that his party would

table more than 80 amendments by the end of the day

The Pan Africanist Congress gave notice of at least seven

The National Party said its amendments would include education, the preamble and the security and freedom of the person

It would also table an amendment on the retention of the death penalty under certain circumstances

The ANC is expected to propose an amendment on the language clause

The NP and Freedom Front say that they feel particularly strongly about education, while the DP and other parties have strong views on the property and lockout clauses in the Bill of Rights

The African Christian Democratic Party has voiced strong concern about what it sees as a reduction of God in the constitution's preamble, as well as the right to life clause dealing with abortion in the Bill of Rights

A Constitutional Assembly spokesman said yesterday it had been decided to adopt a flexible approach to accepting amendments.

The assembly's management committee, which meets at 8am today, would be given an idea of what amendments had been submitted by then, but further amendments would still be accepted during the day

The amendments would then be discussed by the constitutional committee until the next scheduled sitting of the full Constitutional Assembly on Friday next week.

The assembly's plenary completed its two-day first reading debate on the bill for the final constitution last night — Political Staff, Sapa

'Lockout' strike may be averted - Ramaphosa

(152) (152) (152) Star 25/4/96

By **PATRICK BULGER**
Political Correspondent

Cape Town - Constitutional Assembly chairman Cyril Ramaphosa is confident outstanding constitutional issues will be resolved in time to avert a planned national strike on Tuesday

Ramaphosa, speaking to The Star at Parliament during the second day yesterday of the two-day first reading debate on the Constitution Bill, said the negotiators were also confident of resolving the outstanding issues without resorting to the intervention of party leaders "I think we will resolve all issues before April 30," he said.

Yesterday, however, Ramaphosa met President Mandela, NP leader and Deputy President F W de Klerk as well as NP secretary-general Roelf Meyer. It is understood the meeting discussed the possibility of convening a weekend bilateral involving the ANC and the NP if the outstanding issues are still on the table.

Ramaphosa identified them as the education clause, the language clause and the lock-out clause.

Earlier in the day, Congress of SA Trade Unions general secretary Sam Shilowa told a media conference in Cape Town that he would

be prepared to discuss calling off the strike with Cosatu's executive if the trade union federation's demands were met.

Cosatu has called on workers to engage in strikes and pickets tomorrow and take part in a one-day national strike on Tuesday.

Cosatu is demanding that the lockout clause contained in the draft constitution be dropped in its entirety. Both the interim constitution and the draft before the CA allow employers to lock striking workers out of production plants.

Shilowa warned that more industrial actions were in the pipeline and these would be announced at May Day rallies on Wednesday.

Yesterday the political parties continued to attempt to resolve outstanding issues. Today the parties will table their proposed amendments to the constitution as the document goes back to the CA's constitutional committee.

The debate continued on a fiery note yesterday with Justice Minister Dullah Omar taking a hard line on the lock-out clause and the Bill of Rights.

Describing the Bill of Rights as the most enlightened rights document in the world, he warned the ANC would not agree to a constitution which entrenched privilege.

Weekend meeting 'if necessary'

Jacob Ledwaba of the Letlha-
"When it is winter"

Test of strength

Cosatu to challenge lock-out clause in new constitution

(152) ARG 25/4/96

ESTELLE RANDALL
Labour Reporter

THE Congress of SA Trade Unions (Cosatu) has given constitutional negotiators five days to drop the controversial lock-out clause from the final constitution before it goes ahead with a general strike on Tuesday.

There could be no compromise. The National Party and Democratic Party must agree to drop the lock-out clause in the final constitution, said Cosatu general secretary Sam Shilowa.

Cosatu called for the strike last weekend to back its demand that the final constitution exclude employers' right to lock out workers.

It also wants the clause protecting property rights dropped and wants changes to clauses on provincial powers, and education and language, and a right to life clause which bans the death penalty and gives women the right to have abortions.

Business South Africa has expressed "alarm" at the strike call and the Cape Chamber of Commerce and Industry has labelled it "outrageous and irresponsible".

"A national strike will have a devastating effect on prospects for economic growth," Chamber vice-president and chairman of its human resources committee Johann Beard said in a statement on Tuesday.

"The immediate impact in terms of loss of earnings in the economy is bad enough. But a national strike on this wholly inappropriate topic will send worrying signals to business people in this country



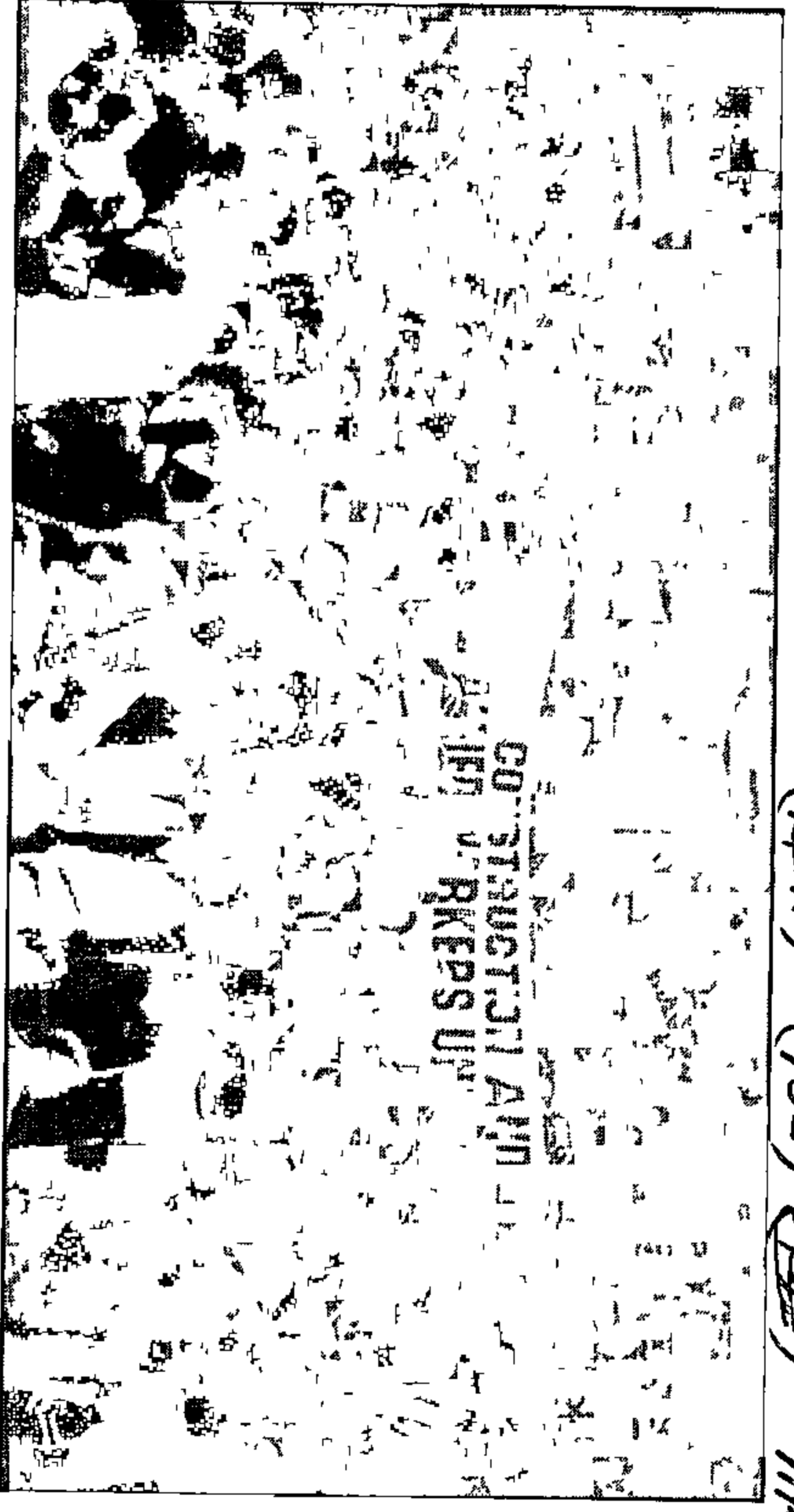
Cosatu boss Sam Shilowa

and abroad that will severely prejudice prospects for economic growth in the years ahead."

Business South Africa expressed similar fears about the signals which Cosatu's campaign would send to the investors, "particularly at a time when the lack of overseas confidence in the rand has had such demonstrable impact".

Mr Shilowa, in Cape Town for a whistlestop round of factory and affiliate visits, hit back at these warnings of doom.

"If you go to the archives on strike action you will find that these warnings are like an old record," he said. "The time has never been right for workers to exercise their power". Mr Shilowa was firm that there



BY THE LEFT: Protesters on the streets on Tuesday to protest against some of the proposals in the new constitution.

could be no compromise on the federation's demand for the lock-out clause to be dropped.

"The inclusion of the right to lock-out would empower bosses not only in the locking out of striking workers, but the lock out could also be used as an attempt to compel non-striking workers to accept variations in terms and conditions of employment."

He gave the recent example of De Beers which had locked out mineworkers to force them to accept fewer leave days. The National Union of Mineworkers (NUM) was currently taking the company to court over the issue.

If the lock-out could have been used against a strong union such as the NUM, what would happen to

workers in sectors which were poorly organised, such as agriculture, Mr Shilowa asked.

Employers have argued that if the right to strike is included in the constitution, then employers' right to lock-out should also be included, so creating balance.

"To do anything less would be to favour labour rights at the expense of employer rights. This would substantially disturb the balance within our industrial relations system," Business SA has said.

Cosatu has questioned this view, arguing that the reality is that there is a huge inequality in power between workers and employers. "Workers have only their labour to sell. Employers own and control the means of production. It is a

specifically included the lock out in their constitutions were incorrect, he said.

"They have lied to the country and have treated political parties with contempt," he said.

The Swedish constitution gave employer organisations - not individual employers - a general right to industrial action. And there was no right to lock-out in the German constitution.

Instead German legislation gave employers the right to "defensive lock-outs", if these would be conducive to collective bargaining.

Mr Shilowa added that the United Nations Convention on Economic, Social and Political Rights, the European Social Charter and the International Labour Organisation explicitly recognised the right to strike but were silent on the right to lock out.

Regarding Cosatu's demand for the property rights clause to be dropped from the constitution, Mr Shilowa said that besides hindering land reform, including such a clause could curtail workers' rights to picket on factory premises.

He argued that property rights could be dealt with adequately through legislation and did not have to be elevated to a fundamental right through inclusion in the constitution.

He said that arguments from business that excluding a property rights clause from the constitution would scare off foreign investors was a myth.

"Even the American Chamber of Commerce has publicly, in its submission to the Constitutional Assembly, said that few countries have such clauses," he said.

The American Chamber of Commerce's submission advised that there was no need for a property clause in the constitution, since existing expropriation provisions and common law of ownership were well-developed in South African law.

These would not necessarily be improved by a property clause in the constitution. Underpinning Cosatu's stand was that the constitution should reflect the years of struggle.

"It's not just being drafted in a vacuum," Mr Shilowa said, "and we can't pander to people who want to retard progress."

Meanwhile, the African National Congress has reaffirmed its support for Cosatu's strike action call.

Senior ANC constitutional negotiator Pravin Gordhan said this week that the ANC supported the call for a nationwide strike on April 30, as labour's calls for the removal of the lockout clause was consistent with the ANC's negotiating position.

He said Cosatu was a major role-player in South Africa's political life and that its views on vital clauses such as labour relations had to be taken into account.

"It's a great pity that the minor opposition parties allow themselves to be lobbied and act as spokesmen for business interests in South Africa, but at the same time mischievously cry foul when Cosatu and the ANC state their position on the lockout clause."

Mr Gordhan said there were still some days before the Constitution had to be finalised and that "intensive efforts are being made to negotiate an acceptable solution."

Cosatu strike to go ahead

(152) (7/27/96) (2/28)
JOHANNESBURG - President Mandela said today a planned national strike by the country's largest labour federation would go ahead on April 30.

"It will take place, but not in a confrontational manner," Mr Mandela said after talks with Congress of South African Trade Unions general secretary Sam Shilowa.

The South African currency took a battering this week, partly over fears about the strike, called by Cosatu to force its political opponents to give in during constitutional negotiations - Reuter

ARG 26/4/96

COSATU STRIKE

MUSCLE-FLEXING, AGAIN (152)
FM 26/6/96

Cosatu's obtuse call for a national strike on April 30 to back its demands over unresolved constitutional matters sends a clear challenge to government to show its colours — specifically, on whether to include the right to lockout in the basic law

Cosatu's protest campaign, which kicks off with "mass action" on April 26 (and which could turn out to be a long weekend as May 1 is a holiday), is aimed against "the lockout, property clause, provincial powers and the right to life" These are issues which its senior partner in the Tripartite Alliance, the ANC, is, one would have thought, well placed to secure the best deal on behalf of its constituency. Indeed, aside from the lockout, the issues raised by Cosatu are all but settled — effectively in the ANC's favour

While the ANC initially came out in support of Cosatu's action, spokesman Ronnie Mamoepa appeared to cloud the picture by suggesting that ANC constitutional structures would have to decide whether the strike would be "fully" supported (as opposed to partly supported?)

Cosatu's real target is the right of employers to exercise a lockout of workers as their ultimate weapon in collective bargaining — just as labour's ultimate

weapon is the right to strike. Both rights are generally accepted as creating a fair balance and mutuality in industrial relations conflicts

However, Cosatu has maintained since the start of the Kempton Park negotiations process that the right to strike should be absolute and the lockout denied. When both rights were included in the first draft of the interim constitution, Cosatu was acutely disappointed and launched a round of mass action in protest. The ANC then semantically managed to get the clause reworded so that it spoke of recourse to a lockout not being diminished by the right to strike.

Now comes the moment of truth for government. If the right to lockout is dropped and the right to strike enshrined, it will put off the growing number of foreign and local businesses which already view the new Labour Relations Act as too union-friendly and therefore a bar to investing in the country.

Organised business has slammed the strike call, especially with the rand under pressure.

Last year, Cosatu chief Sam Shilowa led a union call for a national strike — curiously set down for December 16, a holiday — to protest against government's plans for limited restructuring of State assets or privatisation. It achieved nothing. Cosatu, it seems, desperately needs some issue over which to flex its muscle periodically and mobilise a constituency bereft of causes since the election of a popular government.

Once again it has chosen an odd way to go about it.

Chances are a compromise will be reached on the lockout clause, in terms of which legislative provision will be made for such action in line with the Act. ■



Sam Shilowa

Mandela, De Klerk to seek a compromise as Cosatu jirds

Renee Grawitzky
and David Greybe

PRESIDENT Nelson Mandela and NP leader FW de Klerk will meet at the weekend to hammer out a compromise constitutional package which could see Cosatu call off its 24-hour strike scheduled for Tuesday.

As Cosatu geared up for mass action starting today, organised business joined attempts to resolve the deadlock over, among other things, the lockout clause which Cosatu wants excluded.

Marches would take place at lunchtime today around the country.

Cosatu general secretary Sam Shilowa said last night there was no question "at this stage" of the action being called off. Cosatu's executive committee was the only body which could take such a decision and no executive meeting had been planned. He said Cosatu had refused an NP request for a discussion with big business. He had indicated to the NP at a meeting yesterday that while Cosatu was open to discussion, a "solution cannot be

found in... a lockout clause."

Cosatu's Gauteng regional secretary Dan Mohapi said the ANC's national working committee would decide on whether to back the strike at a meeting scheduled for last night.

Shilowa said the decision to strike came after ANC leaders had indicated to the labour movement that they could not abandon the "streets to right-wing forces", and that if they did so "we would have betrayed our revolution". Cosatu lambasted what it called the "tripartite alliance of the right" — big

business, the NP and DP — for using yesterday's sharp drop in the rand as a "propaganda tool". It said the rand had been falling for two months and other fundamentals were behind the slide.

The Chamber of Mines said "the hard line by Cosatu on the constitutional lockout clause confirms the perception that Cosatu prefers threats and consequent damage to the national economy rather than to exhaust the negotiation process". The Afrikaanse Handelsinstituut called on Cosatu to call off the strike in SA's interests.

The Association of Industrial Miners, Metal and Mining, representing small and medium-sized companies in the formal mining sector, yesterday backed a call by Silk & Textile Industries to lock out its employees on May 3 in reaction to Cosatu's strike.

Amanda Vermeulen reports textile companies have rejected the call for a lockout of Cosatu members. Franke's David Sable said a lockout would not improve links with unions.

See Pages 2 and 5

For battle

Cosatu strikes a blow

(152) (152) M+G (PBM) 26/4-2/5/96

Business says South Africa can ill-afford a national strike while investor sentiment is still fragile
Madeleine Wackernagel and Jacquie Golding-Duffy report

AS Cosatu members prepare to picket today (Friday), in advance of the first 24-hour national strike called this year, new evidence shows a significant increase in labour unrest in the first quarter. And this is just the beginning, activity is expected to escalate when the rounds of wage bargaining get under way in the second half of the year.

The mass action, according to business, could not come at a worse time in light of the rand's performance, and will compound foreign investors' reservations about buying into the South African economy.

The rand's reaction has been relatively muted, although it fell on the stronger dollar on Thursday. But there is an obvious cost to the economy in lost production. Ian Robinson, executive director of the Building Industries Federation South Africa, estimated loss in production to the construction industry alone at R200-million for the strike and public holiday.

Less easily quantified is the effect on investor confidence. "The massive investment we have been hoping for has not yet occurred," says Gerrie Bezuidenhout of the South African Chamber of Business. "The prospect of a worsening strike situation must be a factor."

In the period January to March, a total 175 000 mandays were lost to strike activity against 60 000 in the first quarter of last year, says Andrew Sparks of Andrew Levy & Associates, an industrial relations expert. Last year, 1.9-million days were lost to strike action, against 3.5-million in 1994 — and a record 9-million in 1987.

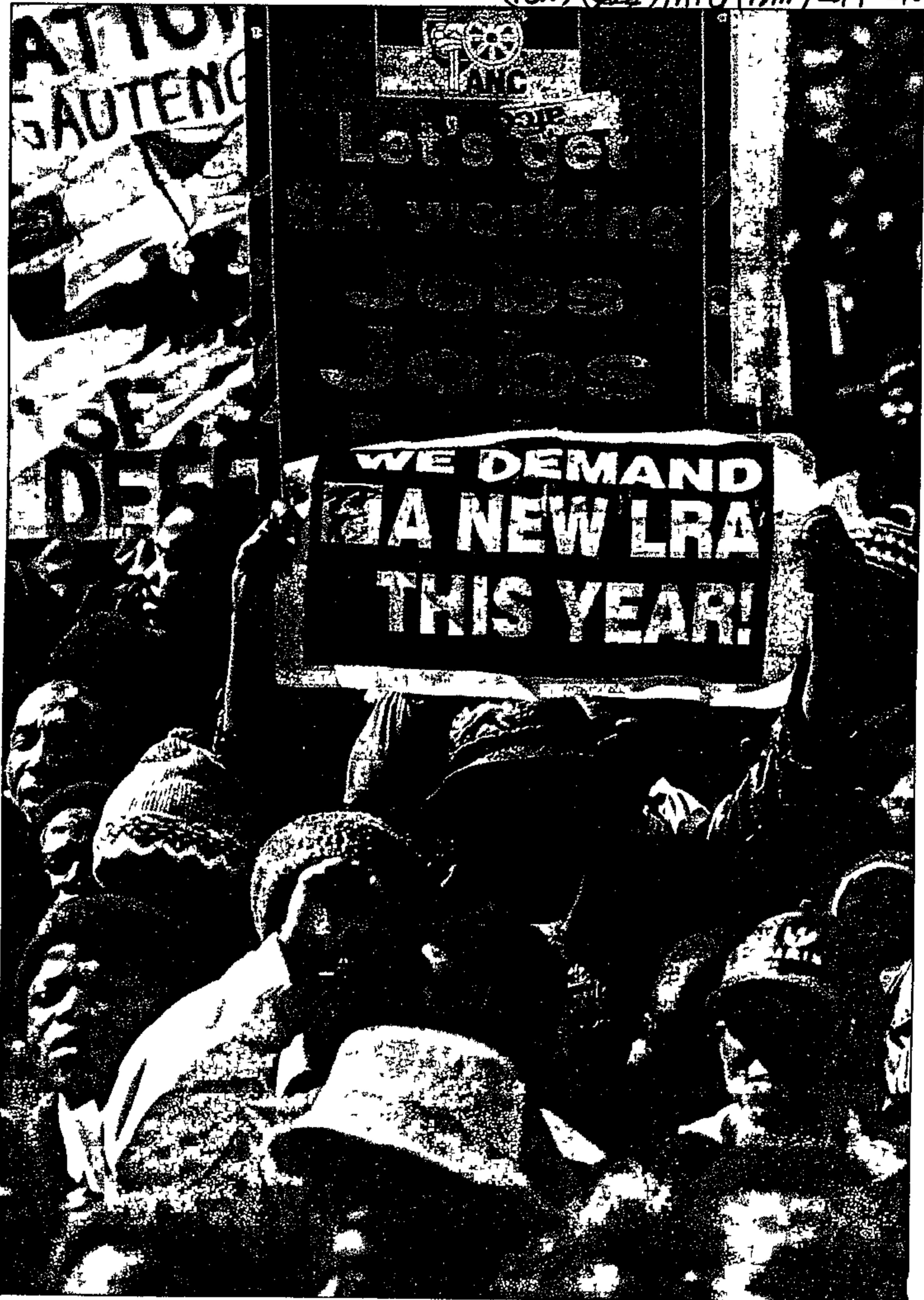
In contrast to last year, strikes have risen in number and size, pointing to a renewed union force. Calling a strike is relatively easy, says Sparks, keeping workers out on strike for several weeks is more difficult, and proof of the unions' strength. Another difference is the background to this year's strike action — 70% of mandays lost are down to grievances, wage-related issues contributed only 0.1%.

Sparks does not foresee a return to the "bad old days", but nothing is clear-cut. For its part, Cosatu's Nowetu Mpati could not predict a decline in the number of strikes. "It all depends on the relationship between labour and government, and labour and business. There are still plenty of companies that do not want to address workers' demands."

Business is frustrated that further discussions were not held to find a way out of the constitutional impasse.

Cosatu, says Robinson, "is being obdurate even resisting discussing the issues at Nedlac. If Nedlac is not the right forum for such talks, what is?"

Cosatu says it is not striking for "the sake of it", but will go ahead with the action next week, no matter what.



Labour force: Business leaders say the mass action could not have come at a worse time. PHOTO HENNER FRANKENFELD

The rights of labour have to be recognised, says Ravi Naidoo of the National Labour and Economic Development Institute, but it is too simplistic to see the issues as pitting capital against labour. "To say the unions are operating an agenda to disrupt the economy is nonsense. The rights of big business are already deeply entrenched, now it's labour's turn."

The 300 000-strong National Union of Mineworkers (NUM) has pledged its support, as has the National Union of Metalworkers. NUM general secretary Kgalema Motlanthe says it is the "one and only chance to ensure that the

lock-out clause is scrapped from the Constitution." Motlanthe says he expects "every self-respecting citizen" to rally in support of the strike.

There is some dissent, however. The Federation of South African Labour Unions (Fedsal) said the vast majority of its members were not in favour of action, although they agreed with the principle that the lock-out clause should not have equal status with the right to strike.

There is talk of a possible trade-off and that the strike call is mere political posturing. Some say Cosatu will score

on the lock-out clause, but the property clause will remain in the Constitution.

In the end it may be up to President Nelson Mandela to intervene and reach a compromise. Labour Minister Tito Mboweni is keeping a low profile.

Cosatu is not easily bought off, should it fail to win this battle. It will call for a referendum, says a representative. An agreement that satisfies business, but does not alienate the workers, will need to be thrashed out before the final constitutional vote on May 8.

Striking prisoners present demands

26/4 - 2/5/96
M.G. (152)
Ann Eveleth

A STRIKE by awaiting-trial prisoners in Durban's Westville prison entered its second month this week.

At least six prisoners have escaped and hundreds of others are refusing to attend court proceedings until their demands are met.

Topping the prisoners' list of grievances, presented to the ministries of justice, safety and security and correctional services, are the "slow-moving wheels of justice" which they blame for "long and unreasonable" pre-trial remands and overcrowded conditions.

They claim some prisoners have been awaiting trial for up to four years.

Lawyers for Human Rights representative Mini Shembe confirmed some of the remand periods at issue were "extraordinarily long" and said the worst cases had been referred to the Department of Justice.

Barend Heystek, a spokesperson for Justice Minister Dullah Omar, agreed the situation was "very unsatisfactory", but said steps were being taken to remedy the problem.

Services representative Bert Slabbert said there were 29 118 awaiting-trial prisoners incarcerated in South African prisons on March 31. This reflected a rise of almost 25% since the same time last year.

Figures for Pretoria and Pollsmoor prisons quoted in Parliament by Minister Sipo Mzimela suggested that at least 8% of awaiting-trial prisoners in December 1995 had waited in prison for more than six months and about 24% had served more than four months awaiting trial.

University of Natal, Durban Law Professor David McQuoid-Mason pointed out that any pre-trial detention period was "unreasonable" could challenge such detention in court.

It's two years later and a crunch week looms

152

Star 27/4/96

By PRAKASH NAIDOO

As South Africa marks its second year of democracy this weekend, the country faces a week of key political activity which could play a critical role in determining its future

A series of developments in recent days have cast a cloud over the celebratory mood

■ The brutal attack on a Zulu queen near Durban on Thursday led to a volley of accusations between politicians yesterday, fuelling fears that political violence in the already volatile KwaZulu Natal could throw an even bigger question mark over the future of the province's May 29 local government elections

■ With increasing concern as the rand continued to tumble this week, labour relations remain tense over an impending one-day national strike

■ Political parties were still deadlocked over several ticklish issues in the new constitution which needed to be cleared before next week's deadline

■ Adding to the problems is an expected backlash from motorists - particularly the taxi industry - over a 14c-a-litre petrol price increase, coupled with a doubling of vehicle licence fees and possibly more toll roads

The wounding of the second wife of King Goodwill Zwelithini is believed to have caused further shudders in financial markets, already gripped by worries about the battered rand and compounded by concerns of labour militancy

Finance Minister Trevor Manuel flew home yesterday after a tour of several financial capitals and immediately went into a briefing by his deputy, Gill Marcus, on the latest developments in the currency markets

By yesterday morning the rand had plunged to an unprecedented low of R4,58 to the dollar in spite of Cosatu's confirmation that Tuesday's national strike will go ahead as planned, the currency recovered slightly to R4,45 by midday, closing at R4,43

Manuel, under growing pressure to act decisively to restore confidence in the rand, said in London last week that he might be in a position to review exchange controls when he returned to SA

Although Reserve Bank Governor Chris Stals warned this week that acting too fast in the present situation would be a mistake, analysts expect an early announcement on exchange controls

At a joint news conference with Cosatu general-secretary Sam Shilowa in Johannesburg yesterday, President Mandela appeared to support this speculation when he said the Government favoured a gradual phasing out of the exchange controls

"Our business and industries must be internationally competitive, but phasing



NO WAY Sam Shilowa has dismissed notions that the value of the rand has dipped because of Tuesday's strike

PHOTOGRAPH ANTON HAMMERL

Something for everyone at celebrations

Freedom Day celebrations, including skydiving displays, art exhibitions and military parades and flypasts, take place in downtown Pretoria as well as at the National Exhibition Centre in Johannesburg today

Marking the second anniversary of South Africa's first democratic election, the celebrations begin at both venues at 9am and go on throughout the day

At Nasrec, more than 700 troops, mechanised columns and 21 aircraft

will participate in a parade and flypast in the presence of President Nelson Mandela, culminating in the presentation of the nine-point star rank insignia to the chief of the SANDF

Mandela will also attend the festivities in Pretoria.

Events, which take place at the Sammy Marks Square, Strijdom Square and Burgers Park, include art exhibits, jazz groups, food stalls as well as performances by various musicians

out exchange controls must be done without causing further problems, such as unemployment," Mandela said

The main reason for Tuesday's strike by Cosatu is to protest against business's insistence that a right to lock out workers involved in industrial disputes be included in the new constitution

Mandela said the ANC supported Cosatu and added that he was sure labour's objections would be smoothed over when he hosts a meeting with business leaders next week

The president said it would be pre-

mature to call for the strike to be cancelled, especially in view of tomorrow's meeting between the ANC and the National Party to discuss various outstanding constitutional issues on education, industrial relations and language

But any expectation of reaching a compromise over the issue of a lockout clause was firmly dismissed by the president yesterday

"There is no question of us including the question of a lockout in the constitution," Mandela said "This is a matter that is already dealt with in the existing

labour legislation I don't think this is going to be a problem at all"

The president confirmed he had held talks with Stals on Thursday night as well as with the country's top business leaders - including Anglo's Harry Oppenheimer and Rembrandt's Anton Rupert - all of whom said they were prepared to help stabilise the situation

Businessmen and opposition politicians have blamed the sharp dip of the rand on market fears over the implications of Tuesday's strike, a notion firmly dismissed by Shilowa

Speaking to the *Saturday Star* after yesterday's news conference, Shilowa said the rand was a victim of currency speculators, who had latched on to the strike to play with the markets

"The markets have been jittery over a number of issues, including concern over the president's health and the appointment of Trevor Manuel as finance minister. So I am not prepared to entertain this suggestion seriously"

Shilowa, equally firm about allegations that Cosatu's stand was driving off foreign investors, said corporations from other countries must be aware of the right of workers around the world to strike

TO PAGE 2

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Cosatu members give big cities a foretaste of Tuesday's big strike

(152) Nov 27/4/96

By WILLIAM-MERVIN GUMEDE

Cosatu members picketed in front of the Gauteng legislature and at other major centres across the country during lunch hour yesterday as a prelude to a national one-day strike next week

At the same time, President Nelson Mandela and NP leader F W de Klerk were working frantically behind the scenes to set up a meeting this weekend to hammer out a compromise constitutional package to avert the strike. Cosatu assistant general secretary Zwelanzima Vavi said last night there was no possibility that the strike - called to demand that the right of employers to lock out workers and the right to property be excluded from country's constitution - would be called off.

"There is overwhelming support for the strike to continue," he said.

Vavi threatened further mass action after the one-day strike if Cosatu's demands were not met. He said the strike would target big business, the NP and DP, to pressure them into acceding to Cosatu's demands. The demands include that the constitution

allow only for one person, one vote at local government level as opposed to additional votes for property owners, that powers granted to the provinces do not lead to fragmentation of national cohesion in areas such as education and labour, and the banning of the death penalty.

Last weekend the ANC called on people to support the strike but late this week it said it had only backed the strike in principle.

The national working committee of the ANC said yesterday that arrangements were under way for a bilateral meeting between delegations of the ANC and NP.

Cosatu general secretary Sam Shilowa said the federation had no objections to meetings being held to find a solution to the impasse.

"But we urge the NP and their allies (big business) to drop their insistence on the entrenchment of the lockout and the property clauses," he said.

Previously, Shilowa said the federation aimed to bring about a complete shutdown on Tuesday, including schools. The SA Communist Party this week came out in support of the strike.

Mandela steps in over lock-out dispute

ST 28/4/96

(152)

PRESIDENT Nelson Mandela will meet Deputy President F W de Klerk in Pretoria this morning, and in the afternoon bring together Cosatu and representatives of big business in an effort to resolve constitutional disputes threatening the economy.

The decision to involve Mr Mandela and Mr de Klerk in the talks follows almost two years of negotiations, after it has become clear that political decisions will be required to take the process further.

This week political parties came up with almost 200 pages of amendments. Most were technical, some substantive, but some could not be resolved between the NP and the ANC, the main parties driving the process.

The plummeting rand and the 24-hour strike planned by Cosatu for Tuesday sparked a renewed resolve to reach agreements as soon as possible.

As Mr de Klerk warned during the debate on the new constitution Bill this week, the pressure on the rand could be related to the present constitutional uncertainty on the property and labour relations clauses.

"What is contained (in these clauses) will have a profound impact on the future of the economy," he said.

The impasse over the labour relations clause revolves on whether workers' right to strike should be balanced by employers' right to lock them out.

Cosatu argues that, unlike employees' right to strike, employers' recourse to lock out workers is not a "universally accepted fundamental right", a view endorsed by Justice Minister Dullah Omar during the debate on the Bill this week.

He said: "A right to lock out can only exist in a situation in which there is equality between employer and employee, and in South Africa no such equality exists."

"If members (of Parliament) want a lock-out clause, they must first create real equality between employer and employee."

Talks between the NP and Cosatu failed this week to resolve the lock-out dispute, and it has been left to Mr Mandela and Mr de Klerk to settle.

On the agenda for today's meeting will also be the education clause. The ANC is at loggerheads with the NP over whether the constitution should



FACING THE PRESS:
Cosatu's Sam Shilowa
and Nelson Mandela
Picture: JULANI VAN
DER WESTHUIZEN



**CYRIL
MADLALA**

**At the
Constitutional
Assembly**

entrench single, parallel and multi-medium institutions.

Both parties are committed to the constitutional entrenchment of the right to be taught in one's mother tongue, or language of choice, where this is reasonably practicable.

The ANC, however, believes that entrenching single-medium schools amounts to reverting to apartheid education.

According to MP Blade Nzimande, the ANC spokesman on education, it also violates the spirit of the constitution. "It undermines some of the attempts by many Afrikaner schools to make themselves accessible to all children and students in our country," said Dr Nzimande, who denied that the ANC was against Afrikaans

as a medium of instruction.

The NP has consistently argued that its proposal is not meant to benefit Afrikaners only, but all language, religious and cultural groups.

The parties appeared to be close to an agreement on the property clause which they are refining from a formulation proposed by experts.

The DP, in its amendments to the constitution, has rejected this whole compromise formulation. But the party has been effectively sidelined in the constitutional discussions.

There is strong feeling in the NP and ANC that the DP is inflexible.

As ANC MP Pravin Gordhan said: "The DP is so self-righteous and it arrogates for itself the belief which it enforces on all of us, that it is the only party that has solutions to democracy in South Africa, that it is the only party that can give guidance to all of us on what the democratic content of this constitution should be."

Fighting back during the debate, DP MP Ken Andrew said his party would not compromise a principle in order to strike a deal.

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END

8-746 ADACTIVE

First with the goodies

Essential staff strikes opposed

(152)

Bonile Ngqiyaza

BB 29/4/96

SOUTH Africans are overwhelmingly opposed to industrial action by essential-service personnel, according to a Marknor Gallup poll conducted recently in the nine provinces among all race groups.

Results of the survey showed that 80% of South Africans — were in principle opposed to strikes by staff responsible for rendering essential community services. Only 9% were in favour of such action.

Males (80%) and females (84%) — were “almost equally opposed” to strike action, while those in employment (86%) were “slightly more opposed” to strike action than those unemployed (79%).

The poll indicated that when presented with the specific scenarios of nurses and policemen striking, respondents' opposition to this type of industrial action rose to as high as 90%.

People of age 16 and older, were interviewed. Both sexes were equally represented.

Constitution accord fails to avert strike

PRETORIA: Negotiators overcame most hurdles impeding the completion of the final constitution yesterday, setting the stage for last-minute talks today on tomorrow's Cosatu-led national strike.

THE ANC and National Party yesterday agreed in principle on three of the four main outstanding constitutional issues, including a formulation on a lock-out clause in the final constitution, but unionists insist tomorrow's national strike is still on.

ANC secretary-general Mr Cyril Ramaphosa and his NP counterpart Mr Roelf Meyer said after talks lasting more than 10 hours and attended by the country's top business, labour and government officials yesterday that they were confident the constitution-writing process would be completed by the May 8 deadline.

Yesterday's deadlock-breaking talks were convened by President Nelson Mandela and held at his Pretoria residence. The meeting came after the NP had reached an all-time low last week in a climate of constitutional uncertainty and in the shadow of tomorrow's looming national strike.

The strike itself, which Congress of SA Trade Unions secretary-general Mr Sam Shilowa had reiterated would go ahead, will again be discussed with Cosatu today, Ramaphosa said. Shilowa said earlier yesterday: "We remain convinced that we will find a way in which all of us can work together. But the strike continues."

Yesterday's talks also heralded last-ditch attempts to reach agreement on constitutional issues before the constitution is written into a bill tomorrow for tabling on May 8. Ramaphosa said the parties had agreed on "broad formulations" on the lock-out clause, and on clauses relating to education and official languages.

After yesterday's talks had been in progress for four hours, Shilowa arrived to lobby ANC delegates against allowing employers the constitutional right to lock out striking workers from production plants. Shilowa wore red socks, reminiscent of those worn by his Minister and SA Communist Party leader the late Joe Slovo. In an echo of times past, his fellow trade unionists country-wide were gridding themselves for "rolling mass action" from tomorrow, a term coined in the run-up to the April 27 1994 election after the Bopalong massacre.

At the same time business leaders, including some of the richest, most powerful men in the land, arrived to negotiate. The constitutional talks bore all the hallmarks of pre-April 27 negotiations. The two stars of that process, Ramaphosa and Meyer, were there, as were their political godfathers, Mandela and Deputy President F W de Klerk.

Two years after the World Trade Centre bargaining that delivered democracy to South Africa, the spectre of tired, worn politicians resurfaced as the deadline for bargaining on the final constitution neared.

And as before, a cold wind blew in from KwaZulu-Natal where Inkatha Freedom Party leader Chief Mangosuthu

ET 29/4/96

they had "formulations which all the parties can live with". Ramaphosa said after yesterday's talks he no longer saw any obstacles in the way of South Africa's final constitution. "I am more than a thousand percent sure that we are adopting the constitution on May 8," he said, adding that both parties would have further consultations in their own ranks on new formulations of some outstanding clauses.

Buthezi uttered a scathing attack on the final constitution. He warned that it might herald large-scale nationalisation as the property clause was so weak, alleging that the interim constitution was "strongly inclined towards socialism" and had been further diluted by "eliminating" the protection of free enterprise in the final constitution.

Buthezi claimed that the proposed new constitution was South Africa's recipe for a "totalitarian autocracy". "The greatest danger to liberty in this country is the ANC's new national constitution," he told followers at an Empanzeni local government election rally.

But he added that the IFP was prepared to rejoin the constitution making process before the May 8 deadline. "We are prepared to re-enter the constitutional process if the ANC will abide by the promise it made to us regarding international media-fairness."

Buthezi also reiterated his view that the May 29 elections should go ahead as planned, despite recent ANC calls for a postponement. He claimed the ANC would "continue to whip up an atmosphere in which violence flourishes, hoping to reach a point at which a state of emergency is declared" (and) they can declare the (IFP-led) KwaZulu-Natal government incapable of governing" — Sapa

BOND RATES SET TO RISE

- Homeowners can expect the bond rate to increase today.
- Govt's admission of defeat.

— See Page 13

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Strike still on despite progress in talks

(152)
(152)

Star 29/4/96

Negotiators agree on three out of four outstanding issues, confident of new constitution by May 8

By JUSTICE MALALA
Labour Reporter

The ANC and National Party have reached agreement in principle on three of the four main outstanding constitutional issues, including a formulation on a lock-out clause in the final constitution, but unionists insist tomorrow's national strike is still on.

ANC secretary-general Cyril Ramaphosa and his NP counterpart, Roelf Meyer, said after talks lasting more than 10 hours and attended by South Africa's most important business, labour and Government officials at President Mandela's Pretoria residence yesterday that they were confident the constitution-writing process would be complete by its May 8 deadline.

The meetings convened by Mandela yesterday came after the rand reached an all-time low last week of R4,58 to the dollar as tomorrow's strike threat neared, and uncertainty over the constitutional process spread.

The meetings also heralded last-ditch attempts to reach agreement on outstanding constitutional issues. Politicians have given themselves until the end of today to finalise the draft Bill to be tabled in Parliament on May 8.

Ramaphosa said the parties had agreed on "broad formulations" on the lock-out clause, edu-

cation and the language clause of the constitution.

The only point on which the parties are still deadlocked is the property clause, which Meyer said awaited further inputs from other parties which they would consult today.

On the strike, Congress of SA Trade Unions general secretary Sam Shulowa said yesterday: "We remain convinced that we will find a way in which all of us can work together. But the strike continues."

Although the parties would not say what the agreements were until the ANC had met Cosatu in a meeting scheduled for today and the NP also met other parties aligned to it, Meyer said they had "formulations which all the parties can live with".

Ramaphosa said after yesterday's talks he no longer saw any obstacles in the way of South Africa's final constitution.

"I am more than a thousand percent sure that we are adopting the constitution on May 8," he said. He said both parties would still have further consultations within their own ranks on the new formulation of some of the outstanding clauses.

Meanwhile, in a stinging attack on the final national constitution scheduled to be fully negoti-

Monday April 29 1996

Strike goes ahead despite agreement

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ated this week, Inkatha leader Chief Mangosuthu Buthelezi has described its only worth as making the present deeply flawed constitution appear to be something positive.

The party warned the constitution held the door open to large-scale nationalisation because the property clause - itself under attack from Cosatu which wants it excised - was so weak. In addition, the present constitution which was "strongly inclined towards socialism" had been watered down further by "eliminating" any protection of free enterprise.

Buthelezi lashed out at the proposed contents of the new national constitution, claiming the country was faced with a recipe for a "totalitarian autocracy".

"There is no doubt in my mind that the greatest danger to liberty in this country is the African National Congress' new national constitution," Buthelezi told IFP supporters at a local government election rally near Empangeni on the KwaZulu Natal North Coast.

He added, however, that the IFP was still prepared to rejoin the constitution-making process before the May 8 deadline.

"Even at this late stage we are prepared to re-enter the constitutional process if the ANC will abide by the promise it made to us regarding international mediation," Buthelezi said.

The mediation agreement paved the way for IFP participation in the 1994 election. ANC reluctance to honour it has soured relations between the two parties.

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Bamcwu resolves to support strike

(152)

Sowetan 29/4/96

By Mokgadi Pela

THE Building Allied Mining and Construction Workers Union (Bamcwu) resolved at its congress in Johannesburg over the weekend to support tomorrow's strike by Cosatu.

The congress, attended by over 500 delegates from all parts of the country, said it was unacceptable for employers to have the right to lock-out workers in the event of a strike.

Bamcwu said the looming 14 cents hike in the price of petrol was bad news for the workers. "Workers should once again realise that they are on their own and must use their collective power to frustrate the system of racism and capitalism which keeps them in bondage," the union said.

Bamcwu also dropped the word black from its name to include all races. "We have had endless requests

from all races to join Bamcwu and we've had to consider their request seriously," newly elected secretary-general Mr Sebetso Mashodi said in an interview with *Sowetan* yesterday.

In his speech to the congress, founder of the union Mr Pandelam Nefolovhodwe said drastic changes were needed to ensure that affirmative action took off in the labour field. "The culture of business cannot remain white for ever."

Affirmative action should not be dictated by the white establishments rather it should be on terms laid down by those who wish to be developed and empowered," Nefolovhodwe said.

In his acceptance speech, Bamcwu president Mr Jan Moruti called on workers to continue the struggle until final victory. He said the support for the strike will be communicated to Cosatu in a letter to be sent today.



Taking to the streets again ... workers say there is no compromise on the lockout clause.

Strike is about clash of interests

Workers need a living wage while employers worry about making profits

152 Rowletan 29/4/96

French industrialists eye SA

By Muzi Mkhwanazi

SEVENTEEN French aerospace industries are represented at the Aviation Africa 96 exhibition at the Johannesburg International Airport

French deputy trade counsellor Zaoui Gerard said this weekend that the large number of French aerospace companies at the exhibition was an indication of his country's interest in the South African market

He said the exhibition would not only benefit the French companies, but would help the South African aerospace industry as well

"Our long term aim is to establish partnership deals with South African companies and operate from this country," said Gerard

Also at the trade fair was the vice-president of the Groupment Des Industries Aeronautiques Et Spatiales, Jean Robert Martin, who emphasised that the organisation's members "want to go beyond being mere suppliers - they want to establish lasting partnerships with local industries"

He added that GDIAES would be proposing cooperation agreements and would also be involved in the

manufacturing of aeroplanes as well as to facilitate technology transfers

On show at the exhibition are military and combat aircraft, maritime patrol planes, civil transport planes, civil and military helicopters, engines, satellites and spacecrafts

One of the exhibitors, Guy Varroquer, said the fair offered French business people opportunities to look for business partners

"In future such business ventures will help to reduce unemployment and help the Government's Reconstruction and Development Programme to become a reality," he said

By Abdul Milazi
Labour Reporter

TOMORROW'S STRIKE by the Congress of South African Trade Unions over the inclusion of the lock-out clause in the final constitution is, in essence, a battle between economic realities and workers' needs

Workers need a living wage and better working conditions while employers want more profits

Volkswagen South Africa Corporate Public Affairs spokesman Raymond Hartle said at the weekend the strike would cost his company R17 million

"It is alarming that Cosatu is talking of a national overtime ban in order to create jobs. Business requires improved productivity and maximum flexibility and certain levels of overtime are essential in the running of a modern manufacturing plant," said Hartle

On the other hand Cosatu representative Nowethu Mpati said the lock-out clause would reverse what workers had achieved over the past years and would lead to the exploitation of employees by employers

Mpati said big business was only concerned about making profits while workers were fighting for survival "The future of their children is at stake"

She said Cosatu would continue to campaign against laws that oppressed workers "We will discourage all workers from doing overtime work so that in every possible instant full-time employment should be created," said Mpati

Afrikaanse Handelsinstituut president Mof Terreblanche said the planned strike was irresponsible and not in the

interest of the country "It can have serious negative effect on the economy and is not conducive to job creation long-term economic growth and investors' confidence"

"Undoubtedly the strike will lead to further depreciation of the exchange rate of the rand. Although the weakening of the rand could improve South Africa's price competitiveness in the short term the consequent increase in inflation can only lead to higher wage demands," said Terreblanche

‘The strike will lead to further fall of the rand’

Wildebeestfontein/Everton Standowners Association chairman Nimrod Sejake said the lock-out clause would limit the effectiveness of strikes, because business operations would not be affected

"Employers will be able to lock out workers and it would be business as usual. This is unfair for workers who have for years been underpaid and even thrown in jail for taking part in a strike," said Sejake

He said what happened to workers affected their families and their communities "It is not a matter of workers against employers, but a struggle between the privileged whites and poor blacks. To address the injustices and inequalities created by apartheid, big business needs to take responsibility for social equity"

Strike — Cosatu's big power test

ESTELLE RANDALL
Labour Reporter

THE Congress of SA Trade Unions (Cosatu) decision to call a general strike tomorrow was not one which was taken lightly, Cosatu general secretary Sam Shilowa has said.

He spoke to The Argus while visiting factories in the Western Cape to talk to workers about the strike and also about the coming local elections in which the trade union federation aims to play a leading role.

Tomorrow's general strike is possibly the most important test of Cosatu's strength since the 1994 election — and the stakes are high.

It is the first time since then that they are publicly testing their political strength and in a sense their future as a key political player outside the workplace.

First stop on Thursday was the Central Laundry in Pinelands where he was scheduled to speak to members of the National Education, Health and Allied Workers' Union (Nehawu).

For the meeting, workers had gathered in the dining hall clustered around tables on which the remains of lunch were spread.

Songs of worker unity and struggle greeted Mr Shilowa's arrival punctuated by clapping and the banging of cooldrink bottles on tables.

At the meeting he explained that the decision to call a general strike was made because the federation saw no other way of ensuring that the controversial lock-out clause was dropped from the final constitution.

We received a report about how the African National Congress had been fighting for the clause to be dropped and heard how the National Party

"When Cosatu sees there is a change being made, we will reassess and make a new decision".

and Democratic Party were refusing to do so," he told the workers, mainly women.

"We held meetings with the NP but they continued to say no. Eventually, we decided to put forward a clear demand."

This was that either the lock-out clause be dropped or the federation would call for a 24-hour general shut down of the economy.

"I met the National Party again today," he reported. "They told me that big business was pushing them to include the lock-out clause in the constitution. Some NP members of parliament have come to me to say that they do not support this, and that they agree with Cosatu about the clause being dropped."

However he said, the NP was still insisting that the clause be retained.

Asked by workers whether the strike would be called off if an agreement was reached to drop the clause, Mr Shilowa's answer was pragmatic.

"When Cosatu sees there is a change being made, we will reassess and make a new decision. It won't

be a silly decision. We would be prepared to call a meeting at midnight if necessary."

But meanwhile preparations would go ahead as the federation's highest decision-making body had ruled.

Tomorrow, he said, workers in the Western Cape would meet at the Grand Parade in Cape Town from there they would march to parliament where they would hand a memorandum to Fw De Klerk.

This, he said, would say that workers did not want the lock-out clause in the final constitution. The memorandum would appeal to Mr De Klerk, as leader of the NP, to choose between promoting the interests of workers or those of bosses.

"If you're too embarrassed to say that the lock-out clause must be dropped, at least say publicly that you won't oppose the constitution if the clause is not in it," said Mr Shilowa, adding that the appeal would be in the memorandum.

The answers seemed to satisfy workers. But tomorrow will prove whether they were convinced enough to act. If they do, the action will improve the federation's ability to push through some of its other constitutional concerns. These include issues that are not narrowly union-centric but have a wider working-class resonance such as the property rights clause, the amendments to the right-to-life clause as well as the education and language clause.

On a more immediate note, support for the general strike call could also signal support for Cosatu's campaign for an ANC victory in local elections in the Western Cape and KwaZulu Natal.

The federation has been linking NP and DP support for the lock-out clause inclusion in the final constitution to reasons why workers shouldn't vote for these parties.



UNION LEADER: Sam Shilowa heading for a constitutional showdown

(152) (152) RLS 29/4/96

Strike goes on,

says union boss

ARC 29/4/96

(152)

ESTELLE RANDALL

Labour Reporter

TOMORROW'S general strike will go ahead, Congress of South African Trade Unions (Cosatu) general secretary Sam Shilowa said in Bellville today.

He said the strike would go ahead whether or not there was in-principle agreement on outstanding constitutional issues, including the controversial lockout clause in the constitution, between the African National Congress and the National Party, as had been reported.

He said no such agreement had yet been reached with Cosatu.

Mr Shilowa told members of the Cosatu-affiliated National Union of Mineworkers (NUM) and the all-white Mineworkers Union (MWU) in Bellville that the leader of the Freedom Front, Constand Viljoen, had asked for a meeting with him.

"I'm going to meet him," Mr Shilowa said, "to say to him he was elected by workers, white workers who don't want the lockout clause in the constitution. I'm going to try to persuade him to support Cosatu in having the clause dropped."

In a first for worker unity in the mineral and energy sector, members of the Cosatu-affiliated NUM and the all-white MWU today joined forces to protest against proposals to privatise Eskom electricity distributors.

Mr Shilowa called for the workers to build on the unity they had achieved in the joint protest in Bellville today, to protest against the proposed fragmentation and privatisation of Eskom.

"You need to ensure that this position of worker unity grows so that the divisions between the NUM and MWU are seen as a thing of the past."

"Workers are asking one question: whose constitution is it? Are there going to be workers' rights or is it going to be a constitution which gives employers rights at the expense of workers?"

"The constitution is not being drafted in a vacuum. It is being drafted to give effect to the struggle which workers and other sectors have waged," he said to enthusiastic applause.

In a memorandum to Eskom and the government, the NUM called for consolidation and rationalisation of the electricity distribution industry to channel resources to national needs. In the short term it meant Eskom taking over distribution rights from local authorities which were unable to meet RDP electrification targets efficiently.

In the longer term it meant that government should eventually take ownership of a national distributor, the NUM said.

Recommendations from the electricity working group, which excluded labour representatives, should be rejected - the group had recommended Eskom's National Distributor be divided and privatised.



Picture LEON MULLER Chief Photographer

LEADING THE MARCH: Cosatu leader Sam Shilowa, fourth from left, links hands with supporters, among them Pan Africanist Congress leader in the Western Cape Patricia de Lille, far left, during the march to parliament today

10 000 strikers in march

ARG 30/4/96 (152)

ESTELLE RANDALL
Labour Reporter

A CROWD estimated at more than 10 000 took part in a march on parliament in Cape Town today amid reports that industries had been severely hit by the general strike

Trains and air traffic to Cape Town were delayed as a result of the strike and the huge crowds were expected to jam trains

The Congress of South African Trade Unions which organised the strike and march, claimed 60 percent of food industry workers and 65 percent of clothing workers in the Western Cape were on strike or had left work early

Reports from other regions indicated strong support for the strike in KwaZulu-Natal, Gauteng and Port Elizabeth.

Democratic Party leader Tony Leon and a group of colleagues were jostled by Cosatu supporters moments after the DP leaders had been denied an opportunity, offered a week ago by Cosatu general secretary Sam Shilowa, to address marchers

Police moved in swiftly to save Mr Leon and his colleagues when they were jostled after alighting from a truckbed where they had accepted a Cosatu memorandum from

Mr Shilowa

With Mr Leon were DP justice spokesman and MP Douglas Gibson, senator Errol Moorcroft and Joe Marks, a member of the Western Cape legislature

Mr Shilowa handed over the memorandum after telling the crowd that it was clear that the DP represented employer interests by insisting on the inclusion in the final constitution of a lock-out clause

After the jostling, Mr Leon said he had a copy of a letter, written a week ago, in which Mr Shilowa invited him to accept the memorandum and to address workers

Mr Leon said the incident was a demonstration of mob rule

Mr Shilowa who led the march and celebrated his birthday today, said "Success comes against the backdrop of threats by employers to dismiss workers

"Those who insinuated that the strike was a ploy by Cosatu leadership have been proved wrong Those who thought that the leadership was only flexing its muscles and was not serious about the strike had also been proved wrong," he said

He said it was also significant that Cosatu and the ANC remained firm that the lock-out clause be dropped

"We hope that from the NP and DP there

will be a change of heart"

ANC MP Carl Niehaus, PAC MP Patricia de Lille and SA Communist Party MP Phillip Dexter were among political leaders who took part in the march

Cape Chamber of Commerce deputy director Colin Boyes said companies had made arrangements with workers for the time lost today to be worked in later This was to ensure that production would effectively not be lost Mr Boyes said one day's shutdown in the Western Cape could cost about R60 million

Meanwhile the ANC and National Party may strike a deal on the lockout clause which will see its exclusion from the constitution, but with provision for it to be provided for in ordinary legislation

It is mainly this clause which has led to today's strike

Trades union in the Western Cape carried out last-minute pamphlet blitzes at stations and other transport points last night and this morning to muster worker support for today's strike-call by Cosatu

Cosatu called the nationwide strike to support its demand that a clause giving employers the right to lock out workers be dropped from the constitution

● See pictures on page 3

Cosatu geared for national protest

Renee Grawitzky

COSATU members countrywide take to the streets today in support of labour's demand for the exclusion of the lockout clause from the final constitution — amid uncertainty regarding the outcome of NP-ANC negotiations

On the eve of the national strike, Cosatu leaders remained adamant that they would not accept any reformulation of a lockout clause tabled during talks between the two parties

Cosatu assistant general secretary Zwelinzima Vavi warned yesterday that if the ANC and NP chose to go ahead with a reformulated lockout clause, they did so at their own peril.

He said that "at this late hour" the strike could not be called off. The strike was not against ANC policy as the president and first deputy-president had shown their support for the exclusion by going to deadlock on the issue.

The DP warned that the strike would contravene the current Labour Relations Act.

The Chamber of Mines said the strike would have "little effect on member mines" as initial indications were that support for the strike was not "tremendous".

The National Union of Mineworkers said mines would be affected as the vast majority of workers were union members.

Workers in the metal, clothing and motor industries could be pe-

nalised by not being paid for May Day. A number of old industrial agreements provided that workers not be paid for a public holiday if they are absent without permission on the preceding day or after the public holiday.

Sapa reports Gauteng premier Tokyo Sexwale said government employees who went on strike today would not be victimised. He appealed to other employers to take a similar approach, and to strikers to respect those not supporting the strike.

Johannesburg Metrorail said that while a train service would be provided on all sections, trains would not run on schedule because one third of conductors were expected to join the strike.

(152) (1006)

BD 30/4/96

FAMILY TIES



President Nelson Mandela, right, and Sam Shilowa, the general secretary of Cosatu

With no apologies

CT (BR) 30/4/96

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ZWELINZIMA VAVI

While millions of people support today's Cosatu-led stayaway, others have voiced outrage

Cosatu has been accused of "bullyboy" tactics and attempting to ride roughshod over the consensus-seeking style which has characterised the constitutional negotiations. The strike is also claimed to have caused the value of the rand to plummet and to have put off potential investors. Cosatu rejects these spurious attacks and defends the legitimacy of the stayaway.

Cosatu remains committed to the RDP's undertaking, which received majority support as part of the ANC's election manifesto, that there should be no lock-out clause in the new constitution.

All democratic South Africans should be outraged at the attempt by the NP and DP to use a 4 percent veto, being the amount by which the ANC is short of a decisive two-thirds majority, to include provisions simply because some business leaders want a constitution to entrench a mechanism with which they can threaten trade union organisation.

Just as business displayed poor timing when the SA Foundation proposed a two-tier labour policy shortly after the negotiations over the new Labour Relations Act had been concluded, it is now parading its political naivete in expecting organised workers, who played a central role in the anti-apartheid struggle, to accept the weakening of their position in the constitution. The provisions of the constitution represent the fruits of the anti-apartheid struggle, or as Cyril Ramaphosa puts it, the "birth certificate of the new South Africa".

A moment's contemplation makes it quite clear that if anyone deserves the title "bullyboy" it is not Cosatu, but the captains of industry and their 4 percent veto in the Constitutional Assembly. They may not be embarking on a work stoppage — which, by the way, is legally guaranteed in the present constitution and in the Labour Relations Act

— but they are capable of using far more insidious means, like the threat to withhold investment due to "shattered confidence", to try and get their own way.

It is also worth noting how quickly new dogs can learn old tricks. Thami Mazwai, a well-known campaigner for black economic empowerment, writing in *Business Day* on Friday, criticised the ANC for remaining too close to Cosatu and for supporting a stay-away action. He believes that it would be better if the ANC focused on the job of "protecting the fragile economy and making it grow". The breaking up of the tripartite alliance has long been the battle cry of the business establishment and it must have brought smiles to many faces to hear Mazwai adding his voice as a late-comer to their chorus.

Obviously, the ANC and Cosatu share Mazwai's concern with the need for economic growth and "the protection of the fragile economy". But, on a basic level, this means that for Cosatu members, being mainly part of that 70 percent of households that earns less than R1 500 a month, it is crucial that the constitution provides them with every possible protection and ability to negotiate and act to improve the conditions of their families' fragile economies.

Some respond by arguing that what's good for Cosatu members is not necessarily good for South Africa, particularly the unemployed who they claim will be unlikely to get jobs if investors are frightened away. This view is too simplistic because, while it is correct to say that investment stimulates growth and employment, a further analysis of what stimulates investment is necessary. A recent survey by Professor Robin Less of the Nedcor Project shows that the key to stimulating investment is the potential for "market growth of product", and contrary to expectations, worker-friendly legislation does not serve as a significant disincentive to investors.

The growth path envisaged in the RDP sees a critical role for an active trade union movement and constitutional expression

needs to be given to this in the labour relations clause of the new constitution. This will create an environment which will stimulate increased investment, but there has to be acceptance that, as in all leading economies, action by workers as a counterbalance to the power of employers will be a normal feature of our industrial relations.

The argument that the right to strike should be balanced by the right to lock out is false. It is a commonly held view that, without the right to withdraw one's labour, collective bargaining would become nothing more than collective begging. If the right to lock out is included in the constitution, then the right to strike is neutralised as the employer has the right to prevent workers from working until they concede to its demands. In principle the lock-out is not necessary to keep the balance of bargaining power between employers and employees.

Allegations that Cosatu is being reckless in that its actions are causing the rand to slide are ill-informed and are usually an attempt to bully workers into submission. The rand began its slide long before Cosatu even started contemplating the stayaway action and it is more symptomatic of the volatility of the international currency markets and the vulnerability of medium-sized emerging economies than it is of our domestic disagreements.

Rather than merely fiddling with interest rates and the Bank rate, the authorities should seek more fundamental means to protect our currency. This includes ending uncertainty around exchange controls and by acting firmly against speculators.

Cosatu seems to be an easy target, blamed for all sorts of dilemmas from unemployment, to lack of investment, to the weak rand. We reject these spurious attacks and call on the population to support our campaign for the entrenchment of just and equitable labour relations provisions in the new constitution.

□ Zwelinzima Vavi is the assistant general secretary of Cosatu.

More strikes possible — Cosatu boss

BARRY STREEK
POLITICAL WRITER

BRUSHING aside Democratic Party claims that today's strike is illegal, the Congress of South African Trade Unions (Cosatu) vowed to continue with its plans to protest against a proposed lockout clause in the new constitution.

Cosatu's general-secretary Mr Sam Shilowa said a mass rally would be held on the Grand Parade this morning, starting at 10am and would be followed by a march on Parliament.

Today's planned action was endorsed yesterday by ANC MP, Mr Cameron Dugmore and SA Communist Party member Mr Phillip Dexter, an ANC MP.

LINDIZ VAN ZILLA reports that although thousands of workers are expected to go on strike in Cape Town today, major businesses and services expect to operate normally.

Cape Town Chamber of Commerce spokesman Mr Charl Adams said yesterday he expected comprehensive strike action.

"Retail stores and factories will be affected, but to what extent is anyone's guess," he said.

South African Municipal Workers' Union spokesman Mr Trevor Serfontein said he expected most of his union's 25 000 Western Cape members to heed the call for a full-day stayaway.

Adams said that despite the planned strike "business will go

ahead as usual in most cases".

Large retail stores such as Pick n Pay will operate normal working hours today.

Commuter services will also remain largely unaffected by the strike.

Metro spokeswoman Ms Riana Jacobs said no great disruptions were expected as most of the railway workers did not belong to Cosatu-affiliated unions.

Minibus taxis would also be running normally today, said a Codeta representative, who added that the organisation was more involved in "sorting out our prob-

lems at home" (taxi violence).

City hospitals have prepared contingency plans in the event of large stayaways by staff.

Last night the national executives of the ANC, Cosatu and the SACP met in Cape Town to discuss a new National Party formulation on the lockout clause, which the ANC has indicated it would be prepared to consider.

But Shilowa said Cosatu wanted no new formulations on any employer right to lockout, and said the clause should be scrapped.

He also said the possibility of further action could not be ruled

out, if all the organisation's constitutional demands were not met.

"This could include further strikes."

Shilowa said today's nationwide strike, which in KwaZulu-Natal would take the form of a stay-away but elsewhere would include marches on NP, DP and business offices, was not in defiance of any body, including the ANC.

He said this in response to a legal opinion, released by DP leader Mr Tony Leon, which concluded that the strike was illegal.

Shilowa said Cosatu wanted the strike to be peaceful, but if business responded by dismissing workers or refusing to pay them, they would have to fight "in the trenches" to the finish line.



TOUGH TALK: Secretary-general of the Congress of South African Trade Unions Mr Sam Shilowa addresses a group of workers in Bellville yesterday.

PICTURE: BENVY GOOL

COMMENT & OPINION
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LOCKOUT STRIKE ON

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By Abdul Milazi
Labour Reporter

THE CONGRESS of South African Trade Unions has threatened to unleash "rolling mass action" as its 1.6 million members go on a nationwide one-day strike today to demand the exclusion of a lockout clause in the Constitution.

The warning came hours after optimistic comments by the African National Congress, Cosatu's major ally, following a 10-hour meeting between the federation, big business, the National Party and the ANC at the weekend. ANC general secretary Cyril Ramaphosa told journalists on Sunday that his organisation and the NP had reached agreement on three of the four main outstanding constitutional issues, including a formulation of a lockout clause in the final Constitution.

Nothing less

Addressing a Press conference in Johannesburg yesterday, Cosatu assistant general secretary Zwellizama Vavi said the federation would not accept anything less than a complete withdrawal of the lockout clause. "We are not interested in any formulation that will bring back the lockout clause in whatever form," said Vavi, adding that today's action would become part of an ongoing mass action if the clause was not withdrawn.

"Those who are worried about the rand will be more worried after the Constitution is finalised on May 8, because the industrial action will be intensified if the lockout clause is included," said Vavi. Cosatu called the strike after business, the NP and DP demanded that a lockout clause be included in the final constitution. The clause would effectively give employers the right to lock out workers during a strike. Today's strike threatens to bring major cities and small towns to a standstill as members of the National Council of Trade Unions and the

South African National Civic Organisation are expected to join the action at the Library Gardens at 10am and march to the offices of the NP, DP, Chamber of Mines, Gauteng Legislature and Johannesburg Stock Exchange at the Grand Parade to Parliament, where a memorandum will be handed to Deputy President FW de Klerk, DP leader Tony Leon and Home Affairs Minister Chief Mangosuthu Buthelezi.

Leon yesterday said the strike was unlawful and convened the Labour Relations Act, because procedures had not been followed. Other marches will be held in Klerksdorp and Matikeng in North West, Rustenburg and Bloemfontein. Vavi said no marches would be held in Natal because of the volatile political situation.

Other marches

A Putco spokesman said they were not sure whether they would run a full bus service today, adding that this would depend on the number of drivers reporting for duty. The Johannesburg Metropolitan Council and MetroRail appealed to commuters to arrange alternative transport as they would operate a skeletal service because of the strike. "A train service will be provided on all the sections but will not be running according to the regular schedule," MetroRail said in a statement. One-third of MetroRail's conductors are expected to strike. Gauteng premier Tokyo Sexwale appealed to employers not to victimise workers for taking part in the strike, while Leon encouraged employers to treat the strike as illegal. The National Land Committee supported the strike "to ensure the voices of the landless and workers were taken into account in the constitution-making process".

Strike today 'just the beginning'

(152)

ANC alliance holds meeting on lockout clause and the constitutional committee races against the clock on the final draft of the constitution

By Patrick Bulger and Justice Malala
Political Staff

The nationwide strike called for today by the Congress of SA Trade Unions is just the beginning of mass action if a lockout clause appears in any form in the final constitution union leaders warned yesterday.

We do not have a mandate to agree to a formulation that will allow the lockout clause through the back door. The mandate is to fight, fight and fight until we achieve victory. Cosatu assistant general secretary Zwelinzima Vavi said.

Cosatu's hardline stance was taken while tough talks on the constitution were being held in Parliament on outstanding issues.

The constitutional committee was due to resume this morning, determined to complete the final draft so it can be put up for debate and adoption next week.

The committee met until shortly before midnight and will today hear reports on education, the lockout and property clauses in the Bill of Rights.

Deputy President Thabo Mbeki yesterday chaired a meeting of the ANC and its alliance partners Cosatu and the SACP to try to find a common position on the lockout clause.

The meetings followed weekend talks between President Nelson Mandela and Deputy President F.W. de Klerk and Cosatu's decision to go ahead with today's national strike aimed at pressur-



Panic stations - residents of Alexandra's Far East Bank flee after police open fire with buckshot to disperse a crowd that had gathered to try to prevent the...

Pressure on NP and DP to accept proposals

ing the NP and the DP to accept Cosatu's constitutional proposals.

Cosatu leader Sam Shilowa told a media conference that Cosatu was still insistent that the employers' right to lock striking workers out of production plants be dropped from the constitution. The federation's intransigence on the issue comes as the country begins to tot up its losses in the wake of today's strike, which will be coupled with tomorrow's public holiday to bring the country to a standstill for two days.

Although the cost of the strike will be known only later, the Building Industries Federation of SA said yesterday the building industry alone stood to lose R200-million in lost production over the two days of no work.

Cosatu has organised marches in Johannesburg, Pretoria, Cape Town, Klerksdorp, Mafikeng, Kimberley, Bloemfontein, Pietersburg and Rustenburg. There will be no marches in KwaZulu Natal.

The national strike continued to provoke controversy, resulting in another clash between CA chairman Cyril Ramaphosa and the DP leader Tony Leon.

Leon said his party had obtained legal opinion that the strike was unprocedural in terms of the Labour Relations Act.

Ramaphosa overruled Leon's attempt to have the opinion discussed in the CA. Leon then described Ramaphosa's decision "a startling abuse of power".

Tutu lauds father of bomb-blast victim

By Robert Brand

An Afrikaner from Pretoria whose 8-year-old son was killed in a shopping centre bomb blast told the Truth and Reconciliation Commission yesterday he regarded his son as a hero because he had died in a legitimate struggle for freedom by an oppressed people.

His testimony, commission chairman Desmond Tutu said, inspired renewed hope that the commission could succeed in its task of nation-building and reconciliation.

Cornio Smit was on holiday with his grandmother in 1985 when two bombs exploded in the crowded Sanlam Centre in Amanzimtoti, killing him and

four other people and injuring 61.

Cornio's father Johan Smit, told the commission in Afrikaans he had met the parents of Andrew Zondo, the youth who was convicted of the blast and hanged, and bore no grudges against them because he could understand what had driven Zondo to commit the deed.

It was rebellion, it was war. I thought that if I placed myself in (his) shoes would I have liked it not to have any rights? I realised I would not have liked it," Smit said.

He said that after his son's death he had called for negotia-

► Truth Commission - reports and pictures Page 3

tions between the NP government and the ANC, and was ostracised by his family and friends for his views.

Responding to Smit's testimony Tutu said "The reason why we still have hope that reconciliation will triumph in the end is because of people like you."

Smit's testimony came at the end of the first day of public hearings by the commission's human rights violations committee at the Central Methodist Church in Johannesburg.

The committee heard 11 witnesses on human rights violations, ranging from deaths in detention, torture and taxi violence to the Church Street and Amanzimtoti bomb blasts.

Pik Botha's wife Helena (64) dies at Cape home

By Patrick Bulger

Cape Town - Helena Botha (64), wife of Mineral and Energy Affairs Minister Pik Botha, died at their official residence in Newlands yesterday.

Botha's office announced that having become aware that his wife's breathing had become shall-



Helena Botha

ower during the night had summoned a doctor who visited the house but was unable to provide any further assistance. Botha, their daughter Lien and a dominee remained at her bedside until she died.

Helena Bosman was born in Kimberley in 1932, and married Botha in 1953. Her husband went on to become foreign minister in the former government.

Helena Botha suffered a whiplash injury as the result of a freak fall in 1991 and received extensive treatment in Taiwan and in Israel. She never recovered any significant movement in her lower body.

Springbok Sinclair dies in shooting accident

Rugby Springbok Des Sinclair has died in a shooting accident. He was 68.

Sinclair, a chiropractor who treated sportsmen in particular, died when an old firearm he was cleaning went off and shot him in the stomach.

The accident occurred at his Northcliff Johannesburg, home-cum doctor's rooms.

Lomu drops ball and burger for Tanya

By Trove Lund

Rugby bosses and sponsors have temporarily put on ice their plans for Jonah Lomu because the All Black rugby superstar has taken leave to visit his wife, whom he says is ill in South Africa.

Lomu (20) suddenly withdrew from tomorrow's Auckland Blues Super 12 match against New South Wales after announcing

launch this week in New Zealand of a burger which his sponsor McDonald's has named after him.

Auckland rugby chief Peter Scuttis said Lomu had withdrawn on compassionate grounds because his wife, Tanya, had become ill with a kidney problem on arriving in SA on Friday.

Tanya, who had not been admitted to hospital, said she was feeling much better. She refused

Advertisement area containing several small circular logos and text fragments, including 'A...', 'cc...', 'pu...', 'A...', 'faci...'

star 1/5/96 (152)

Worker explains why Cosatu is anti lockouts

Linking weakening of the rand with strike is a ploy to deflect from labour's legitimate demands, says speaker at Cosatu rally

By JUSTICE MALALA
Labour Reporter

When Joseph Pepu took the microphone at the Johannesburg Library Gardens yesterday and led about 20 000 of his fellow workers in song, he vowed that the stayaway was the beginning of a battle he would not stop fighting

The father of four said he had been involved in the National Union of Metalworkers of SA's national strike in 1992 and had watched helplessly while replacement workers took his position on the production line as he stood at the picket line outside his factory in support of wage demands

"The scabs weakened our strike and it lost significance because management was not feel-

ing as much pressure as they should have. With this action we have only just started the battle against this (lockout) clause," he said

Pepu and his fellow workers in the Congress of SA Trade Unions have mounted a mass action campaign against the right of employers to lock striking workers out of production plants being included in the constitution due to be finalised by May 8

"The right to strike is recognised by the International Labour Organisation as a fundamental human right. There is no universally accepted right to lock out," Cosatu said in memorandum handed to business leaders yesterday

Employer bodies and the National and Democratic parties

have said workers' right to strike has to be balanced with employers' right to lock out, and both must be enshrined in the constitution

Pepu said the perception that the weakening of the rand was linked to strike action was a ploy to deflect attention from the "legitimate" demands of workers

"We have nothing to do with the falling of the rand. Big business is responsible for that and we will not be threatened with those tactics to stop this campaign"

He said the losses that might occur from Cosatu's campaign were not greater than those labour would experience if the clause were in the constitution

"We want the clause totally out of the constitution. There is no way we can turn back," he said

ANC about-face over constitutional powers for provincial governments

By **PATRICK BULGER**
Parliamentary Correspondent

Cape Town - The ANC, facing a possible Constitutional Court challenge on the provincial powers model contained in the draft constitution, yesterday proposed beefing up provincial and local government powers.

The proposal was immediately hailed by the NP, which said it welcomed "the ANC's sudden shift towards at least the idea of exclusive powers for provinces". It also coincided with DP chief negotiator Colin Eglin's call for "an urgent review of the part of the text dealing with provincial powers".

Eglin said the "NP-ANC text will fail to pass the constitutional certification test".

Although the ANC denied it was making the step to avoid a Constitutional Court defeat when the court certifies the constitution, its statement stressed that the proposal "more than adequately meets the requirements of the constitutional principles".

ANC negotiator Pravin Gordhan said the ANC proposal - which will assign to the provinces the exercise of certain "exclusive powers" that remain subject to national overrides - had been decid-

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Govt about-turn

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ed on at a meeting of the ANC national working committee last week. "This innovative package expresses our intention to promote co-operative governance among all three spheres of government and at the same time establishes effective and empowered national, provincial and local government structures".

Among powers the ANC is proposing should be exercised exclusively by provinces are abattoirs, airports, museums, libraries, veterinary services, property transfer fees, and local government matters including loitering.

The parties were still engaged in closed-door discussions on outstanding issues, including the right to lockout clause in the Bill of Rights which allows businesses to lock out striking workers.

The ANC, NP, DP, Cosatu and business are all engaged in to-and-fro discussions. ANC spokesmen remained tight-lipped on the top-level ANC-Cosatu-SACP alliance meeting on Monday night to discuss the ANC-Cosatu difference on the property clause.

The ANC said it remained committed to engaging with all parties and interests on the lock-out and all other clauses.

As the negotiators progressed at snail's pace towards completing the draft, Cosatu's Sam Shilowa was addressing 5 000 workers outside Parliament. He said Cosatu was prepared for the lock-out issue to go to a referendum.

DP leader Tony Leon was punched after he went outside to address the workers from the back of a truck. Leon said he was "forced to conclude that Cosatu and its allies are prepared to use whatever intimidatory tactics they find appropriate to bully the participants in the constitution-making process".

Star 1/5/96

Shilowa chuffed as 75% turn out for Cosatu strike

ESTELLE RANDALL
Labour Reporter

THE Congress of South African Trade Unions (Cosatu) says the positive response of workers to its strike call indicates that its viewpoint enjoys wide support.

Cosatu made the call to strike six days ago to support its demand that the controversial lockout clause be dropped from the final constitution.

Cosatu general secretary Sam Shilowa said he was "satisfied" with the response to the strike call, and that it had sent a clear message to business and political parties that workers did not want the controversial lockout clause in the final constitution.

Since this has been the first general strike after the April 1984 elections, it showed workers were not prepared to leave their futures and demands to only those they elected into Parliament.

Mr Shilowa said independent reports had indicated about 75 percent of workers in key industries had heeded the call, and that about 300 000 had taken part in marches country-wide.

"Cosatu has only 1.9 million members," he said. "That it was possible to pull off a strike call which was supported by 75 percent of workers in major industries shows our support extends beyond our membership."

He said it was also significant that workers had responded in spite of "the timing and the propaganda around the strike."

"Our first priority was for a successful strike and on that score our mission has been accomplished."

Worst hit by the strike was the Eastern Cape, with the Western Cape least affected. Cape Chamber of Commerce and Industries deputy director Colin Boyes said that in the Western Cape there were significant stayaways in the milling, baking and building industries, but virtually no stay-away in the major clothing, engineering and textile industries.

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"There were on the other hand a number of clothing factories in the Cape Peninsula area, including small and medium enterprises which closed down completely for the day and where support for the strike was 100 percent," said Sactwu.

Mr Shilowa said he was puzzled at the National Party's continued insistence that the lockout clause, or a variant of it, be included when they had told him in meetings that this was not an issue on which they would be prepared to stake their political future.

He said Cosatu would not accept "any wording which has the impact of entrenching the lockout in the constitution or of bringing it in through the back door."

However, he acknowledged that the final decision would be made by political parties and that this would be a "political decision."

In a statement, the federation also called on employers who had threatened workers with lockout action when they

returned to work on May 3, "not to risk a chain reaction by workers in defence of each other."

Commenting on confrontation between strikers and Democratic Party members in Cape Town and Pretoria, Mr Shilowa said Cosatu did not condone acts of violence.

But in relation to the incident in the Western Cape we need to ask whether there was provocation."

He said that while representatives of the National Party, the Inkatha Freedom Party and the Freedom Front, who were also given memoranda detailing Cosatu's demands on the lockout clause, had taken into account "that emotions were running high" those from the DP had not.

In Cape Town, DP leader Tony Leon said he was punched on the side of his face and DP Western Cape MP and former Cosatu member Joe Markes was punched in the stomach.

In Pretoria, DP deputy leader William Mhisi and others from the DP had to be escorted to safety.



VOICING THEIR OPPOSITION: Senior Democratic Party members, from left, Joe Markes, Tony Leon and Douglas Gibson, try unsuccessfully to speak to the crowd at yesterday's Cosatu march on parliament.

However, the SA Clothing and Textile Workers' Union (Sactwu), Cosatu's biggest affiliate in the Western Cape, said about 43 000 workers in the leather, clothing and textile, and the clothing retail sectors had supported the strike call.

The union said its figures were based on a sample of 75 companies covering the leather, clothing and textile, and the clothing retail sectors.

"Participation in the strike varied greatly, from support of 10 percent to 100 percent being registered," said Sactwu.

While textile workers largely supported the strike and some large factories in the Boland, South Cape area and Epping closed down for the day, support in the clothing and footwear industry was more mixed.

"In the Atlantis area, about 80 percent of clothing workers supported the strike."

"In areas such as Salt River, support was much lower, with many factories reporting 30 percent support for the strike."

"Some workplaces in Parow had less than 10 percent absent."

UNIONS SIDELINED SINCE NEDLAC TALKS

Cosatu called strike in bid to regain leverage

CF 1/5 196

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IN CALLING a national strike over the disputed constitutional right to lockout, Cosatu has demonstrated its clout — and is back in business, **BARRY STREEK** reports.

THE attempt to include the right to lockout in the constitution offered a golden opportunity for the Congress of South African Trade Unions (Cosatu) to flex its muscles — and it grabbed it by calling a national strike yesterday.

In one sense, the lockout dispute has been a side issue. In another, it is central to trade union strategy.

Cosatu has been marginalised somewhat in the ANC alliance, particularly since the tough National Economic Development and Labour Council (Nedlac) negotiations last year about the new Labour Relations Act, which has yet to be implemented.

It has needed to demonstrate its strength and to get back into the mainstream of the alliance — and the lockout dispute has enabled it to do so.

When the interim constitution was negotiated in 1993, Cosatu backed down in the interests of a

compromise on the settlement that paved the way for the democratic elections — but made it clear it would not do so in future.

It is not that Cosatu does not recognise the right of employers to lock out workers in defined circumstances during disputes. Indeed, it supports the Labour Relations Act which guarantees employers the right to lockout.

But this is a far cry from a blanket right to lockout, which the National and Democratic parties have proposed.

Cosatu has used their stance to portray the NP and DP as representing white privilege and capital.

The constitution, like many others in the world, entrenches the right to trade union activities. It also says employers have the right to form employers' organisations.

Cosatu has not disputed these provisions, but says the right to lockout has no place in a constitution.

Big business, the NP and DP

have argued that if workers want a constitutional right to strike, then business should have the right to lock out workers during disputes.

The ANC has too little support in the Constitutional Assembly to support Cosatu's position. With the IFP boycotting the proceedings and all but the PAC supporting the right to lockout, the ANC cannot muster a two-thirds majority.

Cosatu general-secretary Mr Sam Shilowa acknowledged this when he told a press conference this week that the trade union was not part of the negotiations and would understand if the ANC had to reach agreement on the right to lockout.

Shilowa said yesterday that Cosatu was prepared to take on the DP-NP-business alliance in a referendum and added "We will moer them."

Agreement on the constitution almost certainly will be reached by May 8, but Cosatu has won a significant tactical victory and has dragged the rest of the ANC alliance with it, although with varying degrees of enthusiasm.

Indeed, Cosatu is back in business.



FACES OF PROTEST. A striker, dressed to the nines, chants during a rally in downtown Johannesburg yesterday. The Congress of South African Trade Unions, the country's largest union federation, called for a day of protests across the country to put pressure on constitutional negotiators not to give employers an entrenched right to lock workers out during disputes.

PICTURE: AP

Cosatu May Day call: step up mass action

NIC BOTHA



Take that... a protester strikes Democratic Party leader Tony Leon at a rally outside Parliament in Cape Town yesterday

Unions claim a 75% response to yesterday's anti-lockout stayaway, while business puts it much lower

(152) Star 1/5/96

By Justice MALLA
Patrick PHOENIX
ARRY HAZEN
MORRIS MOKHANYA
AND KAREN SCHMIDT

The Congress of SA Trade Unions will announce new plans to intensify its mass action campaign against the lock-out clause in May Day rallies countrywide today, as the country counts its losses after yesterday's stayaway.

Estimates of the effectiveness of the strike varied, with Cosatu claiming a 75% turnout while business put it much lower. The strike clearly hampered production in many industries, excluding the mines. About half the usual trams and vehicles used for public transport were operating yesterday.

And as frantic efforts to break the deadlock between political parties on the issue continued in Cape Town last night, union leaders said Cosatu might call for a central executive committee meeting - the federation's second highest decision-making body - to come up with "more intensive" measures to push forward the campaign in the next week.

The final draft Constitution Bill is scheduled to be presented to Parliament on May 8, and the federation has said it may call for a referendum on the lock-out issue if it is included in the final constitution.

Business organisations said yesterday Cosatu's stayaway call - described by the union as a "huge success" - had received

mixed responses from workers, with many factories reporting attendance exceeding 50%.

Cosatu said, however, it estimated that 75% of workers in major industrial areas had heeded the strike call.

The stayaway brought teaching to a halt at many schools in Gauteng and Northern Province. Although no violence was reported and marches went off peacefully, Democratic Party leader Tony Leon was struck by two marchers in Cape Town while leaving a march where he was supposed to receive a memorandum from Cosatu president Sam Shilowa.

In some parts of KwaZulu Natal, burning tyres were placed in streets as barricades. Meanwhile, the stock bond and currency markets were relatively unaffected by the stayaway.

Cosatu may call for referendum on lock-out clause

which appears to have been discounted before it took place.

South African Chamber of Business (Sacob) labour affairs manager Janet Dickman said some businesses reported a 100% attendance while in most factories attendance exceeded 50%.

Chamber of Mines of spokesman Llewellyn Kriel said the

chamber's mines were "minimally affected by the strike", with between 85 and 90% of its mine workers turning out for work. Sacob reported an average 50% stayaway in Durban.

Federation of African Business and Consumer Services secretary-general David Moshapalo said the timing of the strike was wrong considering that the rand was at a low level.

Sapa reports that Sacob said the impact of the strike had been minimised because employers either closed business for the day, gave workers a day's leave or engaged temporary labour.

DP leaders addressing a 20 000-strong crowd at the Union Buildings in Pretoria yesterday were whisked to safety by police and union officials when strikers shouted threats at them.

The IFP's Themba Nzamande said Cosatu stood to gain nothing from its protest. He alleged that there had been major intimidation in many areas.

The DP's Leon also slammed the protest, accusing Cosatu of using intimidatory tactics.

Trevor Fowler, the Speaker of the Gauteng legislature, took a break from his duties yesterday to show solidarity with the stay-away. He described the protest as "peaceful, valid and legitimate".

A speaker who stayed at home said "if striking remains the most effective way of registering a point, I will always support it. Mass action put Mandela into power, that's how powerful a tool it is."

It's not over

COSATU WANTS 40 HOURS STRIKE IN CONSTITUTION FOR 1996

(152)

By Abdul Millazi, Russel Molefe and Mpikeleni Duma

SOUTH Africa should brace itself for a long drawn-out strike after the Congress of South African Trade Unions vowed yesterday that it wanted all its demands met and it would not settle for less.

Daggers were drawn as the business community, the National Party and the Democratic Party squared up against Cosatu, who were backed by the National Council of Trade Unions, the South African National Civic Organisation, the ANC, Ape and the PAC.

Marches countrywide

Marches were held in Johannesburg, Pretoria, Bloemfontein, the Western and Eastern Cape, the Free State and Northern Province, where millions of workers took to the streets to support Cosatu's demands that the lock out and property clauses be excluded from the final Constitution.

The South African Chamber of Business said the strike did not have a "tremendous negative impact" on the economy because most companies had made contingency plans for the day.

Sacob spokesman on labour Gerrie Bezuidenhout said experience had taught many companies to devise means to keep losses low during strikes.

He said scores of businesses either closed their doors or gave workers an unpaid day off yesterday.

However, Volkswagen South Africa reported it had lost R17 million at its Uitenhage plant in the Eastern Cape as a result of the strike.

Transnet was running few train services because of the shortage of staff but taxis ran as usual in most parts of the country.



Although the economy appears not to have been dealt a severe blow, the National African Federated Chamber of Commerce and Industries warned organisers of the strike to consider the economic implications of their decisions in future.

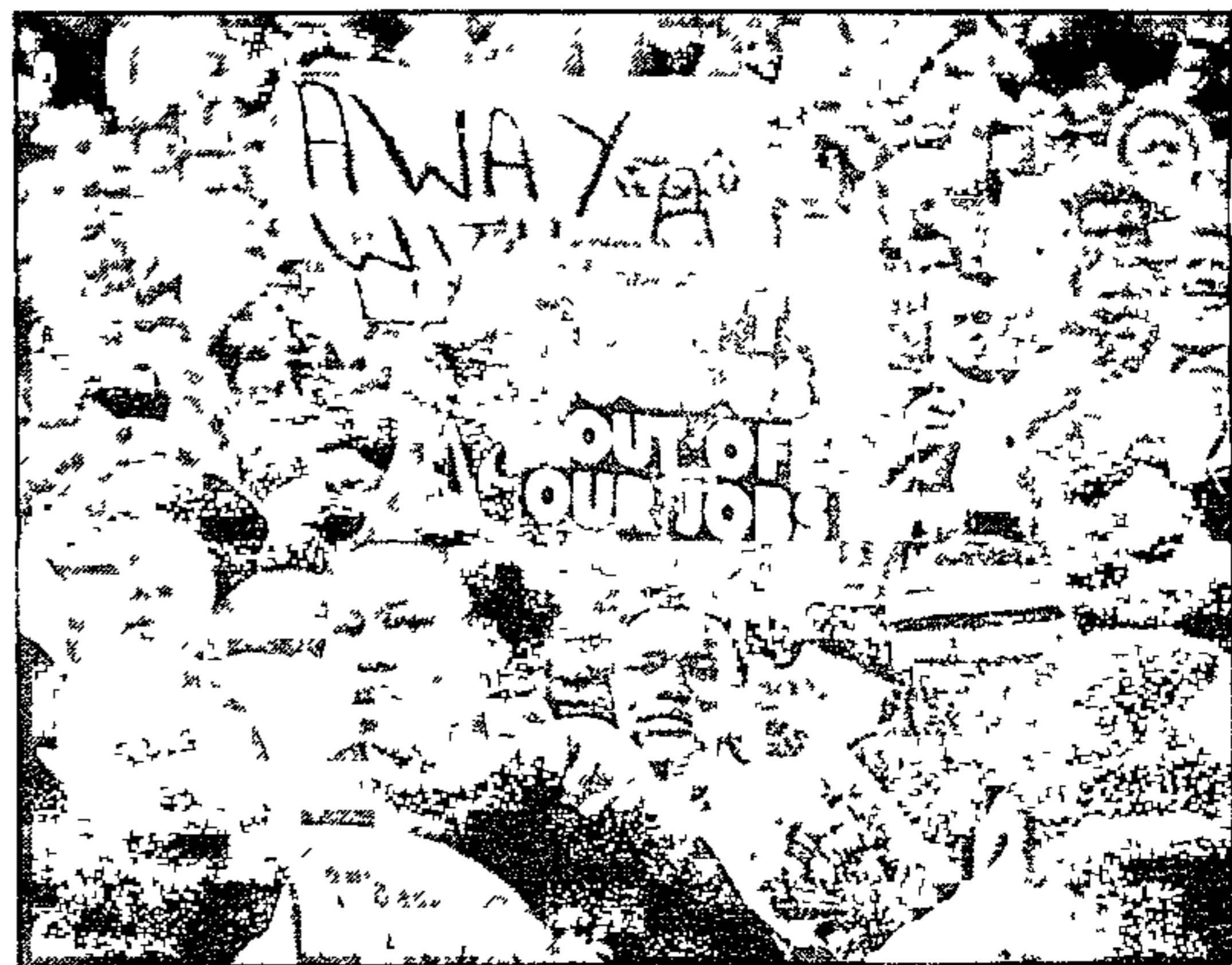
Nafcoc's Mashudu Ramano said "While we appreciate that there have been problems with the treatment of workers in the past, it is high time that any decision regarding action should be taken with care".

A Cape Town City Council

spokesman said almost all of its 17 000 workers turned up for work.

Business in Bloemfontein's Marland Street grounded to a halt yesterday as thousands of workers toy-toyed. They handed over a list of demands to regional representatives of the business community and the National Party.

The workers' march coincided with that of Headstart High School pupils who were protesting against the forced removal of the school by the local council.



LEFT Assistant general secretary of the Congress of South African Trade Unions Mr Zwelinzima Vavi addresses thousands of workers at the Library Gardens in Johannesburg yesterday.

ABOVE: Thousands of workers converged in Johannesburg in support of Cosatu's call for a strike yesterday. PICS VELI NHLAPO

The school management committee had until yesterday to move the school out of the industrial area or face action from the Bloemfontein Transitional Local Council.

Cosatu assistant general secretary Zwelinzima Vavi said the federation demanded that the right to strike be entrenched in the constitution.

He said the federation rejected the proposal made by the DP and NP that the right to strike be traded for the right of employers to lock out workers.

Memorandum were handed over

at NP and DP offices countrywide. Another was handed to Home Affairs Minister Mangosuthu Buthelezi, protesting against the planned reduction of public holidays from 12 to nine.

An Eastern Cape Business Coordinating Committee spokesman said they would hold an emergency meeting to consider suspending their participation in the National Economic Development and Labour Council (Nedlac) and other such structures.

● See page 3

Tony Leon slapped and punched

By Rafiq Rohan
Political Correspondent

DEMOCRATIC Party leader Tony

Leon thought he was being politically brave when he confronted Congress of South African Trade Union marchers outside Parliament yesterday, but ended up being physically beaten.

The DP leader was slapped on the head and punched in the body by fun-
us workers protesting the controver-
sial lockout clause and, were it not for

the hastily-arranged police cordon around him, the beating could have ended up being severe

One of his party faithfuls, Senator Errol Moorcroft, who was at his side, did not resist from resorting to fistcuffs himself when he threw a few blows at workers attacking him

As he tried to break free from the melee he punched the face of a Cosatu member in a red T-shirt. Leon, too, clearly wanted to resort to a punch-up as he put up his fists to

square for a fight but better sense prevailed

It all began when Leon made his way onto the truck where Cosatu general-secretary Sam Shilowa was addressing the 25 000-strong crowd right outside the gates of Parliament in the one-day strike.

Leon said that he wanted to address the workers. Shilowa rounded on Leon. "Let him say what he wants to say at his own meeting."
Leon responded, referring to

Shilowa "He is not a democrat He practises totalitarianism"

Leon was jeered by the angered crowd. When they spotted him they broke out into a chant, "Tony Leon has mad cow disease!" This chant was magnified by the speakers from the microphone on the stage.

"Tony Leon, you are an opponent," the chants continued
As he tried to make his way back from the truck-cum-stage to the Parliament gates, the crowd surged forward

Screaming men and women tried to hit out at Leon with fists. Some blows landed while others missed

A shaken and dishevelled Leon emerged from the crowd in a rage

"This has got nothing to do with constitution-making. This is mob rule," he said as he scurried back to the safety of the parliamentary buildings, surrounded by police

One of the speakers, Philip Dexter, told *Sowetan* after the clash that Leon's behaviour filled him with disgust.

Sowetan 1/5/96 (1997)

Free State gives workers a day off

(152) Sawetari 1/5/96

By Pamela Dube
Political Staff

IT WAS business as usual in the African National Congress-controlled provincial governments and legislatures yesterday when workers country-wide took to the streets

As the ANC had supported the Congress of SA Trade Unions strike, many expected members of the ANC government-run structures to have been in the forefront of the marches

However, of seven ANC-controlled provincial governments and legislatures, only the Free State gave its workers a day-off to participate in the strike

Other provinces argued that supporting Cosatu's action did not necessarily bind officials to adopt the political party's positions

Gauteng premier Tokyo Sexwale's spokesperson Sefako Nyaka said his government agreed that no worker should be victimised for joining the strike.

Spokesperson for the Northern

Cape Anwar Carawan said while the province supported the strike "a line had to be drawn between government work and the workers' demands"

North West government spokesperson Willie Modise said it was up to the workers "to heed the call of their organisation"

"The premier is for the people of all parties in the province and not the ANC alone So he could not instruct people to stay away based on an ANC and Cosatu decision"

However, Free State communications director Mary Kodisang said her government took a decision to allow workers to participate and even help organise the strike "because it is our duty to support the working force"

Meanwhile, *Sapa* reports that more than half of Parliament's 810 workers heeded the stayaway call

Employees who opted to strike would not be paid for the day, although staff were given the opportunity to apply for leave No disciplinary action would be taken against the strikers

Cosatu slams NP, DP on lockout clause

Sowetan 1/5/96

(152)

Property clause and death penalty
also rejected as colonial conquests

By Waghied Misbach
Political Reporter

COSATU secretary-general Sam Shilowa slammed the NP and the DP yesterday for trying to include the controversial lockout clause in the final constitution

Speaking to a crowd of about 25 000 workers at the gates of Parliament, after marching from the Grand Parade, Shilowa said the 1,9 million-strong trade union was also prepared to ask for a referendum on the issue. He said the federation would announce further plans of action at the May Day rally in Cape Town today.

To chants of *phantsi DP, phantsi NP*, Shilowa said Cosatu rejected any re-wording of the lockout clause, and rejected its inclusion totally.

Shilowa was joined on the march by the PAC's Patricia de Lille, the

SACP's Phillip Dexter and various MECs, including Western Cape ANC leader Chris Nissen and various trade union leaders.

Handing a copy of Cosatu's memorandum to the NP's Senator David Malatsi, Shilowa said that the NP, DP and big businesses had never come out in support of a strike by workers.

Reading the memorandum to the singing and chanting crowd, Shilowa said that the inclusion of the lockout clause would negatively affect the lives of the "poor and working people."

There was a "misconception" that employers' need a right to lockout workers to balance the right of workers to strike.

"Workers only have their labour to sell. Employers own and control the means of production. The right to strike has become universally accepted precisely to give workers a means of balancing this huge inequality in power," said Shilowa.

Shilowa also rejected the property clause and the death penalty. He said the property clause was "inappropriate" for this country because the current laws are linked to "colonial conquest and racial domination."

In a memorandum to Home Affairs Minister, Mangosuthu Buthelezi, Cosatu rejected plans to reduce the number of annual public holidays from 12 to nine. He said workers had not been consulted.

Marchers jostle, hit DP leader

(152)

□ From Page 1

Inkatha Freedom Party representative Mr Koos van der Merwe took no chances, opting to stay away from the truck

Forty-five minutes elapsed before Shilowa handed him memoranda regarding the strike and Chief Mangosuthu Buthelezi's proposal to reduce the number of public holidays.

They shook hands and Shilowa said: "You must go back to the CA (Constitutional Assembly) and support the right of workers to strike"

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Van der Merwe replied. "As soon as there is international mediation, we will fight for workers' rights"

Earlier he said the IFP did not know what was happening in the Constitutional Assembly.

"We are not part of the constitutional process. We don't know what is going on in there

"We are locked out," he quipped, adding that the strike was "a practical demonstration of no confidence in the ANC"

Shilowa also gave a memorandum to the NP's Senator David Malatsi and the Freedom Front's Mr Ben van der Walt "for the general" (Freedom Front leader General Constand Viljoen)



LASHING OUT AT LEON: Democratic Party leader Mr Tony Leon (in white shirt), struggles to get through Cosatu marchers to the safety of Parliament yesterday. However, a protester (in red T-shirt next to Leon) took a swipe at him, hitting him squarely in the face. Senator Errol Moorcroft is behind the protester and DP MP Mr Douglas Gibson is in the foreground. PICTURE: NIC BOTHMA

Marchers hit, jostle DP leader

WILLEM STEENKAMP

DEMOCRATIC Party leader Mr Tony Leon, who was subjected to vitriolic criticism from Cosatu during its protest march in the city yesterday, was jostled and hit by protesters after being refused the chance to address thousands of marchers outside Parliament.

Apart from this incident the march — to protest against the proposed inclusion of a lockout clause in the new constitution — went off peacefully.

However, a woman was shot dead later in Langa in an incident police linked to the strike.

She was identified late last night as Ms Olga Ncivata, 42, a member of the ANC Women's League (ANCWL) executive committee in the Western Cape, by Western Cape ANCWL chairwoman Ms Bulelwa Tinto.

Police said she was killed in a shooting involving about 50 taxis ferrying marchers at about 2.30pm. An ambulance spokesman said at least four other people were wounded.

Late last night, President Nelson Mandela said Cosatu had agreed to

"the formulation of legislation around the lockout clause".

But Cosatu said earlier it would not back down on its demand for the exclusion of any clause in the final constitution allowing employers to lock out striking employees.

Addressing reporters at his Houghton home, Mandela said he had consulted business leaders on Monday night, and Deputy President Thabo Mbeki had spoken to Cosatu leaders.

"I think we are moving forward," Mandela said. He did not elaborate on what Cosatu's agreement to "the formulation of legislation" entailed.

Cosatu said it was only interested in the removal of the entire clause.

City marchers gathered on the Grand Parade yesterday morning and listened to a number of Cosatu and ANC leaders as they waited for Cosatu leader Mr Sam Shilowa.

When Shilowa arrived it was announced that it was his birthday,

and the crowd sang Happy Birthday to him before they marched through Adderley Street to Parliament.

Once there, SA Clothing and Textile Workers' Union assistant general-secretary Mr Ebrahim Patel declared that the strike was "a success nationally" and that many "major businesses" had been forced to close for the day.

Patel claimed that in Cape Town, 60% of municipal workers had stayed away, and 65% did not arrive for work in the clothing and food industries. The fishing, milling, poultry and construction industries also had to close down.

Patel slated the DP and Leon for their support for the lockout clause. "Tony Leon has obviously eaten too much British beef. Tony Leon has an advanced case of mad cow disease."

Shilowa took the microphone but before he could speak Leon, accompanied by provincial MPL Mr Joe Marks, MP Mr Douglas Gibson and Senator Errol Moorcroft, came out of the par-

liamentary grounds and climbed on to a lorry the speakers were using.

Shilowa then tore into the NP and the "insignificant" DP, using a letter Leon had sent him a week ago. Referring to a statement by Leon that Cosatu had only 1.9 million members, Shilowa said that if the DP had more support, "then I will eat my shoe".

When it became apparent that Leon wanted to speak, Shilowa turned to him and declared "He can speak in front of his own masses".

Leon and his party were then booed into leaving.

But Leon struggled to make his way back to the parliamentary gates as marchers surged forward and jostled him and his party. Leon was struck twice in the face by two of the marchers, and Marks was punched in the stomach before security personnel fought a path open for them.

An incensed Leon said afterwards he felt the DP had been "set up", as Shilowa had sent him an invitation to address the marchers and had "insisted I get on the truck".

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STRIKE CALLED TO RESTORE CLOUT — PAGE 5

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(152)

Rand firms against the dollar and mark

Markets steady after strike

(152) CT(BR) 1/5/96

By SEAN FEELY

Johannesburg — The rand firmed against the dollar and the mark yesterday, with equities recovering some of Monday's 1,6 percent fall as support for Cosatu's strike appeared patchy, traders said

The currency rose to R4,3430 against the dollar in late trade yesterday, at the bottom end of its R4,3950 to R4,3425 trading range and up from Monday's close of R4,36 as worries faded about organised labour's ability substantially to disrupt the economy

"The trade unions are strong but maybe they're not as strong as they thought," a trader said "They haven't disrupted things as much as was made out"

The all share index closed 41,5 points up at 6978,9, encouraged by a 300c rise in Anglo American's share price to R293 and a 125c gain for South African Breweries, the country's largest consumer-orientated company, to R126,25

The industrial index gained 34,9 points to 8288,8, clawing back some of its almost 2 percent, or 159 point, fall on Monday Traders said the sell-off had created selected buying opportunities

The all gold index rose 14,8 points to 1941,7, buoyed by the rise in gold prices

The spot gold price climbed \$1,15 to \$391,70 in late trade yesterday afternoon, trading as high as \$392,50 during the day, and the

most actively traded gold contract gained \$0,60 to \$393

Gold prices are benefiting from the dollar's weakness against the yen Yesterday the yen traded near its two-month low of 104,65 against the dollar because investors expected the Japanese central bank to raise domestic interest rates to head off possible inflation pressures

That would make gold cheaper for non-dollar investors like the Japanese

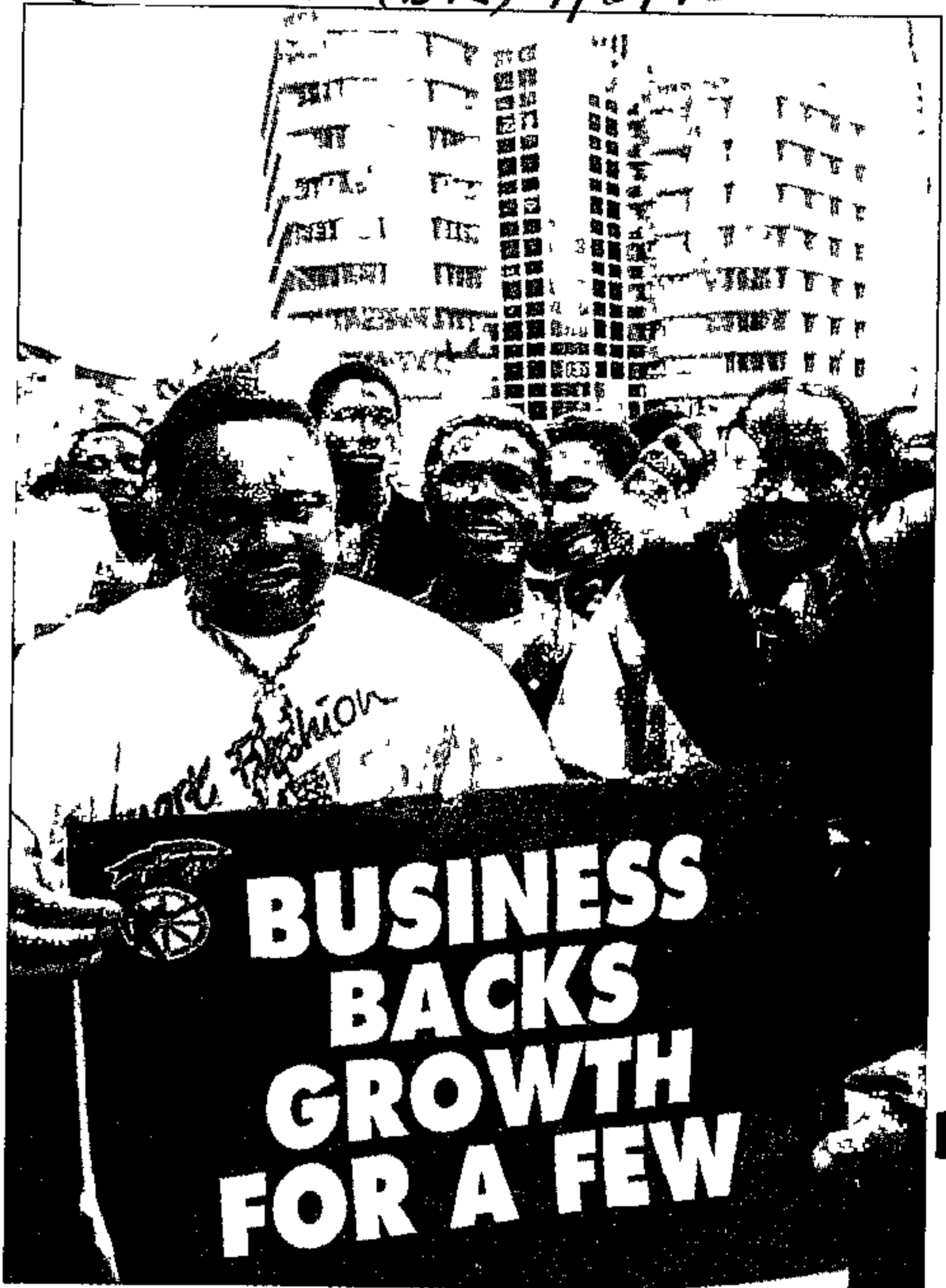
The dollar's stuttering lifted the rand The currency also gained against the mark, which has remained weak because of concern that Bundesbank officials would like to see the mark at a lower level against the dollar

South African bond yields were little changed, with the benchmark R150 government bond at 16,04 percent in late trade from Monday's close of 16,06 percent

Higher interest rates were likely to raise companies' borrowing costs and act as a brake on the economy, traders said

Faltering economic growth largely hurts companies whose profits are tied to consumer spending, such as CG Smith and Malbak

CG Smith closed yesterday at R22 and Malbak rose 25c to R20,75, reflecting an almost 26 percent fall in each stock since the rout in the rand, which the Reserve Bank moved to arrest by raising its key interest rate to 16 percent from Monday



UNSHAKEN Financial markets largely shrugged off the national strike called by Cosatu yesterday The rand firmed against the dollar and the mark, as worries faded about organised labour's ability to disrupt the economy

PHOTO JOHN WOODROOF

Union leaders warn of battles to come

By JUSTICE MALALA
Political Staff

Workers braved chilly weather nationwide yesterday to celebrate May Day and hear union leaders call on them to prepare for battles on the lockout clause in the final constitution - over which they had been on strike the previous day

But the leaders failed to unveil a promised action plan for the campaign and low turnouts at the 21 rallies prompted Cosatu's Petrus Mashishu to chastise members in Johannesburg, saying "We should have been far more than we are here"

Cosatu assistant secretary-general Zwelinzima Vavi dismissed claims that the federation had agreed to a compromise on the lockout clause hammered out between the ANC and the Na-

tional Party

"We have not agreed to anything and we will not agree to anything except a total exclusion of any reference to a lockout in the final constitution," he said before attending a meeting with Deputy President Thabo Mbeki and ANC secretary-general Cyril Ramaphosa

The Cosatu delegation was to be led by its president John Gomo and secretary-general Sam Shulowa

The May Day celebrations took place against a background of other industrial action.

The most significant action was picketing by about 83% of Telkom workers pressing for higher wages

Company-based strikes have spiralled in the past two weeks. Labour consultants Andrew Levy and Associates say strike activity

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during the first three months of this year was nearly three times the figure for the same period last year

"This year is expected to see considerably more strike action than last year," they predict

At yesterday's Johannesburg rally, Vavi said "Tuesday's strike was not the last one on the lockout clause Cosatu must throw another punch to show how serious it is about this issue"

Sapa reports that Labour Minister Tito Mboweni told about 600 people in Pretoria the time had come for workers to start enjoying the fruits of democracy in South Africa and that business had to be forced into committing itself to reconstruction and development

► More reports pictures
pages 2 and

Call for strike in KwaZulu

(152) (278)
Rouven van
2/5/96

By Simon Zwane

AFRICAN NATIONAL CONGRESS national chairman Jacob Zuma yesterday called for a one-day stayaway in the province on Friday next week to protest against the attack on King Zweithini's house in KwaMashu last weekend

Dramatic announcement

The dramatic announcement, which is likely to heighten political tensions in the province, was made by a firming Zuma, who led crowds of Co-satu supporters in a traditional Zulu war cry at a Workers' Day celebration in Durban's Kings Park Stadium

Inkatha Freedom Party immediately warned that there should be no intimidation during the planned mass action. IFP security spokesman Velaphi Ndlovu said Inkatha would be against the action as it would damage the economy of KwaZulu-Natal

"I don't see how marching would show support for the king," he said Ndlovu said he believed the ANC did not have popular support and was scared to go into the elections on May 29

Mangosuthu Buthelezi must be arrested

The king's second wife Queen Buhle and daughter Princess Sibusile are still recovering in hospital following the incident Funeral arrangements for Princess Nonhlanhla, who was abducted and killed during the attack, have not been finalised

Show support

Zuma said all the people should show their support for the king by joining in the marches next Friday

Believers should come together and pray, he said

He warned that those who were saying elections should continue in the province in spite of the attack, did not realise that "this was a final straw for the people of KwaZulu-Natal"

Last-ditch deal on lockout clause

MPs MET LAST NIGHT for an all-night session to resolve outstanding issues to the Bill of Rights in a bid to meet the May 8 deadline for adoption of the constitution, writes **BARRY STREEK**.

CONSTITUTIONAL negotiators edged closer last night to agreement on the controversial lockout clause, with a compromise solution likely.

But there were still significant differences between the ANC and NP on the education clauses of the proposed Bill of Rights, particularly regarding mother-tongue, culture-specific schools

The Constitutional Assembly's Constitutional Committee met at 10pm last night to agree on most of the transitional arrangements for the introduction of the new constitution, but then adjourned until midnight for a session that was expected to continue till dawn

If they do not complete their negotiations by this morning, "we will be enter-

ing the danger zone", a weary Constitutional Assembly chairperson Mr Cyril Ramaphosa told reporters

Three major stumbling blocks remain. The clauses in the Bill of Rights dealing with education, property and the right to lockout

The assembly's Constitutional Committee met briefly twice yesterday, at 2pm and 6pm, but adjourned after deputy chairperson Mr Leon Wessels said negotiations in committees and groups were continuing

Before the Constitutional Committee resumed at 10pm, the alliance between the ANC, the SA Communist Party and Cosatu met again to discuss a possible formulation on the lockout clause

Cosatu's general-secretary Mr Sam Shilowa has ruled out any reference to a lockout

clause in the constitution, although he has conceded the alliance has to negotiate a constitutional solution

The ANC's problem is, essentially, that it will not be able to muster a two-thirds majority in the assembly in support of Cosatu's position, something that only the PAC might support — insufficient for two-thirds of all 490 MPs. This figure includes the IFP which is boycotting the proceedings

Ramaphosa said the ANC had formulated a new proposal on the lockout issue — and the NP had formulated a new proposal on the education clause — but these were still being examined

It is understood a compromise agreement on the lockout clause was on the verge of being reached last night, but that it required endorsement from the alliance leaders

It seems clear the compromise will have to involve some constitutional reference to employers having some right to lockout with-

out explicitly stating so

Ramaphosa also said the revised Constitution Bill had to be published on Monday, and it is scheduled to be published in all 11 official languages, so that it can be debated on Tuesday and Wednesday, and adopted in time for the May 8 deadline

However, assembly officials said they believed that if all major agreements were resolved by tomorrow, the constitution could still be adopted by the deadline date

● The Western Cape will have six permanent representatives — three National Party, two ANC and one Democratic Party — in the new National Council of the Provinces, constitutional negotiators agreed last night

● The new constitution will provide for the possibility of a volkstaat; negotiators agreed yesterday. A draft of the chapter on general provisions said the people as a whole had the right to self-determination

□ See Page 7

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'Cosatu rhetoric' blamed for attack on Leon

Wynndham Hartley

CAPE TOWN — Cosatu and a striking worker could face charges for an assault on DP leader Tony Leon during a march on Parliament which was part of Tuesday's national strike.

Pictures published in newspapers yesterday show Leon being hit from behind, and his attacker is recognisable.

Leon was struck as he and a DP delegation made their way through the crowd and back to Parliament after the marchers refused to allow him to address them.

Leon said he was considering pressing charges against the individual and

against Cosatu. He blamed the "inflammatory rhetoric" of Cosatu secretary-general Sam Shlowa and SA Clothing and Textiles Workers' Union deputy secretary-general Ebrahim Patel for "the incendiary and intolerant climate" which led to the attack.

Cosatu spokesman Neil Coleman said yesterday it was Leon's right to take legal action, but any charge against Cosatu would be "judicious" and would be defended. He said the federation would not take disciplinary action against the worker and said there was also an indication that Leon's bodyguard had lashed out first. During speeches from the back of a

truck, Patel and Shlowa slammed the DP for calling for a lockout clause in the constitution. Shlowa, in response to Leon's desire to speak, said "he can speak in front of his own masses."

The DP leader expressed dismay at the anti-Semitic and racist tone of some of the posters at the rally.

He said it was a sobering day for SA when democracy was subverted by Cosatu "thuggery" and "brute force."

Coleman said Leon's behaviour in climbing aboard the speakers' truck was "irresponsible" and had provoked the crowd. But Leon said he had been "set up" as Shlowa had invited him to come aboard and address marchers.

B0 2/5/96

(152)

National strike action boosts attendance at Workers' Day rallies

Renee Grawitzky
ATTENDANCE

at Workers' Day rallies yesterday as a result of mass mobilisation against the inclusion of a clause in the constitution of a mass action further regional protest. The night between Deputy Secretary-General Ndlovu and SACP Secretary-General Jay Naidoo and SACP Secretary-General Charles Ngqakula said the media, especially black journalists, were colluding with a neo-liberal agenda "and undermining black leadership and a ship and Cosatu by people who said that obvious who the agenda was to support workers' hands of the business, how can they blame the media as irresponsible. He said Cosatu had to reorganise.

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by chairman Cyril Ramaphosa and a Cosatu delegation. In a show of solidarity, the country-wide rallies organised by SACP and ANC speakers. Minister Jay Naidoo and SACP Secretary-General Charles Ngqakula said the media, especially black journalists, were colluding with a neo-liberal agenda "and undermining black leadership and a ship and Cosatu by people who said that obvious who the agenda was to support workers' hands of the business, how can they blame the media as irresponsible. He said Cosatu had to reorganise.

agenda "and undermining black leadership and a ship and Cosatu by people who said that obvious who the agenda was to support workers' hands of the business, how can they blame the media as irresponsible. He said Cosatu had to reorganise.

While it was important for the ANC to produce the federation for it to show Opinions on the effectiveness of Cosatu's 24-hour strike varied with indications by business organisations of industrial support was organised with workers had participated in marches. The Chamber of Mines said 85% and 90% of mine workers participated in the strike.

Day rallies reported a "fairly normal" day on Tuesday. The National Union of Mineworkers, Cosatu's largest affiliate, has an estimated 400 000 members in the industry. It was not as bad as was feared. Picture: Page 3

'A COROLLARY OF THE RIGHT TO STRIKE'

Why right to lockout threatens constitution

(152) ET 2/5/96

POLITICAL WRITER BARRY STREEK explains the background to the battle over employers' right to lock out workers, which has bedevilled constitutional negotiations.

THE right to lockout — the apparently obscure issue which has threatened to derail the two-year negotiations over a new constitution — is a legal right management can use to lock workers out from company premises when negotiations in a dispute have broken down.

It is a legal right Cosatu itself recognised in the negotiations last year over the Labour Relations Act. Now Cosatu, although demanding the right to strike in the constitu-

tion, has refused to consider any reference to lockouts.

If their position wins through, it would mean that the right to lockout could be removed from the Labour Relations Act without amending the constitution while the right to strike could not — and that is the crunch issue in this week's constitutional discussions.

When negotiations break down during industrial disputes, workers and employers often resort to coercive actions.

The most common form of coercive action by workers is to strike. But once the new Labour Relations Act comes into force, they do not have an automatic right to strike. As with lockouts, they have to follow defined procedure.

Even Cosatu general secretary Mr Sam Shilowa conceded at a press conference that Tuesday's strike on the lockout clause would have been illegal under the new Labour Relations Act, which has not yet come into effect.

Workers can use other forms of pressure such as a go-slow, a work-to-rule, a ban on overtime and community or even international pressure. These are the main forms

of collective sanction, according to Ms Sonia Bendix, a senior lecturer in industrial relations at the Peninsula Technikon's School of Business Studies.

Individual forms of employee pressure include repeated absences, resignations or industrial sabotage.

Individual sanctions by employers are taken when they discipline or dismiss employees, while their collective sanctions could involve unilateral rules or conditions relating to their employees.

"In the negotiation situation, collective sanctions are imposed by the employer's mass dismissal

of employees, by a decision to close the undertaking or by the action of locking out employees," Bendix wrote in her new book *Industrial Relations in the new South Africa* (Juta).

The corollary of the right to strike is, therefore, the right to a lockout.

She says employers cannot act unilaterally and have to demand the consent of employees. If they refuse to consent, then the employers' only recourse could be to pressure them by a lockout.

"This is the true purpose of a lockout, and lockouts should not be allowed merely as a reaction to a strike."

She defines a lock-out as "the action by the employer of locking out employees from the workplace, with the purpose of obliging employees to comply with any demand relating to any matter of mutual interest . . . regardless of whether the employer in the process breaches the contracts of employment for the employees".

The lockout is therefore a form of pressure management is entitled to use in defined circumstances. Last year, Cosatu agreed this was their right, but says this year it should not be in the constitution. Is it any wonder their opponents are a little suspicious of their real motives?



UNION LEADER: Sam Shilowa stands firm on the lock-out clause

Cosatu to stand firm on lock-out

cont →

ESTELLE RANDALL
Labour Reporter

THE Congress of SA Trade Unions (Cosatu) will meet on Monday to decide whether further action on the lock-out clause is necessary

Cosatu general secretary Sam Shilowa said on Workers' Day that the alliance was still firm that the entrenchment of employers' right to lock out workers in the final constitution was non-negotiable

However, he left open the possibility that the African National Congress may make a political decision with which Cosatu disagrees

"The ANC will have to consider other views on the matter. We will see what comes out of the negotiations. We have agreed to stay in close touch and will have further discussions with the ANC before the party takes a final position on what comes out of their negotiations

"The Cosatu executive will meet on Monday to hear a full report of what has happened in the Constitutional Assembly negotiations and will then decide on appropriate action if we are not satisfied

"If the lock-out clause is in the constitution we will fight it, using traditional means - pickets, strikes, demonstrations

"If necessary, we will continue our opposition after the constitution is finalised on May 8," he said

During negotiations at the World Trade Centre in 1993 Cosatu also opposed the inclusion of a lock-out clause. Nevertheless, the interim constitution which was adopted gave employers recourse to a lock-out. Mr Shilowa explained that Cosatu had allowed this to happen then because the federation took "a political decision not to allow the Nats and business to delay the new order"

"We took the right decision to allow the clause through. It was similar to the decision to go for a government of national unity

"But we gave notice that we would fight the issue. We see this process, of the strike and our recent opposition, as a continuation of what happened in 1993

"Now, we will either see fruition of our struggle or the struggle continues. There is agreement in the alliance on this"

He admitted that, in a sense, this week's strike had vindicated Cosatu's stance on the lock-out clause at the 1993 World Trade Centre negotiations. However, he denied that the action had been taken to allow the new Cosatu leadership to prove their strength

The strike vindicated Cosatu's position because it gave the lie to claims that the federation's leadership was out of touch with workers' aspirations and was unable to defend workers' rights, he said

It also showed that it was not true that under the new government, where the ANC was in the majority, workers would lose out because they would have to first see what their actions meant for the alliance

"The alliance has shown that although the ANC is the majority party in government, it has not become insensitive to the plight of workers. That they did not distance themselves from the strike is a credit to the alliance," Mr Shilowa said

Although Cosatu had not indicated its support publicly through mass action for some time, this did not mean it had become a junior partner in the alliance

"Being a major player does not mean embarking on mass action all the time," he said. "We shaped the new Labour Relations Act in great measure. There is also the Mines Health and Safety Bill where Cosatu and the National Union of Mineworkers played a significant role"

Another area of laying the basis for transformation where Cosatu's role had been significant, he said, included changes to the composition of retirement fund boards which now had to comprise half management and worker representatives

He admitted that the alliance had come under strain during the transition but said it was important to note that it was still able to function despite differences. In March this year, the Cosatu Central Executive Committee had endorsed the position that the alliance continue and that the federation defend it

This resolution would have practical effect during local government elections in the Cape metropole and KwaZulu-Natal, where Cosatu was campaigning for an ANC victory. The maintenance of the alliance was seen as particularly important in the current climate, which Mr Shilowa characterised as one where business was aggressively trying to erode and limit labour's rights

"Business has become very, very aggressive in their approach. They've taken the view of putting pressure on government and of weakening the labour movement's capacity to have rights and to use these to promote shopfloor and wider issues

"They're saying labour legislation is too inflexible and that there should be deregulation. They're saying there should be a two-tier labour market. And they want very little, if any, labour standards. They also want to see a confrontation between the government and Cosatu or within the alliance"

Business, he said, was chipping away at building its dominance on two main levels

It was calling on government to implement a vigorous privatisation programme, to increase VAT and to move fast on removing exchange controls and reducing the budget deficit

"Doing these things implies that the state should withdraw from involvement in the productive sector and its responsibility to provide basic services," he said

"Government must take business's views into account but it must not let those views hold transformation to ransom," Mr Shilowa said

"If the lock out clause is in the constitution we will fight it, using traditional means"

Leon slates ANC, labour

Bonile Ngqiyaza

DP LEADER Tony Leon has indicated he will not be filing charges against a Cosatu marshal photographed assaulting him in Cape Town during the strike earlier this week because his parliamentary duties would suffer from his absence.

At a meeting in Durbanville yesterday Leon said democracy could not be advanced if Cosatu and the ANC would not discipline their members.

Leon said labour and the ANC threatened democracy by holding government hostage to a civil organ. "As long as breaking the law receives no reprimand from the state, there can be no true democracy in this country." Leon criticised the ANC for its constant use of the race card to "trump up debate every time there is mention of government corruption". The DP was looking at corruption and not at the colour of the corrupt.

He dismissed Water Affairs and Forestry Minister Kader Asmal's assertion that the ANC was the "first and only party" in SA to deal with corruption as "amnesiac delusion", saying he had pages of newspaper reports on corruption since the government took office in April 1994.

Comment: Page 18

Northwest denies Cuban doctors work long hours

Kathryn Strachan

NORTHWEST'S health department yesterday denied claims by Cuban doctors stationed at a hospital in the province that they were on night call 27 nights of the month, and that they had not had a single day off since they arrived at the hospital a month earlier.

The Cuban doctors told Business Day that while they had to work these exceptionally long hours, the other doctors who were already at the hospital were on duty for only four nights of the month.

Northwest deputy director-general of health Prof Caroline Ntoane said these claims had been checked with the superintendent of the hospital, and he said they were not true.

The doctors were entitled to and did get days off.

It was for this reason that the province stated the media should not speak to individual doctors but should rather go through official channels in order to get the true picture, she said.

Ntoane said it was "impossible" for someone to work the hours that the doctors claimed.

The doctors, who also said they had not been paid after six weeks in the country, had now been paid. She said the one doctor who was originally from the Northern Cape had been paid on time, while the other doctors' salaries were slightly delayed for about a week for "technical reasons".

□ Due to an editing error, Business Day incorrectly reported that none of the four doctors stationed at the hospital had electricity in their residences on the premises. In fact only one doctor reported problems in getting the electricity connected. Business Day regrets the error.

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80 3/5/96 (152)
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Strikes drive investors away

I WRUNG my hands in dismay over Tuesday's national strike. As if this was not enough, the federation has threatened us with more of this medicine if Parliament does not buckle in to its demands.

We are really in serious trouble when the National Assembly must be held to ransom. Is this not how dictatorships start? Why did we go into elections in the first place?

Cosatu has a point on the lockout clause. But, resisting it is not worth our economy. If their delegates in the Constitutional Assembly fail to persuade the rest, it is just too bad. What is absolutely wondrous is that this dislocation of our economy is done by an organisation that says it is committed to job creation. Scaring off investors is rather a strange way of promoting job creation.

The rand is on a downhill because people who were investing with their dollars have taken fright. They are getting rid of their investments, exchanging the rands they realised for dollars. As a result, the dollars in our markets become fewer and their value increases. To call a national strike when investors are panicking simply blows the mind. Investors come into the country because they want to make

money, and not for our social, political and economic upliftment. This is secondary. The profit motive is the first and primary reason why they are in our country. If social instability threatens, they run.

Everybody does this. We put our money in banks, unit trusts or endowment policies, because it is safe and we get a good return. If an institution shows signs of collapse, we get our money out.

Furthermore, if Don Ncube's Real Africa Investments, Wiseman Nkulu's National Empowerment Consortium and Nhato Motlana's New Africa Investments started showing signs of collapse, showed poor returns, invested in or bought "lemons", the investment arms of our unions would pull out despite their commitment to black economic empowerment. After all, they have a fiduciary and moral responsibility for their members' pension or provident funds. Similarly, overseas investors will not keep their funds in a coun-

THAMIMAZWAI

try whose future is uncertain.

Investors are worried about the political violence in Natal with at least 70 people dying every weekend, the rampant crime in Gauteng, SA becoming a drug traffickers' paradise, students at the University of the Western Cape destroying property simply because they do not have their way, the recurring tax violence, low labour productivity, threats of mass action because of an increase in the price of petrol, the ANC in KwaZulu-Natal threatening mass action if elections go ahead and the IFP threatening to do likewise if elections are postponed, candidates in the forthcoming municipal elections being killed, and residents refusing to pay rents. Because of the cumulative effect of the above, investors have started asking if our miracle is really ongoing when current events show, like other African states soon after in-

dependence, that we are also on the slide to anarchy.

When rumours about President Nelson Mandela's health and Chris Stals's retirement circulated, something hit the fan and investors started running.

The attack on the Zulu queen and the killing of the princess simply vindicated fears and confirmed the run. The calling of the strike by Cosatu was merely the cherry on top.

Then, on Tuesday night on TV, Sam Shilowa raised investor nightmares about nationalisation by saying he wished our's was a communist or socialist state.

I have nothing against Sam, but can he please realise that what the general secretary of the most powerful labour organisation in the country says carries weight. It is policy. Similarly, very few of us were impressed with his use of the swear word "moer" in public.

The investors who have pulled the plug are those who invested in our capital and money markets

These normally test the water for those who must come and build factories, creating those precious jobs. If the equity investors flee, and Cosatu tells them to stay out by saying it has more strikes in the offing, what hope is there for investment?

Investors are not obliged to come to SA. After all, there is South America, eastern Europe, Asia and other parts of Africa which do not have the maladies they worry about. These are the hard facts of life.

The home truth is that we are now part of the global economy.

The sympathy we enjoyed for being apartheid victims is a thing of the past. Even our European friends now treat us as opponents, and worry about job creation in their country. Hence our attempts to get into the European market is uphill all the way; countries with similar goods on offer see us as competition.

It is the same with investments. If we want to be a destination for investments, we must offer an environment free of the disorder that drives investors away.

This is what the planners of mass action must realise.

□ Mazwai is editor of *Enterprise* magazine.

Strike in defence of workers' rights

BD 3/5/96 (152)

Sam Shilowa

ON TUESDAY millions of workers heeded a strike call by Cosatu with more than 300 000 workers engaging in demonstrations countrywide.

The fact that more than 75% of workers in industrial areas heeded the call shows that our support extends beyond our paid-up membership.

The ANC and SACP, to their credit, came up in support of the strike, with comrade Mandela taking most, if not all, of the flack for such support.

In addition, the clear statement by Nactu on the strike and demands ensured that confusion among workers where we both organised was avoided.

There has been a lot said about our motives. These range from the need to flex our muscles (once a year) to bringing ourselves into centre stage. All of this has avoided the real reason — the need to ensure the first ever democratic constitution reflects a realisation of years of bitter struggles for workers' rights.

While we have been called upon to compromise, accept reality, give in to employers for symbolic and psychological reasons, no calls have been made to business, the NP and DP to do the same. Instead, their insistence on the lockout and property rights have been accepted as their God-given rights.

In 1993, during the Kempton Park negotiations, Cosatu raised its objections to the inclusion of the lockout and property rights in the interim constitution. Indeed, workers were mobilised to march to the World Trade Centre in support of our demands.

In the interest of allowing the demonstration process to proceed, we agreed to a watered down formulation on the lockout. We, however, gave notice that we would campaign for its exclusion from the final constitution.

During the drafting of the RDP and at the Cosatu congress, we vowed to achieve this noble goal.

Contrary to reports that we accepted the lockout during the Labour Relations Act negotiations, we indicated our opposition to its inclusion. It was, however, raised that taking into account the provisions of the interim constitution, it may be subject to constitutional challenge. The end result was its inclusion as a defensive mechanism. Still we indicated our resolve to have it removed from the constitution.

During the Constitutional Assembly hearings, Cosatu and Nactu proposed its exclusion. In bilateral negotiations between us and the ANC on the one hand, and between us and the NP on the other, we maintained our position. While the ANC indicated its commitment to its exclusion, the NP and DP resolved to fight for its inclusion. In the end, we were left with no option but to back up the alliance position with mass mobilisation culminating in a one-day general strike.

While this was not the intention, the strike disclosed a number of issues.

While the alliance has to ensure careful management of the transformation at all levels, we were not willing to become hostages of big business

and the faceless market forces.

In the face of the onslaught and pressure to abandon the strike, for the ANC to distance itself, the alliance stood its ground. Indeed, no single leader in the movement has publicly distanced themselves from our position on the strike or lockout.

Even Gauteng premier Tokyo Sexwale's remarks were not a call for no strike or lockout. It was on what his views would have been (if consulted). Nonetheless, with the decision taken, he threw his weight behind the strike.

Workers refused to be cowed into submission by threats of dismissals and lockouts. They demonstrated the ability and willingness of the working class to sacrifice in order to defend and advance its goals.

While we were called upon to abandon the strike, no call was made to employers to abandon their threats, except by the alliance and the President. While a call was made to the ANC to distance itself from us, no call was made to the NP and DP to distance themselves from business threats.

Those with no faith or confidence in working class leadership have been taken by surprise at the ability of shop-stewards to mobilise for a successful strike despite being given six days notice. Those who doubted our capacity to mobilise, even with a sometimes hostile media and business, have been left dumbfounded.

Referendum

Those equating the right to vote with capitulation have now been left wondering which part of the world they have been living in.

Finally, the alliance's position not to call off the strike was vindicated, since no agreement has as yet been reached on issues raised by the alliance. Indeed, by yesterday, the possibility of a referendum was looming large.

As the federation, we will be there backing the ANC for a decisive victory should a referendum be held.

Did we ask the ANC to choose between business and labour? No! Together with the ANC and SACP we maintained a correct position not to entrench a right to lockout whatever the extent of the blackmail.

The irony is that, in the end, we have made history in three areas:

- It is the first political strike in SA initiated by a trade union movement and backed by a party in power.
- This was the first national strike in a new democracy. Contrary to suspect suggestion, it was not against the ANC, but in defence of worker rights.
- The ANC has proven its commitment to be a true liberation movement, committed to accommodate all sections of our society (including business), but retaining its working class bias.

By May 8 we will know whether the lockout has been entrenched in the constitution or not. This will lead either to celebration by workers or it will be back to the trenches.

Sam Shilowa is the general secretary of Cosatu.

Cosatu strike: Was there an ANC trade-off?

MHG 3-9/5/96 (152)

Was the ANC's support for this week's Cosatu strike a trade-off? **Jacque Golding-Duffy** reports

WHILE labour analysts say the strike this week by the Congress of South African Trade Unions (Cosatu) was "relatively successful", some are questioning why the federation opted to avoid any direct conflict with the African National Congress

The 1.6-million-strong federation embarked on its first large post-apartheid strike since the 1994 elections and displayed its ability to muster support among workers. Cosatu's determination to publicly demonstrate that it is answerable to its constituency, as against pandering to the government's political needs, was also relatively successful, analysts said.

Although Cosatu claimed 75% of worker support for the stayaway, it appeared that only a small proportion of the federation's backbone — the National Union of Mneworkers (NUM) — took part.

Publisher of the *Innes Labour Brief*, Duncan Innes, said the NUM's relatively low support — estimated at around 10% — was "not altogether surprising. Most of Cosatu's support in the mining industry comes from workers who are from Lesotho and Mozambique, and for whom issues relating to the South African Constitution are not that relevant."

An editorial board member of the *Labour Bulletin*, Karl von Holdt, said

the strike had proved that the federation is still in touch with its rank-and-file members, in the face of allegations that the federation is weakening and has a withering support base.

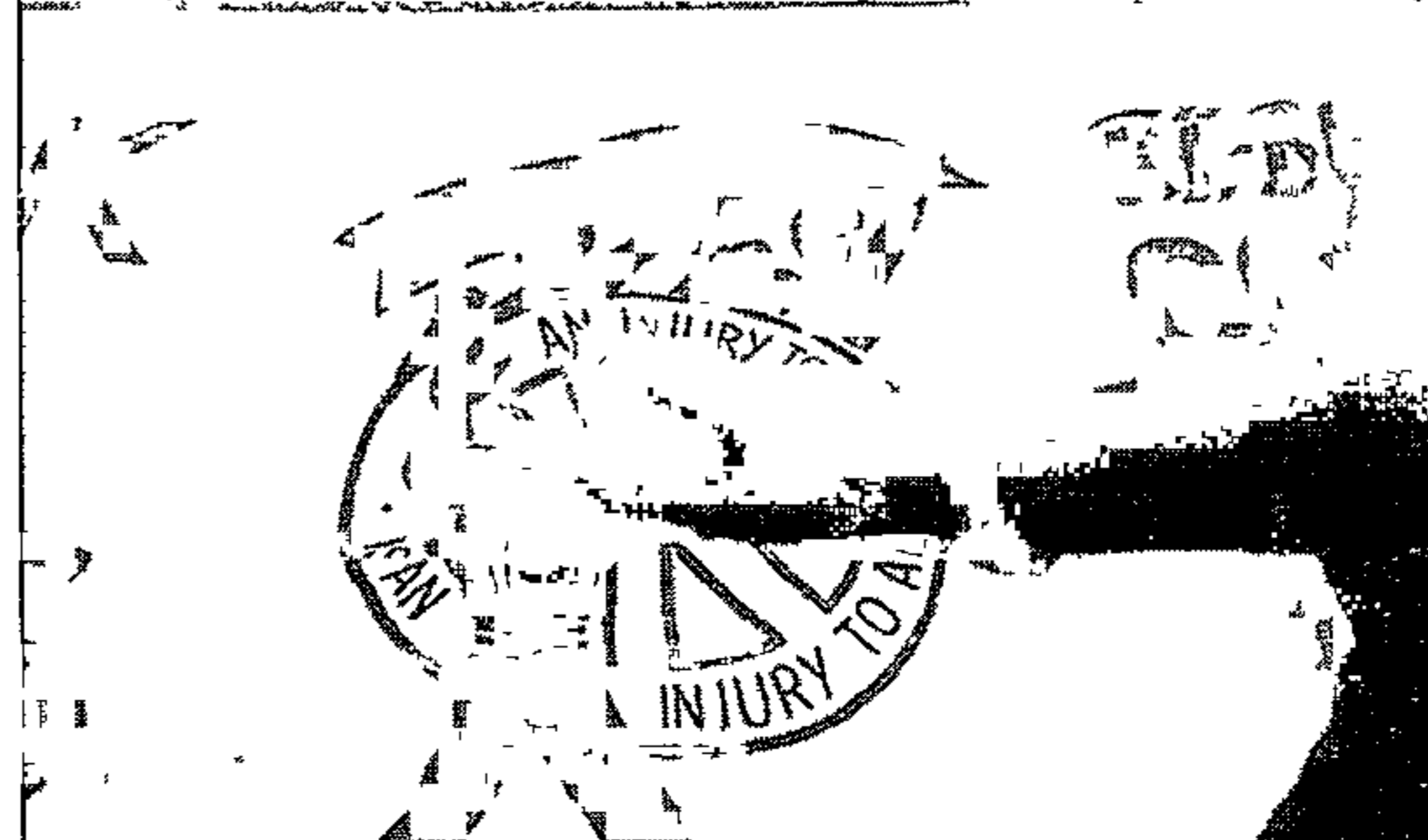
Von Holdt said while Cosatu's decision to focus solely on the lock-out clause in the workplace was an incentive for workers to support the national strike call and favoured Cosatu in its efforts to spur a large part of the workforce in a short space of time, the federation was cautious not to pick up on issues that are too closely linked to the ANC.

The issue of proportional representation as opposed to a constituency system for voting, for example, was not flagged as a major strike demand. Cosatu is opposed to proportional representation, but it is favoured by both the ANC and the National Party.

Some labour observers argued that Cosatu could not outrightly challenge the ANC on the issue of proportional representation because it would not be in the federation's interests to try to get the ANC's public support on a political, rather than a labour, issue.

The strike was, therefore, cautiously played by Cosatu because it did not want to challenge the ANC outright and because it also needed the ANC's tacit support.

In the event, the ANC's support



Getting serious: Labour analysts judge the Cosatu strike a 'relative success'

PHOTOGRAPH HENNER FRANKENFELD

proved that the alliance between the two bodies is not floundering, but it also highlighted Cosatu's cunning in focusing on labour-related problems, rather than political issues.

There is speculation that Cosatu and the ANC agreed on a trade-off, according to which the ANC would publicly support the strike as long

as Cosatu did not challenge it on the issue of proportional representation, the property clause and other unresolved constitutional clauses.

Some analysts said the federation had no choice but to focus on labour issues because this is the area in which Cosatu can successfully gather workers support. Others

argued that the deliberate sidestepping of proportional representation — which Cosatu would in fact rather have phased out of the Constitution — was "conspicuously not the focus of its strike".

Von Holdt argued that the federation was careful not to choose issues closely linked to the ANC, but at the same time it was asserting itself and making it clear that it can be aggressive about its independence. "There is caution on the part of Cosatu as to how far it can push the alliance," he said.

Von Holdt also dismissed claims that Cosatu may have been merely posturing, adding that the federation was making its independence felt among the alliance partners and at the same time demonstrating the strength it still holds among the workforce.

Innes said the strike was focused around issues that were of direct interest to workers, but that this did not necessarily mean "the federation is losing sight of other issues. The strike being centred around the lockout clause was central to Cosatu's constituency and was therefore the issue which was most suitable to mobilise workers around."

He added that Cosatu "clearly feels that its views are not taken seriously", and is therefore intent on continuing with the protest even if agreement is reached on the lockout clause.

However Innes said he believes behind-the-scenes negotiations will see Cosatu dealing with all the contentious issues including that of proportional representation, and not continuing to focus solely on the lockout clause.

Labour analyst Gavin Brown said the strike had more to do with the federation's "organisational problems", and was a "theatrical performance" to display Cosatu's support around a convenient issue — the lockout clause.

"The strike was an exercise directed at Cosatu's internal workings and weaknesses and an attempt to underline their strength and ability to mobilise," Brown said.

"Whether or not it has any real effect on the clauses in the Constitution, we will have to wait and see," he said.

out settlement!

Accept lock

152 'Nobody happy in true compromise'

CP 5/5/96
LABOUR and business should accept the compromise lockout formulation in the draft constitution as an attempt to take the country forward, ANC negotiator Willie Hofmeyr said yesterday morning

Speaking at a media briefing after a late-night sitting of the Constitutional Assembly's negotiating committee, he said the lockout clause had been a very emotional and divisive issue in South Africa, particularly over the past weeks

The unions and employers should try to put this strife behind them now

The clause, which the committee accepted for inclusion in the draft of the constitution to be voted on next week, makes no direct reference to lockout

It says the Labour Relations Act (LRA), which does allow for lockouts, will remain valid until it is amended or repealed by law, after consultation with employer and employee organisations

Organised business and the National and Democratic parties had wanted the right to lock out entrenched in the constitution along with the right to strike

Cosatu held a series of protests capped by a national strike on Tuesday to back its demand that there

be no lockout formulation of any kind

Hofmeyr told the briefing that one of the hallmarks of a true compromise was that everybody was unhappy with it

"I think that is certainly the case with the lockout," he said

A concession had been made to Cosatu by not entrenching lockout as a right, and business's concern that without entrenchment, lockouts could be ruled unconstitutional, had also been addressed

The LRA and its lockout clause could not be changed without consultation through the Nedlac process

Earlier, introducing the clause in the committee, Justice Minister Dullah Omar said President Nelson Mandela had given an undertaking that there would be no direct or indirect lockout clause in the constitution, and the formulation gave effect to this

The NP reserved its position, saying it wanted to study the clause. The DP opposed it and the PAC supported it

DP leader Tony Leon said that after the clause became law, South Africa would not be an investor-friendly country - Sapa



An eye for an eye ... textiles boss Roland Karakashian locked out his employees to protest in support of the right of employers to shut out striking labour As angry workers watched, Karakashian toyi-toyed around the factory, which was draped in his protest banners.

Boss locks out his workers in tit-for-tat for Cosatu strike

BY TROYE LUND

A Pretoria boss says he locked his workers out of his factory to prove that employers can illegally lock employees out without pay if employees can strike illegally and deprive employers of income

The protest last Friday, by Silk and Textile Industries owner Roland Karakashian, followed last Tuesday's strike called by the Congress of South African Trade Unions (Cosatu) to protest against the lockout clause being included in the new constitution

The right of employers to shut out striking labour and to employ scab labour during a legal strike is part of the Labour Relations Act,

but Cosatu is demanding that it should not be enshrined in the constitution "with other basic human rights"

The union federation claims the clause will override all the advantages labour gained in the new LRA as it will allow employers to abuse workers' rights and then refuse to negotiate

But Karakashian, who draped banners and slogans across his factory, was equally vehement

"As manipulating and illegal as Cosatu's strike was, so is my action today No more, no less If they can strike when they like and and make me lose R100 000 when I have done nothing wrong, I must be allowed to lock them out

without that day's wages, even if they have done nothing wrong It

66
**To hell with
 it. I won't
 budge. I'm
 not paying.**

99

is an eye for an eye"
 He toyi-toyed with banners on one side of the fence while his workers did the same on the other

side Karakashian called on other employers across the country to join him in Friday's lockout No other employers did and Karakashian believes this to be an indication of the "fear with which Cosatu is exploiting and dictating to employers"

"Peace in our factories, less jobs more crime, CosatUSSR", read banners draped on the factory, between SA flags and portraits of President Nelson Mandela

After negotiating with representatives of the South African Clothing and Textile Workers Union (Sactwu), Karakashian said he knew his lockout was illegal but felt "To hell with it I won't budge and certainly am not pay-

ing them for today"

After negotiations, South African Clothing and Textile Workers Union spokesman Sonnyboy Masingi declared the meeting with Karakashian a deadlock.

The matter is to be taken to the Conciliation Board today

Pam Stein, labour attorney for Cheadle Thompson and Haysom, said Karakashian's workers could take him to court to claim Friday's wages because the lockout was "absolutely illegal"

She added that although Cosatu's industrial action had also been unprocedural, employers did have access to legal procedures to discipline workers "make up for loss of production

Star 6/5/96

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'Constitution is no place for a lockout clause that might soon be irrelevant'

ET (OR) 6/5/96

(152)

By Majakathata Mokoena

When confidence in a country's economic management wanes the first sign of reaction is the decline in the value of the currency. This is the domain where short sellers thrive. If a short seller succeeds, twice, then the captains of the country's economy should take note.

It is common for any country's currency stability to be tested once in a while, but a correction normally sets in and rectifies the situation.

If there is no correction and the short seller succeeds more than three times in his endeavours, then something critical is amiss with the fundamentals of economic, some might even say political, management in the country.

The rand's decline in recent weeks indicates a crisis that everyone in the country should be concerned about. First there was the rumour of President Nelson Mandela's health, then there was uncertainty about the demise of the country's exchange-control laws. The rumours were dispelled, yet the currency moved relentlessly southward.

Why? Nobody can point to any one reason, but most of the fundamentals of economic management seem to be wrong.

The expertise of the country's managers seems to be lopsided. On the one hand, we have First

World financial and manufacturing management — or something close. On the other, we have Third World political management skills.

However, global market players' perceptions are less forgiving. They are not used to such dichotomies in any country's socio-economic disposition. They tend to get jittery. Someone needs to quell these fears.

At the moment, the fundamentals of economic management badly need fixing.

South Africa's domestic value-added manufacturing base is not as strong as it could be and nothing aside from individual companies' efforts seems likely to correct the situation soon.

The country's monetary policies can take marginal credit for providing the tenuous currency stability experienced in the first two years after the elections.

South Africa's fiscal policy, defined only by the broader picture of the RDP, is virtually non-existent. The response to the currency crisis facing South Africa has been varied.

The Reserve Bank had two options of putting stability back in the rand. It has used both.

One of these was buying dollars to support the rand (and they have used up about R1 billion in this endeavour so far), but this stood the chance of depleting the country's foreign currency

reserves and running the risk of worsening the situation.

The other option was to increase interest rates. This would have the effect of reducing the number of rands available and so increase the currency's value.

The Bank has finally made the more prudent second choice. The timing, however, leaves a lot to be desired.

This can also mean that the country is already low on foreign currency reserves and depending on who is watching, the situation could worsen. Thus we find ourselves between the devil and the deep blue sea.

To add fuel to the fire, last week's strike called by Cosatu left a lot more uncertainty in its wake. The support of such a strike by the dominant party in the government points to an even greater irresponsibility on the part of the country's leadership.

One can understand Cosatu's reaction to what they perceive threatens their members' interests. One purpose characteristic of all organisations with an important economic aspect is to further the interests of their members.

Some organisations may, out of ignorance, fail to further their members' interests and may be enticed into serving only the ends of the leadership.

While one can understand Cosatu's reaction to the lockout

clause in the new constitution, one is at a loss as to why such a clause belongs in the constitution.

This clause should be in a piece of legislation that can be amended.

The constitution should provide a frame in which legislation should be timeless and strong enough to withstand generations of change without losing relevance.

The disputed clause will be irrelevant within a generation, I believe.

The short-sightedness of the setting it in a constitutional frame gives an impression that the country's leaders do not look beyond their own lifetimes for the country's welfare.

How can they expect foreign investors to have a long-term view of South Africa in their investment decisions?

What we should be doing is to develop real co-operation — not co-option — between labour, government and the private sector for a common social and economic vision for the future.

The RDP document is not sufficient and Nedlac's objectives should change to become a forum for economic planning, cooperation and co-ordinated implementation of plans.

This is necessary to increase the economic pie of the new South Africa rather than to haggle over who gets what slice.

Cosatu in tentative backing for lockout rights clause

Drew Forrest

A CLAUSE aimed at breaking the constitutional impasse on employers' lockout rights "appeared" to meet Cosatu's requirements, the federation's executive committee said at the weekend.
However, Cosatu warned that it would not accept any further weakening of the proposal and called on members "to remain in the trenches, ready for possible further action in defence of their demands".

At a special meeting on the constitutional process, Cosatu's executive welcomed the ANC's continued refusal to entrench lockout rights.
A deadlock-breaking formula proposed by the ANC in the constitutional committee apparently met Cosatu's requirements.

These were that lockout rights should not be enshrined, lockouts should not be introduced through the back door and basic rights in the labour section of the Bill of Rights should be left intact.
The ANC's compromise formula makes no explicit reference to

BD 6/5/96

(152)

the lockout issue, but recognises the Labour Relations Act (LRA), which provides for lockouts.

Meanwhile, business concerns that without entrenchment lockouts could be ruled unconstitutional had also been addressed. The LRA and its lockout provisions could not be changed without consultation in the National Economic, Development and Labour Council, he said.

Earlier, Justice Minister Dullah Omar told the constitutional committee that President Nelson Mandela had undertaken there would be no direct or indirect lockout clause in the constitution.

The NP reserved its position on the new formula, saying it wished to study the clause. The DP opposed it, saying it would not make for an investor-friendly SA, and the PAC supported it.
Cosatu's executive reiterated the federation's demand that the constitution should not embody a property clause, which the ANC has conceded.

Cosatu urged the ANC "not to move an inch" on the education clause, the most intractably

deadlocked issue in the Bill of Rights, describing NP demands for the entrenchment of single-medium schooling as "apartheid education through the back door".

The ANC is adamant that its latest proposal — requiring the state to "have regard to appropriate educational alternatives" in considering whether mother tongue education is practicable — is its bottom line.

Kevin O'Grady reports that the SA Democratic Teachers' Union has warned against compromise on the outstanding education clause in the constitution and said it would prefer to have a referendum on the issue than accept entrenchment of the NPs proposed right to single-language schools.

Sadu general secretary Thulas Nxesi said the union saw the NPs position as "a calculated move to protect white schools from integration".

"We want to caution that, even if the ANC compromises on this issue, we have called on all our members nationally to wait and be vigilant."



Silk and Textile Industries MD Roland Karakashian, centre, protests outside his Pretoria factory on Friday, surrounded by locked out SA Clothing and Textile Workers' Union members of his staff. Karakashian, who toyed for five hours, was protesting in response to Cosatu's protest on the lockout clause being excluded from the constitution, and to highlight the problems caused to businesses by strike action

Picture: GARTH LUMLEY

1996 MAY 6 10:31 AM

Sit-in demo by postal workers

ARG 7/5/96

PORT ELIZABETH - A delegation from the Post and Telecommunication Workers' Association has staged a sit-in demonstration at Telkom's regional offices in Port Elizabeth

Telkom's regional communications manager, Gill Burrows, said five Potwa representatives arrived at the office yesterday to demand a meeting with management

The Potwa members wished to discuss "internal matters" relating to the Eastern Cape region

Ms Burrows said the delegation was told it could not be accommodated at short notice and the meeting would have to take place today

'The proposal was rejected by the Potwa members who indicated that they would embark on a sit-in demonstration in the regional general manager's office until the meeting had been granted,' she said

The delegation then refused to leave the building - Sapa

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Public holiday penalty clause threatens row

Kevin O'Grady *BD 7/5/96* (152)

A ROW is brewing between the metal industry and the National Union of Metalworkers of SA (Numsa) over whether workers who took part in last week's national strike should be paid for the subsequent Workers' Day public holiday.

In terms of an industrial council agreement, known as the Main Agreement, between the Steel and Engineering Industries' Federation of SA (Seifsa) and Numsa, workers who are absent the day before or after a public holiday are not entitled to be paid for the holiday.

Seifsa has recommended to employers in the industry that they abide by the agreement, and indications are that the union plans to take legal action to challenge the penalty provision's validity, arguing that the Public Holidays Act, which confers on all employees the right to be paid for all public holidays, invalidates it.

Seifsa's spokesman Lucio Trentini said although it had recommended employers not pay employees who took part in the strike, called by Cosatu to protest against the possible inclusion of a lockout clause in the constitution, whether they did this would "depend on their relationship with their employees".

A recent edition of Seifsa Management Brief sets out the federation's position on the issue. It says Seifsa took legal advice on the matter last year and was advised that "the penalty provision of the Main Agreement is indeed legally binding despite the wording of the Public Holidays Act".

"Management should be aware, however, that Numsa has indicated it intends taking legal action to challenge this position", the publication said.

However, a labour law expert said it was his opinion the stipulation would be invalidated by the Public Holidays Act. Numsa spokesman Jenny Grice declined to comment.

Trentini said the issue would be discussed with the union at the next national council meeting on May 14. "Until then, Seifsa will stand by the clause."

Constitution to be adopted today

Compromise agreement ends deadlock

BD 8/5/96

(152) (302)

David Greybe

CAPE TOWN — The ANC and NP struck a compromise agreement last night on the property, education and labour clauses, paving the way for the adoption of the new constitution today.

"I am ecstatic," said Constitutional Assembly chairman and ANC secretary-general Cyril Ramaphosa as he emerged from a meeting with his NP counterpart Roelf Meyer at which the agreement was sealed. A meeting of the smaller constitutional committee was then called to ratify the agreement, for voting to go ahead today.

Senior ANC and NP negotiators said the deal was secured after both parties compromised: the NP on education and labour and the ANC on property. The NP dropped its insistence on the entrenchment of mother tongue schooling, and its demand for a tougher labour relations clause regarding an employer's right to lock out workers under the Labour Relations Act. The ANC agreed, despite opposition from the so-called land lobby, to stronger private property guarantees

under a reformulated property clause. President Nelson Mandela said after being briefed by Ramaphosa and other ANC negotiators, he was satisfied the ANC had stuck to its "well considered bottom lines" on the three outstanding issues, despite making "countless concessions".

ANC senior negotiator Pravin Gordhan said. "At the end of the day the ANC has emerged with a package which is compatible with the kind of democracy that we have."

The NP was unable to secure its controversial demand for the constitutional right to state-funded single-medium education. Gordhan charged the NP had "caved in" on the issue. What the NP did achieve was the mention of single medium education as an option, plus the assertion that the clause did not "preclude" the state from granting subsidies to so-called independent own schools.

A last-minute fallout between the ANC and NP over the labour relations clause, according to a senior NP source,

Continued on Page 2

Constitution (302)

Continued from Page 1

BD 8/5/96
almost scuppered the "three-pack" deal. The NP said the ANC agreed on Monday night that labour legislation, including the lockout, could be altered only through Nedlac negotiations. But the NP said the ANC withdrew its agreement after Cosatu objected. Ramaphosa and Cosatu negotiators disputed the NP version of events. Ramaphosa said Monday's compromise was an unmandated proposal drafted by a lawyer working for the ANC. The ANC eventually offered to

"constitutionalise consultation" under the clause. He said the NP was still unhappy but had assured the ANC it would not vote against the constitution today. Big business was reportedly equally unhappy.

On property, the ANC agreed to make a direct link between the paragraph which states no part "may impede the state from taking legislative and other measures to achieve land and water and related reforms, in order to redress the results of past racial discrimination" and the limitations provision in the Bill of Rights.

The upshot was to put the onus on the state to ensure land reform was reasonable and justified.

Sactwu members strike over agreement

Bonile Ngqiyaza

ABOUT 5 000 Sactwu members employed by Island View Industrials and the Romatex group of companies downed tools across the country yesterday, union spokesman Chris Gina said

They were protesting against the companies' failure to honour a 1992 agreement — before Romatex had unbundled — which stipulated quarterly meetings between the company and Sactwu, Gina said.

"This is a forum where the company could have informed us of the impending unbundling," he said

Romatex had in October 1994 transferred its 100% interests in

businesses operated by Island View Storage and Romatex Industrials to Island View Holdings

Yesterday's action by Sactwu comes during a three-week strike at Island View Industrials in Durban by their members. The strike began after a deadlock in yearly wage negotiations

Gina said the decision to strike yesterday had been made after a shop stewards' council meeting last Saturday had expressed indignation at the companies' refusal to recognise the agreement on the grounds that they were independent of each other

An Island View Industrials spokesman yesterday confirmed the strike at the Durban plant, but

declined to give details

Romatex said employees at their Durban plant had joined the strike in sympathy

In another development, Sactwu said 300 of its members employed at Prilla 2000 near Maritzburg went on strike in KwaZulu-Natal over the company's failure to implement an agreement negotiated with the union

"Fears which existed in the minds of many workers about foreign investment may prove to be well founded in the light of recent actions by some companies who are attempting to discard agreements between workers and the former owners," Sactwu general secretary Jabu Ngcobo said

BD 10/5/96

(152) (152)

Business SA to challenge lockout clause

John Dlodlu

20 10/5/96

(152)

BUSINESS is to petition the Constitutional Court to invalidate the new constitution's labour relations clause, claiming labour's industrial action rights outstrip those of employers.

Business SA — representing 18 organisations, including the SA Chamber of Business and the Foundation for African Business and Consumer Services — also warned yesterday that it would not discuss the issue further within the National Economic, Development and Labour Council (Nedlac).

The organisation panned Cosatu's stance in negotiations on the clause, saying its "negative influence" on the economy would continue until Cosatu joined efforts to promote growth.

BSA chairman and Anglo American deputy chairman Leslie Boyd said the organisation welcomed the new constitution, but was "dismayed by the outcome ... in respect of the disparity in collective bargaining rights for employers and employees. The clause included does not treat employers equitably in respect of their industrial action rights and remedies, including strikes and lockouts. Cosatu, it seems, was determined simply to dictate the outcome of this debate."

The organisation would not take part in any attempt to renegotiate the strike and lockout sections of the Labour Relations Act. BSA also criticised the property clause, saying it would delay economic development.

Cosatu said it was ironic BSA — which would be laughed out of court — was unwilling to accept a decision of a democratically elected Constitutional Assembly. A Nedlac spokesman did not believe BSA's stance undermined the body's tripartism, and felt it was in the national economic interest for all parties to take part in the debates.

Bosses to fight on Lockout clause to be tested in constitutional court

Source van 13/5/96

152

By Abdul Milazi
Labour Reporter

BUSINESS South Africa, the country's largest employer body, is to challenge the new Constitution in court on the lockout clause.

Business SA chairman Mr Lesley Boyd said yesterday they were against the exclusion of the lockout clause from the Constitution because it left employers with no protection against illegal strikes.

"We did not compromise. The lockout clause was dropped despite our protests, which is why we are taking the issue to the Constitutional Court," said Boyd.
The Congress of South African

Trade Unions last Friday celebrated the exclusion of the clause and proclaimed it "a victory for the workers".

Organised labour, which includes Cosatu, the National Council of Trade Unions (Nactu) and the Federation of South African Labour (Fedsal), objected to the inclusion of the clause since it was proposed by business, the National Party and the Democratic Party a month ago.

The labour groups feared that employers would use lockouts indiscriminately and frustrate workers' efforts for better wages and conditions of employment.
Fedsal general secretary Mr Dannhauser van der Merwe said the withdrawal of the NP from the Government last week over the exclusion

of education and property clauses, was an indication of the existence of democracy in South Africa.

"Fedsal's experience is that the new Government has been transparent and willing to listen and committed to negotiations more than any other government before it," Van der Merwe said.

Cosatu spokesperson Ms Nowethu Mpati said the appeal against the Constitutional Assembly's decision to drop the lockout clause was a futile attempt because it would never be acceptable in a democratic constitution.

She said Cosatu and other federations would continue to oppose it if its inclusion was to be reconsidered.
"The exclusion of the lockout, education and property clauses is

not only a victory for workers, but for all the disadvantaged people in the country and for democracy itself," Mpati said.

Nactu general secretary Mr Cunningham Ngcukana earlier warned that the inclusion of the clause in the Constitution would limit the ability of the country to realise many aspects of the Reconstruction and Development Programme, especially in areas such as land reform and restitution.

● Meanwhile, Sapa reports that outgoing Constitutional Assembly chairman Mr Cyril Ramaphosa, who is to quit Parliament for the private sector, will also end his term as African National Congress general secretary once the new Constitution is certified by the Constitutional Court.

This was decided at a two-day ANC national executive committee meeting in Cape Town, the party said in a statement yesterday.

The ANC had discussed the background and reasons for Ramaphosa's move to the private sector.

"Comrade Ramaphosa will continue to serve as general secretary of the ANC until the certification by the Constitutional Court of our new constitution."

Ramaphosa, who in 1994 was chosen by the ANC to spearhead constitutional negotiations, has effectively been the symbolic general secretary of the ANC.
ANC deputy general secretary Ms Cheryl Carolus has been attending to the party's day-to-day running

Popcru fumes after warders fired over 'affirmative action' strike

Thirty-five prison warders who staged a month-long strike at Upington prison in the Northern Cape have been fired, the Department of Correctional Services said yesterday.

"The dismissal of the black warders can at best be described as an act of naked racism," the Police and Prisons Civil Rights Union said after the sackings on Tuesday.

The warders launched the strike on April 15 to support demands for affirmative action and that half of

the administrative posts be reserved for Popcru.

The department said in a statement that the strikers were fired "as a result of illegal strike actions and criminal offences".

A Northern Cape correctional services spokesman said the action was taken after a series of negotiations had failed to resolve and normalise the situation.

He said the strikers had subsequently ignored a court order to re-

turn to work and an ultimatum from the department. The department then asked the strikers to put in writing their reasons for not resuming duties.

However, the department fired the warders after finding that 35 of them had not presented sufficient reasons for their actions, he added.

Popcru has called for the immediate reinstatement of the warders, saying the department's action was an effort to obstruct change. - Sapa

(152)

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(~~152~~)

Star 16/5/96

Fabcos to decide on lockout issue

Patrick Wadula

BD 16/5/96 (152)
THE Foundation for African Business and Consumer Services (Fabcos), an affiliate of Business SA, is to call an urgent meeting of its executive committee to decide whether to back BSA's bid to have the labour relations clause in the Constitution invalidated.

BSA said last week it had decided to petition the Constitutional Court to cancel the labour relations clause, claiming labour's industrial action rights outstripped those of employers.

National African Federated Chamber of Commerce general secretary Mashudu Ramano said the exclusion of the lockout clause from the constitution was a "positive move" for employees.

Both Nafcoc and the National Black Business Caucus have come out in support of the Constitution, despite the weaker protection it provides to employers.

Deputy Minister V J G Matthews

- (i) (ii) 8 days
- (b) (i) Private visit
- (ii) London, England
- (iii) 8 days
- (c) Not applicable
- (c) Mrs Matthews

SAPS called to labour disputes/work stoppages/strikes (152)

281 Mr A J LEON asked the Minister for Safety and Security

In how many instances was the South African Police Service called to the scene of (a) labour disputes, (b) work stoppages and (c) strikes in (i) 1994 and (ii) 1995?

N483E

The MINISTER FOR SAFETY AND SECURITY

The information required is not readily available. Statistics are not kept in this way by the South African Police Service. To obtain the required information, files will have to be sent to all police stations country-wide, thereby placing an extra burden on limited manpower and financial resources. This option is not at present deemed feasible.

Note

Statistics are only kept in respect of the type of incident which occurred. Labour disputes and strikes are recorded as motives and should such statistics be compiled, then that will cover the entire spectrum of incidents.

SAPS: salaries

286 Mr D H M GIBSON asked the Minister for Safety and Security

In respect of the 1995/96 financial year, (a) by what percentage were salaries in the South African Police Service increased (i) on average and (ii) in each rank, (b) what amounts were paid out in (i) gratuities, (ii) pensions and (iii) other benefits (aa) in total and (bb) on average in respect of each rank and (c) how many persons in each rank were involved?

N488E

The MINISTER FOR SAFETY AND SECURITY

(a) (i) Following an agreement in the Chamber of the Public Service Bargaining Council an improvement plan for all public servants (including the South African Police Service), was approved on 23 May 1995, comprising of a general salary adjustment as follows

— adjustment of the minimum salary notch from R10 000 to R13 200 per annum (an increase of 22,22%)

— this adjustment (22,22%) was progressively scaled down to 5% on the salary notch R24 630 and stayed on 5% up to salary notch R107 019, and

— from the notch of R107 019 the increase further scaled down to 4% on the notch of R126 411 thereafter no increases were granted

(ii) Salaries were adjusted according to notches and not according to rank and the percentage increase per rank is thus not available

(b) (i) R71 000 000 (seventy one million rand) was paid out in gratuities

(ii) The payment of pensions are done by the Department of Finance and these amounts are not available to the SAPS

(iii) No other benefits were paid out to members of the SAPS

(aa) As indicated the amounts paid out for pensions are not available to the SAPS. The only available total is that of R71 000 000 (seventy one million rand) that was paid out in gratuities

(bb) For the same reason mentioned in paragraph (aa) the average in respect of each rank is not available to the SAPS

(c) Rank

Number of personnel involved

Constable	173
Sergeant	355
Inspector	491
Captain	118
Superintendent	197
Senior Superintendent	97
Director	49
Assistant Commissioner	11
Divisional Commissioner	4
Commissioner (South African Police Previous)	1
Total	1 496

Active/retired lieutenants-general of SAPS

319 Mr D H M GIBSON asked the Minister for Safety and Security

Whether he will furnish a list of all (a) active and (b) retired civilian members of the South African Police and the South African Police Service who hold or held the equivalent rank of lieutenant-general and who were or are paid on the same salary scale, if not, why not, if so, (i) what are the relevant details and (ii) in respect of what date is this information furnished?

N553E

The MINISTER FOR SAFETY AND SECURITY

(a) Nil

(b) Nil

(i) Not applicable

(ii) 8 May 1996

Note

No active or retired civilians of the South African Police or South African Police Service

The MINISTER FOR SAFETY AND SECURITY

N592E

hold or held the equivalent rank of lieutenant-general or were paid on the same salary scale

SAPS: members retired on accelerated pension

321 Mr D H M GIBSON asked the Minister for Safety and Security

How many members of the South African Police Service retired from the Police on accelerated pension in (a) 1992, (b) 1993, (c) 1994 and (d) 1995 as a result of (i) physical injuries, (ii) stress and (iii) ill health?

N555E

The MINISTER FOR SAFETY AND SECURITY

(i)	(ii)	(iii)	
(a) 1992	272	265	251
(b) 1993	381	443	328
(c) 1994	500	540	337
(d) 1995	566	664	270

Cape Town police district: crimes

343 Mr A J LEON asked the Minister for Safety and Security

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles, (h) theft of other items, (i) damage to property, (j) housebreaking with intent to steal and theft, (k) possession of drugs, (l) drunken driving, (m) vagrancy and (n) prostitution were reported at each specified police station in the Cape Town police district in (i) 1994 and (ii) 1995?

	Atlantis		Cape Town	
	(i)	(ii)	(i)	(ii)
(a) Murder	1994	1995	1994	1995
(b) Culpable homicide	44	40	35	30
(c) Assault GBH	22	12	14	72
	476	434	338	287

Baragwanath laundry staff back at work

(152) (430) Star 21/5/96

Striking laundry workers at Baragwanath Hospital will be back at work today, according to Mike Dube, Gauteng regional secretary of the National Education, Health and Allied Workers Union.

The Gauteng department of health yesterday warned the strikers their actions were illegal, and they would be issued with ultimatums which could lead to their dismissal if they were not back at work by 9am today.

The strike began last week to

protest against the constitution of selection committees for management positions, despite Nehawu having tabled the grievances with Gauteng health officials.

Dube said today the strikers would call off the action, pending a regional meeting with delegates from each hospital on Thursday.

This would be followed by a meeting with Gauteng health officials. He was optimistic the issues could be resolved. - Staff Reporter.

Department 'won't tolerate' blockade

By Thabo Leshilo

Johannesburg — The transport department would not tolerate the blockading of roads as a means of protest as proposed by the Transport and General Workers' Union at the weekend, Danie Ackerman, the director of commuter transport in the department, said yesterday.

The union has declared war on aspects of the government's proposed new public transport policy which it said advocated privatisation in an industry critical to the social and economic development of the country.

The vision of Mac Maharaj, the transport minister, to improve efficiency in the ailing R4 billion bus transport industry through increased competition, has raised the ire of the union.

The minister hoped to do this by scrapping the system whereby few bus companies were given lifelong permits to operate certain routes and replace it with a new system in which companies tendered for contracts to provide public transport for a specified period.

et (22) 21/5/96 (152) (280)

The union said it would make public bus transport too expensive and lead to job losses.

The union has drawn up an alternative policy, based on socialist principles.

The union believed that the ANC government should shoulder the burden of providing public transport as a way of redressing centuries of black deprivation.

They planned to lead a national strike of all public transport workers on July 2, followed by a blockade of the country's major routes. The objective was to stop the proposed contract system being included in the White Paper on national transport policy.

The White Paper will be tabled in parliament in July.

Ackerman yesterday defended the tendered contract system and denied it was equivalent to "wholesale privatisation" as alleged by the union.

He said the system would enable the national, provincial and metropolitan governments to design transport services in their areas. They could consider the needs of

people, the government's financial constraints and choose suitable operators to provide the services.

Ackerman said the system was a success in Eldorado Park in Johannesburg, in Atteridgeville and Mamelodi in Pretoria and in Empangeni and Richards Bay since 1987.

Putco had agreed to surrender its exclusive lifelong permits in these areas to enable newcomers to compete in the pilot projects.

The tendered contract system enabled the public transport authorities to penalise operators for not complying with standards.

Ackerman said that though job losses might occur as new operators sought to reduce costs, most operators who secured tenders under the pilot project had absorbed all the staff from the previous companies.

Randal Howard, the union's general secretary said because they were motivated by profit, private operators were unlikely to invest in the service they provided in the likelihood of passenger volumes declining or their contracts not being renewed.

Baragwanath strikers to be given an ultimatum

(152) (98)
Kathryn Strechan

STRIKING laundry workers at Baragwanath Hospital will be given an ultimatum today to return to work by tomorrow or be dismissed.
Gauteng health department spokesman

BO 2115796
Popo Maja said the 150 striking workers were protesting against the selection process for management posts. The strikers said the selection committee had displayed favouritism, and demanded that all management appointments

over the past year be nullified.

He said the department was investigating the claims of favouritism but had ruled out nullifying all appointments.

Maja said it was the employers' prerogative to select staff.

Bara strikers go back to work

Sowetan 22/5/96 (152)

By Themba Sepotokele

IT WAS back to normal at Baragwanath Hospital yesterday after striking laundry workers had heeded an ultimatum to return to work at 9am or face dismissal.

Gauteng health ministry spokesman Mr Popo Maja announced yesterday that the week-long go-slow strike by about 150 laundry workers at the hospital – all members of the National Education Health and Allied Workers Union – had come to an end.

He said the ministry was told by representatives of Nehawu that the workers would return to work today. The decision was reached after a lengthy meeting yesterday afternoon.

"We are encouraged by the decision after receiving an indication from the union representatives that workers had resolved to go back to work," Maja said.

The workers' decision to resume

duties came in the wake of the ultimatum, which was endorsed by Gauteng health superintendent Dr Ralph Mqijima.

Representatives of Nehawu could yesterday not be reached for comment.

The matter is expected to be discussed at the union's regional meeting later this week.

Disposable linen

During a visit to the hospital Nehawu members were locked in a meeting. A few laundry workers in the company of laundry department manager Mr Simon Ngwenya were busy loading a heap of dirty linen into a van.

On Monday, Baragwanath's public relations officer Mrs Esther Hlongwane told *Sowetan* that the hospital had been using disposable linen because of the strike. She said she had asked staff in the laundry department not to change the linen on daily bases.

IN BRIEF

~~(152)~~ (152)
CWIU members strike

At 11:11 a.m. on May 23, 1996, CWIU members went on strike. The strike was in support of the union's demand for a new contract. The union has been in negotiations with the employer for several months but has not reached an agreement. The union is demanding a 5% wage increase, improved benefits, and a new grievance procedure. The employer has offered a 3% wage increase and no other changes. The union is planning to continue the strike until its demands are met.

ending changes
[Signature] 23/5/96

Popcru pickets in Khayelitsha police station (152)

MEMBERS of Police and Prisons Civil Rights Union have picketed inside the Khayelitsha police station.

They demanded yesterday that Captain Desmond Laing, in charge of

crime prevention in the area, be removed as he was "promoting conflict among union members"

Police and Popcru spokesmen said negotiations were in progress - Sapa

Strikers fired: more action mooted

(152) ~~152~~ *STON 24/5/96*
By ADAM COOKE

A one-day strike and a march by thousands of chemical industry workers to demand the reinstatement of dismissed colleagues is likely to lead to another - after about 150 strikers were dismissed yesterday.

Speaking after what was described as a "very successful" day of protest, Chemical Workers' Industrial Union president Abraham Agulhas said the union would now have to look at future action.

"These (latest) dismissals are a pity because it is just causing another fight the sort of fight which this strike was hoping to resolve," he said.

He said the Pretoria-based Wrapsa company had arrested the 150 strik-

ing workers for trespassing yesterday morning. They were released, later then sacked.

Agulhas said they had already been served with final warnings.

Wrapsa could not be reached for comment yesterday.

About 5 000 workers turned up for the march in Johannesburg yesterday.

They made their way from the Library Gardens to the Civic Centre in Braamfontein where a memorandum was handed to an employer representative.

The actions are part of a campaign by the union for centralised bargaining.

Employers have rejected the proposal as they wish to see a decentralised bargaining system in place.

Fewer strikes last year - Mboweni

(152)

Sowetan

24/5/96

Compiled by Rafiq Rohan
Political Correspondent

Parliament also filled in an a report about present-day slavery in the Sudan

LAST YEAR SAW A DECLINE in strikes in the country since the beginning of the 1990s, Minister of Labour Mr Tito Mboweni said in Parliament

Also in 1995 municipal workers were involved in two-thirds of the strikes

"The decline in days lost to strikes was particularly noteworthy because as a rule strike action increases when the economy enters an upswing," said Mboweni

● All foreign donations to Government have to be paid into the National Revenue Fund, Finance Minister Mr Trevor Manuel told Parliament

The RDP Fund separates normal exchequer funds from donor funds, he said

"All foreign donations granting financing for government-to-government projects are paid into this fund, from there to the National Revenue Fund and, ultimately, to the appropri-

ate government departments"

● Safety and Security Minister Mr Sydney Mufamadi confirmed that all complaints levelled against people employed by the Independent Electoral Commission had been concluded and people had been charged and convicted as a result

In one case an accused was found guilty of fraud and sentenced to two years' imprisonment or a fine of R20 000

In another case the accused was also found guilty of fraud and sentenced to two years' imprisonment or a fine of R80 000

● Justice Minister Mr Dullah Omar told Parliament he found no evidence that state intelligence services were involved in last year's alleged bugging of telephones of senior police officials

Two investigations into the allegations were set up one consisting of representatives of various intelligence agencies as well as one set up by the Joint Standing Committee on Intelligence in Parliament

"Full and satisfactory explanations in respect of all allegations were provided. It became abundantly clear that there had indeed been no hugging of police officials by any of the state's intelligence services or personnel," Omar said

● Sudan allegedly still practiced slavery, Minister of Foreign Affairs M Alfred Nzo said this week

He said a report of the United Nations Human Rights Commission alleged that large numbers of men, women and children were being abducted from strife-torn southern Sudan and turned into slaves

Workers strike in the cities

Ingrid Salgado

~~152~~ (152)
BD 24/5/96
THE Chemical Workers' Industrial Union staged a national strike in cities around the country yesterday in support of workers who were dismissed last month after a general strike to highlight demands for centralised bargaining.

An additional 150 workers were dismissed by Pretoria-based pack-

aging company Wrapsa yesterday, union president Abraham Agulhas said. This followed a Supreme Court order restraining the union from advocating a stayaway.

Agulhas alleged the company had used the interdict as a front for dismissing staff.

More than 80 workers were dismissed from Hilford Plastics in Cape Town, and East London-based companies Handy Moulding and Blue Marlin Fishing Rods, after last month's strike.

Agulhas said that Hilford Plastics had used the strike to dismiss 56 workers to whom it owed nearly R100 000 in back pay. He said the union could consider further action.

The chemical industry employers' caucus said yesterday's strike would jeopardise progress made towards centralised bargaining.

Municipal workers go on march today

(192)

METRO WRITER

CT 27/5/96

THOUSANDS of municipal workers are due to march through the streets of Cape Town at lunchtime today in a protest, just before the eve of the election, about their own job insecurity

They say they fear many may be retrenched in the post-election changeover from 39 local authorities in the metropole to just six "substructures"

But Mr Peter Marais, MEC of Local Government to whom they will be marching in protest, said yesterday there was no need for them to be worried

SA Municipal Workers Union (Samwu) regional chairperson Mr Xohle "Boss" Nxu said yesterday that his union had 20 000 members in the metropole

Three hundred shop stewards who met yesterday in Athlone are going to try to call out all the workers to march in protest to Marais' office

Legally, the action may not be regarded as a strike, but in effect many workers will down their tools from mid-morning to take part in the 1pm protest — and some may not return to work in the afternoon

Marais had in effect "declared war" on municipal workers, laying them open to mass retrenchments, said general secretary Mr Roger Ronnie

Marais is due to have a local government proclamation gazetted in the next few days

Telkom switchboard operators go on strike

ARG 27/5/96

218 (152)

ESTELLE RANDALL
Labour Reporter

TELKOM switchboard operators on the international exchange and local directory inquiries stopped work today to stage a placard demonstration outside the company's Bellville offices

Tia Hugo, Telkom Western Cape communications manager, said about half the staff on the international exchange and 60 percent of those responsible for local inquiries had stopped work over national wage negotiations, which went into dispute on May 20

Ms Hugo said that the strike did not affect direct-dialled international calls, but international phone inquiries and the booking of international collect calls were delayed

Local calls to the 1023 directory inquiries number were seriously affected, she said, but added that Telkom was bringing in off-duty operators

It was also possible to put some of the local telephone directory inquiry load onto one of the other five directory inquiry centres, which were unaffected by industrial action

These were located in Port Elizabeth, Durban, Bloemfontein, Johannesburg and Pretoria, Ms Hugo said

Today's strike in Bellville was initiated

by the all-white Mine workers' Union, one of the unions involved in the wage dispute with Telkom

But other workers are believed to have joined in sympathy

Stanford Smith, a spokesman for the newly-formed Communication Workers' Union (CWU), said the CWU was not part of today's action.

But the union was planning a march to Telkom's head office in Cape Town's city centre on Friday, he added

Further action would be considered after the march, Mr Smith said

The CWU, with about 10 000 members in the Western Cape, is the product of a merger between the Post and Telecommunications Workers' Association, which was affiliated to the Congress of South African Trade Unions, and the unaffiliated SA Postal and Telecommunications Employees' Association and Postal Employees Association of SA

Telkom is in dispute with five trade unions over wages, proposed changes to sick leave provisions, a Telkom proposal to scrap automatic salary rises and company allowances and that a ceiling be placed on allowances for home owners

Telkom said it wanted to streamline its payroll system and review outdated practices it considered no longer relevant in a competitive, market-driven environment

Scores injured as angry protesters and police clash in Cape Town

CAPE TOWN - At least 45 people were injured when angry protesters in Cape Town yesterday clashed with police and stoned them. At least six people were injured at a police station in the area.

The area was swarming with riot police and armoured cars, while a helicopter circled overhead. The final rally of the ANC's election campaign - at which President Nelson Mandela - at a address public sector workers - was delayed for nearly two hours, while NP leader FW de Klerk called off a planned walk-about in the city centre.

The chaos erupted when about 200 former Cape Corps members who had tried to see Mandela at the Grand SA Municipal (Samvu) members' meeting in Cape Town yesterday. The members were waiting to hear Mandela.

Members had just marched to the provincial legislature, demanding that local government MEC Peter Marais withdraw a proclamation that threatened their jobs. The former Cape Corps members were barred from the city hall by police. They threw bricks and bottles, and the crowd, hitting by firing police said Mandela told Samvu members that former Cape Corps members were demobilisation benefits.

Members had just marched to the provincial legislature, demanding that local government MEC Peter Marais withdraw a proclamation that threatened their jobs. The former Cape Corps members were barred from the city hall by police. They threw bricks and bottles, and the crowd, hitting by firing police said Mandela told Samvu members that former Cape Corps members were demobilisation benefits.

Clash in Cape Town

Sizwe (MK) had explained to them last week that their contract was different as they were SADF, which had received 30 years without pay. Many had died in the process and many more had died in He had promised to deal with their cases individually. Deputy President FW de Klerk had been at last week's meeting with the former Cape Corps members.

Picture: Page 4

Cosatu plans protest on interest rates

(192) (58)
CT(BR) 28/5/96

By Stuart Rutherford and Reuter

Durban — Public pressure is mounting on the country's largest banks to reverse their recent unilateral 1 percentage point interest rate increase, with Cosatu announcing yesterday that it would lay charges against the banks and call protest marches for July 6

Also yesterday, the South African Consumer Affairs Corporation (SACAC), a non-profit welfare organisation based in KwaZulu Natal, appealed to consumer bodies countrywide to support its mortgage bond boycott

SACAC called on its 360 000-strong membership in the region to stop paying bonds until the government intervened to force banks to reduce interest rates

"The executive committee rejects and condemns the collusion by banks to unilaterally increase the interest rates," said Sam Shilowa, the Cosatu secretary-general, reporting on last Friday's meeting of the labour federation's executive committee.

"Not only have they committed a crime, but they are further making it impossible for workers and the poor to afford housing. We will lay a formal charge with the police and seek a meeting with the banks to call on them to drop the increase."

Allegations of collusion by banks are being investigated and a decision is expected tomorrow

Shilowa said Cosatu would hold marches on July 6 to protest against the rate rise. "We call on all South Africans to support this action. We will also adjust our wage demands

to take on board this latest increase. When this happens the banks will have to accept the blame and responsibility"

Kevin Dempsey, an SACAC spokesman, said yesterday that struggling bondholders in KwaZulu Natal had thrown their weight behind the campaign and the organisation had been flooded with telephone calls. A petition calling for the intervention of Trevor Manuel, the finance minister, had been launched

Vernon Govender, the chief executive of SACAC, said the campaign had grown out of the distress of its members who found it was becoming impossible to meet their bond commitments and other financial obligations

The major banks did not share his view and most called the proposed campaign unnecessary and short sighted

Lance Edmunds, the general manager for housing with the Council of South African Banks, said the strategy was foolish and would bring the housing process to a standstill

Trevor Olivier, the general manager of mortgage lending and savings administration for NBS, said the campaign would only succeed in chasing the banks out of the market and prevent the regeneration of funds for reinvestment in the economy.

"The government should stamp this out forthwith. We will act swiftly and with resolution. People stand the chance of losing their houses," he said

□ See Business Watch, Page 20

MANDELA CALLS FOR INQUIRY

Fire over City Hall violence

(152) () CT 28/5/96

THERE were conflicting accounts of the events that led to an eruption of violence outside the City Hall yesterday. Several people were injured and police fired rubber bullets as three different groups fought to get into the hall. **LUNDIZ VAN ZILLA** and **PETER DENNEHY** report.

VIOLENT clashes erupted between police and three protest groups — including workers and disgruntled ex-soldiers — outside the City Hall yesterday afternoon, leaving 19 policemen and a similar number of civilians injured.

The groups all converged on the City Hall in the hope of speaking to President Nelson Mandela, who had been scheduled to address civil servants and National Education, Health and Allied Workers' Union (Nehawu) members at 2.30pm.

Police and marshals were slowly shepherding people into the hall through the narrow entrance when impatient sections of the crowd tried to force their way in.

Stones, bricks and bottles were thrown at police, who retaliated by firing rubber bullets and small plastic pellets and throwing a stun grenade.

Two of the 19 policemen were admitted to City Park Hospital, one with a broken collarbone after allegedly being struck by a brick, and another with a broken finger, police spokeswoman Sergeant **Vivienne Lenton** said.

About 12 workers including at least five were also treated for injuries and facial wounds.

Tempers ran high among the workers, who claimed the police had fired

the door by police.

They said Cosatu members started pushing from behind, and stones and empty coldrink cans were thrown at them. The police then started firing shots, hitting three of their members.

However, according to the policemen's and Cosatu's versions of events, the ex-soldiers tried to gatecrash the meeting inside, but were stopped by a police cordon.

Samwu spokesman Mr Robert Adams said Cosatu members had been waiting outside the hall for more than an hour for the meeting to start when the group of ex-soldiers arrived trying to force their way into the hall and broke down scaffolding and barricades.

Cosatu members who were waiting outside the hall to be let in became upset because "they did not know who these people were".

Adams defended the actions of the police, saying "they were just defending themselves" and laid the blame for the chaos firmly at the door of the ex-soldiers.

Cosatu spokesman Mr Randy Pieterse said the violence erupted when an inebriated man who was part of the Cape Corps march kicked a policeman in the crotch and the policeman hit him over the head with a baton.



WOUNDED: Mr Stanley Abrahams, left, and



CLOSING RANKS: Policemen shelter behind their shields as a brick flies towards them outside the City Hall. Clashes erupted when municipal work-

violence outside the City Hall yesterday. Several people were injured and police fired rubber bullets as three different groups fought to get into the hall. **LINDIZ VAN ZILLA** and **PETER DENNEHY** report.

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Tempers ran high among the workers, who claimed the police had fired blindly into the crowd from scaffolding surrounding the City Hall After the incident, abuse was hurled at the police, who took refuge in Casspirs

Confusion followed the violence, as shop stewards, marshals and police tried to establish what had caused it

Civil servants and Nehawu members waiting for Mandela were joined by the Cosatu-aligned South African Municipal Workers Union (Samwu) who had staged an earlier protest march through the city streets Together the crowd of about 4 000 wanted to be allowed into the hall

Shortly before Mandela was scheduled to arrive, about 200 ex-servicemen, including members of the old Cape Corps and Old Soldiers' Steering Committee, also gathered at the entrance to the hall

They had earlier marched to Parliament, demanding the same gratuities as former members of uMkhonto weSizwe and Apla

According to reports from the ex-soldiers, they were allowed to enter the hall by Cosatu members, but were stopped at

the door by police.

They said Cosatu members started pushing from behind, and stones and empty cooldrink cans were thrown at them The police then started firing shots, hitting three of their members

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An eyewitness said there were only 20 policemen in the

cordon and they were under threat of being overwhelmed by the pushing crowd, in which old soldiers were indistinguishable from workers.

An injured person who refused to give his name said "We did nothing We were waiting for Madiba to arrive when these f ing soldiers came and beat us up"

Mandela, who arrived at the City Hall about an hour later than scheduled, apologised, saying his security staff had advised a delay until the situation at the hall had calmed down

Later, addressing the rally of about 1 000 enthusiastic supporters in the hall, Mandela said the violence needed to be investigated

He condemned the ex-soldiers for their actions and said they had no justification for expecting the same benefits as MK and Apla cadres He had already listened to their grievances and come to the conclusion that they were in a "totally different position from the MK and Apla soldiers" He advised them to seek legal advice



WOUNDED: Mr Stanley Abrahams, left, and another Samwu member, both of whom were, apparently hit in the face by plastic pellets, sit in an ambulance.

PICTURE: BENNY GOOL



CLOSING RANKS: Policemen shelter behind their shields as protesters, public servants and former soldiers gathered in the hope

Omar calls for trial of apartheid officials

JOHANNESBURG: Justice Minister Mr Dullah Omar called yesterday for criminal prosecutions of apartheid-era security officials implicated in killings, saying accountability was vital

"I would like to see people prosecuted where there is evidence against them The onus must be on the perpetrators to apply for amnesty," he said

Omar praised the work of the Truth and Reconciliation Commission, saying: "Its first month has been a great success. I see (the commission) as establishing the rule of law in our country"

He said he wanted a police investigation and possible trial of former police agent Mr Joe Mamasela, who said on television last month that he was a member of a police hit-squad unit that killed 30 to 35 people

"Attorneys-general are independent and they decide whether to prosecute I see no reason why that should not happen in any of the cases in which there have been revelations" — Reuter

Cra



"We've posters: they've our's so beaten"

Dozens hurt as demos clash

Police fire rubber bullets at marchers fighting to get into City Hall to see Mandela

ARG 28/5/96

(152)

JOHAN SCHRONEN
and **ESTELLE RANDALL**
Staff Reporters

MORE than 30 people are injured after yesterday's battle between rival protesting groups and with police outside the Cape Town City Hall.

The chaos erupted after two protest marches and a workers' rally converged at the City Hall where President Mandela was to speak to the workers.

Mr Mandela delayed his arrival for about an hour, until the situation had calmed down.

Sixteen policemen were injured in the violence. Three were taken to hospital, two were robbed of their wrist-watches and a police vehicle was damaged in the chaos that broke out on the Grand Parade.

A police spokesman said the three seriously injured members included a policeman who was hit in the face with a bottle, another policeman whose collarbone was broken with a brick and a third whose hand was broken.

The Congress of SA Trade Unions reported that 16 of its members were injured.

Six Cosatu members, apparently municipal workers, were treated at Somerset Hospital. They were Mervyn Titus, Stanley Abrahams, Patrick Links,

Cyril Arendse and a man named Gidoen. They were discharged after treatment.

Nisisa Kwayiya was taken to Groote Schuur Hospital and had an operation.

The police spokesman said two groups of protesters, the Old Soldiers Steering Committee and the Cosatu-affiliated South African Municipal Workers' Union, arrived in separate marches shortly before 2pm.

Tension rose when protesters were barred from the City Hall where Mr Mandela was to address civil servants and the National Education, Health and Allied Workers' Union.

Police had to use rubber bullets in a bid to disperse the crowd.

Police public relations chief John Sterrenberg said the incident, which involved people who had no respect for police or law and order, was "a sign of the times".

Cosatu's regional treasurer, Randy Petersen, said the violence erupted when a member of the old Cape Corps kicked a policeman in the groin.

"The policeman tried to defend himself and hit the person over the head with his baton."

After that bottles and cans began to fly and police eventually intervened.



Picture: ANDREW INGRAM, The Argus

OLD SOLDIERS PROTEST: About 300 ex-Cape Corps soldiers gather at parliament to demand the same treatment as former Apia and MK cadres who were given the option of a payout or retraining. The protest later ended in violence outside the city hall.

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Picture ANDREW INGRAM, The Argus.

Marais slates march on office

ESTELLE RANDALL

Labour Reporter

APL 28/6/96

WESTERN Cape Minister of Local Government Peter Marais has slated the march to his office by South African Municipal Workers' Union (Samwu) members, calling it a ploy to provide President Mandela with a ready-made audience

"In the light of information that President Mandela would be addressing municipal workers at the Cape Town City Hall, I could only conclude that the decision to march to my office was to mobilise a ready-made audience for the purpose of electioneering," Mr Marais said

Yesterday Samwu members marched to Mr Marais's office to protest against a proclamation he released on May 23, which omitted labour agreements in transitional arrangements for the six new Cape metro substructures after tomorrow's local government election

It was subsequently withdrawn and replaced by a document that meets the union's demands

Mr Marais said he wanted to assure municipal staff that "everything possible was done in the wording of the proclamation to prevent retrenchments and give them job security"

Samwu spokesmen said it rejected Mr Marais's attempts to portray the changed proclamation as a sign of good governance

"It is nothing more than a massive defeat for him and his party, brought about by popular opposition," they said

"We can now proceed with the unbundling and integration of local authority administrations in an orderly and structured way

"All that remains now is for Peter Marais to be removed from office"

The union condemned the way in which its march was disrupted by former Cape Corps soldiers who tried to gatecrash a meeting at the City Hall, where Mr Mandela was the main speaker

"It is our belief that the actions of this group were politically motivated. Their actions precipitated SAPS involvement and led to the injuring of about 20 Samwu members"

Telkom workers set to strike on Friday

Labour Reporter

ARC 29/5/96

(152)

(218)

TELKOM is bracing itself for another strike on Friday, the second to hit the company in the Western Cape this week

The new Communication Workers' Union (CWU) is planning a march to Telkom's head office in Cape Town's city centre on Friday to protest over wages and working conditions

Telkom is in dispute with five trade unions over wages, proposed changes to sick leave provisions, a proposal that the company buy out salary notch increases and company allowances, and plans for a ceiling on homeowners' allowances

The planned march follows a strike on Monday of switchboard operators on the international exchange and local directory inquiries

That strike, initiated by the all-white Mineworkers' Union (MWU), did not affect directly-dialled international calls, but international phone inquiries and the booking of international collect calls were delayed, and local inquiries were seriously affected.

Despite being initiated by the MWU, Monday's strike also drew support from other workers. The strike planned for Friday may do the same. About 81 percent of Telkom employees are unionised and the CWU has the lion's share of about 10 000 members.

Tia Hugo, Telkom Western Cape communications manager, said management was making contingency plans although discussions with union leadership had indicated that Friday's strike may not proceed

She said that all dispute resolution mechanisms had not yet been exhausted and the union had been told this

National wage negotiations went into dispute on May 20

Chemical industry dispute

CHEMICAL industry employers and trade unions met the conciliation board on Monday in an attempt to resolve a dispute on centralised bargaining, the Chemical Workers' Industrial Union said yesterday. **BD 30/5/96 (152)**
CWIU labour convenor Muzi Buthelezi said the conciliation board meeting failed to resolve the dispute but employers and trade unions had agreed to proceed with facilitation.

Department to set-up a workshop in mid July with all RTCs and TTs to allow for their early input into this policy development process. The ATP indicated their support for this proposal.

3 Intern Funding Arrangements

3.1 In the interim the Department is aware that clear funding guidelines are required by the RTCs and TTs. The Department has formulated these guidelines for interim funding arrangements with a view to ensuring that capacity in these training institutions is not prematurely scrapped.

3.2 These guidelines will be discussed at a meeting of the Department's Chief Directorate Human Resources Development and Career Services and all Provincial Directors on 29 May 1996. At this meeting a final decision on interim funding of the RTCs and TTs will be made.

4 Phasing in New Funding Arrangements

4.1 New funding arrangements will be phased in so as to give the RTCs and TTs the opportunity to plan for any new funding dispensation.

*7 Sen A E VAN NIEKERK—Land Affairs [Question standing over]

Witwatersrand Supreme Court buildings: damage

*10 Sen R J RADUJE asked the Minister of Public Works

- (1) Whether during rainy weather serious leaks occurred on the top floor of the Supreme Court building, housing the office of the Witwatersrand Attorney-General, if so, what was the estimated cost of the damage caused by these leaks to (a) newly laid carpets and furniture and (b) documents;
- (2) whether any efforts have been made to attend to the problem, if not, why not, if so, with what success;
- (3) whether he or his Department intends taking any further action in this regard, if not, why not, if so, what action? S319E

The MINISTER OF PUBLIC WORKS

- (1) (a) and (b) Leaks did occur on the top floor of the Supreme Court Building during the past rainy season. Although the office of the Attorney-General did mention damage to carpets, furniture and documents, in their complaints, a claim for only R159,44 was received in respect of a damaged dictionary and two desk calendars. This amount was paid to the relevant Senior State Advocate. Carpets were dried and cleaned by a contractor for just under R1 000. It was not necessary to replace any carpets. No claims for damage to any of the furniture has been submitted by the Department of Justice.

(2) Since the start of the rainy season, this Department has spent R55 000 on repairing roof leaks in the Supreme Court Building. Repairs to the roof were successful, but as soon as some leaks were sealed, new leaks developed as a result of not only perished waterproofing owing to acid rain, but also a structural problem. This problem can be successfully solved by increasing the slope of the roof, replacing the existing gutters and downpipes with those of a larger diameter. The existing corrugated iron will have to be replaced with a suitable roof covering.

(3) Documentation has been completed to re-roof the affected areas. The estimate cost is R1,2 million and tenders will be invited during June of this year. The contract period for the service is four months.

Senator R J RADUJE, Mr President, arising out of the hon the Minister's reply, I would like to know why it has taken his Department so long to attend to the repair of the Supreme Court building? The MINISTER OF PUBLIC WORKS: Mr President, the request was submitted to the Department of Public Works, which acted on the request when it was received from the Department of Justice.

Strike on 30 April: estimated cost

*11 Sen Dr G W KOORNHOF asked the Minister of Labour

(1) What was the total estimated cost to the South African economy of the strike on 30 April 1996, expressed in terms of (a) direct and (b) indirect costs.

(2) whether he or his Department took any steps to prevent the strike, if not, why not, if so, what steps.

(3) whether he or his Department attempted to convince the trade union involved, the name of which has been furnished to his Department for the purpose of his reply, to call off the strike, if not, why not, if so, what attempts?

S320E

The MINISTER OF PUBLIC WORKS (for the Minister of Labour)

(1) The Department of Labour does not estimate the cost of strikes, whether direct or indirect. Estimates of that kind have only a weak basis in economics, as they rely on very poorly quantified assessments of multiplier effects. Especially in the case of stayaways, they generally rely on the application of highly aggregated figures across sectors, with necessarily misleading results.

Given these shortcomings, figures on the cost of stayaways serve primarily to underscore rhetorical points. In the process, all too often, they detract from efforts to understand and address the issues that lead to strikes.

We see our role as improving labour relations as far as possible. From that standpoint, a reduction in strike activities provides a critical indicator of success. We measure our success in terms of the decline in person days on strike.

(2) The strike action on 30 April revolved around Constitutional matters. It would be ill-advised to treat it like a simple labour matter, open to intervention by the Department of Labour. The parties involved held various discussions before the call for a stayaway.

In this context, we must reiterate that the right to protest forms a crucial part of a democratic system. If the parties involved in a dispute, whether on the shop floor or in the Constitutional process, cannot find a

satisfactory compromise, a democratic government cannot stop people from taking protest action.

(3) As noted above, the stayaway on 30 April was not a matter of normal labour relations, so the Department did not feel it should intervene.

Senator Dr G W KOORNHOF, Mr President, arising out of the hon the Minister's reply, I would like to point out that the question required a reply in terms of monetary value relating to the cost of that particular strike, and we have not had an answer on what the estimate is. May I ask the Minister whether he has any estimate as to what the strike cost the country?

The MINISTER OF PUBLIC WORKS, Mr President, I will convey that question to the relevant Minister, Mr Mboweni.

Senator A VAN BREDA, Mr President, as to subquestion (1) of question 11, the question required an estimate. Instead of an estimate we got a sermon from the hon the Minister. May I

The PRESIDENT OF THE SENATE, Order! Would the hon senator ask his question?

Senator A VAN BREDA, Mr President, may I ask whether questions are not intended to supply the House with the requested information rather than to dish out sermons?

The PRESIDENT OF THE SENATE, Order! I do not think that is a question relevant to the content of the response.

Senator A VAN BREDA, But it could be a Point of Order, then.

The PRESIDENT OF THE SENATE, Order! It is an observation, and as such I do not regard it as a follow-up question.

For written reply

KwaMakutha trial: costs incurred

147 Sen A VAN BREDA asked the Minister for Safety and Security

- (a) What total costs have been incurred on (1) daily allowances and (ii) subsistence and travel costs abroad by the Independent Task Unit in respect of the KwaMakutha trial, (b) how many official trips abroad have been undertaken for this purpose by individual members of the Independent Task Unit and (c)(i) what total

Chemical union strategy to reinstate workers

MD 31/5/96
Mduuzi ka Harvey

THE Chemical Workers' Industrial Union has threatened to go on a national strike in a bid to secure the reinstatement of about 600 workers dismissed for participating in a strike over centralised bargaining two months ago

Union general secretary Muzi Buthelezi said the dismissals were hindering progress made with employers on the matter

Buthelezi said part of the union's programme of action to get employer-union negotiations back on track would be to campaign for

the reinstatement of the workers, the withdrawal of disciplinary warnings issued against other workers who had participated in the strike and the dropping of alleged criminal charges against certain union members. In addition, the union would lobby workers to stage demonstrations and occupy factories of companies that took action against workers

Buthelezi said the union would decide at a meeting in two weeks on further action. He said although breakthroughs had been made in talks with employers there was a deadlock over levels of

bargaining and the numbers of sectoral chambers in a national bargaining council

The unions want a council with five sectoral chambers with the council having powers over the chambers, while the employers want 10 sectoral chambers

At a Conciliation Board dispute held last month parties were in deadlock, but agreed to seek ways of reaching agreement through further negotiations. In the meantime, however, the union would coordinate a mandate and set a time for balloting members should the parties fail to agree

Just Community Partner With

Workers 'justifiably fired'

BLOEMFONTEIN. - The Appeal Court here has dismissed an appeal by the National Union of Metal Workers of South Africa against the Labour Appeal Court's ruling clearing three companies, who fired striking workers, of an unfair labour practice.

Vetsak Co-operative Ltd, Isando Industries (Pty) Ltd and Turin Pressing (Pty) Ltd dismissed workers after they went on strike in 1988.

On November 22 1990, the Labour Appeal Court (LAC) dismissed an appeal against an earlier industrial court ruling that the workers had not been unfairly fired.

Then, on November 26 1992, the union successfully appealed to the Appellate Division to have the matter referred back to the LAC to enable the court to consider whether the companies had committed an unfair labour practice by dismissing the workers.

The court endorsed the deci-

(152) (108)
sion of the court which made the earlier LAC decision.

In a majority judgment, Appeal Judges Nienaber and Marais and Acting Appeal Judge Zulman dismissed the union's appeal.J

Judge Nienaber said that none of the grounds advanced by counsel for the union could, in his opinion, serve as an adequate reason to come to a conclusion contrary to that of the industrial court or the LAC.

Since the dismissals must stand, the question of reinstatement did not arise.

The Appeal Court also held that no cogent reason had been advanced why the union should not be ordered to pay costs of the appeal

The Appeal Court said it agreed with the finding of the LAC that the workers and not the employer, were to blame for the dismissal. ARG 11/6/96

The court held that both sides were justified in employing two counsel - Sapa.

Nafcoc says it will not contest lockout clause

(152) 003/6/96

Lukanyo Mnyanda

THE National African Federated Chamber of Commerce did not have "time or resources" to engage in a Constitutional Court battle on the lockout clause

The chamber's secretary-general, Mashudu Ramano, said Nafcoc did not believe such a dispute was constructive

It would rather focus on developing a common economic vision for SA

"Although it would have been nice not to have the (lockout) clause, business was not successful in lobbying for this," Ramano said.

Business SA constitution working group executive committee member Ian Robinson said he be-

lieved that the Foundation for African Business and Consumer Services (Fabcos) and Nafcoc supported BSA's stance on the lockout clause.

The foundation could not be reached for comment

BSA's Constitutional Court challenge on the lockout clause would go ahead, with the organisation poised to make a detailed submission to the court, the organisation said at the weekend

BSA constitution working group chairman Bobby Godsell said that the court would determine the necessity of oral submissions on the matter

Robinson said labour's right to strike had to be balanced by the employers' right to lock out the striking workers

Telkom slams strike as unwarranted

Sowetan 3/5/96

By Themba Sepotokele

THE strike action by members of the Communications Workers' Union on Friday was unwarranted because the union had not exhausted procedures contained in the Labour Relations Act Telkom said at the weekend

Telkom spokesperson Mrs Ingrid Krige said several attempts by the company to resolve the matter and reach a negotiated settlement were fruitless

She said the parties had been in dispute since last month because management could not accept the union's response in terms of unprocedural disruptive industrial action

More than 2 000 members of the Communications Workers' Union downed tools on Friday and marched on Telkom and post offices in Johannesburg and Braamfontein to hand over memorandums

Strikers claim that Telkom was ignoring workers' demands for job security and a 13 percent increase

The strike hampered the delivery and distribution of mail in affected provinces such as North West and Gauteng

The union's regional chairman Mr Oupa Mopala said they had deadlocked on salary issues and marched on the post office because of racist management

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4/16/96
NP to contest (152)
lockout clause

THE NP would contest three aspects of the new constitution adopted last month.

Argument before the Constitutional Court (CC) is due to begin next month.

In papers submitted to the CC, the NP indicated it would oppose the exclusion of the lockout clause, the clause that disallows MPs from crossing the floor of Parliament to another party without losing their seats and it would argue that the powers of provinces in the new constitution were less than provided for in the interim constitution.

Political Writers

(152)

6/6/96

THE fall in April's inflation rate to a 24-year low of 5.5% is not a flash in the pan, but part of a fundamental downward trend which started in the 1980s

The fall commenced soon after SA started to move into step with the international trend of avoiding inflationary financing of budget deficits, and after interest rates were allowed to start reflecting the economy's underlying realities

Despite the interruption the recent fall in the rand will bring about over the rest of this year, the fundamental downturn should remain intact. Inflation will not get back to double digits, and will fall again next year, creating the scope for substantial declines in short-term and capital market interest rates

SA's inflationary spiral began in the early 1970s. Throughout that decade, government tried to shelter borrowers from the interest rate impact of its own massively increased borrowings

Government's borrowing requirement averaged nearly 6% of GDP in the 1970s but, more important, on average 35% of these borrowings were obtained from the Reserve Bank (so contributing directly to the money supply) and the private banking sector (thus contributing to banks' liquid asset base and so, indirectly, to the money supply)

Deposit rate controls, an artificially low Bank rate, and prescribed asset requirements were among measures used to "shoot the messenger". As a result, borrowers were subsidised and savers heavily penalised. Credit demand surged, causing money supply to grow rapidly, and the result was high and rising inflation

The monetary and fiscal impetus to inflation fell on fertile soil. The organised labour movement was gaining power in the 1970s, partly because the then political system meant the majority of the population had no political representation. Also fuelling inflation were the two oil price shocks, and rising international inflation

Because of the way it was handled, the sharp increases in the gold price in the early 1970s and again towards the end of the decade were allowed to do particular damage to

Long-term inflation is no longer the bogeyman of SA

RUDOLF GOUWS

(153) AD 6/6/96

financial stability

Moreover, when the gold price fell, and with it the tax take from the gold mining industry, government did not pull in its belt on the spending side, but allowed the budget deficit to balloon

For six years in the middle of the 1980s we again had a serious bout of inflationary financing of budget deficits, and apart from a sharp spike in 1984 and 1985, interest rates were kept negative in real terms

The sharp fall in the value of the rand during the economic and political crisis of the mid-1980s, which eventually led to the debt standstill of 1985, gave a final twist to the inflationary spiral

Primarily through a fundamental transformation of monetary policy, most of the rest of the world had started coming to grips with inflation at the start of the 1980s. It took SA nearly another decade to "join the world", but when it did, the results were soon obvious

So far in the 1990s we have, on balance, avoided inflationary deficit financing, and we have been following international norms in the conduct of monetary policy since 1989

The results are clear. Inflation has fallen far faster than anybody thought possible, and it did so during an economic upswing, when inflationary pressures would normally be expected to build up. An absolute prerequisite for the

fall in inflation was a "buy-in" by politicians into a broad anti-inflation strategy

Some of our present politicians had previously deemed the fight against inflation secondary among economic policy objectives

Now there is a virtually general recognition that

□ Inflation is worse for the poor (government's main constituency) than for the wealthy (who can, for the most part, protect themselves against the effect of inflation),

□ Inflation undermines fixed investment, economic growth and the creation of jobs,

□ There is no trade-off between inflation and economic growth in all but the very short term (and even that may be doubtful because of the rapid reaction of financial markets to hints of higher inflation)

The authorities' stance on inflation seems to be gaining credibility, and I sense that inflationary expectations among the public at large are changing

South Africans seem to be accepting that inflation is not necessarily a double-digit phenomenon

The "buy-in" by politicians has a profound relevance for the long-term inflation prospects in SA. But what of the immediate future?

The poor short-term outlook for inflation was brought about by the

sharp recent decline in the value of the rand. This decline is, to my mind, not an extension of the long-term fundamental decline of the rand of the 1970s and 1980s. It is rather the result of a number of unfortunate factors which are unlikely to endure

But the effect of the rand's fall has for instance already been seen in a substantial rise in the price of petrol, and other related price rises will follow. The overall inflation rate will therefore rise over the rest of this year, perhaps turning just below 9% by year-end

However, if government and the Reserve Bank stuck to their guns, that level will represent the peak of an unfortunate subcycle within a fundamental downturn

SA has a very good chance of getting its inflation in line with its trading partners within three years. This will not occur at the cost of fixed investment, economic growth and employment, but is rather one of the prerequisites for higher and sustained investment, growth and employment

Right now there are serious concerns about the pressures that are building up for an easing of monetary policy and for less rigorous pursuit of smaller budget deficits. These pressures should be, and I am sure will be, resisted. Interest rates were, in any event, on the point of easing when the recent pressures on the foreign reserves and the rand

led to the rise in the market and official rates

Once pressures on the reserves ease (as I expect them to do in the second half of the year), and the demand for credit eases further, interest rates will start to decline of their own accord. For instance, the recent prime rate increases may be reversed as early as the third quarter

Pressures to reduce short-term lending rates prematurely will merely ensure that capital market interest rates remain high for longer than they need to, because of fears among foreign and local buyers of government bonds that SA will go back to the inflationary monetary and fiscal policies of the 1970s and 1980s

This will have potentially disastrous results for government's interest bill, which is already "crowding out" other, more desirable and productive expenditures

While government is committed to deficit reduction and arresting the rise in the ratio of government debt to GDP, the overall government finances remain precarious. With the economy losing momentum, government revenue will come under pressure and the dangers of a "debt trap" have been enhanced by the sharp rise in long-term interest rates

I am certain the authorities will not yield to the pressures to reverse their fiscal and monetary policy direction. Government is clearly very aware of the potential inflationary consequences of the rand's recent depreciation, and of the very strong possibility of a renewed price/wage spiral if monetary and fiscal policies are not appropriate

I therefore expect the forthcoming rise in inflation to be temporary, and for the next major move in short- and long-term interest rates to be quite strongly downwards in nominal terms. The extraordinarily high present margins above inflation should narrow as well, as fears of future inflation fade further

□ Gouws is chief economist of Rand Merchant Bank. This is a summary of a presentation to the Bureau for Economic Research conference, Economic Growth up to the Year 2000, held in Midrand last week.

Strike hammers clothing industry in Eastern Cape

By Shirley Jones

Durban — The clothing industry in the Eastern Cape is in tatters, with 11 000 workers on strike and 14 000 jobs on the line

According to Leon Deetlefs, the chairman of the Kei Clothing Employers' Association, there are fears that the international investors who own seven of the 13 factories affected by the strike could disinvest. That would rob one of the most impoverished areas in the country of millions in international investment

The association was formed to negotiate with labour a year ago

Deetlefs said tough economic conditions, compounded by the poor performance of the rand and illegal imports,

had stripped the clothing industry in the former Ciskei and Transkei regions of 2 451 jobs in the past six months, bringing job losses for the year to 3 800

He said the strike, which began on Monday, was the result of deadlocked talks between the association and the South African Clothing and Textile Workers' Union over wages and a host of additional demands

In March the union demanded a wage increase of 17 percent, which could be lowered slightly for rural areas, six months' paid maternity leave, and increases in employer contributions to provident funds. It insisted that these

CT (BR) 6/6/96 (152)

demands be extended to the former homelands and self-governing territories. Deetlefs said the union had called out 9 500 workers on strike but there had been so much intimidation that the strike had spread to factories not represented by the association

Desperate manufacturers considering applying for an interdict

He said three companies would consider closing if the situation were not resolved soon

Desperate manufacturers were considering applying for a court interdict against the union. The hardest hit area has been Dimbaza, 75km from East London and 15km from King William's Town, which

the government has called one of the most poverty-stricken regions in the country. Each worker in the region is estimated to support at least five dependants

Deetlefs said the clothing industry accounted for a large chunk of the economy in the region because it was the area's largest employer. If the industry crumbled in the area, at least 7 500 people would be thrown out of work, he said

Interskei, one of the larger manufacturers in the region, has already closed its doors, shedding 680 jobs. Another company has closed down temporarily but is negotiating the possibility of reopening if sufficient orders could be secured. The union could not be reached for comment

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Protesters trigger city chaos in rush hour

Municipal workers, 'tired of intimidation by other unions', block main arteries into Johannesburg in three-hour action

BY STAFF REPORTERS

Protesting municipal workers blocked main arteries into the city centre this morning as they gathered outside the Metropolitan Centre in Braamfontein.

Their three-hour protest was organised by the Independent Municipal and Allied Workers Union (Imawu) against intimidation by other unions.

It caused traffic snarl-ups and delayed thousands of people going to work.

Traffic around the Metropolitan Centre in Braamfontein came to a standstill at about 7.30 as hundreds of green and white municipal vehicles drove up Rissik Street, having earlier blocked Caroline Street in Brixton by driving several vehicles abreast. They later moved to the Smut Street off-ramp, causing a major traffic jam on the M1.

Cars, vans and trucks blocked several intersections until traffic officers arrived to clear them. While traffic officers tried to get the traffic flowing by weaving cars through the blockade, angry municipal workers argued with them and confused the issue by trying to direct traffic themselves.

Motorists joined in with a cacophony of hooting.

By about 8.30am the workers had gathered in a large group at the Metropolitan Centre, allowing city centre traffic to normalise.

Dave Fox, of Imawu, said the protest was to highlight the Johannesburg council executive

committee's reluctance to halt other unions intimidating it.

"We have been responsible and patient, but we are tired of being abused and victimised in the workplace. The Johannesburg executive committee has in the past said it will resolve this situation, but nothing has been done."

Fox said today's protest was triggered by the recent ambushing of one colleague, Hendrik Olivier, the manager at the Olifantsfontein municipal farm. While Olivier was not injured, his work vehicle was extensively damaged.

"An injury to one is an injury to all. This union is committed to transformation and doing our work but not if anarchy reigns supreme," Fox said, adding he hoped to see Johannesburg's chief executive officer Prof Nicky Padayachee.

Johannesburg traffic spokesman Deruse Henderson said that the majority of traffic officers had reported for duty this morning. "The strike action started at 7am and I believe those traffic officers presently on duty will not participate in the strike," said Henderson.

Johannesburg police spokesman Insp Andy Pieke said police would be assisting traffic officers in maintaining law and order. "We will back them up, but at this stage we don't know what action will be necessary," said Pieke.

The protest was scheduled to end at 10am.

will cost an estimated R365-million - Staff Reporter

Clothing, textile industry hit by strike

(152) (152) (152)
More than 3 000 workers in the clothing and textile industry in parts of the Eastern Cape are on strike in a protest against "starvation wages", a statement from the Southern African Clothing and Textile Workers' Union said yesterday. A union official said some workers were being paid as little as R48 a week. He named nine companies affected by the strike and said most were Taiwanese owned. The union is demanding a R30-a-week increase. - Sapa.

STAV 7/6/96

Special patrol for embassies

(152) (152)
A special police patrol has been set up to protect embassies following three burglaries in the past six months. Minister of Safety and Security Sydney Mufamadi said there had been a burglary at the Swiss embassy in Claremont, Cape Town, during which valuables including a string of pearls and two pairs of earrings were stolen. In break-ins at the Lebanese embassy in Norwood, Johannesburg, burglars netted goods and cash totalling more than R200 000. - Own Correspondent.

STAV 7/6/96

the SAMDC earlier closed the
five Dormicum to the patents, a
move that was "not in the best in-

Protest held in Parliament

Wyndham Hartley

ED 11/6/96 (152)

CAPE TOWN — The lobby of the old all-white House of Assembly rang to protest songs yesterday as parliamentary staff staged a demonstration against Parliament's management.

At issue is a day's wages lost due to the Cosatu stayaway in April to protest against the lock-out clause in the new constitution. Workers were told the generally accepted rule of no work, no pay, would apply if they observed Cosatu's call for a stayaway.

When they later objected to losing a day's wages, they were offered the option of taking a day's leave instead of having wages docked.

Many workers failed to accept the offer.

2 Acorn

Strike over wages looms in clothing industry

Star 12/6/96

(152)

One of Cosatu's biggest affiliates, the 100 000-strong SA Clothing and Textile Workers' Union, is to ballot its members for strike action next week following the failure of a final dispute meeting with employers on Monday.

A spokesman for clothing employers, who wished to remain anonymous, said he hoped "sense would prevail" and that union members would not go on strike in an industry already in "serious decline". He said more than 20 000 jobs had been lost in the past six years because of legal and illegal imports.

The dispute arises from problems with the annual wage negotiations.

At the last possible attempt to break the deadlock in the National Bargaining Forum in Durban on Monday, employers stuck with their offer of a 7% increase in the total labour cost package, while the union stayed with its demand for a 10% increase. The package under negotiation includes wages, a provident fund and annual bonus increases.

The employers' spokesman said the two parties had made a principled agreement on the strike procedures. The Independent Mediation Services of South Africa is to facilitate discussion between the parties to agree to the rules and parameters of the ballot. - Staff Reporter

Numsa to embark on strike action

(152) Sowetan 13/6/96
The move is aimed at highlighting seriousness of workers' demands

By Abdul Milazi
Labour Reporter

THE NATIONAL UNION of Metalworkers of South Africa is to embark on a national day of action today to mark the beginning of the final round of wage negotiations in the engineering sector.

Numsa spokesman Ms Jenny Grice said the action, which would involve marches throughout the country, was to highlight the seriousness of their demands and to put pressure on employers.

The union is demanding R1 542 a month for the lowest paid workers and 200 hours of training a year for all workers. "Workers have to be trained if we are to move up from position 44 out of 46 countries as cited in the World Competitiveness Report"

Numsa also demands job security and an end to the Limited Duration Contract and labour brokers because "they break any gains that trade unions make"

One of the most innovative demands is a new wage model which Numsa has drafted to close the wage gap between the lowest and highest paid workers in the industry.

Numsa proposes that workers be graded on their skills instead of their jobs.

Grice said the union wanted the lowest paid workers from grades one and two to earn 60 and 70 percent of the industry's artisan rate which was R24,95 per hour respectively.

The Steel and Engineering Industries Federation of South Africa has proposed that the two grades should earn 55 and 65 percent of the artisan rate respectively.

Workers strike over 'starvation

wages' issue

~~(152)~~ ~~(152)~~ (152)
EAST LONDON. - More than 3,000 workers in the clothing and textile industry in parts of the Eastern Cape are on strike in protest against "starvation wages", a statement from the Southern African Clothing and Textile Workers' Union said.

Sactwu official Siphon Ngcebetsha said some workers were being paid as little as R48 a week.

He named nine companies affected by the strike and said most were Taiwanese-owned concerns operating in the Transkei and Ciskei.

Mr Ngcebetsha said after a deadlock in negotiations last year, the wage issue had gone before a conciliation board meeting in April at which employers had offered an increase of R10 a week, which workers had rejected.

He said the union was demanding a R30 a week increase.

Sactwu also wanted the wage gap between different factories, which varied from R1,20 an hour to R3 an hour, closed over the next two years, along with 15 days paid leave and an annual bonus.

Three months paid maternity leave, a further three months unpaid maternity leave and an improved provident fund were also union demands. - Sapa

June 1966

Parental rights: Saccawu may strike

ESTELLE RANDALL
Labour Reporter

ARL 13/6/96

THE SA Commercial Catering and Allied Workers' Union (Saccawu) has threatened strike action if its dispute with 3M South Africa over parental rights is not resolved

This is only the second time a South African trade union has gone into dispute over parental rights

At issue is Saccawu's demand for child-care leave and a pre-school subsidy of R500 a year

The company is believed to be in agreement with the union's other demands of eight months paid maternity leave - six months of which would be paid at 33 percent and two months at full pay - five days paid paternity leave, and post-natal leave of five days

An attempt to resolve the dispute through mediation failed last week

Besides the threat of a strike, Saccawu plans to elicit support from unions abroad who organise at 3M. The company, with its head office in the United States, also has interests in Germany and South Korea

Saccawu spokeswoman Pat Appolis said 3M in the US had been ranked among the 100 best companies for providing "family-friendly" benefits. It had been the first US company to grant subsidised child care for employees with sick children

In South Africa, the company had embarked on several social responsibility programmes, including funding community crèches, but was reluctant to extend the right to combine work with family responsibilities to their employees. Ms Appolis said in South Africa, where about 60 percent of female employees are entitled to maternity benefits from employers, according to an International Labour Organisation (ILO) country review in 1996, Saccawu has led the field in the struggle for parental rights

Parental rights agreements secured by the union cover about 60 000 workers, of whom about 60 percent are women. In 1982, it secured a landmark agreement with Pick'n Pay which gave pregnant workers the right to return to work after nine months paid maternity leave. Workers also had the option of taking another two months' unpaid leave. Parents who worked at Pick'n Pay could share the 11 months

In 1990, Saccawu went into dispute with Foschini over parental rights but a strike was averted when the company agreed to meet the union's demands. These were for a R620 one-off child-care allowance and six months paid maternity leave shared with the child's father, if he also worked at Foschini

Strikers disrupt services in Durban

Nicola Jenval

~~274~~ (152)
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DURBAN — Several thousand SA Municipal Workers' Union members disrupted municipal services and trashed the city's main streets yesterday during a one-day protest to demand across-the-board wage increases.

The municipal bus service was completely disrupted and commuters were forced to use minibus taxis, trains and privately owned buses.

Durban Chamber of Commerce corporate enterprises director John Bryce condemned the action. "Thousands of people were inconvenienced . . . particularly those who relied on public transport," he said. The strike had been unnecessary as the dispute was to be mediated today by the Independent Mediation Services of SA, he said.

Union spokesman Monty Naidoo said the Cosatu union was demanding a R380 across-the-board increase for municipal workers and the metropolitan council was offering R160.

City police said marchers brandished sticks and threatened onlookers and police. About 3 000 had taken part.

Metal workers in march

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~~152~~
Sowetan 14/6/96

SEVERAL thousand members of the National Union of Metalworkers of SA marched to the offices of the Steel and Engineering Industries Federation of SA in Booyens, Johannesburg, yesterday to deliver a memorandum demanding better working conditions.

The largest union in the metal industry, Numsa staged the march to highlight its rejection of Seifsa's final offer of 7,5 percent during annual wage negotiations.

Numsa leader Mr Mthuzeli Tom said the union was pushing for higher pay, 200 hours of training a year to upgrade workers' skills, and employment security, among other demands.

One of these was the closing of what it called the "apartheid-wage" gap within the metal industry.

The next round of negotiations is scheduled for June 24, when Numsa will report on members' reactions to a range of offers by Seifsa.

Also yesterday, Numsa presented a memorandum to Eskom demanding a new skills-based grading system.

The memorandum said Eskom's training college should be used to address past imbalances by producing more black engineers, technicians and artisans.

The union also demanded an increase in housing subsidies for the lowest-paid Eskom workers.

● Banks yesterday warned that planned mass action by the South African National Civics Organisation could jeopardise the country's fragile economy.

Sanco has planned a steady stream of pickets and demonstrations starting today, to protest the banks' moves against thousands of first-time homeowners who have defaulted on their loans.

"Threats of disruptions to banks' normal activities, intimidation of bank officials, sit-ins, etcetera, are in our view extremely unwise," the Council of South African Banks said.

Cosab said about 50 000 defaulters — who were still occupying their houses — had their properties repossessed last year, but banks were trying to make arrangements so the defaulters could pay their debts. —Sapa

Numsa members march countrywide

(152) (152)
Renee Grawitzky

DD 14/6/96

THOUSANDS of National Union of Metalworkers of SA (Numsa) members participated in countrywide marches and demonstrations yesterday to highlight demands being negotiated in the metal industry industrial council affecting about 200 000 workers

The action coincided with the union's rejection of the Steel and Engineering Industries' Federation of SA's (Seifsa's) final offer of 7,5% which would effectively increase the minimum wage to R7,25 an hour

Numsa's engineering sector negotiator Elias Monage said "workers must prepare themselves for a tough battle"

Seifsa indicated that some progress had been made on general wage demands, including an agreement to appoint a task team of the industrial council to explore the implications for the industry of a reduction in the working week.

Separate negotiations on a new wage model for the industry continued despite disagreement on two issues. Seifsa proposed that the rate for grade 1 should be 55% of the scheduled artisan rate while Numsa has demanded that the rate should be calculated at 60% of a benchmark figure for the artisan rate of R19 per hour

The second major area related to the employer's demand for what Numsa termed a "low wage grade" Seifsa proposed that employees in grade 1 who would not become multiskilled but would be doing general labour work should be paid the current industry minimum rate of R6,74 an hour

Ecna reports that another stoppage hit East London industry yesterday as workers took the day off to participate in the countrywide action. Border Engineering Industries' Association chairman Anthony Kerr said workers should be more "responsible"

Mandela warns Cosatu on damaging strike actions

(152)

ANC to 'bring unions around to new thinking' on privatisation

By **PATRICK BULGER**
Cape Town

President Nelson Mandela told the Senate yesterday he had warned the Congress of South African Trade Unions not to give South Africa a "bad image" abroad by calling repeated strikes.

Mandela made the disclosure at the end of the debate on the president's office in the Senate.

He said Public Enterprises Minister Stella Sigcau would make "relevant announcements" on privatisation later in the week.

He said he would not be following Deputy President FW de Klerk's advice to tackle Cosatu, saying "our style is to sit down and discuss, especially with our allies".

"Don't be impatient with us on this question. We have announced both inside and outside

the country that privatisation is our policy," he said.

However, just as it took four years of talks to get the then-National Party government to hold talks with the ANC, so too would it take time to bring Cosatu around to the ANC's new thinking on the issue, said Mandela.

Cosatu was headed by a talented leadership which was doing its best for the black worker who remained at a disadvantage to his white counterparts, he added.

"That is why Cosatu is calling strike after strike. But we are talking to them and saying 'don't give the country a bad image. Think of the 40% who are unemployed. At least you can take something home. Those 5-million unemployed, they don't know where their first meal is coming from'."

Repeated strikes would lead

business to do what it did between 1985 and early 1994 when R51,7-billion left the country.

Earlier, introducing the debate, Mandela said he was personally concerned that three prominent NP figures - Pik Botha, Leon Wesels and Chris Fisser - were leaving government.

He said they had played a "critical role in building national unity and preventing the revival of racism both within parties and in communities where they work".

Mandela said the recent Western Cape local government elections had shown "disturbing moments when robustness turned to intolerance, from both the ANC and the NP".

He said political parties had a responsibility to combat these "evils of intolerance and racism among their supporters".

Star 19/6/96

Clothing industry prepares for legal lockout

ESTELLE RANDALL
Labour Reporter

ARG 20/6/96
CLOTHING industry employers are preparing for a legal lockout of workers, in response to union preparations for a legal strike over wages.

This week the SA Clothing Workers Union (Sactwu) is finalising preparations for a strike ballot of its 95 000 members in the industry. About 43 000 are in the Western Cape.

Workers are demanding a package of 10 percent to cover wage increases and improvements to maternity-leave benefits, annual bonuses, a provident fund and a skills training programme. Employers have offered a package of seven percent.

Clothing industry workers are now entitled to three months paid maternity leave at 33 percent of their salaries and another three months unpaid leave.

Sactwu said the employers' offer of seven percent would only accommodate a wage increase, with no improvements to other benefits. A worker with 20 years' service in the industry could receive as little as R5 000 on retirement, in terms of the present retirement benefit.

Sactwu, employers and the Independent Mediation Service of South Africa met in Johannesburg on Tuesday to finalise the wording of the strike ballot form.

Bernard Richards, spokesman for the Clothing Federation, said the federation was preparing to meet employers in the provinces to pave the way for a legal lockout.

He said neither the union nor employers wanted to "go to war", but employers were considering an industry-wide lockout in the light of the union's preparations for a legal strike.

Mr Richards conceded that national industrial action could have a devastating effect on the clothing industry, which is facing an onslaught from cheap imported goods entering the South African market.

Back to work for Sactwu strikers

(152)
MTG 21-27/6/96

Bronwen Roberts

The mass sacking of thousands of clothing workers was averted this week when striking South African Clothing and Textile Workers Union (Sactwu) members returned to work.

After months of negotiations and a two-week strike by about 8 000 employees, all but two of the affected 14 clothing factories in Dimbaza, Mdantsane and Fort Jackson are back at work. Negotiations between workers and management at the EV Krull and Clock Clothing plants are planned.

Sactwu regional secretary Gladman Plaatjies told *Ecn* the union was satisfied with "important gains" achieved by the strike and negotiations.

Plaatjies said employers' threats to fire all who did not return to work on Friday had not influenced the decision to end the strike.

A Kei Clothing Employers' Association advertisement warned that all strikers would be dismissed if they were not back at their posts by Friday. The advertisement said the companies were suffering "huge financial losses".

Association chairman Leon Deetlefs earlier estimated R3-million in turnover was lost every day of the strike.

But Plaatjies said today the last offer of a uniform minimum hourly wage of R1,95 per general worker and R2,35 per machinist had satisfied workers.

Employers had also agreed to contribute 20c per worker a year to Sactwu's bursary fund. All workers would also get a R12 a week increase, backdated to the beginning of the year, with further R12 increases planned for the rest of the year.

Plaatjies said workers had been told some employers were planning to relocate to other Southern African countries where labour was cheaper. He said they were using the strike as an excuse to close down. "That is why we were very surprised they are still around and can afford to pay us almost double."

He said some employers were "hiding" behind the increased pressures facing the clothing industry in the province to keep wages low.

Deetlefs said last week the devaluation of the rand, increased employer taxes, illegal imports and poor infrastructure in the Eastern Cape were putting pressures on the industry.

He said some plants were facing closures — *Ecn*

Sactwu call for ballot

Renee Grawitzky

~~152~~ (152)
ABOUT 100 000 clothing workers will begin balloting for a strike within the next two weeks after the SA Clothing and Textile Workers' Union and employer organisations failed this week to resolve the deadlock over wages. **BD 21/6/96**

Sactwu spokesman Elias Banda said the union was not in a position to accept a 7% package increase.

The union was demanding 10%. Banda said "we will actively encourage our members to reject the 7% offered"

He questioned how the union could agree to a 7% increase, when workers in the Free State, for example, earned R140 a week

The parties met this week to discuss co-operation around the balloting procedure. It would appear that agreement could not be reached on a balloting procedure

Banda said employers would not be party to the balloting procedure

SA labour relations still a worry to some

John Dlodlu

DD
24/6/96

(152)

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(152)

ALTHOUGH foreign investors have been encouraged by last year's drop in the level of strikes — the lowest since 1988 — some are concerned about the apparent deterioration in labour relations in recent months.

This was said by British deputy consul-general in SA Roddy Drummond, on the topic of SA's rating as an investment destination.

Drummond said SA's unit labour costs were higher than those of its competitors in Asia and the Southern African Development Community.

Britain is generally regarded as SA's top foreign direct investor, with investments estimated at £10bn, according to the embassy.

Another large foreign direct investor in SA, the US, seemed less concerned with the recent squabbling between labour and business over economic policy. In fact, US media and information officer Bruce Wharton said recently: "We are impressed by the

continuing open democratic dialogue through which South Africans are shaping the future of the country. "Transparent dialogue among political parties, labour and management, government, nongovernmental organisations and all other sectors of society will chart the course SA pursues and the consensus necessary to sustain it."

"We continue to be impressed by the quality of SA's leadership and enjoy an excellent relationship with Pretoria."

Since President Nelson Mandela's inauguration, more than 300 US companies had invested in SA.

Rand Afrikaans University academic Carl Noffke said at the weekend government's economic plan — which promised investors incentives such as tax holidays for new projects and accelerated depreciation of new investments in manufacturing plant — was "a beginning", but did not "put the shine back" on SA. More effort would be needed on investment incentives. But the new plan should be of interest to SA's main trading partners, he said.

Industrial action hits festival

GRAHAMSTOWN — Industrial action has hit National Arts Festival organiser, the Grahamstown Foundation, two weeks before this year's event.

More than 20 staff members, all affiliated to the National Education, Health and Allied Workers' Union (Nehawu), were arrested on Friday, and yesterday barred from the 1820 Settlers Monument premises. Workers have been picketing at the monument entrance for the past three weeks, while wage talks continued. Nehawu spokesman Sizwe Ntlok-wana said yesterday demands included a provident fund and a 37% across-the-board wage increase.

Foundation spokesman Shelagh Blackman said the foundation would proceed with negotiations, but only if conducted according to the recognition agreement with the union. — Ecna

BD 25/6/96 (243) (152)

Strike action to escalate, says report

(152)

CT(BR) 27/6/96

By Christo Volschenk

ECONOMICS EDITOR

Cape Town — The number of man-days lost through strike action surged fourfold in the first half of the year compared with the same period last year, according to a report on strikes by Andrew Levy & Associates released yesterday.

In the first half of this year, 400 000 man-days were lost in the private and public sectors as a result of strikes, compared with the 95 000 days lost in the same period last year, Andrew Sparks, the author of the report at Andrew Levy & Associates, said yesterday.

He expected strike action to increase further in the second half of the year.

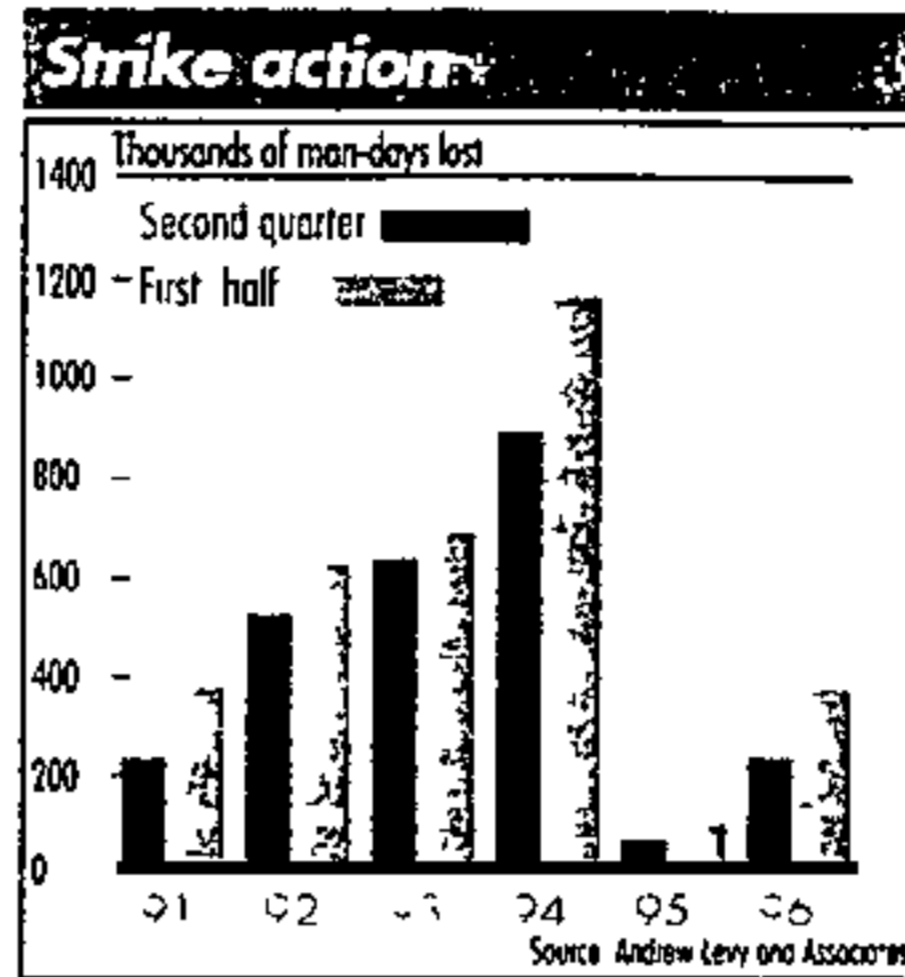
After four years in which the number of days lost through strikes rose steadily, the figure dropped dramatically last year. "An increasing number of strikes will revolve around wage disputes as we move into the season for wage negotiations," Sparks said.

He ascribed the new growth trend to "increased militancy and a return to protest politics in the ranks of organised labour. Last year was unusually quiet and should not be seen as typical for strike action. The new government had just taken over the reins and labour may have decided to give it a chance," he said.

"We expect the number of man-days lost this year to be much higher than last year, but to remain below the average annual figure for the period 1991 to 1994."

The restructuring of state assets was also expected to be another big source of strike action later this year. "The stage appears to be set for a showdown between the government and the unions on this issue," he said.

Meanwhile, Terry Bell reports that Sam Shilowa, the general secretary of Cosatu, yesterday confirmed that a million leaflets calling for support for Tuesday's anti-privatisation mass action, organised by the Transport and General



Workers' Union, would be produced today by Cosatu. However, he emphatically denied that there would be any meeting of affiliates on the issue. Support had already been agreed, he said.

According to Shilowa, the million leaflets, together with posters, would be sent to various affiliates in line with the support for the action voted by the Cosatu executive. The Centre for Democratic Communications confirmed yesterday that a Cosatu leaflet had been drafted and designed.

In the meantime, the transport union has ordered and circulated two leaflets, with a total run of 60 000 leaflets, one directed at workers in the industry and another at commuters. The commuter leaflet calls on commuters to "join the march for jobs, affordable fares and higher subsidies".

While the transport union has specifically targeted the government's plans to privatise transport, the July 2 action has assumed the role of a general anti-privatisation protest. But this has created problems as Cosatu has not yet had time to consider the government's latest macro-economic strategy.

A special executive committee meeting of the trade union federation, scheduled from July 9 to 11, is expected to set an agenda for a "constitutional" meeting on July 19 and 20. At this meeting, the formal response of Cosatu to the government's programme should be spelt out.

See Business Watch, Page 19

Strike trend in SA up so far this year

(152)
ARG 27/6/96

JOHANNESBURG - There were more strikes in the first half of 1996 than in the first half of 1995, but not as many as in the years since 1991, labour consultants Andrew Levy and Associates report

The consultants reported that 400 000 working days were lost during the first half of 1996 because of strikes

This compared well with figures for the corresponding period for most previous years, as 95 000 days were lost in 1995, 1,2 million in 1994, 700 000 in 1993, 650 000 in 1992, and 375 000 in 1991

The figures for the months from April to June were also lower for most previous years since 1991. This year, there were 225 000 working days lost during this period, compared with 35 000 during the same period in 1995, 905 000 in 1994, 635 000 in 1993, 515 000 in 1992, and 192 530 in 1991

"The figures seem to confirm the claim that 1995 was unusually quiet in terms of industrial action, and should not be seen as typical in any way," the consultants said

"Once again we see the second quarter of the year experiencing more strikes than the first quarter. This is another area in which 1995 moved away from the trend. We also anticipate the second half of the year will see more strikes than the first half."

The consultants reported that it was interesting to note that, in most cases, strikes of long duration usually involved relatively few employees, while short strikes tended to involve many

It was noted that in the March, 1996, Strike Report that 70 percent of working days lost were caused over grievances, and 0,1 percent over wages. This pattern had changed considerably

As at the end of June, 1996, 59 percent of strikes were caused by grievances, while 18 percent were caused by wage disputes

It was expected that this pattern would change further during the course of the year, with more strikes being caused by wage disputes developing in the wage negotiation period

"We are also likely to see a sharp rise in strikes related to the restructuring of state assets," the consultants reported. "The unions have come out unequivocally against this, while President Mandela has stated that restructuring of state assets is a fundamental part of government policy, and will go ahead" - Sapa

Man days lost to strikes increase

Renee Grawitzky

MD 27/6/96 (152)

MAN days lost during the first half of the year as a result of strikes saw a large increase from the corresponding period last year, with predictions of more strikes related to government's plans to restructure state assets.

This was disclosed in a report released yesterday by Andrew Levy & Associates which estimated 400 000 man days were lost for the year to date compared with 95 000 last year.

However, the report pointed out that although figures this year were considerably higher than last year, they were not as high as in the corresponding periods from 1991 to 1994. In the same period in 1994, 1.2-million man days were lost, 700 000 in 1993, 650 000 in 1992 and 375 000 in 1991.

Researcher Andrew Sparks said in the report these figures seemed to confirm the claim that last year was unusually quiet in terms of industrial action and "should not be seen as typical in any way".

Reduction in man days lost last year could be attributed partly to an attempt by workers to give the new government a chance. In addition, the major industries were successful in concluding agreements without resorting to strike action.

Man days lost in April to this month was 225 000 compared with 35 000 in the same period last year, 905 000 in 1994, 635 000 in 1993, 515 000 in 1992 and 192 530 in 1991.

The report attributed 59% of strikes to grievances and 18% to wage disputes. In the first quarter, 70% of strikes were caused by grievances and only 0.1% by wage disputes. This pattern, the report said, was likely to change as the wage negotiation momentum picked up.

The National Union of Metalworkers of SA accounted for 40% of total man days lost followed by the National Union of Mineworkers (22%) and the Chemical Workers' Industrial Union (13%).

The report predicted a sharp rise in strike action relating to state asset restructuring.

Striking out

(152)

We can probably assume Cosatu will not organise protest marches around the country on July 6 against the banks for having raised their interest rates — unless the pain from the first, and not just the second, rate increase becomes more evident

But on the labour "struggle" front that is about the extent of the good news. Research published yesterday shows that strike action, measured by work time lost to the economy, rose 400 percent over the same period last year. Furthermore, Cosatu is supporting the transport workers' national anti-privatisation strike on Tuesday.

It is important to get strikes into perspective. They are not the end of the world, not a sign of lawlessness or of a lack of control over the economy on the part of the government, or even a measure of the economic recklessness of the trade union movement.

A strong trade union movement can be an asset for a country in the state of flux we are now in. There will be many more strikes and the more organised they are, the better they can be planned for by employers and the government.

To the extent that strike action becomes a routine part of the interplay between the unions and the ANC as they position themselves alongside the government's new economic growth strategy, it is important who wins and who loses.

There is little room to fudge economic targets or clearly stated policies. Attempts to do so will damage the government and the economy. And there is only so much time for all the negotiating, conciliating and embracing that will inevitably accompany any process by which the ANC and the unions drift apart.

But drift apart they will. The strike on Tuesday is a protest against policy. Policy, in turn, is a promise by a government to implement measures that it believes will contribute to the greater good of the country.

If between now and Tuesday the government does nothing more than stand aside and let the planned strike proceed, and then proceed with its policy, it will be a good omen for the economic plan.

Naspers

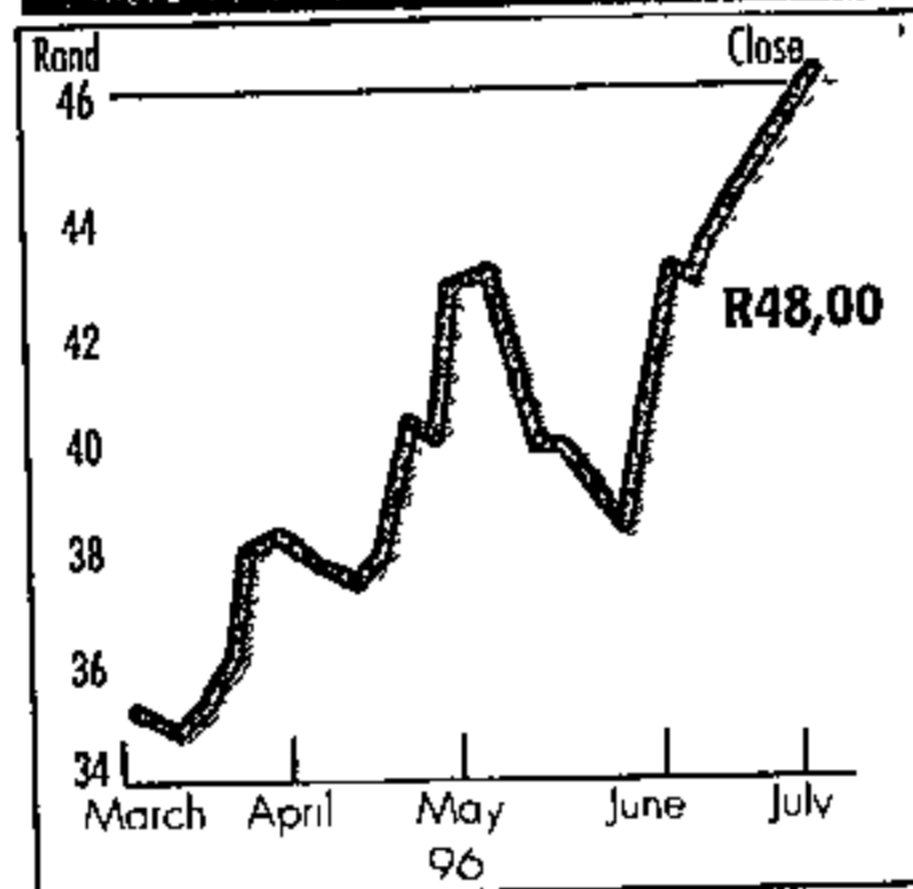
A strong earnings performance from Naspers comes as no surprise. As chairman Ton Vosloo says, the media sector has been buoyant, with all companies involved in this area producing improved results.

South Africa's three principal newspaper publishing companies have reported their figures, providing an opportunity to assess the stock market's view of the respective companies' prospects. Independent Newspapers is accorded a price-to-earn-

Premier can better influence marketplace perceptions.

Certainly, carving up of the group's corporate borrowings into more manageable chunks helps perceptions. Evidence of strong improvements in the group's wholly owned operations and the sense of direction that Doug Band, the chairman, and his team are able to convey also gives a boost. Could Premier be on course for the old glory days? It is probably too early to say, but there is a much improved air of confidence.

Naspers



ings multiple of 16, TML's multiple is 15,1 and Naspers's is 31,8.

Direct comparisons can be misleading because of the companies' different mix of activities. Independent and TML are heavily orientated towards the newspaper business, but Naspers is much less so. Naspers's big stakes in M-Net, MIH and M-Cell tend to provide the element of glamour lacking in the other two. Be that as it may, Naspers is clearly a hot market favourite, though Vosloo's warning that "shareholders must bear in mind that management cannot consistently meet market expectations" could limit further upside in the shares.

Premier

The much more open attitude the Premier Group has adopted towards disclosure is sure to please its investors.

Given the need to garner support for the coming rights offer, it is probably wise to reveal as much information as possible about the group's financial health. Not revealing crucial information leads to all sorts of speculation. When speculation is rife, damaging perceptions tend to abound. By taking this stance

Murray & Roberts

Murray & Roberts's acquisition of a Canadian-based alloy wheel manufacturer and the financial director Lionel Bird's indication that the group will focus on its global strategy, underline the belief that the South African pond is too small for M&R.

Currently 120th in the global contracting rankings, M&R is striving to reach the top 50 by 2005. It needs to look far afield if it is to achieve this aim. And it is already doing so with foreign companies. Such joint ventures are operational in Malaysia, Hong Kong, Thailand, Indonesia, India and Australia.

The most visible example of this type of initiative is M&R's joint venture to provide the fuel supply to Hong Kong's new airport. M&R has demonstrated it has international-quality expertise in the spheres of industrial and process engineering, coastal and marine engineering, mining and materials beneficiation, and public works programmes. The trick is to team up with partners that can supply the specialist knowledge it does not have. And M&R is beginning to get to grips with the trick.

Allied to this new direction is the strategy of expanding its role from contractor, manufacturer and supplier to the initiator, facilitator and developer of projects.

The rewards for this type of activity are far greater than simply carrying out the work. M&R has warned of a 10 percent dip in earnings. The investor looking to the longer term might consider the benefits that will flow from the group's globalisation strategy, along with the accompanying rand hedge advantages.

Strikers to target public transport

RD 28/6/96
Renee Grawitzky

PUBLIC transport services could be brought to a standstill on Tuesday as members of the Transport and General Workers' Union (TGWU) embark on a nationwide strike to highlight their opposition to government's plans to privatise public transport.

The SA Municipal Workers' Union (Samwu), which is also opposed to the privatisation of "basic services fundamental to the realisation of the RDP", will also participate in the marches.

The union said government's proposed restructuring of the public transport sector would directly affect it, as there were still some local authorities which operated public bus transport systems.

TGWU deputy general-secretary Harold Harvey said yesterday that government's emerging plans were in direct contradiction to the tenets of the RDP. Public transport should be in the hands of local government.

He said the union could not be accused of protecting the narrow interests of its members as its ultimate objective was to ensure affordable and efficient transport services. Privatisation of transport would mean more expensive transport and in some cases no

transport at all, with people being unable to get to work.

Samwu said the developments in the transport industry were another example of "an extremely worrying trend within the government to look towards privatisation to resolve the economic and social problems existing in the country".

A case in point, the union said, was Public Enterprise Minister Stella Sigcau's recent announcement about possible plans to restructure municipal services.

The union did not oppose restructuring of services to ensure effective and efficient delivery. However, it was concerned about plans to adopt the subcontracting model of local government which would in effect hand services over to private interests.

Samwu backed the aims of delivery outlined in the RDP, especially delivery of infrastructure to reverse cities and towns' apartheid design. However, it was not the union's intention to "simply roll over and play pragmatic because of the acknowledged pressures of the current global order on the SA economy".

"We recognise the pressures placed on government (but they) should not, however, force us into quick-fix solutions causing us to abandon democratic traditions."

Strike hits W Cape clothing

R10-m lost in turnover, R2-m in wages as 70% (R&I)

THABO MABASO
BUSINESS REPORTER

Yesterday's Congress of South African Trade Unions' (Cosatu) strike cost the Western Cape's fragile clothing industry R10 million in turnover and R2 million in wages.

Cape Clothing Manufacturers' Association chairman Johann Beard said the losses were suffered when about 70% of clothing industry workers heeded Cosatu's call to strike against provisions in the Basic Conditions of Employment Draft Bill.

Cosatu is demanding a 40-hour working week, to be phased in over five years, and six months' maternity leave, with four months paid, be included in the Bill.

"The majority of factories have reported high levels of absenteeism," Mr Beard said.

The clothing, textile and leather industries are the biggest employers in the Western Cape.

The South African Clothing and Textile Workers' Union (Sactwu) said in a statement that close to 90% or 155 000 of workers in the clothing, textile and leather indus-

tries did not report for work countrywide yesterday.

Cape Chamber of Commerce and Industry spokesman Charl Adams said about 25% of Western Cape workers did not go to work yesterday. The building and clothing industries were the hardest hit.

"The strike was not as comprehensive as people said it would be. The Western Cape compared favourably with the rest of the country," he said.

Cosatu's Western Cape secretary general Tony Ehrenreich, however, has challenged Mr Adams' estimate, saying that

between 80% to 85% of employees in the province stayed away from work.

South African Chamber of Business (Sacob) labour affairs and social policy manager Janet Dickman said the strike was not supported as well as Cosatu had hoped. Support was patchy, with some industries reporting a 100% attendance figures and others 1%.

"Mass support depended on how strong organisers were in the various industries," Mrs Dickman said.

She urged Cosatu to negotiate at the National Economic Development and

STAY AWAY
RAG 316197

Labour Council before embarking on actions such as calling for strike action. "I do not think taking to the streets is the appropriate way to achieve their aims," Mrs Dickman said.

Sapa reported that absenteeism in KwaZulu-Natal factories ranged from 20% to 80%.

Durban Chamber of Commerce and Industries spokesman Neil McGregor said most workers had heeded the call.

In Johannesburg, council officials only reported hiccups in refuse removal and street sweeping services, Sapa said.

industry

Weekly wage up to R350 (184)

ALIDE DASNOIS
BUSINESS EDITOR

ARG 4/6/97

A wage agreement between the South African Clothing and Textile Workers' Union and employers will put an extra R1,4-million a week into the pockets of clothing workers in the Cape.

Sactwu and the Cape Clothing Manufacturers' Association said yesterday that they had agreed in the industry's National Bargaining Forum on a nine percent wage increase across the board. This will bring the weekly wage of a machinist in the Western Cape to R350.

At a briefing in Cape Town, Clothing Manufacturers' Association director Peter Cragg and Sactwu chief negotiator Freddie Magugu hailed the agreement as a breakthrough for the industry after last year's punishing strike over wages.

Mr Cragg estimated the deal would add R2,4-million a week to the national wage bill, R1,4-million of it in the Western Cape. Employers will increase their contribu-

tions to the provident fund by one percent from next January.

This is part of a plan to bring employers' contributions to 7,5 percent and those of workers to six percent.

Clothing workers will now get an annual bonus of half a week's wages, increasing by one percent a year from next year to a target of four percent of annual wages.

Mr Magugu said the union and employers had agreed to set up a sub-committee of the National Bargaining Forum to investigate disparities between regions, a sticky issue in last year's negotiations.

Experts from the International Labour Organisation had been asked to carry out research into wages and working conditions not only in the areas regulated by the clothing industry industrial councils but also in the former homelands.

Other issues, including the controversial question of flexibility in working hours and annual leave, would be examined by another sub-committee with powers to enforce its decisions.

Union says interdict will not stop strike

CT (PR) 1/7/96

By Françoise Botha

Cape Town — The nationwide anti-privatisation transport strike called for tomorrow will go ahead, union officials said yesterday, despite an interdict granted last week by a Gauteng court.

The interdict was designed to prevent the Transport and General Workers Union from participating in the dispute.

The impending strike has been called by the 68 000-strong union to force the government to include union input in the public transport debate, which has been deadlocked to now.

Sam Shulowa, Cosatu's general secretary, said on Friday that the federation supported the transport union's action and "affiliates would give solidarity to the action within their means and based on the discussions on the shop floor".

Labour morale has been buoyed by the perception that the planned July 13 strike called by the labour movement to protest against the banks' May 17 rate increase was reversed by the threat of strike action. Union leaders have decided to cancel the July 13 strike.

Randall Howard, the transport union's general secretary, said tomorrow's strike would go ahead.

According to reports, the strike call has been bolstered by pledges of support from the South African Taxi Drivers' Union and bus drivers.

The union has planned marches in most main centres, including Johannesburg, Cape Town and Durban.

The granting of a court interdict to the Road Freight Transport Association last week would not impede the strike action, union officials said.

Thamu Makelenu, the union's Western Cape regional secretary, said the union had asked all shop stewards from the different freight companies to speak with management to negotiate conditions for the strike to avoid problems with the Road Freight Transport Association.

"If they fail to reach agreement on conditions of participation with management, in terms of the interdict they will not be (legally) able to

Illegal Amplats action spreads

Johannesburg — Anglo American Platinum (Amp) said on Friday that an illegal strike had spread to two more shafts at its Rustenburg Platinum Mines and that 70 per cent of output was affected.

The company said it would be forced to process the ore in its mills today if striking workers did not return to work.

The strike began with the night shift on Tuesday. Amp said it would not meet the workers' demands which included payment of death benefit scheme contributions, refunds of unemployment insurance fund contributions and pro rata payment of long service money.

Amplats is the world's largest producer of platinum.
Reuter

participate," he said. Makelenu would not say whether the members would take action individually and ignore agreements.

"The workers are very unhappy. Should government's response to the strike be negative, we may consider further action, but it will depend on the response from the department of transport," Makelenu said.

The union has been engaged in discussions with the department in a bid to stop amendments to the Road Transport Act dealing with the privatisation of public transport proposed in a Green Paper.

"We want to make inputs on the question of ownership of public transport and on the structure of the tendering process," Makelenu said.

No time frame has been stipulated for the privatisation, but once agreement has been reached on the Green Paper amendments, a White Paper will be presented to the cabinet for approval.

The Road Freight Transport Association could not be reached for comment yesterday.

□ See Q&A, Page 20

Strike goes on, transport union says

ARG 17/96

(152)

ESTELLE RANDALL
Labour Reporter

MISTRUST over government plans for public transport appears to be at the root of the stand-off between the Transport and General Workers' Union (TGWU) and Transport Minister Mac Maharaj.

The union, claiming the government is not taking it seriously, is demanding that Mr Maharaj commit himself to state ownership of the public transport system. It fears privatisation will result in job losses.

Privatisation is also seen as a deviation from the Reconstruction and Development Programme which says "an effective publicly-owned passenger transport system must be developed. All privately-controlled passenger transport must be effectively regulated and controlled".

The TGWU believes that public (state) ownership is the only way to ensure the emergence of an affordable public transport system.

But the government is unwilling to tie itself to state ownership of public transport. Instead, it has said it believes an efficient and affordable public transport system can be achieved through regulated contracts with private companies.

Putting bus permits out to tender would force operators to cut costs and be efficient, the government has argued. Small local operators could also form consortiums to tender for bus route contracts.

The government has denied that it intends to embark on wholesale privatisation of public transport.

Rather, the tender system would enable local, provincial and national governments to design transport services in their areas.

The tender system had been piloted successfully in several areas and had allowed public transport authorities to penalise operators who did not comply with standards.

The TGWU acknowledged that they had been part of processes to draw up transport documents which were now being refined into a White Paper.

But before meeting Mr Maharaj last week, TGWU general secretary Randall Howard said it wasn't simply a matter of negotiating - the government had to take the union seriously. And being taken seriously has come down to an insistence that Mr Maharaj should commit himself to promote public ownership, at least.

Last week's meeting had yielded agreement on important issues, assistant general secretary Harald Harvey said. These were that:

- Public transport restructuring is necessary to enable government to control service standards, accessibility and affordability, particularly of bus services.

- The government is committed to ensuring that public transport services are provided.

- The present subsidy system has to be restructured to target the poor.

There was also agreement to negotiate new and interim contracts which may have an impact on job security, and stable employment was seen as essential to meeting the vision for public transport.

"At our meeting with Mac he was unable to commit himself to public ownership of essential transport or even to commit himself to promoting public ownership of public transport, so the strike is still on," Mr Harvey said.

As the National Economic Development and Labour Council tried to mediate on the issue on Friday, it did not appear that the strike would have much impact if it went ahead.

Mr Harvey said the union was targeting passenger transport and that there would be no truck blockades. Nor would rail transport be affected.

He said the strike action would include a march to parliament and other marches in major centres.

Bus services in the Western Cape are unlikely to be seriously affected by tomorrow's planned strike, the Golden Arrow bus company has predicted.

Jeanne Welsh, a Golden Arrow spokesperson, said drivers had told the company they would work during peak hours.

Blank is free – and union calls a strike

152

Star 2/7/96

Fury over Blank's release

(152) (152)
From Page 1

Star 2/7/96
hout, who has been representing Blank, said "There has been no evidence of the so-called irregularities made against my client and the parole was granted favourably with the commissioner respecting his right to privacy"

Sapohr spokesman Golden Miles Bhudu warned Correctional Services that "they had gone too far this time"

"If Blank can be released after only 21 months, then thousands of prisoners should be eligible at the same time Blank's case highlights the gross imbalances and inequality in the release policy We are mad to hear that he has been released without any scrutiny and without any investigation into the allegations against him"

Correctional Services spokesman Barry Eckstein said that Sapohr's calls for a national strike were "totally irresponsible". He added that the investigation was being conducted by the police and that Blank could be put back in prison if any substantial wrongdoing came to light

"Blank, like any prisoner, has rights and is entitled to parole when he is eligible for it"

If he's out of jail after 21 months, thousands more are eligible, says prison rights body

BY TROYE LUND

Fraudster Greg Blank was released from the Krugersdorp Prison at 7am this morning after serving 21 months of his eight-year sentence, and the South African Prisoners Organisation for Human Rights (Sapohr) have called a national protest strike of their members (currently in prisons) for tomorrow

This follows the furore caused by Blank's initial parole which was granted three weeks ago and then turned down by Correctional Services Commissioner Henk Bruyn after he was asked by the ANC's Carl Niehaus to explain why the early release was granted

Bruyn cancelled the first parole after he announced that the parole board had made an "administrative mistake" Prisoners

are meant to have served a third of their sentence before being eligible for parole

Bruyn also agreed to investigate Sapohr allegations that Blank had been running a business from prison

After a surprise phone call at 6 30am this morning letting Blank's father know that he would be breakfasting with his son in their Houghton home, Richard Blank said "This is fantastic news I am so pleased that the commissioner kept to his word that Greg would be reconsidered at the correct time. He is entitled to this"

Blank's father said his son was not willing to speak to the media until he had "relaxed and got a little genuine sunshine"

Advocate Andre Bezuiden-

► To Page 2

Unions go ahead with ~~strikes~~ strikes

Sowetan 2/7/96

Sowetan Reporter and Sapa

TRANSPORT Minister Mr Mac Maharaj yesterday called on Transport and General Workers Union members to review today's planned strike action

This follows the deadlock in talks between the union and Maharaj on privatisation.

TGWU general secretary Mr Randall Howard said the strike would go ahead. The South African Taxi Drivers Union (Satdu) and bus drivers pledged support for the strike.

In a letter addressed to the TGWU yesterday, Maharaj proposed continued mediation by the National Economic Development and Labour Council and a meeting between himself, the union and the nine provinces' MECs for Transport.

Wage increase

Meanwhile, about 6 000 members of the SA National Union of Furniture and Allied Workers yesterday marched to the Transvaal Furniture Upholstery and Bedding Manufacturers Association offices in Johannesburg to demand an R80 a week wage increase.

Union spokesperson Bhebheza Mthombeni said wage negotiations had deadlocked with employers offering a R48 a week increase effective from yesterday and a further R5 in February next year.

In another development, Gauteng health department spokesman Mr Popo Maja said that the strike at some provincial hospitals yesterday and today had not caused any disruptions.

BUSINESS WATCH

Edited by John Soderlund

Labour strikes back

CT (PR) 2/7/96 (152)

Labour has returned with a vengeance this week as the Transport and General Workers' Union threatens to bring national road transport to a halt today and an illegal strike over a pay deal with Amplats resulted in 13 000 workers being fired yesterday. The TGWU is striking in protest against transport ministry plans to phase out subsidies on public passenger transport and privatise large parts of the industry. It is a legitimate action for a union to take in an effort to stop what it sees as a threat to its members, though it will obviously cost the country in terms of image and money. But it seems quite unnecessary for it to target the businesses of members of the Road Freight Association, which clearly has nothing to do with the formulation and implementation of public transport policy.

The Amplats situation is more complicated. The scent of money released during the payout to Impala workers when their Bop-registered provident fund was unwound recently, seems to have set nerves on edge at Amplats' Rustenburg mines. Earlier this year, and against NUM advice, Amplats paid striking workers their contributions and the company's contributions. Now, however, the demand seems to be that the workers want their unemployment insurance contributions and PAYE payments refunded. Unfortunately, Amplats cannot give back taxes paid

If there is a thread running through these events, it may be in the quality of advice being given to workers. Union leaders have convinced their members in transport that government policy can be reversed. Someone in the platinum industry has apparently told workers they can claim back taxes from their employers. On both counts, the more swiftly reality checks in the better.

Rembrandt

Rembrandt might be backward in coming forward, but such a stance does not deter others from commenting on its outlook. Smith Barney, a leading New York stockbroking firm, has been quick off the mark in according the shares a 2M (outperform, medium risk) rating.

The firm is impressed that the merged Rembrandt-Rothmans tobacco businesses have created the world's fourth-largest cigarette manufacturer.

"Rothmans International contributes about half of Rembrandt's earnings and its mix of businesses means that two thirds of Rembrandt's tobacco earnings are now generated outside South Africa." Add in Rembrandt's 17 percent stake in Gold Fields and half of its net income is rand hedge in nature, a feature which appeals to Smith Barney.

The firm also says that Rembrandt is not subject to the United States litigation concerns that plague its larger rivals Philip

Morris, RJR Nabisco and BAT. In short: "In our opinion, Rembrandt has excellent prospects and we would expect it to continue to outperform the local market in US dollar terms."

SAB

Whatever the merits of Nedcor analyst Michael Coulson's already infamous report on SA Breweries (SAB), and there are many, one justification for breaking up a monopoly or unbundling a conglomerate is that it wields too much power and it wields that power to the detriment of consumers. It is unlikely that SAB executives directed Nedcor to release an embarrassingly overstated disassociation of a well-researched and well-argued piece of work by an employee. But Nedcor did. And there will be many in the investment community and the government who will wonder if Nedcor, itself an enormous and powerful group, would have acted in this way were SAB not such a huge force in the economy. Nedcor has said all copies of the report should be destroyed. SAB will not provide copies. To the extent that their response has made it difficult for SAB's current and potential investors to get access to a thought-provoking report, those investors are the worse off. It reflects an arrogance and disrespect for local consumers which may be part and parcel of being a monopoly.

Transport strike fizzles as few march

Only 300 of 7 000 members turn up

(152) (2/9/96)
AR 2/9/96

ESTELLE RANDALL
Labour Reporter

ABOUT 300 people in the Western Cape answered the call by the Transport and General Workers' Union (TGWU) to stop work and march to parliament today.

The union called a 24-hour strike by its 7 000 members in the province to support its demand that the government abandon plans to privatise public transport through "regulated contracts".

TGWU believes that privatising public transport will lead to increased costs for consumers and to job losses.

The government has denied that it intends to embark on wholesale privatisation of public transport. It has argued that a "regulated contract" system would enable local, provincial and national governments to design transport services in their areas.

In a memorandum handed to Western Cape Transport Minister Leonard Ramatlakane, TGWU said it acknowledged progress had been made in negotiations between the union's national office-bearers and national Transport Minister Mac Maharaj.

There had been agreement on the need to restructure public transport and that the present subsidy system had to be restructured to target the poor.

There was also agreement to nego-

tiate new and interim contracts which may have an impact on job security. Stable employment was seen as essential to meeting the vision for public transport.

"But we cannot ignore the fact that our difference over ownership is a fundamental difference," the TGWU said in its memorandum.

"To subject publicly owned public transport to regulated competition is to pass the death sentence on public ownership. It will, in effect, be privatisation of public transport even if this is not the intention."

● The one-day strike by transport workers had a lacklustre showing in Pretoria today.

Train, bus and taxi operations in Soshanguve, Mamelodi and Atteridgeville were reported to be operating normally during the morning peak hour.

However, peak-hour bus commuters from the North West township of Mabopane and neighbouring villages were left stranded as bus drivers apparently heeded the call to attend the protest march in the city centre to Mr Maharaj's office. The protest was aimed at pressing home demands for a halt to Mr Maharaj's attempts to restructure the industry by means of privatisation.

A Metro spokesman said all trains in and around Pretoria were running as normal early today.

Bus services disrupted by strike

(152)

Sowetan 3/7/96

Sowetan Reporters and Sapa

BUS services throughout the country were disrupted yesterday when members of the Transport and General Workers Union went on strike to protest against privatisation.

TGWU deputy general-secretary Harold Harvey said the union was demanding that public transport be nationalised.

In Johannesburg, a bus service

spokesman said only 40 percent of buses were operating. The Greater Johannesburg Transitional Metropolitan Council said it had temporarily suspended bus services affected by the strike.

Strikers had earlier marched to the Gauteng legislature and handed over a memorandum to MEC for transport Mr Paul Mashatile and to an official of the executive committee of the GTTMC Mr Patrick Flusk.

Harvey said it had been agreed in

principle in talks between the TGWU and the Department of Transport to maximise job security in the public transport sector.

Congress of SA Trade Unions president Mr Sam Shilowa told marchers that the Government wanted to renege on an agreement over the restructuring of public transport.

In Pretoria about 6 000 transport workers gathered in Brown Street and then slowly made their way to the

Union Buildings where a memorandum was handed over to Mr Theo Maeder, chief director of urban transport in the Department of Transport.

In Cape Town members of the SA Municipal Workers' Union joined a protest in the city in support of the TGWU.

In Port Elizabeth commuters used taxis to get to work as hundreds of bus drivers joined the protest. Hundreds of workers later marched to the city hall.

Strikers lose out on wage payment

ARULING by the Supreme Court that workers who participated in the April 30 national stay-away were not entitled to payment for the May 1 public holiday would save employers millions of rands, a labour lawyer said yesterday.

"This is a major victory for employers, a victory for productivity and a victory against absenteeism," said Webber Wentzel Bowens labour lawyer Rod Harper.

Harper said in terms of an agreement between the Steel and Engineering Industries Federation of South Africa (representing employers) and nine trade unions, employees who were absent without permission on a working day immediately preceding or following a public holiday lost their entitlement to payment for that holiday.

This did not apply in cases where the absence was due to sickness or circumstances beyond the employees' control.

The penalty clause was aimed at

Labour lawyer praises the move not to pay workers who went on a strike

reducing the number of unauthorised absences before and after public holidays, Harper said.

"Many employers in the industry implemented the penalty clause after the Congress of South African Trade Unions stayaway on April 30 this year and employees did not receive payment for the public holiday on May 1 (Workers Day)."

On May 16 the National Union of Mineworkers of South Africa launched an application in the Supreme Court for an order against Seifsa.

Numsa called for the penalty clause to be declared invalid.

It also claimed Numsa members who had participated in the Cosatu strike on April 30 were entitled to payment for Workers' Day.

Sawyeran 3/7/96 (152)
The application was dismissed by the Supreme Court on June 28. Mr Justice Farber declared the public holiday penalty clause in the main agreement to be valid and ordered Numsa to pay the costs of the application.

Farber said there was nothing in the Public Holidays Act prohibiting individuals from waiving their entitlement to payment for public holidays. Participation by employees in illegal strikes prior to a public holiday would, in light of the penalty clause, constitute a waiver of this entitlement.

He said had the legislature, in drawing up the Public Holidays Act, intended to prevent the implementation of such penalty clauses, it would have expressed this intention in clear and unambiguous language - *Sapa*

Union 'ignored plea on strike action'

AALE 3/7/96

(152) (270)

ESTELLE RANDALL
Labour Reporter

THE Transport and General Workers' Union (TGWU) ignored a last-minute appeal from national Transport Minister Mac Maharaj to review its decision for strike action

Mr Maharaj said the decision to go ahead with yesterday's strike was "unfortunate" because solutions could have been found through dialogue and negotiation

He believed it was important that discussions now continue, despite the strike

Insiders have speculated that the strike went ahead because it was too late to reverse the momentum built up around it. The union may also have had difficulty reporting adequately to its constituency on 11th-hour negotiations it held with Mr Maharaj

Mr Maharaj yesterday made public a letter he wrote to the TGWU's president last weekend. The letter set out areas of agreement and disagreement, and explained the government's proposed regulated contract system for bus services

It also suggested further dis-

cussion this month of the ownership issue at a meeting between Mr Maharaj, the TGWU and the nine provincial transport ministers

Mr Maharaj said he was told that his letter would be distributed to the union's branches. He was later informed that those branches which had responded to his request to review the strike call wanted it to go ahead.

"We are committed to a regulated system of public transport where government takes responsibility to ensure service provision," Mr Maharaj said in his letter

"Such regulated contracts will enable government to have a full say about where services are provided, fares to be charged to passengers and the quality of the service

"The subsidy paid through the contract price can be used to make the fare affordable. The ticket subsidy system will be abolished and even non-workers who do not have to travel on a five-day ticket will benefit from the subsidy," Mr Maharaj explained in his letter

He said job stability in the con-

tract system would be bolstered by a built-in annual increase. However, the Transport Ministry recognised that job security should be increased and this could be done during negotiations with commuters and operators

On the issue of ownership, Mr Maharaj said in his letter that the government was not opposed to public ownership of bus companies "as long as they do not have unfair access to public funds and are able to operate efficiently". Currently, 55 percent of bus companies are publicly-owned and regulated contracts would involve public and private companies, Mr Maharaj said

The TGWU said yesterday afternoon it was "pleased" with the support its strike call had got and hoped this sent a clear message to government

TGWU assistant secretary Harold Harvey said the union would stand firm on its demand that passenger transport be government-owned

He said wages and working conditions were more favourable in the state sector than at private sector bus companies

Shilowa tells transport workers to talk, not march

Renee Grawitzky
and Tim Cohen

BO 3/7/96
COSATU general secretary Sam Shilowa tried to reassure thousands of SA Municipal Workers' Union and Transport and General Workers' Union members, marching through Johannesburg yesterday against government's plans to privatise transport, that labour could discuss such issues with the ANC and SACP.

Transport workers in major centres around the country joined the one-day strike called by unions.

Meanwhile, Transport Minister Mac Maharaj labelled the strike "unfortunate", saying it could have been averted, and accusing the unions of failing to make use of agreed mediation proposals.

In Johannesburg marchers presented to Gauteng transport MEC Paul Mashatile a memorandum on the transport unions' position on provision of public transport

(152) (152)
Shilowa said although government wished to run away from "our agreement", being in an alliance, "we should sit down and talk".

Cosatu wanted to ensure that the restructuring of transport services served the people and that they were owned primarily by the state.

Cosatu took pride in being part of an alliance with the ANC and SACP, he said. The fact that there were areas of disagreement on government's macro-economic strategy did not imply that "we have to throw our hands up and abandon the alliance".

"We owe it to ourselves and the alliance and members to go to the ANC to discuss these issues" rather than taking to the streets, he said.

Labour's challenge was how to take its position "further for workers".

SA Municipal Workers' Union spokesman Weizman Hamilton said the strike and march reflected growing

Continued on Page 2

March

Continued from Page 1

BO 3/7/96
working-class opposition to privatisation, which was now official government policy. Even if those at the top were vacillating, the rank and file were opposed to privatisation. He called on Cosatu's leadership not to yield.

Maharaj said the strike had not persuaded government to change its position on ownership of the public transport system, which was not material to providing affordable public transport.

After lengthy discussions with transport union leaders last week, it was proposed that outstanding matters be mediated in the National Economic Development and Labour Council, he said. However, union leaders declined to call off the strike, saying this decision could be made only by union branches. Maharaj then wrote to branches calling for further talks, but was apparently rejected.

Maharaj's letter affirmed that he was not opposed to public ownership of

bus companies as long as they did not have unfair access to public finance, and pointed out that 55% of bus companies were publicly owned.

Sapa reports that the strike disrupted bus services in several parts of the country. In Johannesburg, a bus service spokesman said 40% of buses were operating. The Johannesburg council said it had suspended bus services affected by the march.

In Port Elizabeth commuters used taxis as hundreds of bus drivers joined the protest, gathering in New Brighton to march to the city hall.

A spokesman for Golden Arrow Bus Services in Cape Town said drivers were to join a march in the city, but the service would be back to normal by rush hour. Western Cape transport MEC Leonard Ramatlakane received a memorandum from about 3 000 strikers who marched to provincial government buildings.

There were also marches in Durban, Bisho and Bloemfontein.

However, port officials in Cape Town and Durban said the strike had little effect on ports.

Prisoners refuse to halt strike

ANDREA BOTHA
Staff Reporter

ARLG 4/7/96

(~~152~~)

(152)

ABOUT 300 maximum security prisoners at Victor Verster Prison in Paarl have refused to return to their cells following the call to protest against the early release of white collar criminals Greg Blank and Abdul Bhamjee

Chris Vermaak, head of the maximum security section, described the situation as "very tense" He added that although the protest had been peaceful so far, tension was mounting.

Prisoners at a number of other prisons in the country have also embarked on protest action

Prisoners at Victor Verster started protesting yesterday morning, but the Department of Correctional Services was

informed only later that they had refused to go to their work stations and were standing outside in the exercise yard

In spite of cold wet weather, prisoners continued their action through the night. The prisoners involved in food preparation refused to return to work. This has put extra pressure on prison staff, who have to cook and serve the prisoners

The prisoners responded to the call by SA Prisoner Organisation for Human Rights (SAPOHR) president Golden Miles Bhudu for prisoners all over the country to start mass action against the early prison releases of Mr Blank and Mr Bhamjee.

They were released on parole after serving a fraction of their sentences.

Victor Verster was the only jail in the Western Cape to have prison unrest so far

State advocates' threat to strike

(152)
(153)

Magistrates' 171,9 percent pay rise a bone of contention

ARL 4/7/96

The Argus Correspondent

PRETORIA - State advocates here are considering their options, including the possibility of strike action, after the announcement of huge increases for magistrates

Society of State Advocates chairman Retha Meintjes said at the end of a Pretoria branch meeting that city advocates were considering the possibilities of strike

action.

She said should the state fail to address the issue of advocates' salaries, the society would investigate and formulate proper means of expressing their concern, adding some form of strike action would be considered

Justice ministry spokesman Paul Tsetsetse earlier said Minister Dullah Omar had taken note of warnings by the state advocates of further resignations by

advocates

The Society of Advocates this week expressed outrage at salary increases of up to 171,9 percent for magistrates.

The advocates said prospects of increases averaging 10 percent to 15 percent for advocates working for the state would do little to stem the flow of advocates leaving government employ More than 24 senior advocates have applied for severance packages

AKG 4/7/96

Parole revamp urged as prison strike grows

The Argus Correspondent

JOHANNESBURG - Pressure is mounting for an immediate revamp of the parole system amid fears of spreading strike action by prisoners in the wake of the release of fraudsters Abdul Bhamjee and Greg Blank.

This follows calls by the South African Prisoners' Organisation for Human Rights (Sapohr) chairman Golden Miles Bhudu for prisoners to start refusing food and work until the Department of Correctional Services gives a detailed account of the criteria and calculations used to get Bhamjee and Blank paroled.

By last night the disobedience campaign had spread to 26 of the country's 266 prisons, prisons authorities said. An estimated 3 500 of the 118 000 convict population were participating in the strike.

Prisons in Eastern Cape, Western Cape, Northern Cape, Mpumalanga, Gauteng and the Free State were affected, said Correctional Services spokesman Chris Olckers.

Although only one incident of violence, in Burgersdorp Prison, had been reported yesterday, Mr Olckers said prison authorities would not hesitate to call in police if the situation deteriorated.

He said a previous call for disobedience by Sapohr had

ended in several prisoners losing their lives.

Mr Olckers said the calls for a strike were irresponsible, as Sapohr knew how strike action jeopardised inmates getting paroled. The parole system was under review and a revamp was imminent. Sapohr knew this and had been invited to make submissions.

Gauteng safety and security MEC Jesse Duarte said the releases had happened at the worst possible time, when the government was working "feverishly" to ensure the criminal justice system reversed spiralling crime.

National Party spokesman on correctional services, Ray Radue, urged Correctional Services Minister Sipho Mzimela to implement a revamped system of release.

Mr Bhudu said Correctional Services "had gone too far". Blank and Bhamjee had been released "as soon as possible" after they had served the required third of their sentences.

Thousands more inmates would be freed if the same "mischievous" parole criteria were applied to all prisoners.

The chairman of the parliamentary correctional services committee, Carl Niehaus, said although a third of the sentences had expired, the department was not obliged to release them at the earliest moment.

Early paroles spark strikes at 25 prisons

Deborah Fine

MORE than 3 000 prisoners at 25 of SA's 226 jails countrywide had refused to eat or work in protest against the parole of stockbroker Greg Blank and former soccer official Abdul Bhamjee, correctional services spokesman Chris Olckers said yesterday.

The prisoners' actions were in response to calls by SA Prisoners' Organisation for Human Rights chairman Golden Miles Bhudu for disobedience protests in jails, Olckers said.

Bhudu has attacked what he termed the "privileged positions" of white-collar criminals and has accused

the stockbroker of unduly influencing the parole board

Olckers said incidents had been reported at jails in the Cape, Gauteng, Mpumalanga and the Free State, but said that all the protest action had been peaceful

Only one incident of violence had been reported. In Burgersdorp, Eastern Cape, a prisoner had stabbed a warder in the face. The warder was not seriously injured.

Olckers said he did not know how long prisoners intended continuing their protests, but said that in some jails the protests had ended by yesterday afternoon

He described Bhudu's call as "totally irresponsible", saying that prisoners' behaviour yesterday would count against them when it was their turn to be considered for parole

NP correctional services spokesman Ray Radue said the release of Blank and Bhamjee had come as a "further shock" to the public

He said the ANC and Correctional Services Minister Sipo Mzimela of the IFP could not continue to make a mockery of the justice system by releasing prisoners prematurely.

Lawyers for Human Rights said the

Continued on Page 2

Jails (152)

Continued from Page 1

early release of Blank and Bhamjee highlighted the need for parole criteria to be reviewed and standardised.

Prisoners' anger was understandable as Blank and Bhamjee appeared to have been able to gain credits which other prisoners might have had difficulty achieving.

It believed that Blank might have benefited from being white, from a wealthy background and having access to large sums of money which had been used to upgrade prison facilities.

Other prisoners did not have these advantages and it was "insensitive" of correctional services to have released Blank in the light of an investigation to

be conducted by the public prosecutor into the decision to grant him parole

Bhamjee could not be interviewed yesterday. A member of his household said that he "wanted to rest for a few days"

Dave Marrs reports that representatives of stockbroking firms threw cold water on any hopes Blank might have entertained of resuming his career, even if the JSE committee was prepared to readmit him as a member.

They said that while Blank had been respected as "one of the best" before his arrest and had paid his dues in prison, few firms would risk losing their clients' trust by employing a convicted criminal

"He brought his own name and that of the JSE into disrepute. Greg knows how it works. I doubt he'll even give it a go," one senior executive said.

Prisoners' strike comes to end

(250) (152) Sowetan 5/7/96

THE South African Prisoners Organisation for Human Rights yesterday called off protest action at prisons

Sapohr on Tuesday called for hunger strikes and disobedience at prisons to protest against the Department of Correctional Services' parole system, but yesterday afternoon its president Golden Miles Bhudu told a Johannesburg media conference that the protest had been called off

After starting on Wednesday, the protest failed to escalate significantly yesterday, with about 3 500 prisoners participating at 27 prisons in six provinces, Correctional Service spokesman Brigadier Chris

Olckers said Prisoners refused to eat work or obey warders

The protest action followed the early release on parole of high-profile fraudsters Greg Blank and Abdul Bhamjee Bhudu said the authorities were unfairly selective in their approach to releasing prisoners on parole

He suggested more prisoners could be released if the criteria applied to Blank and Bhamjee were applied to all prisoners

Olckers said earlier yesterday that the number of prisoners involved in the protest did not represent a significant increase - Sapa

Prisoners call off ~~the~~ strike after talks (152)

Staff Reporter

AR 45 / 7 / 96

THE prisoner protest at Victor Verster Prison near Paarl has ended after successful negotiations between provincial prisons commissioner Stephen Korabie and prisoners, who were holding their protest in the cold, wet prison courtyard.

After 38 hours in the cold, inmates had returned to their cells about 8pm yesterday, said Correctional Services spokesman Mike Green.

The protest followed the early release on parole of white-collar criminals Greg Blank and Abdul Bhamjee.

Mr Green said prisoners had been assured of imminent changes to the Parole Board. They were satisfied with the proposal and had agreed to stop striking.

Ceres may face legal action over lock-out

ESTELLE RANDALL
Labour Reporter

(183)
(152)

THE Ceres fruit juice company may face legal action over its alleged illegal lockout of workers

ARG 5/7/96

Food and Allied Workers Union (Fawu) spokesman, Sebastian Julie, said Ceres had locked out about 400 workers since Monday because workers refused to agree to a new shift system.

Ceres management was not able to comment, but Fawu said workers refused to change to the new three-shift system because it meant they would take home R250 a week, instead of R289 a week and overtime pay

Mr Julie said the two-shift system of 12 hours each had been in operation for 10 years and workers had come to depend on their current wages, including the overtime pay.

He said workers arrived at the plant on Sunday, ostensibly to work according to the new shift system

However, once inside the plant, the workers reverted to the old, two-shift system.

When Ceres management realised what was happening they locked out the remaining workers and had since Monday refused to allow workers to enter the factory

The Labour Relations Act

allows companies to lock out workers, but for a lockout to be legal, the company must first declare a dispute

They should then apply for the establishment of a conciliation board to mediate on the dispute and wait 30 days before implementing the lockout.

The same conditions apply to legal strikes.

A lawyer acting for Fawu said he believed the company had acted unlawfully because it had not complied with these conditions

The company was also refusing to speak to the union in order to resolve the lockout issue

Besides obtaining an interdict to stop the alleged illegal lockout, the union could also compel Ceres management to pay damages to workers affected by the lockout.

Trade union action on illegal lockouts has been rare, but not unknown.

An example is that of the South African Clothing and Textile Workers' Union, which successfully claimed damages of about R23 000 against Nettex in the 1980s, when the company locked out workers from one department for a day.

Besides exploring its legal options, Fawu is also planning a protest march in Ceres today to highlight the workers' plight.

Numsa calls for action on Eskom 'privatisation'

Renee Grawitzky

BD 5/9/96 (152) (152) (152)

ANTI-privatisation action by Cosatu affiliates is gaining momentum, with the National Union of Metal Workers calling another march on the issue. Numsa's call follows anti-privatisation marches this week by the Transport and General Workers' Union and the SA Municipal Workers' Union. Affiliates have called on Cosatu to co-ordinate protest.

Numsa's Witwatersrand leaders said there would be countrywide marches today, to protest against what it believed were plans to privatise Eskom.

At the same time, the Communication Workers' Union restated its opposition to privatisation, amid speculation that the union had been "cowed to accept the notion of privatisation of the parastatals".

Numsa's Wits regional secretary Bheki Magagula said the protest aimed to ensure the electricity supply industry remained a national asset and "must be reclaimed from big business".

The union began to mobilise members at Eskom after the Electricity Working Group, which excluded labour, proposed the restructuring of electricity supply to create independent regional distributors. The union views this as a form of privatisation.

Eskom chairman Johan Maree said that Eskom had no intention of privatising itself or to be privatised. In line with the National Framework Agreement a process of restructuring had been initiated which involved all unions including Numsa.

Parole protest: Strike prisons return to normal

~~(152)~~ (152)
JOHANNESBURG - Conditions at strike-hit prisons across the country are returning to normal

About 25 prisons were affected by strike action on Wednesday and Thursday in response to a call by the South African Prisoners Organisation for Human Rights opposing the country's parole system

The strike was sparked by the early release on parole of fraudsters Abdul Bhamjee and Greg Blank earlier this week

Conditions at Goedemoed Prison in the southern Free State were described as calm after prisoners on Thursday night refused to enter their cells

Negotiations between the department and 1 200 dissatisfied prisoners, as well as a call by Sapohe president Golden Miles Bhudu's call for an end to strike action, defused the situation, Free State Correctional Services spokesman Johan Massyn said

Mr Massyn said activities were back to normal at the other five jails in the province where prisoners had taken part in strikes

In the Northern Cape protest action at three prisons had stopped. But a few inmates at Kimberley prison were still refusing to take food, it was reported

At the Upington prisoners told authorities they had yet to decide on their course of action. On Thursday about 600 embarked on a sit-in - Sapa

Courts face crisis as prosecutors start work-to-rule action

Star 8/7/96 (152) ~~252~~

STAFF REPORTER

Gauteng prosecutors embarked on a work-to-rule policy from this morning and gave Minister of Justice Dullah Omar until July 19 to announce wage increases or face possible strike action.

Already hard-hit by resignations and overburdened officials, the courts could grind to a halt if prosecutors carry out the threat to

work only during office hours, not take dockets home and not consult witnesses after office hours

The action was announced at a weekend meeting of the SA Prosecutors' Association in Pretoria and the 300 delegates called on prosecutors in other regions to support the action in solidarity with their Gauteng colleagues

A Western Cape correspon-

dent reports that prosecutors in that province are understood to have joined the campaign today

The campaign follows anger over the disparity in increases for magistrates and prosecutors, as Omar announced last week that magistrates were to receive increases ranging from 20% to 171%

State advocates - also angered by the huge disparity - will de-

cide on Friday whether to strike, work-to-rule or declare a dispute

Last week, Western Cape Attorney-General Frank Kahn slammed the widening gap between the salaries of magistrates and those of senior public prosecutors and said that if prosecutors refused to work longer than normal hours, the courts would face a crisis

Prosecutors' protest could cripple courts

LINDSAY BARNES
Staff Reporter

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SOME Cape Town prosecutors are understood to have embarked on a campaign today in which they are refusing to work overtime. ARG 8/7/96

Confirmation of the protest action, which threatens to cripple the courts, is expected later today.

It would appear that Justice Minister Dullah Omar's meeting with prosecutors in Durban in an attempt to solve the current pay crisis had little effect in the Western Cape.

Last week, Western Cape Attorney-General Frank Kahn slammed the widening gap between the salaries of magistrates and senior public prosecutors and said that if prosecutors refused to work longer than normal hours, the courts would face a crisis.

Some magistrates received up to 140 percent increases, whereas prosecutors were given 16 percent raises.

Department of Justice chief liaison officer Pieter du Rand confirmed the minister had met prosecutors to discuss their grievances. He said it had been decided that a committee of prosecutors would be formed to look at problems in each province and to provide the minister with a full overview.

The minister is to take the matter up with the cabinet.

Court chaos looms as public prosecutors begin work-to-rule

(152) (250)
BY DAISY JONES

Star 9/7/96

Brakes have been applied to the already slow-moving wheels of South African justice by public prosecutors who have adopted a nationwide work-to-rule policy in magistrates' courts.

The work-to-rule policy, which had been taken up by courts in six provinces by yesterday afternoon and was under discussion in another two provinces, effectively means thousands of court hours will be lost before July 19, when prosecutors may launch a nationwide strike if Minister of Justice Dullah Omar has not announced wage increases by then.

Advocate Brink Fer-

reira, speaking on behalf of prosecutors at the Johannesburg Magistrates' Court yesterday, said state-paid attorneys would no longer prepare for cases at home, work overtime, or perform practical duties to aid the speeding up of court sessions.

Department of Justice chief liaison officer Pieter du Rand confirmed that the minister had met prosecutors to look at their grievances. It had been decided to form a committee of prosecutors to look at problems in each province and to provide the minister with a full overview.

The minister is to take the matter up with the Cabinet, and the issues will be reviewed urgently.

Labour and big business continue fight over lockout clause at

By **PATRICK BULGER**
AND **HELEN GRANGE**

Organised labour and big business, addressing the Constitutional Court yesterday, resumed their battle over key clauses in the new constitution dealing with labour relations

that the 11 Constitutional Court judges should refuse to certify the constitution because individual employers had been overlooked by the constitution's drafters and because the watered-down provision of a "lockout clause" was in itself unconstitutional

The trade unions, represented by the Congress of South African Trade Unions, argued that employers did not need the right to lock out striking workers as they could resort to a range of other options to impose their will

Workers, on the other hand, could only withdraw their labour power

Cosatu scored a constitutional coup over its business protagonists when, in the midst of a one-day stayaway in the runup to the adoption of the constitution on May 8, it pressured the negotiators into dropping the "lockout clause"

Instead, the negotiators inserted a provision referring to the Labour Relations Act, which allows for lockouts under certain specified conditions

The Constitutional Court judges must now decide whether any of the 34 constitutional principles thrashed out at the Kempton

could also fall back on the established definition of an unfair labour practice and on the property clause, Brassey said

Martin Wallis, for BSA, argued that workers had the right to strike but that there was no equivalent right for individual employers acting outside organised employer groupings

They are precluded from joining employers' organisations because of the competition between them and the constitutional text leaves employers with no constitutional protection

Constitutional Court hearing

(152) (152) Star 9/14/94

Employers criticise union's opposition to shift work

Clothing strike ballot looms

By Shirley Jones

KWAZULU NATAL EDITOR

Durban — A ballot to decide whether clothing workers will embark on a national strike will be held this week, the South African Clothing and Textile Workers' Union said yesterday.

The strike would be a sequel to the union's demands of higher wages, maternity leave and pension fund contributions.

Johann Baard, industrial relations executive for the Seardel Investment Corporation, said the industry had met last night to discuss the issue.

Baard said that until unions accepted that competitiveness was the ultimate goal, no economic model would boost growth.

"Where on the road of economic prosperity, development and job creation, do we find ourselves when a union leadership is

opposed to shift work in the clothing industry? This neglect of the rights and aspirations of the unemployed can only lead to mounting criticism and questioning of the legitimacy of centralised bargaining, not to mention the allegation that our labour markets are over-regulated and characterised by rigidities which undermine our competitiveness and job creation potential," Baard said.

"As long as the focus of the trade unions' training vision contains as a core-element the proposition that people be paid for skills acquired and not for skills applied, the race for the achievement of the objectives of the new Labour Relations Act will be off to a false start."

He said the belief by Tito Mboweni, the Minister of Labour, that South Africa could no longer afford the adversarial labour relations system of old was justified

CT (S2) 9/7/96 (152)
"But, until the unforgiving realities of global competition and the inescapable truth of the dictatorship of the consumer enjoy centre stage status on the trade union agenda, I am afraid that adversarialism and not joint participation will remain the fall-back position when the chips are down. I am not convinced that the new labour act will take us significantly beyond the status quo."

Baard said there was growing suspicion that the German industrial relations model, on which the new act was based, had key faults.

He said the debate in Germany was that the productivity of workers there did not justify the world's highest labour costs. German companies had expanded their production abroad, he said, followed by small to medium-sized enterprises that had been lured to central Europe where wages were about one-fourth of German levels.

Germany had shed more than a million workers in the past four years, and unemployment was at its highest since the 1930s.

"Many are arguing that the German model has resulted in a system where labour laws are making workers too expensive and inflexible. If the system is preventing people being priced back into work then something has gone wrong at the heart of the model."

"This all sounds curiously familiar. At the very moment that the South Africa Foundation, the Brenthurst group and Business SA are calling for fundamental reform of our labour market, the divide between business and labour appears to be wider than ever."

"The irony is that the reforms proposed by the business community here are largely in step with the debate in Germany, while Cosatu's position is compatible with the status quo in Germany," he said.

(152)

Employers lockout

right 'inferred'

ET 9/7/96
JOHANNESBURG: Employers should be given the constitutional right to use economic power as a bargaining tool in their dealings with employees, Business South Africa said yesterday

BSA counsel Mr Malcolm Wallis told the Constitutional Court that the interim constitution provided for collective bargaining, which inferred employers' right to lock employees out of company premises in the event of a labour dispute

The court is hearing argument on whether the proposed final constitution complies with the 34 constitutional principles set out in the interim constitution, which is required for the final constitution to be certified

Wallis said the interim constitution entrenched every individual's right to fair labour practices. This included workers' right to use the economic impact of a strike as a bargaining tool, and employers' right to use the corollary power of the lockout

Counsel for the Congress of SA Trade Unions, Mr Martin Brassey, argued earlier in the day that the disparity of social power between an employer and employees nullified the need for constitutional protection of employers' right to lockout — Sapa

Courts in disarray as backlog grows

By Josias Charle and
Mongadi Mafata

THE industrial action by Gauteng prosecutors enters its third day today, throwing the courts into disarray and increasing the mounting backlog of cases

The work to rule started on Monday with prosecutors demanding that salary adjustments granted to them be equal to those of magistrates

The Prosecutors Association of South Africa, which claims national membership of 700 prosecutors, has given Justice Minister Mr Dullah Omar until July 19 for a decision on salary parity between magistrates and prosecutors

A total of 120 court working days will be lost as a result of the

(152) *Sowetan* 10/7/96
Work-to-rule action by prosecutors
in Gauteng enters third day

action, which has received support in six provinces

The Department of Justice announced last month that prosecutors would receive an average salary increase of 13,78 percent, while magistrates would get an average rise of 50 percent. These adjustments were implemented on July 1

Work to rule

At a meeting held by 300 Gauteng prosecutors in Pretoria last week, it was decided that they would work to rule and that they would not do overtime - for which they are not paid

Senior state prosecutor at the

Johannesburg Magistrate's Court Advocate Brink Ferreira yesterday said that nearly 44 prosecutors resigned last year citing salary and work condition grievances

"We urgently need to address this brain drain which has already affected my staff's morale," Ferreira said

Chairman of the Prosecutors Association of South Africa Mr Blackie Swart yesterday reiterated his organisation's stance

"Even though we don't want to inconvenience the public, we don't want empty promises as we have legitimate needs. We want a firm commitment from the Justice Ministry," Swart said

Omar condemns courts disruption

(152) (152)

ET 10/7/96

PRETORIA • The disruption of courts by prosecutors and state advocates was unacceptable, Justice Minister Mr Dullah Omar said.

He was reacting yesterday to the work-to-rule protest action by prosecutors in Gauteng and Northern Cape.

Society of Advocates chairwoman Ms Retha Meintjes also announced yesterday that advocates involved in prosecution were considering joining prosecutors in their protest against salary disparities in the Justice Department.

The advocates are to meet on Friday to decide on the issue.

The protesting prosecutors are demanding higher salaries in line with the pay increases recently granted to magistrates.

Omar said here yesterday that although the salaries of prosecutors and state advocates needed to be addressed urgently, he lacked the power to negotiate their salary packages as this was the domain of the Central Bargaining Chamber.

He said he had already announced that legislation was

envisaged to remove state advocates and prosecutors from the ambit of the civil service.

The department was also exploring short-term solutions such as overtime pay. Talks between his department and the Public Service Commission over salaries were continuing, he said.

Omar said it would be impossible to do anything before the July 19 deadline set by the prosecutors, when they will decide on whether to embark on a full-blown strike.

He said the prosecutors had accepted the salary increases awarded to them and had only objected after the increase to magistrates had been made known.

A spokesman for prosecutors at the Johannesburg Magistrate's Court said Witwatersrand courts were disrupted yesterday by the prosecutors' work-to-rule plan.

They claim that given the long working hours, their pay is well below that of people doing equivalent work in the private sector.

About 300 prosecutors are said to be taking part in the action on the Witwatersrand — Sapa



READY TO VOTE *The general secretary of the South African Clothing and Textiles Workers Union, Jabu Ncgobo* PHOTO PURI DEVJEE

Clothing workers take strike ballot

(152) (134)
By Stuart Rutherford

CT (OR) 10/7/96
Union bosses expect the 100 000 clothing workers to vote in favour of a national strike when they ballot today, the South African Clothing and Textile Workers' Union national organiser Elias Banda said yesterday

"We are expecting the ballot to be in favour of the strike, but we hope common sense will prevail with the employers and that they sit down and continue the talks," he said

The union has been negotiating since mid-April for a 10 percent wage increase plus paid maternity leave, increased provident fund benefits, better bonuses and changes to the job grading systems. The employers are offering a 7 percent wage increase.

Banda said he hoped the balloting would be completed by Friday, after which a meeting would be held on Tuesday to decide on a course of action.

Banda said the employers' contributions to provident funds was disgraceful

"These employers are not even ashamed of the fact that on retirement, their employees receive R4 000 as full and final payment after their service of 20 years"

Meanwhile, Johann Baard, the chief negotiator of the National Employer Caucus of the Clothing Industry, representing 1 200 factories, has warned that a strike will further prejudice an industry already on the brink of collapse. The strike would cost workers R6,2 million a day in lost wages and cost the industry R15,5 million in lost turnover a day

Strike 'endangers' industry

(152) BD 10/7/96 (152)

Linda Ensor

CAPE TOWN — The threatened strike in the clothing industry would cost R15,5m in lost sales each day, further jeopardising an industry "already on the brink of collapse", the employers' chief negotiator warned yesterday.

Searde! industrial relations head Johann Baard said employers would also begin voting tomorrow to determine whether they wanted to embark on a lockout in reaction to the strike.

The proposed strike — the SA Clothing and Textile Workers' Union ballots today — stems from an employers' offer of a 7% package increase, against union demands of 10%.

The union, representing about 100 000 workers, said yesterday that the ballot would take about three days to complete, with the results expected next week.

"Employers are being unfair by not agreeing to a demand which is reasonable," Sactu general secretary Jabu Ngcubo said.

"We believe the results will be favourable, but there is always hope that common sense will prevail and both the workers and employers can resolve this issue more amicably."

Baard said he had been told the two sides had agreed that a package rise of 8% to 8,5% was possible. The strike would cost workers about R6,2m in lost wages each day. The industry had lost 20 000 jobs in the past five years, and the strike could jeopardise the security of a further 100 000 workers.

Renee Grawitzky reports that Sactwu chief negotiator Elias Banda warned that the strike would also "seriously undermine the credibility" of the centralised bargaining structure due to be established next year.

Violent incidents mar municipal staff sit-in

Staff 11/7/96
STAFF REPORTER

Two incidents of violence marred the strike action sit-in by municipal workers at the offices of Rand Water in Glenvista yesterday.

Protesters forcibly prevented other workers from leaving the offices, causing considerable damage to property, said human resources manager Geoff Verschoor.

And a group of strikers threw stones at police, who retaliated by firing several rubber bullets, injuring six people.

The injured were immediately taken to Baragwanath Hospital, but later rejoined the protest after they had been discharged.

The sit-in ended after a preliminary agreement on a wage increase was reached between management and union representatives.

About 300 members of the SA Municipal Workers Union

(152) ~~250~~
and the United Chemical Industries and Allied Workers Union staged the overnight sit-in on Tuesday, after mediation to resolve the protracted wage dispute had ended in deadlock.

The stand-off between management and workers began in April when a dispute was declared over wage demands.

Subject to the board's approval, Rand Water negotiators have now agreed to a 10% across-the-board wage increase backdated to April. The offer raised the minimum wage from R1 500 to R1 650 per month.

The unions had originally demanded R1 750 per month, which would have amounted to an increase of 16,67% on the minimum wage and an average increase in basic wages of 14,4%.

Unions persuaded the workers to leave the premises after a settlement was reached to remove the police. Workers are expected to report for work today.

80-117196

Strikers, police clash

STRIKING workers, among a group of 300 gathered at the offices of Rand Water in Johannesburg, were lightly injured yesterday when police fired on them with rubber bullets. The strikers dispersed after negotiators had agreed to a 10% wage increase.



Three suspects go free as prosecutors' work-to-rule bites

By **DAISY JONES**

Three alleged criminals have been acquitted before going to trial because of a widespread public prosecutors' work-to-rule campaign which has been described as negating the interests of justice

And Johannesburg's senior public prosecutor, Brink Ferreira, has warned that the protest action has caused a backlog which could take months to clear

The controversial campaign has come under fire from within prosecutors' ranks, but has also drawn support from other quarters Western Cape Attorney-General Frank Khan has given a thumbs-up to the action

Sapa reports the three suspected criminals were acquitted on Wednesday by Cape Town magistrate P Sauerman of robbery and indecent assault following a successful opposition by the accused to another remand of their case, which had twice

been postponed due to requests by the State

■ Justice Minister Dullah Omar admitted yesterday in discussions with the Society of State Advocates and the Prosecutors' Association of SA that his hands were tied when it came to their salary packages Salaries of prosecutors and state advocates needed to be addressed urgently, but he lacked the power to negotiate their packages as this was the domain of the Central Bargaining Chamber.

(152) (252) Star 12/7/96

PROSECUTORS' GO-SLOW HAMPERS COURTS

Assault suspects walk free

CT 12/7/96 (152) (252)

THE ATTORNEY-GENERAL of the Cape, Mr Frank Kahn, has called on the government to solve the row regarding prosecutors' salaries after a case was struck off the roll at the Cape Town Magistrate's Court as a result of the dispute.

CAPE attorney-general Mr Frank Kahn is to investigate the circumstances in which a city magistrate struck a case of three men charged with robbing and indecently assaulting a woman on a suburban train off the roll as a result of the four-day prosecutors' go-slow protest action.

Kahn said his office will call for the record today and warned that the men could be re-charged

"Provided they (the prosecutors) do not break the law and act responsibly, they have my support. It is common cause that they have been unjustly treated by the lopsided salary adjustments. On the other hand, prosecutors should also realise that the end can never be seen to justify the means."

He urged the government to urgently find a solution otherwise it could cause irreparable harm to the administration of justice.

Yesterday Mr H Swart, the con-

trol magistrate at the Cape Town Magistrate's Court, confirmed the release of the three men and said this was the first known discharge due to the prosecutors' protest

The prosecutors are demanding higher salaries and increases in line with the increments recently granted to magistrates

Magistrate Mr P Sauerma dropped the charges against the accused when the state failed to finalise its case on Wednesday after the prosecutor had excused his witnesses

Swart said the suspects had objected to another postponement of their case which had been held over at least twice before

Sauerma noted that had the work-to-rule not been in effect, there would have been plenty of time to hear the case

Swart said that Sauerma's decision was reinforced in terms of a court ruling handed down in 1994,

and by the fact that the proceedings against the men was designated preferential, which gave the case priority on the court roll

He added that justice had not been served in this instance and hoped the prosecutors' grievances would be speedily dealt with as their protest was not in the interests of justice.

Another official, who chose not to be identified, said this kind of action had raised prosecutors' concerns, as in certain cases charges could not be re-applied once they had been dismissed

He said prosecutors had been asked to keep track of any magistrate deciding to throw out, rather than hold over, cases during the protest

Kahn said he could not see why the money to pay prosecutors more could not be found by cancelling the attractive retrenchment packages offered to prosecutors recently. Skilled and experienced prosecutors, who would otherwise not have accepted the packages had their salaries not been so low, had accepted packages of up to R500 000 each, Kahn said

"Taxpayers would be better served if these packages were cancelled and the funds redeployed to improve the salaries of prosecutors. This would also make it acceptable to the prosecutors who had accepted the packages."

Prosecutors in SA have a record of unstinting service and as this latest incident shows, the lower courts are driven solely on the overtime sacrifices and efforts of dedicated public servants, he said

Meanwhile, the prosecutors at Mitchells Plain Magistrate's Court say they will not join their colleagues in a work to rule campaign

The group claimed many of the prosecutors involved were white reactionaries bent on discrediting Justice Minister Mr Dullah Omar

They said these very prosecutors had been responsible for the negotiation of the current salary packages offered to prosecutors

Also, the senior prosecutor at the Johannesburg Magistrate's Court, Mr Brink Ferreira, said there was a possibility cases which had been postponed too many times could be struck off the roll by magistrates — Staff Writer and Sapa

Chaos in justice system set to worsen

Star 13/7/96

By PRAKASH NAIDOO

State advocates have decided to throw their support behind prosecutors and will start a nationwide work-to-rule campaign on Monday - a move that will plunge the already shaky justice system into further chaos.

Justice Minister Dullah Omar described the action as "regrettable" and said he did not have the power to negotiate salaries on behalf of prosecutors or state advocates, who were still part of the public service.

Society of State Advocates chairman Retha Meinjies said, "This is definitely a serious step for us to take and will have very serious implications for justice."

the department's decision to hire private advocates at substantially higher salaries to help reduce the backlog in cases.

meeting with prosecutors and state advocates on Thursday that immediate steps be taken to move them to higher grades, providing a basis for immediate salary increases.

already huge backlog in cases was bound to be exacerbated by the work-to-rule, which had cost 60 court hours a day in the Johannesburg magisterial district alone.

However, Meinjies said the grading system which had been agreed with the Central Bargaining Chamber simply provided for an evaluation process. There was no guarantee that all prosecutors would benefit from it.

Johannesburg Magistrates' Court senior state prosecutor Brink Ferreira said the

TO PAGE 2

maintaining a going concern

FROM PAGE 1

Justice system (152) (152)

Magistrates with eight years' experience earned R136000 a year, compared with R98000 for prosecutors at the same level.

Ferreira said. "This latest salary increase was the straw that broke the camel's back."

Omar said there were complex reasons for the growing court backlog, the most significant being the substantial increase in prosecutors' administrative duties since implementation of the new constitution.

"It's a great constitution, but it imposes great burdens as well," said the minister.

Attorneys-general were taken off the public service payroll in 1992. Magistrates followed about two years ago. Said Omar: "It took three years and special legislation before Parliament to remove magistrates from the public service, which was seen as a break from the past and a move towards an independent judiciary. The effect was that we were able to negotiate a salary package for magistrates."

He denied magistrates' increases were as high as 140%, saying they averaged 40%. Restructuring the justice department, which would alleviate many of the prosecutors' problems, could occur only once the constitution had been certified. It would include delinking prosecutors from the public service, providing for a single prosecutorial service headed by a national director of public prosecutors.

Star 13/7/96

be prepared to take any course

■ Many more awaiting-trial suspects are expected to walk free as state advocates join the prosecutors' work-to-rule campaign.

PRAKASH NAIDOO and LENORE OLIVER
Staff Reporters

THE work-to-rule campaign by state prosecutors could result in many awaiting-trial suspects who have pleaded guilty, walking free from Magistrate's Courts

This follows the acquittal in the Cape Town Magistrate's Court this week of three men, arrested on indecent assault and robbery charges, as a direct result of action by prosecutors.

Western Cape Attorney-General Frank Kahn said the prosecutors' work-to-rule campaign could have a "devastating effect" on the productivity in the Magistrate's Court.

Magistrate's Courts were driven by overtime efforts and sacrifices by state prosecutors, he said.

"Accused persons are entitled to a speedy trial. If productivity drops this is not an achievable goal and magistrates can refuse to grant further postponement."

"In instances where the accused has pleaded guilty, this can result in an acquittal."

"Where an accused has not pleaded, a magistrate can strike the case off the roll and the attorney-general's office will be in a position to decide whether to recharge the accused or not," said Mr Kahn.

The acquittal of the three men in Cape Town is the first known acquittal as a result of action by prosecutors who are protesting against the gap between their salaries and those of magistrates.

The three men Clint Peters, 21, Peter Pick, 25 and Leonard Claasen, 22, had appeared in court in connection with an incident on a train at Salt River.

And in a move of solidarity yesterday, state advocates decided to throw their support behind prosecutors and will embark on a nationwide work-to-rule campaign from Monday - a move that is expected to plunge the already shaky justice system into further chaos.

At an emotionally charged meeting at the Justice College in Pretoria yesterday, members of the Society of State Advocates (SSA) voted by an "overwhelming majority" to take the industrial action, following a simmering row with the Department of Justice over pay and

■ Turn to page 3

URDAY Weekend Argus, July 13/14 1996

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Go-slow causes chaos in court

■ From page 1

work conditions

Justice Minister Dullah Omar described the latest action as "regrettable" and said he did not have the power to negotiate salaries on behalf of prosecutors and state advocates, who were still linked to the public service.

Reacting to the news, Mr Kahn said advocates were entitled to any kind of action which was responsible and lawful.

"What must be remembered, however, is that not all the advocates in my office are members of the SSA," said Mr Kahn.

"Supreme Courts are in recess until August and I hope matters will generally be on an even keel by that time," he said.

He added that he had the fullest confidence in Mr Omar "who is really trying his best".

"We are looking to the government for a speedy resolution to the problem," he said.

This is the first time that both prosecutors and state advocates have embarked on any kind of industrial action, which was first sparked off last month after magistrates were given substantial increases in salary.

"This is definitely a serious step for us to take and will have very serious implications for justice in the country," said SSA chairwoman, Retha Meintjies.

According to Meintjies, state advocates will be working from 8am to 4:30pm and will refuse to do any overtime, which is believed to average around 40 hours a month.

"We will only do what is expected of us during that time and nothing more," said Meintjies.

ARC 13/14/96

NSC

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ARC 13/14/96

GO-SLOW CAUSES CHAOS IN COURT

Strike mars clothing's recovery

BY DON ROBERTSON

THE clothing industry is facing a massive strike just at the time when it is showing the first signs of recovery from a 10% slump in production volumes over the past six months.

The SA Clothing and Textile Workers Union is ballooning its members on possible strike action next week, a strike the industry warns will cost it R16-million in lost sales a day.

Paul Theron, chief economist of the Clothing Federation of SA, says the production volume index is showing an upward trend from

the previous downswing, but the recovery will not be fully reflected until the end of the next quarter.

He is cautious about predicting a sustained improvement, however, and believes that production levels will settle at about current levels for the rest of the year.

The improvement in the industry is also likely to result in job levels stabilising after more than 9 000 workers were laid off between October and April.

"The industry has had to endure difficult conditions," he says. "Hopefully, the recent fall of the rand will assist in strengthening the export drive as it is unlikely that the domestic economy will provide much stimulation."

In contrast, the rand's decline will result in an increase in raw material prices, while local suppliers are likely to introduce import-parity pricing, says Theron.

The downturn was caused by several factors, including illegal imports of clothing estimated at a conservative R455-million last

year.

This compares with official imports of R412-million and exports of R490-million.

Theron estimates that illegal imports cost the government about R200-million in lost duties and the industry about 8 500 jobs.

The retail sector misread the extent of last year's extended winter period, hurting the industry.

But Clofed is hopeful "certain initiatives" regarding exports may come to fruition, including a revision of the export marketing assistance scheme.

(152) (184) STGBT) 14/7/96

PROSECUTOR CHARGED WITH CONTEMPT

Omar may be subpoenaed

CT 15/13/96

THE LABOUR DISPUTE between prosecutors and the Department of Justice may now involve the relevant minister having to appear in a court case as a witness after a Wynberg prosecutor was charged with contempt of court.

THE Minister of Justice, Mr Dullah Omar, may be subpoenaed as a witness in the trial of a Wynberg prosecutor on a charge of contempt of court after he failed to start his court on time.

This was said on Friday by Mr Nathan Erasmus, counsel for Mr Jan Joon, during an application for a postponement of Joon's trial on the basis that he needed time to prepare a defence and possibly instruct senior counsel.

Erasmus told magistrate Mr J van Zyl that in addition to Omar, he wanted to consult with various witnesses.

Van Zyl said he did not want to become involved in a labour dispute but order had to be maintained in his court in the public interest. It was the one-sided action by Joon and the accompanying chaotic state of affairs which left the impression that he had contravened the Magistrates' Court Act, Van Zyl said.

Erasmus said Joon was prepared to give an undertaking that pending the finalisation of the matter, he would conduct his duties as a prosecutor to the best of his ability. Joon's trial was postponed to this Friday.

Earlier on Friday, Athlone Magistrate's Court prosecutor Ms Christelle Mckenna was arrested on a charge of contempt of court and was ordered to be held in the police cells.

This came after the magistrates met and decided they would warn prosecutors they could be in contempt of court if they did not start court in time, said Mr Faiek Davids, senior state prosecutor at Wynberg.

He said Mckenna had told the magistrate she had heard the admonishment and did not wish to be in contempt of court.

She was charged when she started her court at 10.20am. Mckenna was refused legal representation and fined R300 (or 30 days) and ordered to be held in the cells. Later, a police guard was stationed outside her office.

An application for leave to



HELD IN CELLS Prosecutor Ms Christelle Mckenna was released on bail of R1

appeal was brought later the day and she was released on bail of R1. Davids said "The attorney general feels we have acted correctly and are fully behind the prosecutors. The emotional response of the magistrates is intimidation and victimisation of the prosecutors. This type of unprofessional and emotional response will not be tolerated by prosecutors. We will defend ourselves vigorously."

"This issue is not between mag-

istrates and prosecutors. Prosecutors are attempting to address their problems and in no way do they want to bring the court's dignity into disrepute," Davids said.

Cape attorney-general Mr Frank Kahn said he found it curious that one magistrate refused Mckenna legal representation while Joon was allowed a lawyer.

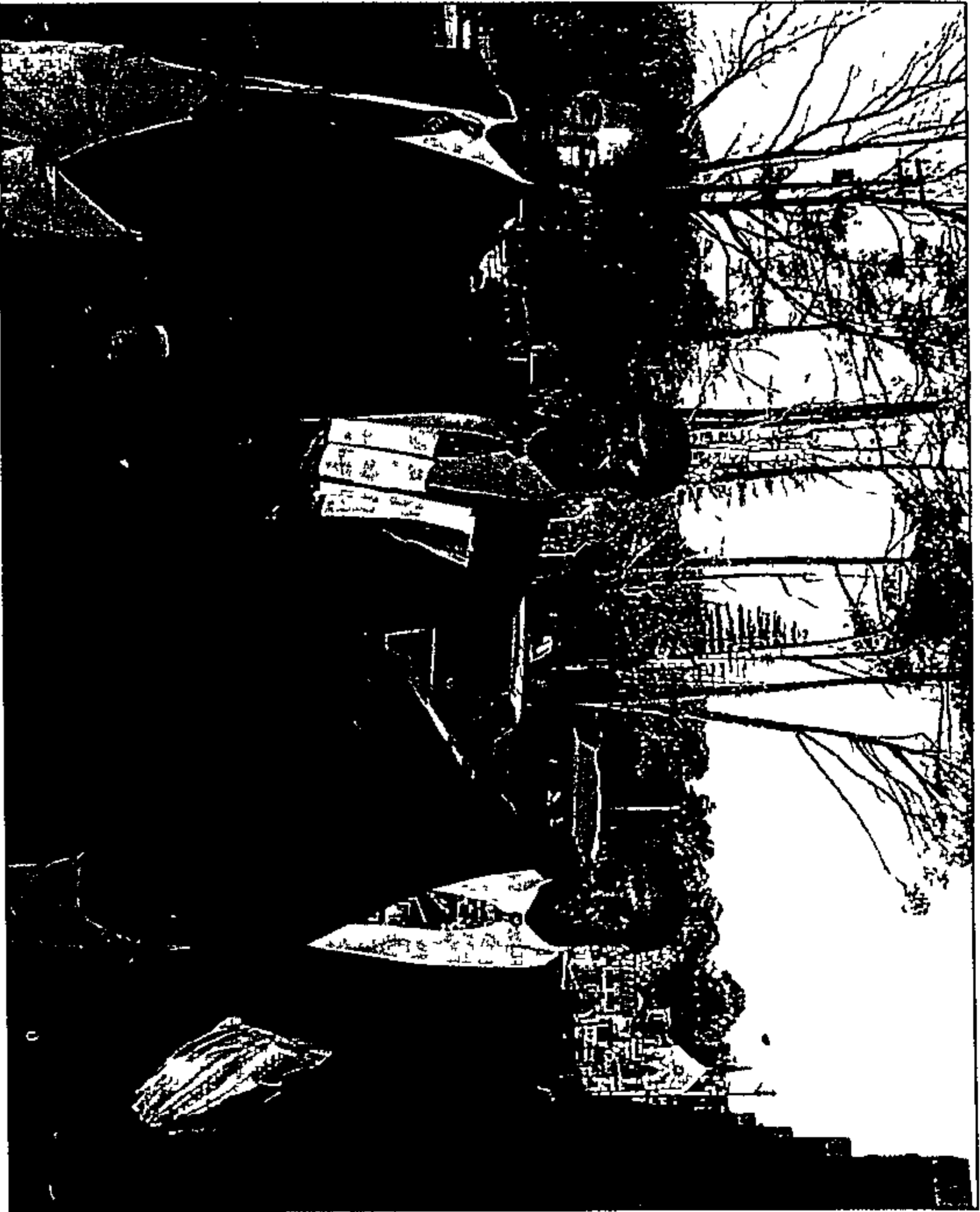
"These issues will be dealt with by an appeal court and I do not want to comment further," he said.

Magistrates and all those involved in the administration of justice should not victimise prosecutors and state advocates involved in a work-to-rule protest, Omar has urged in Pretoria.

Although he did not agree with the action, Omar said public servants had the right to protest, provided they did not undermine the administration of justice.

He urged all those concerned not to victimise the protesters. Omar said he would meet soon with prosecutors and state advocate representatives to "work out a position" regarding their salaries and work conditions.

State advocates decided on Friday to support prosecutors and will start a national work-to-rule campaign today — Staff Writer, Sapa



ON TRIAL: Prosecutor Mr. Jan Joon (centre) leaves the Wynberg Magistrate's Court late last week with his counsel Mr. Nathan Erasmus (left) and his attorney Mr. Dawood Adam.

PICTURES: CURVE SMITH

Omar's plan fails to stop protest by prosecutors, advocates

State advocates joined the work-to-rule protest by prosecutors yesterday, while Justice Minister Dullah Omar attempted to prevent a breakdown in the criminal justice system by offering them a compromise deal on benefits

Omar offered the prosecutors a relief package, which includes salary increases and higher rates for overtime work.

But it was not clear last night whether the prosecutors would end their protest action. Their association met, but did not issue a response.

However, the association's

chairman, Blackie Swart, said earlier in an interview on SABC television that they would not resort to all-out strike action. "We are responsible people and won't do that," Swart said

Omar is expected to meet the Prosecutors Association of South Africa today in an attempt to break the deadlock, which is threatening the administration on criminal justice

Michael Pinnock of the Association of Law Societies said in his TV interview that the work-to-rule protest could not have come at a worse time for the country

(152) Star 16/7/96
The message being sent out is that crime does pay. Criminals are being released because magistrates cannot continue granting extensions"

The ANC said in a statement yesterday that the prosecutors and state advocates should stop their protest immediately and attempt to work with the justice department to find a solution to their grievances

Omar told a media conference in Pretoria that the department's approach "more than meets state advocates and prosecutors halfway"

However, he said demands by prosecutors and advocates for salary parity with magistrates were more difficult to meet because the Prosecutors' Association of South Africa had earlier accepted a salary agreement in the Central Bargaining Chamber.

"If you then look at disparity, I consider the action totally unjustified," Omar said

But, within the framework of the agreement, advocates and prosecutors could be placed on higher salary notches on merit, which, he said, would reasonably improve their positions. - Sapa.

Go-slow causing logjam at courts

LINDSAY BARNES
and LENORE OLIVER
Staff Reporters

152
AUG 16/9/96

THE court backlog in the Western Cape is increasing daily as a result of the work-to-rule campaign by prosecutors

This could mean awaiting-trial prisoners, including many arrested in the police anti-crime blitz, could wait months for their cases to be finalised

Western Cape prosecutors' spokesman Faiek Davids added that a situation could soon be reached in which trials would be crowded out because of lack of time

Already, at least one case has been thrown out of court because of the work-to-rule

Many cases were being postponed because of the short court day caused by the go-slow. State witnesses were being told to come back on another date because the court was not able to deal with their cases by the end of the day

Western Cape prosecutors have said they would reconsider their protest action only once Justice Minister Dullah Omar gave a written undertaking to address their grievances

Mr Omar yesterday unveiled new proposals to avert the continuing work-to-rule protest, including a revamp of overtime and salary scales to be calculated on individuals' salary scales backdated to July 1

The prosecutors have asked Mr Omar to unlink prosecutors from the civil service within six months and to investigate two incidents in Wynberg and Athlone in which two prosecutors were charged with con-

tempt of court because they arrived after 9am

They also are demanding parity between their salaries and those of magistrates - backdated to July 1

Yesterday, magistrates' courts at Wynberg started only about 11am and at Cape Town Regional Court only one court was in session by 10am

Mr Davids said "The backlog is increasing daily and soon it will take months for a matter to be finalised, especially in the case of an accused in custody who would have a long wait"

Western Cape Attorney-General Frank Kahn said prosecutors' representatives were meeting Mr Omar today

If successful, the protest soon could be over

While the police had not yet suffered at the hands of the work-to-rule protest, the timing was unfortunate, said Western Cape Police Commissioner Leon Wessels after the first week of stepped-up action against criminals

Last week, roadblocks and raids in a three-day blitz netted more than 1 600 suspects, said Commissioner Wessels.

The number of arrests could worsen the threatened logjam of court rolls, he added

Meanwhile, Mr Kahn has taken legal advice on allegations of victimisation of prosecutors by magistrates and warned he would challenge this in the Supreme Court

The National Party has criticised Mr Omar, saying "The African National Congress continues to link problems to apartheid, or just blame the previous government"

BD 16/9/96
**Delta stops
its Isuzu line**

PORT ELIZABETH — A week-old strike at Uitenhage motor component plant Gearmax has forced the Delta Motor Corporation to shut down its Isuzu bakkie production line ~~(152)~~

Delta's manufacturing and assembly director Willem du Plessis called yesterday for the urgent resolution of what is the region's first politically motivated strike this year. (152)

A week ago 250 Numsa members at Gearmax downed tools, demanding that the company's head of security be fired or appear before the truth commission

Numsa said Ivan Erasmus, allegedly a former riot unit policeman, boasted to workers of how the unit tortured political activists during the Eighties.

Gearmax said it would not give in to the workers' demands. The company could not compel anyone to appear before the commission. It would not fire Erasmus.

Workers are gearing up for a week of protest after the union shop steward's committee voted to back their members' demands — Eena

Prosecutors' pay wrangle looks to be nearing end

~~1996~~ (152)
BY HELEN GRANGE

STON 17/7/96
An end to the work-to-rule by prosecutors and state advocates looks imminent amid growing political pressure to stop the action in view of the Government's concessions offer and further "positive" discussions yesterday

Justice Minister Dullah Omar met the Society of State Advocates, the Prosecutors Association of SA (Pasa) and representatives of prosecutors in the former self-governing territories for two hours to discuss details of his proposal this week to upgrade salaries and overtime rates.

His proposals must be approved by the Public Service Commission, after which the Cabinet will be asked to make the money available.

Omar's office said the meeting took place in a "positive spirit" and that representatives undertook to report back to their members as soon as possible

Pasa chairman Blackie Swart could not be contacted for comment yesterday, but reports indicated a deepening crisis in courts as postponements created increasing backlogs

In the Western Cape, many of those arrested in the current police anti-crime blitz could now wait months for their cases to be finalised

The region's prosecutors have asked Omar to delink prosecutors from the public service within six months and to investigate two incidents in Wynberg and Athlone in which two prosecutors were charged with contempt of court after they arrived late.

They are also demanding parity between their salaries and those of magistrates - backdated from July 1.

Omar unveiled a number of proposals on Monday, including proposed overtime pay and the unfreezing of 46 senior state prosecutors' posts.

Prosecutors in the Eastern Cape are expected to meet tomorrow to consider Omar's proposals and decide on future action, a spokesman, William Pretorius, said yesterday

The ANC, which believes the action is unjustified, has urged prosecutors and state advocates to stop their action and "join the Justice Department in finding a solution".

Meanwhile, the SA Police Union has threatened labour unrest if the salaries of prosecutors and advocates are increased and the police do not get the same treatment.

Sapu official Andy Muller said that although police had been promised a "major increase" by national commissioner George Fivaz, "they in fact got exactly the same as the rest of the public service".

Residents storm police station

By Josias Charle

A POTENTIALLY explosive situation was diffused yesterday when members of the Internal Stability Unit were called in to monitor an angry group of Garankuwa residents who gathered at the local police station to demand the expulsion of the police chief

Residents complained that black police officers were sidelined when promotions were effected at the beginning of this year and in their places white "racist" officers were appointed

The police station came to a

(152) Sowetan 17/7/96
The area police chief has replaced black officers with white officers

standstill as the residents demanded the immediate expulsion of the station commissioner, director JJ Viktor

They accused Viktor of appointing two white officers to run departments previously headed by blacks

The two are Senior Superintendent Purie van Rooyen who heads the CID section and a Superintendent De Villiers who is in charge of visible policing unit

The new men have replaced

black officers, including former station commander, superintendent Phineas Tlhabane

When *Sowetan* arrived at the scene yesterday gates were locked and one of the policemen who did not wish to be identified for fear of victimisation said "As much as we want progress in our town, we cannot accept a situation where white racist officers come here and want to run this place according to their old apartheid tendencies"

End to prosecutors' protest imminent

(152)
SPECIAL CORRESPONDENT

LT 17/7/96

JOHANNESBURG: An end to the work-to-rule protest by prosecutors and state advocates looks imminent in view of the government's concessions offer and further "positive" discussions yesterday.

Justice Minister Dullah Omar met the Society of State Advocates, the Prosecutors Association of SA and representatives for prosecutors in the former TBVC and self-governing territories to discuss his proposal to increase salaries and overtime rates for prosecutors and state advocates.

His proposals must first be approved by the Public Service Commission, after which the cabinet will be requested to make extra funds available

Omar's office said yesterday the meeting took place in a "positive spirit"

Striking inmates demand phones

ARL 17/9/96
ANDREA BOTHA
Staff Reporter

ABOUT 500 prisoners at the Medium A block at Victor Verster Prison near Paarl are striking against conditions at the jail - demanding, among other things, more telephones.

This follows a protest two weeks ago when prisoners in the maximum security section at the jail joined a nationwide prison protest against the early release on parole of white-collar criminals Greg Blank and Abdul Bhamjee.

"Everything is under control at the prison and there is no violence," said Willem Damons, head of Victor Verster Prison.

Negotiations between the inmates and prison authorities failed again last night and prisoners were refusing to go back to work.

Mr Damons said prisoners wanted to see changes before calling off their strike.

"They have now also called for more telephones. There are already two telephones, but they want four. We have already spoken to Telkom and hope to have the new telephones by the end of the week," he said.

The strike began last Friday, when prisoners demanded to know the outcome of an investigation into conditions at the jail, and specifically the functioning of the parole board at Victor Verster.

Provincial prisons commissioner Steven Korabie was checking a report made by the investigating team and prisoners would be told of its content as soon as possible, Mr Damons said.

Prisons spokesman Mike Green said prisoners had presented a list of 24 grievances to the department, but that most of their unhappiness concerned the Parole Board and some of its members.

Omar's offering to lawyers fails and work to rule goes on

Sapa and Staff Reporters

(152)

PRETORIA. - Justice Minister Dullah Omar's proposals for a relief package for state advocates and prosecutors did not meet their demands, and their work-to-rule protest would continue, spokesmen for the Society of State Advocates and Public Prosecutors' Association said today.

But the proposals would be discussed with members of the two bodies, while the work-to-rule by public prosecutors and state advocates continued.

Meanwhile the associations welcomed the minister's commitment to the principle of parity between prosecutors and magistrates of equal qualifications and experience. This was their reaction to yesterday's meeting between Mr Omar and representatives of the two bodies, and of the Legal Staff Association of South Africa, in Pretoria, where Mr Omar's proposals were discussed.

The bodies also welcomed his commitment to resolving the crisis, which was threatening to lead to a breakdown in the criminal justice system.

The political debacle that had arisen as a result of the action was unfortunate, but the former National Party government had been "unable to address this very same issue" the spokesmen said.

Eskom strikes deals to cut power

By James Lamont

INDUSTRIAL EDITOR

Johannesburg — Eskom is offering to pay large customers for temporarily interrupting their electricity supply so that power can be delivered to other customers during demand surges and sudden losses of generating capacity

Eskom started offering interruption agreements two years ago with Alusaf, the aluminium producer. It now has interruptible load agreements with 26 smelters and furnaces, it said yesterday.

The power is needed during

(152) ~~(152)~~ (BR) CT 18/7/96
surges in electricity demand or when generating units feeding the electricity grid temporarily go off-stream. The agreements allow Eskom to curtail the electricity supply at short notice for not more than two hours a week. In return, Eskom offers a discount on the customer's account or a lower tariff.

Andries Calitz, Eskom's senior transmission manager, said that customers normally received compensation after an interruption had taken place, but otherwise remained on a normal tariff.

The average rate of compensation for interruption is 10c a kilo-

watt hour across peak, standard and off-peak times. The peak rate is 28c a kilowatt hour during winter and 25c a kilowatt hour during summer.

This arrangement is considerably cheaper for Eskom than building additional generation capacity.

According to Eskom, the agreements virtually eliminate the need for expensive gas-turbine emergency generating plants.

The company said it hoped to make 3 200MW available through the initiative. The agreements were available to all of its large customers, Eskom said.

Prosecutors consider pay offer

The Argus Correspondent

PROSECUTORS and state advocates are considering Justice Minister Dullah Omar's proposals of a salary relief package and are expected to decide by the weekend whether or not to end their work-to-rule

But it may be "too little, too late" for some state advocates, who are reported to be seeking early retirement packages

Mr Omar's proposals, which include salary increases and higher rates for overtime work, have had a lukewarm response, with the result that the work-to-rule is still being observed by about 80 percent of prosecutors and state advocates

In a joint statement yesterday,

the Society of State Advocates (SSA) and the Prosecutors' Association of South Africa (Pasa) said that should Mr Omar's proposals materialise, they would bring a "certain measure of interim relief"

But Mr Omar warned that his proposals would fall away if they were not accepted, adding that he felt the protest was unjustified

His spokesman, Paul Setsetse, said improvements in salaries and working conditions could be authorised only by the central bargaining chamber of the public service.

"The minister has pointed out that until the law is changed and prosecutors and state advocates are delinked from the

public service, there is no escape from the central bargaining chamber," he said

He said the minister's offer was formulated within these parameters and "there is no offer beyond that"

Pasa chairman Blackie Swart countered that Mr Omar's proposals remained vague and the possibility of implementation was uncertain

"I must stress we are not opposing Mr Omar, but we can't just react to mere proposals

"I think the protest action and the resultant chaos actually makes it easier for Mr Omar to convince the cabinet of the need for resolution of this situation," he said

The SSA and Pasa, in their

statement, said the political débâcle resulting from their action was unfortunate, but the former National Party government had been "unable to address this very same issue"

The African National Congress has strongly urged the prosecutors to stop their action, saying it is "unjustifiable"

But the two organisations, in urging the public to support their action, said reports of accused being released as the result of the work-to-rule were exaggerated

"Should we not take action, resignations by experienced and able prosecutors due to hopelessly inadequate remuneration packages will continue unabated," they said

BD 18/7/96
Union strike continues

ABOUT 70 SA Commercial Catering and Allied Workers' Union members picketed the PriceForbes insurance brokering company in Johannesburg for the third day yesterday

A shop steward said the company refused to recognise trade unionism and workers would intensify their pickets if their demands were not met. He also said there were no affirmative action, transformation and training programmes in place, and that the company allegedly reserved senior positions for whites.

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(152) (152)

PROTEST ALMOST TWO WEEKS OLD

CT 19/7/96

More talks held to end prosecutors' go-slow

PROSECUTORS have adopted a wait-and-see attitude regarding proposals to increase their salaries. **DAN SIMON** reports.

MORE talks are being held between the Prosecutors' Association of South Africa (Pasa) and the Department of Justice in a bid to end the work-to-rule protest by prosecutors and state advocates.

Mr Farek Davids, the Western Cape spokesman for Pasa, said yesterday "We are holding further talks with the minister's office and there might be a chance of breaking the impasse."

Prosecutors countrywide have been on a work-to-rule protest for almost two weeks in a bid for higher salaries and better working conditions. State advocates joined the go-slow late last week.

One senior prosecutor at the Cape Town Magistrate's Court said yesterday he was paid at least R16 000 less a year than a magistrate at the same level of seniority.

Justice Minister Mr Dullah Omar said this week changes to prosecutors' and state advocates' salaries and working conditions could only be authorised by the Public Service Commission's central bargaining chamber.

He added that the go-slow was not helping their cause.

Public prosecutors started their action to force the department to put their salaries on a par with magistrates. They also do not want to be part of the civil service.

Omar said draft legislation, which would allow public prosecutors to be paid separately as profes-

A day in the life of ...

A PUBLIC prosecutor's job is an extremely high pressured one which usually requires 17 hour work days.

Speaking on condition of anonymity, a 35-year-old prosecutor has likened it to a 'treadmill'.

He said a prosecutor's day started at 7am and usually ended well after 10pm to keep the wheels of justice turning.

"It's an extremely high pressured job. The courts are understaffed and where there is generally one prosecutor per court, it places tremendous demands on them to run the court all the day.

They deal with witnesses, legal counsel, the police — and delays. They usually just manage to get through an overloaded court roll.

"Prosecutors come out in the afternoon and finally have enough time to collect their charge sheets and case dockets for the next day.

He said although he did not begrudge magistrates their salary increases, he pointed out that magistrates did not endure the same daily stresses as public prosecutors.

"Magistrates sit and hear the cases before them. But prosecutors have to prepare each case — even those which are postponed because an accused does not show up. You end up going through the mill. It's a treadmill. It creates a situation where you get out when you can.

He said prosecutors were 'committed' but it seemed there were more resources for defending people than prosecuting them.

The need to rule in the most professional manner in which the prosecutors can draw attention to their plight. They are not disrupting court or toy-toting. People say they are doing administrative work. This is not so. They are doing preparation work for their cases. — Staff Writer

sionals, was "already in the pipeline"

To ease the plight of prosecutors and state advocates in the short term, Omar said he had appealed to the Public Service Commission to increase the status of public prosecutors and state advocates by one notch.

"This would provide them with better increases which in many respects may bring their salaries in line with the increases received by magistrates.

Meanwhile, Sapa reports that

Pasa chairman Mr Blacky Swart said yesterday that his organisation had been "misled" by its negotiator at the Public Service Commission's central bargaining chamber negotiations earlier this year on salaries and working conditions.

Swart said further that proposals put forward by Omar for a relief package for state advocates and prosecutors had not been rejected.

However, the proposals were too vague and prosecutors would want to "see what materialises", he said.

Prisoners back at work

ABOUT 700 prisoners at the Victor Verster jail at Paarl in the Western Cape have returned to their work stations. (255) (162)

The prisoners went on strike at the weekend because prison authorities had failed to respond to a number of grievances presented to them about two weeks ago.

Correctional Services spokesman Mike Green said yesterday there had been some problems at the prison and a number of staff members had since been transferred to other sections. - Sapa.

ARG 19/7/96

More court workers join bid for justice on the job

(152) ST 21/7/96
By CARMEL RICKARD

GALVANISED by the work-to-rule protest initiated by public prosecutors, staff of the Supreme Court masters and registrars offices have decided to unite to push for improved salaries and working conditions.

This means that almost all legal professionals within the Department of Justice have organised to fight "intolerable" conditions of service.

The only remaining group of professionals, the legal administrative officers, have formed a committee to establish an organisation. The department's entire staff will then be organised into pressure groups.

The chairman of the new Masters and Registrars Association, Thinus Rudolph, said the organisation was formed on Wednesday. Within two days, 90 percent of those eligible to join had requested membership.

Rudolph wrote to the Minister of Justice, Dullah Omar, on Thursday to outline grievances of staff.

He told the minister his organisation intended to seek affiliation with the Public Prosecutors Association of SA, which is spearheading the protest by legal professionals attached to the courts.

He has asked Omar to respond within seven days, and to indicate whether he is prepared to deal with their grievances.

Meanwhile, Omar has arranged to meet the equally new Association of State Attorneys in Pretoria on August 6 to discuss their complaints.

Each of these organisations, as well as the Society of State Advocates, have similar problems: inadequate salaries and insufficient staff to cope with the workload. The organisations want Omar to resolve their problems.

Several meetings were held this week to discuss the grievances.

Omar and his representatives have offered a number of proposals, but prosecutors say they contain no guarantees and are simply an offer by the minister to try to find the money needed to resolve the crisis.

Without guarantees prosecutors are unwilling to end their protest. The prosecutors' association will continue canvassing members this week, but the signs are that prosecutors want to continue to work to rule in the absence of concrete undertakings by the department.

This week the protest is expected to bite for the first time in the Supreme Court which was in recess when the protest started.

Clothing union faces lockout

By CAROL PATON
 (52) ST 21/7/96

WORKERS and employers in the clothing industry lurched one step closer to confrontation this week, when employers repeated a threat to lock out 100 000 workers and the SA Clothing and Textile Workers Union gave 48 hours notice of their intention to strike.

The union rejected an eleventh-hour offer by employers on Friday to increase the wage package to eight percent, one percent up from the previous offer. Union members can legally start striking tomorrow.

However, Jabu Gwala, the union's general secretary, said workers were not likely to begin their strike tomorrow. "We have not yet set a time to begin the strike. Both parties have agreed to keep their doors open and there is still the possibility of a settlement."

Shop stewards were to discuss the offer over the weekend. The union has demanded a 10 percent increase in the wage package, although "we have indicated that we are not fixed on 10", Gwala said.

A spokesman for employers, Johann Baard, said the national caucus of clothing employers would meet in Durban tomorrow to formulate its response to the threatened strike. "On the agenda will be the implementation of a lockout which employers have overwhelmingly supported in a ballot," he said.

Baard said the wage offer would not be revised. "The employers regret that the union has seen its way clear to expose the industry to the ravages of a strike. Apart from the risk of dismissals, employees face the loss of R6,2-million a day in wages and the industry faces lost turnover of R15,5-million."

The industry is under extreme pressure from dropping tariff barriers and illegal dumping, and has shed 17 000 jobs since last September.

But its low wage structure, where a qualified machinist earns a maximum of R295 a week, has made workers determined to have past inequalities dealt with, said Ebrahim Patel, the union's assistant general secretary.

"The difference between the parties stands at two percent. Two percent will not spell disaster for the industry. It's a relatively negligible sum but it is the difference between dealing with the inequalities or accepting them," said Patel.

However, there were indications that the union would like to see a strike averted.

Gwala said that the dispute had caught the union by surprise.

"A large strike like this does not make sense for our members, the industry or the economy," he said.

Arundi

Province. The civilians, including children and the elderly, died in attacks against Hutu rebels by the army, which is dominated by minority

had reported that civilians used human shields by the rebels, and innocent people had died in attacks.

Also, the United Nations High Commissioner for Refugees has accused of expelling 1 800 Rwandan Hutu from a camp in the northwest, saying more had fled to surrounding areas being attacked by local people. The agency has protested against the use of the ibezi camp by the army.

It also accused the agency of bad planning to provide transport for refugees. — Sapa-Reuter-AFP

WINDS AND TIDES

It will be partly cloudy.
EASTERN CAPE: Partly cloudy and mild but cold over the interior with light rain along the coast, clearing in the west.
KWAZULU NATAL: Fine and mild but cold in the interior with a light to moderate south-westerly wind along the coast.

	High/Low	High/Low
Cape Town	0621/0015	1841/1222
Mossel Bay	0635/0025	1856/1233
Knysna	0653/0037	1914/1245
Port Elizabeth	0637/0030	1858/1238
East London	0636/0030	1858/1238
Durban	0633/0029	1857/1241
Walvis Bay	0648/0021	1854/1230

Clothing union readies for national strike this week

(184) (152) CT (Be) 22/7/96

By Stuart Rutherford

Durban — Almost 100 000 workers in the clothing industry may embark on a national strike this week after employer and union representatives failed to reach a wage settlement at an 11th-hour meeting on Friday.

Jabu Ngcobo, the general secretary of the Southern African Clothing and Textile Workers' Union (Sactwu), said the union had not decided on a programme for the strike, but he thought it would start no later than Wednesday.

"We gave them notice at the meeting that we were not going to strike within a 48-hour period, but that we may strike after that," he said.

During the meeting in Johannesburg, the employers moved their final wage offer from a 7 percent to an 8 percent increase, which the union rejected.

Ngcobo said that the union would be prepared to accept a 9 percent wage increase, though the strike ballot results indicated strong member support for a 10 percent increase.

"If the employers can close the gap between our positions that would be enough to call off the strike," he said.

Johann Baard, the chief negotiator for the National Employers' Caucus of the clothing industry, said the employers had no intention of modifying their final offer unless the union made it worthwhile for them to do so.

He said the caucus would meet in Durban today to consider union proposals on access for union officials and picketing facilities during a strike. He said the caucus would respond by midday tomorrow.

"The union emphasised that the strike must be peaceful and violence will not be tolerated. It also referred to the establishment of contact committees in the regions to monitor events against a code of conduct the parties may agree to."

He said employers reserved the right to seek appropriate legal intervention or to lock out workers should the union embark on selective, targeted strikes.

Both sides said they regretted that a settlement had not been reached and that the union would resort to strikes.

Employers estimated that a strike would cost their employees R6,2 million a day in lost wages and the industry R15,5 million a day in lost turnover. No other meetings between union and employer representatives have been planned.

Zuma wants more AIDS plays

DURBAN —

Health Minister Nkosazana Zuma said on Saturday she would encourage more AIDS education plays such as the controversial Sarafina 2, for rural people who did not have access to electronic media.

Speaking at the launch of an anti-hunger campaign at the University of Natal's Durban campus, Zuma said that whatever the reservations in some quarters, educational plays about AIDS were suited to rural audiences.

"I, for one, shall continue to encourage the use of educational plays such as Sarafina 2 to highlight the dangers of AIDS, particularly where there are no television sets and electricity."

She said a soon-to-be-screened film on AIDS education, Soul City, would reach a vast audience in rural areas.

Her department had decided to throw its full weight behind the anti-hunger campaign because poverty resulted in a host of diseases, AIDS being the deadliest.

The anti-hunger campaign is a joint proposal by the community-based organisation Iso Lenthuthuko (development eye) and the University of Natal, with other partners. Its mission is the eradication of poverty and the promotion of sustainable development in KwaZulu-Natal AIDS education is

part of the programme

Speaking at the function, Zulu King Goodwill Zwelithini said poverty in some communities had resulted in violence flourishing.

"Hunger is the breeding ground for violence and once violence becomes endemic within a community, development stagnates, thus consigning a whole group of people to backwardness," the king said.

He criticised people who enriched themselves on non-government body funds intended for the poor.

The king said poverty eradication was closest to his heart, particularly as recent surveys had found KwaZulu-Natal among the poorest provinces, together with the Eastern Cape and Northern Province.

"It really hurts me that some people go about with a begging bowl, asking for funds on behalf of the poorest of the poor in our society and, ultimately, after getting those funds they then line their own pockets."

He said the relative peace that had descended on KwaZulu-Natal created conditions ripe for "jump-starting" development projects.

Representatives of big business and members of the provincial legislature attended the launch. — Sapa.

Education 'can end witchcraft killings'

PIETERSBURG — The department of safety and security in Northern Province has called for an immediate educational programme to curb witchcraft-related killings in the region.

Department spokesman Serobi Maja said ignorance and illiteracy in rural areas in the province were the reasons for belief in witchcraft. More than 110 people are believed to have been killed in the province this year after they were accused of being witches.

"It will be a long-term solution because many people still firmly believe in the supernatural and witches," Maja

said. "It remains a matter of grave concern," he added.

Maja was responding to the murder of a 96-year-old woman, Madiadi, near Tzaneen, who was hacked to death — allegedly by members of his family — after being accused of witchcraft.

Two of Mmakhubu's grandchildren were arrested and have appeared in the Bolobedu Magistrate's court on murder charges. Thomas Manyama, 24, and Clement Mmakhubu, 26, were released on R5 000 bail and will appear again on September 13. — Sapa.

Umzumbwe poll on track

DURBAN — All 23 local government election polling stations in the Umzumbwe district on the KwaZulu-Natal south coast had opened on time on Saturday, manager of the election Jan Bezuidenhout said.

He said voting was slow but smooth at most of the stations and there had been no reports of voter intimidation or administrative errors at any of the stations.

The elections had to be postponed on June 26 because five polling stations did not receive voters' rolls.

In terms of a subsequent court order, the elections had to be rescheduled throughout the whole district, affecting more than 23 000 voters.

Bezuidenhout said all of the voters' rolls had been in place on Saturday and election officials were anticipating a free and fair poll.

The Umzumbwe district is one of 18 in KwaZulu-Natal's seventh regional council area.

The Inkatha Freedom Party won the most support in 17 of the 18 districts counted last month, polling 64,5% of the vote compared to its nearest rival, the ANC, which polled 28,3%.

Results of the poll were due to be announced late yesterday. — Sapa.

BD 22/7/96

More court officials

Join prosecutors' action

Susan Russell

OFFICIALS in the offices of the Master of the Supreme Court and court registrars have joined forces with state advocates and prosecutors, adding their voice on Friday to the demand for higher salaries and better working conditions for public service legal personnel.

Angry state advocates and prosecutors began their work-to-rule in response to the substantial pay increases which were granted to magistrates by the justice department.

Justice Minister Dullah Omar has said he did not have the power to grant increases for prosecutors and advocates linked to the public service's Central Bargaining Chamber, but has offered short-term relief in the form of promotions to existing higher salary scales and the unfreezing of more than 40 senior prosecutors' posts.

Pretoria Supreme Court Master M Rudolph said on Friday that a Masters' and Registrars' Association of SA was established last week to address their grievances, and it had already requested affiliation with the Association of Public Prosecutors.

A letter setting out members' grievances had also been sent to Justice Minister Dullah Omar.

Rudolph, who is also chairman of the organisation, said that the new association had 212 members and represented 90% of all masters and registrars nationwide.

In the letter to Omar, Rudolph said members were "perplexed and disturbed" that they had been overlooked when magistrates received their increases. He said personnel in the masters and registrars section were just as

worthy and the minister should be aware of the valuable and extremely necessary functions they carried out.

Another grievance was the backlog in filling vacant posts, which had long left deputy and assistant masters and estate controllers overworked.

Also, members were unhappy with the lack of remuneration for personnel who were performing duties and tasks normally done by more senior officials.

There was also no compensation for working overtime, which was done on a daily basis due to the urgency and importance of matters dealt with by the Master's office, he said.

Rudolph had informed Omar of the association's intention to affiliate itself with the State Advocates Association, as well as the Public Prosecutors Association of SA.

Sapa reports that senator Bulelani Ngcuka of Parliament's justice standing committee said important progress had been made on Friday toward the resolution of grievances leading to a work-to-rule decision by prosecutors.

He said that a meeting had been held between senior representatives of Western Cape prosecutors and Western Cape ANC members of the senate and national assembly.

Ngcuka said the prosecutors had been told that both justice committees (standing and portfolio) were aware of problems in the justice system, including poor pay and working conditions.

The prosecutors had been told legislation necessary to resolve the problems was being prepared urgently by Justice Minister Dullah Omar. Both committees would do everything possible to ensure that Parliament passed the legislation this year. — Sapa

Coetzee hears about his Outrage over hahv deathe

(152)
Rance Grawitzky

20 22/7/96

CLOTHING employers meet in Durban today to discuss action in the face of a possible strike following the breakdown in talks with the SA Clothing and Textile Workers' Union on Friday after a revised wage offer of 8% was tabled.

The revised offer was tabled after the union informed employers that more than 80% of members had voted in favour of a national strike.

Despite talks of a national strike and an impending employer lockout, leaders on both sides are grappling to find settlement proposals which could be sold to their respective constituencies at the eleventh hour. There are 100 000 workers in the industry.

The union indicated yesterday that its secretariat was meeting to finalise a response to employers' revised position and to map out final plans for a national strike. It gave no indication of when a strike would start.

Employers are meeting today to decide on their course of action.

Employer spokesman Johan Beard said employers had gone into Friday's meeting hoping that the union was committed to continuing negotiations "to ward off an escalating crisis in the industry".

However, the union had said it was not prepared to take the revised offer into a caucus or modify its demand for a 10% increase. It had given 48 hours notice of strike action.

Beard said employers would consider the implementation of a selective lockout if the union resorted to selective industrial action.

He said that apart from the risk of dismissals, workers faced the loss of R6,2m a day in wages as a result of any strike.

The industry faced lost turnover of R15,5m a day.

Immigrants now have to pay

~~Star~~ Star 23/7/96

Pretoria - South African taxpayers no longer had to carry the cost of applications by foreigners to immigrate or to stay in the country temporarily, the Department of Home Affairs said yesterday.

Applicants now have to pay a set fee "in line with the international practice of self-compensatory tariffs," said spokesman Henrie Meyer.

An individual applying for an immigration permit now had to pay R5 580. A family comprising a breadwinner, spouse and no more than two children was being

charged the same amount, with R360 for each additional child.

The cost of an application for temporary residence permits of various types ranged from R108-R360. And R360 was being charged for an extension or alteration of a temporary permit.

The practice of issuing all visas free of charge had also been changed to a "principle of reciprocity".

"If the applicant is from a country which charges South Africans for visa applications, we levy a fee of R108," he said. - Sapa.

Robert Bosch workers halt over wages

By GORA NDLOVE (152)

Fifty nine Robert Bosch workers downed tools at noon yesterday, forcing a large section of the company in Faraday, Johannesburg, to shut down.

All the workers belong to the Metal Electrical and Allied Workers Union (Mewusa), affiliated to the National Council of Trade Unions. Their strike is legal as workers took a vote last week in terms of a recognition agreement

between the union and the company.

Robert Bosch is involved in the sale and marketing of refrigerators and related appliances.

Mewusa's Gauteng vice-chairman, Zola Manake, said the action arose from a wage dispute.

Numerous meetings have been held in an attempt to resolve the dispute. The most recent talks took place at the industrial council for the motor industry, but bore no fruit.

Star 23/7/96

500 nurses protest against discrimination

(152) ARG 23/7/96

Staff Reporter

MORE than 500 nurses from the National Education, Health and Allied Workers Union (Nehawu) have marched to parliament to protest against alleged discrimination

Cosatu members also marched in support of yesterday's protest.

The marchers were in high spirits as they sang and chanted slogans under the watchful eye of the police

The march primarily focused on nurses' issues but was also attended by other workers who

submitted a memorandum calling for "an end to unfair, racist dismissals" and for the implementation of affirmative action in the public service in the Western Cape

Demands included the transformation of workplaces and an end to corruption

Nehawu also called for the reappointment of 11 members dismissed from the Oasis in Ravensmead, allegedly because they joined the union

Marilyn Alberts, who runs the 1199 organisation in New York, was on hand to support the health care workers and

urged the marchers to continue to defend their rights

Mrs Alberts, a New York nurse, is involved in fighting for nurses' rights in the United States

Newly elected Cosatu chairman Elias Maboee said that hospital conditions were extremely bad

Nurses were being shot at and abused by patients

"We won't stand for such nonsense any more," he said

He called on the government to do something about the situation immediately

Nehawu president Vusi

Ntlapho said overcrowding in hospitals was becoming a major problem, and also alleged skin colour affected promotion chances for nurses

"If you are not a white person, you simply won't get promoted," he said

Olive Shisana, Director General of Health Services, accepted the memorandum on behalf of national Health Minister Nkosazana Zuma

Dr Shisana said "We know what the nurses are going through and we will do everything in our power to resolve these problems"

Clothing strike 'will paralyse industry'

(152)
Renee Grawitzky

BD 23/7/74

CLOSE to 100 000 clothing workers would bring the industry to a standstill by embarking on a national wage strike on Thursday, SA Clothing and Textile Workers' Union spokesman Elias Banda said last night

He said employers had been given 48 hours' notice on Friday of the impending strike, which would officially start on Thursday.

He indicated that some workers might wish to start industrial action earlier.

However, the union wished to discourage this to ensure that the strike began simultaneously.

The strike was in support of a package increase of 10% which related to wage increases, provident fund contributions and annual bonuses.

Employers will decide on a course of action today.

They met yesterday and will meet again to decide on a course of action following the collapse of negotiations with the union at the weekend.

However, there are strong indications that they are preparing to lock workers out if the strike goes ahead.

Nationwide strike call by Sactwu

~~(1994)~~ ~~(1995)~~ (1996) (1997)
THE Shopstewards' Council of the Southern African Clothing and Textile Workers' Union, which represents 87 480 workers, has announced a nationwide strike which begins tomorrow

A spokesman for the union said the strike would probably continue until Monday Sactwu is demanding a pay hike of 10 percent.

Talks deadlocked with an employers' offer of a total package of seven percent, increased later to eight percent.

Employers also demanded a change in the calculation of overtime pay, so that overtime is only paid once an employee has completed a full week's hours They offered a 0,5 percent premium in the Free State-Northern Cape area, where wages are particularly low

Sactwu has proposed a 10 percent increase in the wage package of all members who fall under the jurisdiction of the clothing and knitting industrial councils in KwaZulu-Natal, Gauteng, Western Cape, Eastern Cape and Free State-Northern Cape.

The 10 percent increase in the package includes provision for increased wages, increased provident fund benefits, increased Christmas bonus and paid maternity leave

Minimum wage

Sactwu said the minimum wage in the area covered by the negotiations was R140,80 per week in the Free State area In Durban the lowest wage was R186,25 and in Johannesburg R187,15 per week.

A strike ballot - the first in the clothing industry - was held over a five working day period from Wednesday July 10 to Tuesday July 16. A total of 82 695 workers were eligible to vote in the ballot Of them 68 693 voted - a poll of 83 percent

Nationally 54 301 workers voted to strike

Mr Ebrahim Patel, deputy general secretary of Sactwu said the cost of the strike would be immense to workers and to the industry - Sapa

Textile strike gets union go-ahead

(152) (44)
CT 24/7/96

JOHANNESBURG. Clothing and textile industry workers are preparing to flex their collective muscle in a massive pay strike tomorrow, which labour analysts say will leave employers and employees bloodied, with neither the victor

As employers braced for the industry-wide work stoppage, the Congress of SA Trade Unions yesterday announced it would support the SA Clothing and Textile Workers' Union (Sactwu) if management resorted to a lock-out.

"It is a major strike looming in the industry, which has been hammered by international competition and the ability to compete with the international market," said Labour Law Group managing director Mr Pierre Marais

"I don't think the industry can afford it

"It's very unfortunate that parties need to take this type of conflict-ridden approach, where there are just going to be losers on both sides "

Sactwu yesterday called on its more than 82 000 members to embark on the national strike to back demands for a 10% pay increase, after rejecting management's final offer of eight percent

The union's demands also included increased provident fund benefits, increased Christmas bonuses and paid maternity leave.

"It's a strike against discrimination," Sactwu deputy general-secretary Mr Ebrahim Patel told a media conference

"It's a strike to bring industrial relations in the clothing industry into the new South Africa "

After the union announced the impending strike, clothing industry management met in Durban to determine a strategy to deal with the situation. — Sapa

Test of lock-out rights looms large

CT(BR)24/7/96 (152)

By Jonathan Rosenthal
& Stuart Rutherford

Johannesburg — The first national test of an employer's right to lock out striking workers is looming as the 82 000 members of the SA Clothing & Textile Workers Union (Sactwu) prepare to embark on a national strike tomorrow.

This action is expected to be met by retaliatory lock-outs by employers, who are legally entitled to keep striking workers off their premises. However, the recently approved final Constitution failed to entrench company rights in this regard.

The strike will be the first test of the lock-out clause in a national strike. It follows Cosatu's national stay-away in April against the inclusion of a lock-out clause in the constitution.

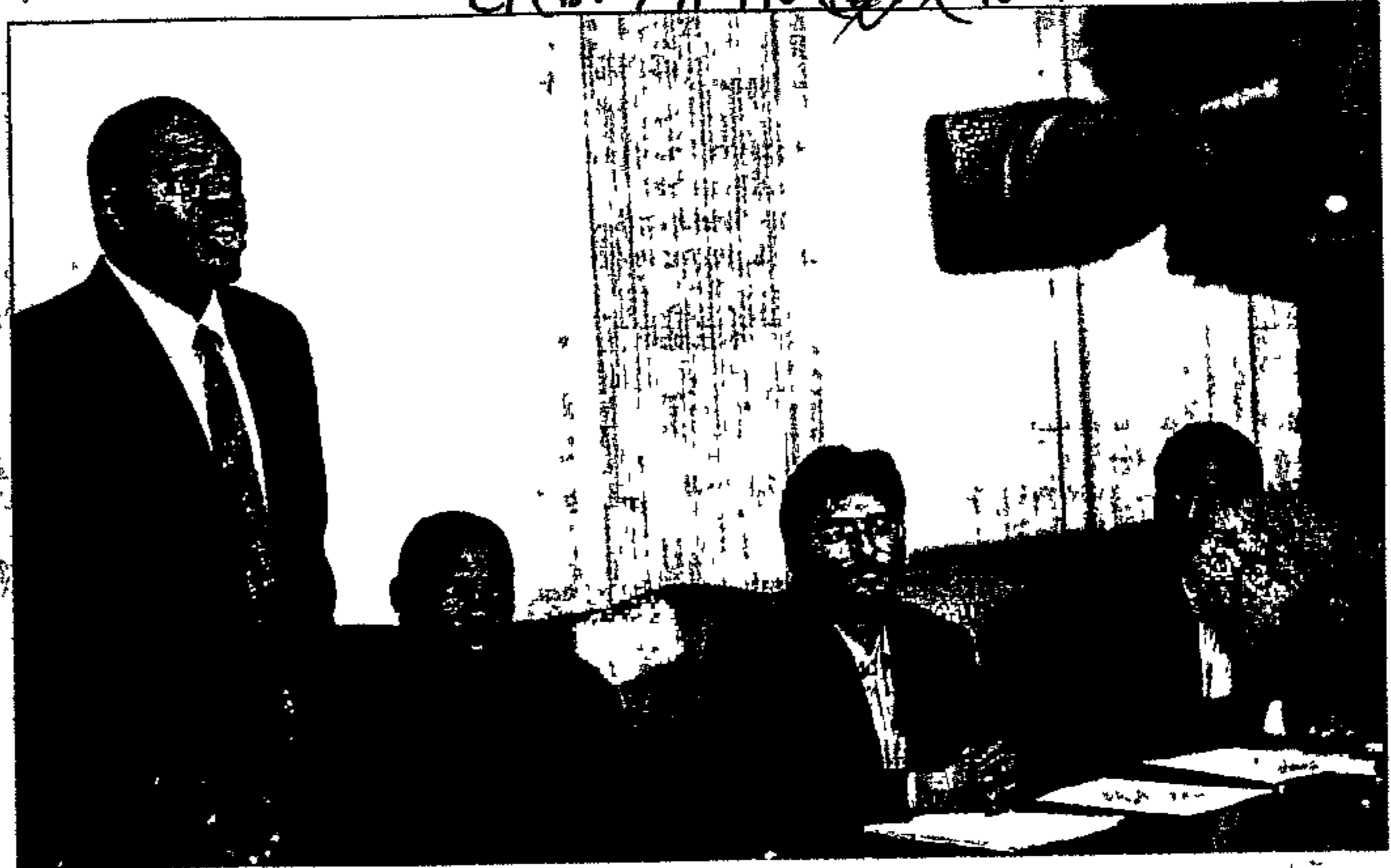
Sam Shilowa, the general secretary of Cosatu, yesterday supported the strike and called on affiliates to engage in "solidarity action" if the lock-out was used.

The strike, scheduled to start tomorrow morning, is in support of union demands for wage and pension increases of 10 percent.

Employers last offered an 8 percent increase, conditional on workers accepting a change in how overtime pay was calculated.

Striking workers are expected to leave their posts in the morning and assemble at rallies in each of the larger centres.

Jibu Ngcobu, the general secretary of Sactwu, said that vio-



DOWNING TOOLS Cosatu general secretary Sam Shilowa and Sactwu's Elias Banda, Ebrahim Patel and Freddie Magugu called for a national strike by clothing workers

PHOTO JOHN WOODROOF

lence could erupt if employers tried to pre-empt the strike by locking workers out or employing "scab" labour.

However, he called on workers to show "discipline and restraint" and adhere to the strike rules which had been issued.

Marshals would be present at all pickets and actions to ensure order, but "we appeal to employers not to institute a lock-out because we might not be able to control the situation," he said.

Johann Baard, the chief negotiator for the National Employers'

Caucus of the Clothing Industry, said yesterday that employers would use their right to lock employees out should the union target specific factories.

"The rule is that picketing and striking workers will not be allowed on employers' premises," he said. The employers also rejected the union's idea of regional monitoring committees being used to monitor strike behaviour. They felt that such committees would duplicate existing structures in the provinces.

Baard warned that any select-

ed, targeted strike action would place a serious question mark on employers' commitment to centralised bargaining and the establishment of a National Bargaining Council next year.

"The union said that should we agree to the establishment of a National Bargaining Council industrial action would not take place on a selected, targeted basis," he said.

□ See Shilowa speech, Page 24; Business Watch, Page 17; Steel industry attack, Page 16

Unions denied strike access to members

ESTELLE RANDALL
Labour Reporter

CLOTHING giants in the Cape Clothing Manufacturers Association, including Pep Clothing, have refused SA Clothing and Textile Workers' Union (Sactwu) officials access to their members to discuss rules for the nationwide strike starting tomorrow.

"This is a deliberate attempt by management to destabilise our strike organisation and to confuse workers," said Richard Kawie, Sactwu's regional organiser.

About 28 000 workers in the Western Cape are expected to join the clothing industry's first national strike.

Mr Kawie said Sactwu told Pep Clothing management the union wanted to meet workers to explain the strike rules, discipline during the strike and venues for meetings during the strike.

But in a letter to Sactwu yesterday, Pep Clothing said it believed it was "unnecessary" for union officials to get access as employees had already been briefed by shop stewards and management about the wage negotiations.

"Management will ensure everyone is briefed on the rules of the strike once we have feedback from our negotiating team," the letter said.

Mr Kawie said Sactwu rejected management attempts to act as spokesman for Sactwu members and had told the company that it would meet members at lunchtime today.

"It is our legitimate prerogative to communicate directly with our members.

"Our right is not a privilege based on company prerogative. The companies are also in breach of the industrial council agreement which says they must give union officials access to members, even if members are on strike.

"In this case our members had not yet started to strike," said Mr Kawie.

In contrast to the stance of the Cape Clothing Manufacturers Association, smaller companies in the Garment Manufacturing Association had allowed officials to brief members.

Cosatu threatens clothing industry over lockout plan

Reneé Grawitzky

BD 24/7/96

(152)

COSATU's leadership has thrown its weight behind the strike called by the SA Clothing and Textile Workers Union (Sactwu), threatening solidarity action by all Cosatu members if employers institute a lockout of workers in the industry.

Cosatu general secretary Sam Shilowa said yesterday Cosatu members and the broader community would be called on to participate in solidarity action if clothing employers resolved to undermine the union's strike, starting on Thursday, with a lockout. Action could include boycotting or failing to handle goods made by clothing manufacturers implementing a lockout.

This follows earlier statements by Shilowa that the federation would respect and abide by the decision of the Constitutional Court on the lockout provision. He said then that even if the federation was unhappy with the final outcome, it would not put pressure on

the court's judges

In the case of the pending clothing lockout, Shilowa said the judges "must take into account how employers abuse the lockout". The union expressed concern about possible violence that could erupt if scab labour was used.

Clothing employer spokesman Johan Baard said the national employer caucus had resolved yesterday to recommend various strategies on how to implement the majority decision by employers for a lockout. Such strategies related to implementing partial or total lockouts, the refusal to allow striking workers on premises or the conducting of pickets. Baard said if the union thinks "employers are bluffing it is in for a sobering experience and lockout action will only make sense if it extends beyond the limits and duration of the strike action."

Sactwu leaders said yesterday the deadlock was not only over a 10% wage

Continued on Page 2

Lockout

(152)

BD 24/7/96

Continued from Page 1

demand, but the total package which entrenched discrimination in the industry, particularly against black women who represented most workers in the industry.

Minimum wages varied from

R140,80 a week to R187,15 and in all cases fell well below Unisa's supplementary living level, the union said.

It accused employers of continuing to perpetuate the legacies of apartheid by failing to improve payments around the annual bonus and retirement provisions. Workers currently received one week's wages as an annual bonus which could amount to R146,50 in some cases.

Sactwu workers

strike begins

(187) (190) (152)
Sowetan 26/7/96

Sowetan Reporters and Sapa

THOUSANDS of clothing workers began a nationwide strike yesterday following the refusal by employers to meet a demand by the SA Clothing and Textile Workers Union for a 10 percent wage increase.

In Durban, clothing manufacturers have threatened to expel from their association members who were making private deals with striking Sactwu members.

About 10 000 workers gathered at Durban's Curries Fountain where their leaders claimed the strike was 90 percent successful. Employers, however, estimated that 80 percent of the workforce had heeded the call.

Substantiate

"Any employer who we can substantiate has made private deals beyond the mandate of the association will be expelled," spokesman for the employers Mr Johan Baard said.

Union spokesman Mr Elias Banda said about 10 employers in Durban had approached the union offering to meet their demand for a 10 percent wage increase.

In Cape Town thousands of Sactwu members gathered outside the Good Hope Centre. Meanwhile, more unions have pledged their full support for Sactwu workers.

"Your pending strike comes at a time when the SA workers have to endure enormous pressure from the bosses to accept cut-backs in wages and other working conditions as capitalism lurches from one crisis to the next," SA Municipal Workers' Union said in a letter of support to Sactwu.

Transport and General Workers Union general-secretary Mr Randall Howard appealed to employers not to lock out strikers as this could lead to unnecessary conflict and make resolution of the dispute more difficult.

"Workers of this country managed to demolish the apartheid regime and now they demand economic power," the National Union of Mineworkers said in a statement from Johannesburg.

Strike will 'cripple' industry

Sowetan 25/7/96

(187) (197) (152)

By Abdul Milazi
Labour Reporter

TODAY'S planned national strike by 100 000 members of the South African Clothing and Textile Workers Union (Sactwu) is set to cripple the clothing industry which is already in financial difficulties

Sactwu is adamant that it will not accept anything less than a 10 percent wage increase, while employers are not prepared to improve on their eight percent wage offer

Both parties held special ballots on Friday in which Sactwu members voted in favour of a strike, while employers voted for lockouts

Spokesman for the employers Johan Baard yesterday said they were not bluffing when they threatened to lock out workers if they went on strike

Locking workers out

Congress of South African Trade Unions general secretary Sam Shilowa said locking workers out would not solve the industry's problems but would worsen things

He said the employer's decision to implement lockouts as a counter to the strike, undermined workers' rights to strike

"Employers should have called the union to the negotiating table to find ways of getting around their problem"

Sactwu general secretary Ebrahim Patel said the clothing industry was the lowest paying in the manufacturing sector, with a minimum wage of R186 a week for Durban workers and R187 in Johannesburg

"Conditions of employment vary within the area covered by the negotiations but both the minimum wage for

workers and the wage for qualified machinists condemn workers to perpetual poverty," said Patel

Patel said a qualified sewing machinist with long service still earned a weekly wage that varied from R205,70 a week in the Free State and Northern Cape to R295,50 in KwaZulu-Natal

"The wages for qualified machinists are below the headline as calculated by the University of South Africa's Supplemented Living Level (SLL)," said Patel

He said the SLL for coloureds and Africans was R315 a week in February 1996

"The highest qualified machinist rate in the negotiations was already six percent below the SLL in February 1996, while the lowest rate was more than one-third below the living level," said Patel

Patel said minimum wages in Johannesburg and Durban were 40 percent below the SLL

"The industry lies at the economic faultlines of apartheid, in that there has been systematic discrimination against black workers in wages, retirement benefits and Christmas bonuses. For a number of years Sactwu has sought to reduce these inequities in the industry," said Patel

However the Black Management Forum's Greater Pretoria branch vice



Sactwu's assistant general secretary Ebrahim Patel.

president, Kate Bapela, said both the workers and employers would lose as a result of the strike

Bapela warned that should production come to a standstill, buyers would look elsewhere

"The industry is already under extreme pressure from illegal dumping of goods by foreign companies, especially the Taiwanese, and the relaxing of trade tariffs," said Bapela

"The strike would open the doors for the Taiwanese to exploit the need and will also lead buyers to look to neighbouring countries for textile goods"

Bapela said workers would lose jobs as many factories will find it difficult to regain their market and will be forced to close

Bonus paid to workers not enough, says union

~~152~~ (152) or 25/7/96

□ From Page 1
for employers to increase it to 7.5%," he said.

Also, the R146,50 bonus paid to workers — the equivalent of three working days — was insufficient to cover the costs of a Christmas season. "It's the price of a family meal at a modestly priced restaurant," he argued.

"If (employers) put forward an offer which addresses these three areas, the union will be interested," he said.

Patel said workers would gather at their workplaces today, before heading to the Good Hope Centre for a rally. There they will be addressed, before the tactics of the strike will be revealed.

Patel was unwilling to discuss the tactics, saying that the union wanted to retain an element of surprise.

He would also not be drawn on how long the strike could be expected to last, saying that that depended on the union and the employers.

Unions say some companies breaking ranks and bowing to wage demands

Clothing industry to lock out strikers

CR (MR) 25/9/96

(152) (487)

By Marc Hosenfuss

CAPE EDITOR

Cape Town — The National Employers' Caucus of the Clothing Industry threw down the gauntlet yesterday by announcing an uncompromising national lockout in response to expected country-wide industrial action by more than 80 000 workers today.

But some clothing companies may have broken ranks with the employers' association and offered to meet the wage demands of the South African Clothing and Textile Workers' Union (Sactu).
Ebrahim Patel, Sactu's deputy general secretary, said last night that some employers had approached shop stewards and offered to meet union demands for a 10 percent wage increase.

"This is the first sign of maturity by sections of employers in the clothing industry who recognise that a settlement of 10 percent is not unaffordable," he said.

Johann Beard, the employers' chief negotiator, acknowledged the speculation but said it was unsubstantiated and could even have been spread by shop stewards. He said, however, that an unnamed clothing company had been expelled from the organisation two weeks ago for attempting to negotiate an independent settlement



NO COMPROMISE Johann Beard, left, the chief negotiator for the National Employers' Caucus of the Clothing Industry and Peter Cragg, the executive director of the Cape Clothing Manufacturers' Association talking tough at a media briefing

PHOTO ANDREW BROWN

with the union. He said yesterday that the lockout strategy was aimed at bringing the parties to a negotiated settlement. Employers appreciate that lockout action, to be successful and to achieve its intended objectives, will have to

exceed the planned duration of strike action. He said the strike would affect about 1 500 factories, resulting in R15,6 million in lost turnover and R6,2 million in lost wages a day. He said some factories had told the union and work-

ers yesterday that they would be locked out regardless and the decision, in a strike that generated unprecedented support among employers for lockout action. "It has the dual benefit of enabling the company to achieve some produc-

tion output as well as not having to prejudice workers who have no interest in pursuing union demands."

Patel said the proposed lockout would escalate tension and conflict in the industry and probably prolong the strike.

The union and employers are holding their ground regarding their 10 percent demand and 8 percent offer. Beard said employers had agreed to consider negotiating settlements between 8 and 8,5 percent, but would not accommodate demands beyond this range. Patel said small incremental increases needed to come up with something bold to meet our requirements. Labour experts said last night that there had been a hardening of attitudes among clothing workers. Both unionists and textile employers, who are annoyed that there had been no joint bargaining position for the clothing and textile sectors, were blaming it on Beard.

"Johann Beard has messed it up," a leading textile company executive said. He said Beard had misread the situation by going public with details of informal discussions with the union and trying to make them the basis for further negotiations.

□ See Correspondents, Page 21

Mother-of-three

Ms Adams, 31:

Why I am going out on strike

MTHELMA Adams has worked as a machinist at the same clothing factory for 13 years. Every week she earns R293, and takes home less than R200 of that.

A single mother of three, 31-year-old Adams of Grassy Park says she can't make ends meet and relies on her retired parents to keep going. She pays them R100 for board, R20 to put her youngest child in a crèche, R30 for transport to and from work and another R80 to service her debts. With a grand total of R230 in costs, she does not earn enough to cover even that.

"On Mondays I have to go to the moneylender to borrow money to survive," she said last night. "I can't afford to be sick. If I don't work, I don't get paid."

School fees are paid "in dribs and drabs", and her annual bonus of R146,50 usually goes that way also. Treats for her children, let alone herself, are out of the question and she is forced to do private jobs over weekends "for pocket money".

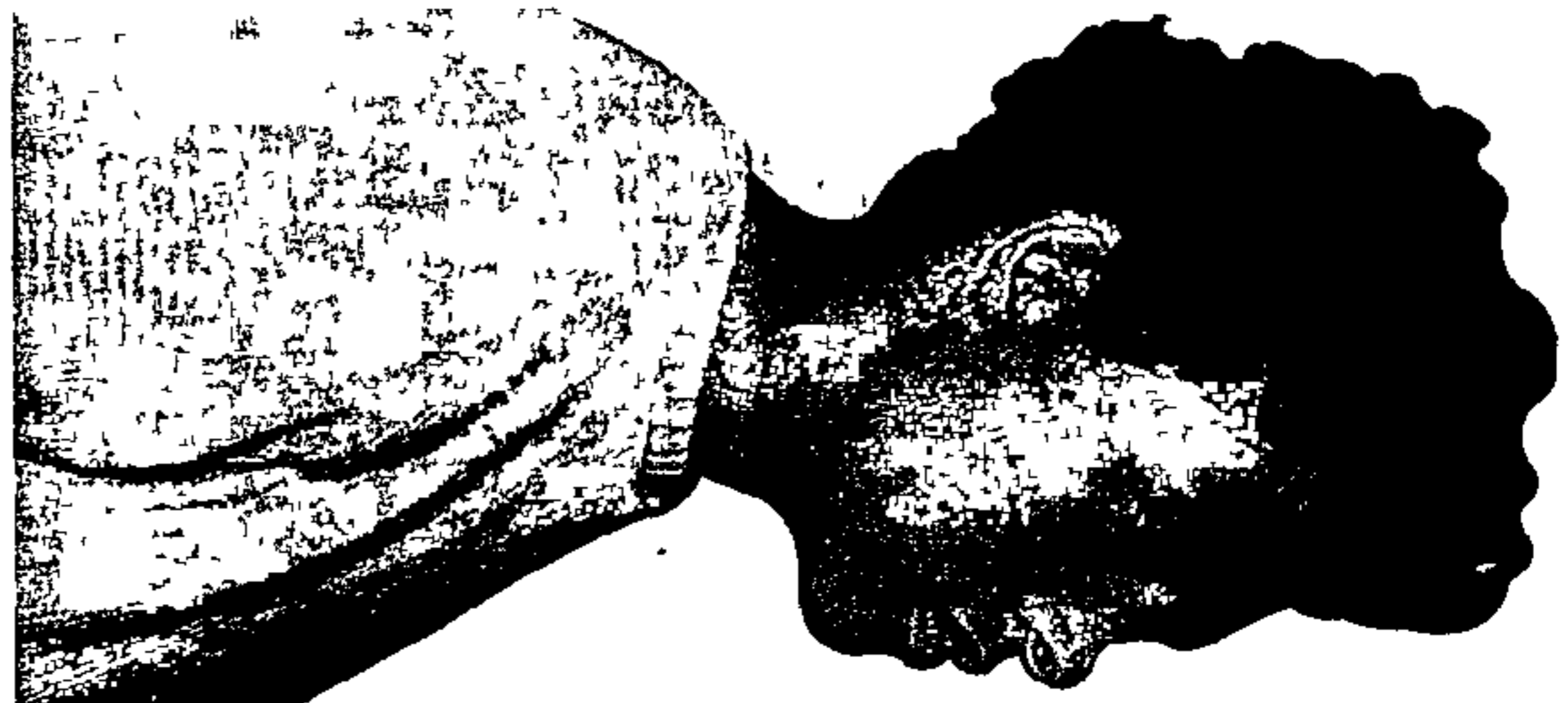
And so it goes every week, without any prospect of a major change for the better. Even when she retires, she will most likely be paid a small lump sum and be made farewell.

This is why Adams and thousands of others will be part of tomorrow's national clothing workers' strike, called by the SA Clothing and Textile Workers' Union (Sactu) after wage talks with the National Employers' Caucus of the Clothing Industry broke down last week.

The union is demanding a 10% increase, including adjustments to employers' contribution to the provident fund and workers' annual bonuses, and the employers has stood fast on an 8% rate. A slightly higher rate would favour the workers.

"Even if I have to eat porridge and water, I will. You have to sacrifice to triumph," Adams said. Sactu assistant general secretary Mr Braham Patel claimed last night, however, that employer resistance was crumbling and a large number of clothing factories in the city, Durban, Johannesburg and the Eastern Cape had offered the union the 10% it wanted.

"We were a bit surprised. It's happening country-wide. It's been the most dramatic development." His remarks contrasted with those of chief negotiator of the National Employers' Caucus of the Clothing Industry Mr Johann Beard, who said yesterday that 8% was the final offer, but employers would negotiate up to 8.5%. Patel said the union had not yet decided on the



BREAKLINE: Clothing factory worker Ms Thelma Adams earns R293 a week. **PICTURE: THAMUNOSI DWAYISA**

matter but if the trend continued, it was possible the strike could be over by tomorrow.

Beard said the employers' stance was based on Cosatu's policy of adding standards of affecting workers' wages. Sactu argued that "one can't take the jump to a higher wage in one step, but that progress had to be made every year."

An 8% increase was on a par with or slightly below the inflation rate, indicating that such a wage increase would mean no progress at all, he said.

Also, most parts of the manufacturing sector paid 7.5% Provident Fund contributions, but the clothing industry was "the glaring exception" and paid only 3%. This was a "double whammy" for workers, he said, as it was a 3% contribution from a very low wage base.

"The union has campaigned for more than six years to get 3% every year."

(152) Clothing workers' strike: The big divide

ET 25/9/96

Manufacturers are under threat from cheaper imports

STRIKING clothing workers — and perhaps non-striking workers — will be locked out from today. National Employers' Caucus of the Clothing Industry chief negotiator Mr Johann Beard said yesterday, adding: "We do not intend to lock out non-striking workers, although we reserve the right to do so."

Companies could decide for themselves on partial or total lockouts.

Beard said striking was the mechanism used by unions to pressure employers to give in to their demands. It therefore stood to reason that employers should also have the right to protect their businesses, seek tactical advantages and even "retaliate".

He said the SA Clothing and Textile Workers' Union (Sactu) decision to strike had "generated unprecedented support" among employers to lock out the strikers, but he denied that employers were acting unconstitutionally or that their actions would affect arguments for lockouts being entrenched — like strikes — in the new constitution.

"The constitution is silent on the right of employers to lock out — it doesn't prohibit it," he said. Lockouts were not mentioned in the constitution but they were still "statutorily" enforceable under the present Labour Relations Act.

Beard warned that thousands of workers stood to lose their jobs as a result of the action, which would cost the already struggling industry R15.6 million a day. The strike would also "tarnish" efforts to promote investment in South Africa.

He denied a contention by Sactu assistant general secretary Mr Braham Patel that a 10% increase would add only 24¢ cents to the price of a R100 shirt, saying fewer and fewer locally produced garments were being sold because imports were cheaper.

"Manufacturers are under threat from cheaper imports, which consumers buy because they have decided units produced locally are too expensive."

"We have to drop the price, because if we don't the imports will take over."

Beard said the breakdown in negotiations last week was "a failure of collective bargaining", an example of "old style adversarial industrial relations", and did not encapsulate the new South African vision of closer relations between industry and labour.

However, employers were still prepared to negotiate with Sactu — and even raise their 8% wage increase offer to 8.5% — but further talks would be pointless unless all parties showed a "commitment" to breaking the impasse.



FINAL OFFER: Mr Johann Beard, chief negotiator of the National Employers' Caucus of the Clothing Industry

"We are prepared and ready to talk at any time if the unions are prepared and ready to talk, but there must be commitment," he said.

He stressed that the only solution to the situation lay in negotiation, and not industrial action. "The ultimate objective remains — bringing the parties to a negotiated settlement."

Cape Clothing Manufacturers' Association executive director and caucus delegate Mr Peter Cragg said yesterday that up to 500 000 Capetonians could directly or indirectly be affected by the strike.

Many companies were in "survival situations" and were fighting to stave off the threat from imports, "but we have got to keep our costs down."

Beard warned that, depending on how "widespread and intense" the strike was, there might be problems in making wage payments to workers tomorrow, but he said employers would do their "utmost" to prevent any delays.

80 000 face lock-out action

LOCKOUTS are expected to affect 80 000 workers from today as the clothing industry goes on strike. National Employers' Caucus of the Clothing Industry chief negotiator Mr Johann Beard said yesterday, adding: "We do not intend to lock out non-striking workers, although we reserve the right to do so."

'HIGHER PRICES WILL HARM CLOTHING INDUSTRY'

Union 'mistaken about costs'

CLOTHING manufacturers say the price of locally produced clothing will have to come down, reports WILLEM STEENKAMP.

SOUTH AFRICAN Clothing and Textile Workers' Union (Sactwu) assistant general secretary Mr Ebrahim Patel has said that giving striking clothing workers a 10% increase instead of the offered eight percent would raise the price of a R100 men's shirt by only 24,5 cents — but would it?

In the run-up to the nationwide strike, which began yesterday, Patel's example was used by newspapers to illustrate the union's stance and drew scoffs from clothing industry employers, who feel it is misleading and irrelevant.

Patel drew his information from a National Productivity Institute garment costing report, drawn up in 1993 for a forum of government, business and labour representatives. The report provides detailed breakdowns of the cost of a wide range of clothes, but Patel chose the cotton/linen men's formal shirt to support his argument.

According to the costing, it costs R39 to produce such a shirt. The rest, or R61, is the retailer's 156% mark up.

Of the R39 a total of R6,43 is spent on labour. Direct labour, meaning the blue-collar workers who make the clothes, costs R2,45 — hence Patel's argument that a 10% wage increase translates to a production cost rise of 24,5 cents.

But for cash-strapped employers, production cost increases have to be avoided. The cost of locally-produced clothing must drop if the industry is to compete with cheaper imported clothing (legal or illegal) or informal sector products.

National Employers' Caucus of the Clothing Industry chief negotiator Mr Johann Baard said earlier this week that "we mustn't sell that shirt for R100 — we must sell it for R50".

"Manufacturers are under threat from cheaper imports, which consumers buy because they have decided units produced local-



FESTIVE: This group of striking clothing workers added a jovial air to their rally at the Good Hope Centre yesterday, which was attended by thousands of their colleagues. — PICTURE: THEMBAKOSI DWANISA

by are too expensive. We have to drop the price because if we don't the imports will take over," he said.

Clothing Federation economist Mr Paul Theron agreed yesterday, saying that lower-priced imported products were "setting the standards that retailers are prepared to pay" — and that this situation would be aggravated as import tariffs dropped.

Theron said the figures quoted by Patel were out of date, but the cost ratios remained similar. However, the R2,45 direct labour cost in his example made up 6% of the production cost, which was far lower than the more accurate 10-15% of production cost, and the 24,5 cents extra would actually be closer to 50 cents for every R100.

This 50 cents, as little as it is, could be disastrous for some manufacturers. "Depending on how tight the (cost) margins are, it could be make or break for sections of the industry," he said.

Theron said he felt manufacturers concentrated on curbing salary increases because, unlike the costs of overheads and raw materials, which could easily fluctuate, it was

"one of the areas where you can better control your costs".

Clothing sales were also down and retailers would be loath to accept any increases in the price of the stock they bought, he said. Although the 156% mark up seemed "large" to the lay person, it included all of the retailer's costs.

The mark-up absorbed the cost of providing customers with credit, the payment of agents from which retailers bought clothes, overheads and storage costs.

"Retailers are probably only making a 20% profit," Theron said. The only ways local manufacturers could hope to stave off the threat from imports was through higher productivity, by introducing more sophisticated production processes, more efficient computer designs, better finances and cheaper materials, and through "differentiation" — producing different, more expensive clothing than that being imported.

"You have to be upmarket, into value-added products," Theron said. "That's why we have to restructure (the industry)".

● See Page 17

'Successful' Sactwu strike to continue
STAFF WRITER
26/7/96

THE strike by thousands of South African Clothing Workers Union members will continue today.

Sactwu's regional secretary Mr Wayne Van der Rheebe described the strike yesterday as very successful so far, and said it would continue "all demands were met".

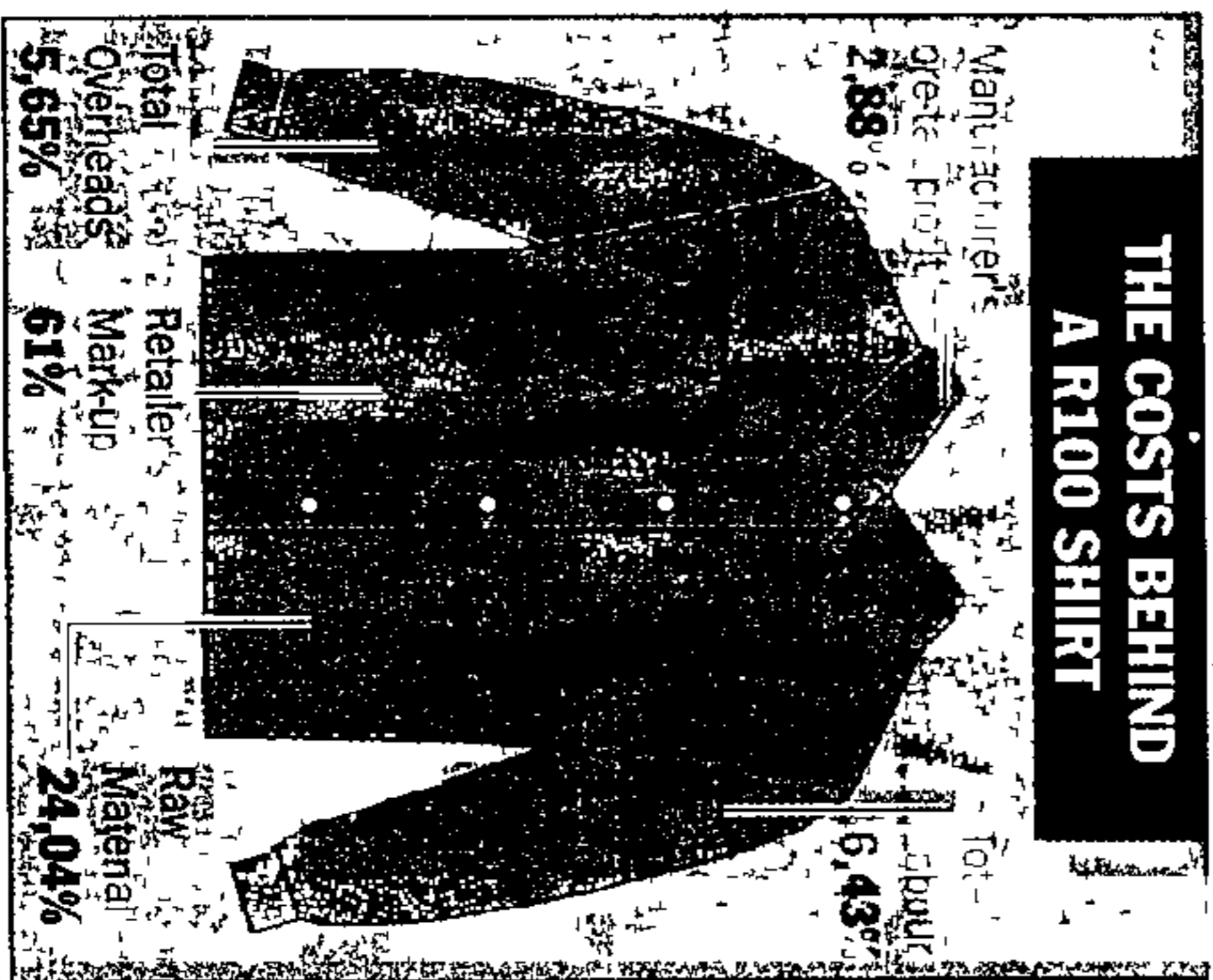
Thousands of union workers gathered at the Good Hope Centre yesterday to support the nationwide strike action for a 10% wage increase. Production had ground to a halt at most factories.

Employers are offering an eight percent wage hike.

Most employers will pay out wages today following a recommendation by The Cape Clothing Industrial Council, he said.

Today's protest action will be in the CBD and members will assemble at the Good Hope Centre at 9am, Van der Rheebe said.

Workers will also be picketing outside city factories today.



Textile workers strive for better benefits, pay

~~(151)~~ ~~(151)~~ ARG 25/7/96
(152)
42 years' service rewarded with R16 000

ESTELLE RANDALL
Labour Reporter

POOR wages have resulted in low retirement benefits for workers in the clothing industry

In the Western Cape, a qualified machinist with 42 years' service could expect to retire with a lump-sum of a mere R16 000

Today clothing workers have begun the industry's first national strike to improve wages and the retirement benefits upon which these are based. The Argus spoke to a few workers about their experiences

Egypt and Palestine were two of the places 72-year-old Sharkey Davids visited as an army driver during World War 2

"Bethlehem hasn't changed much," he confides, "from what I see on the TV"

For Mr Davids, television documentaries are what he will have to make do with and he harbours no secret dreams to revisit the exotic sites of his wartime youth. A retirement payout of R4 100 after 40 years service in the clothing industry "with one boss" has made a trip into the past an unreachable dream, not worth having.

"I wouldn't call it retirement. I didn't want to retire because I had responsibilities at home. I had to step down when they called me in and told me I could no longer contribute to the provident fund because I had reached 65 years. But even now I can still work," he insists.

He started work as a driver with Gering and Shames in 1951, after working for a "furniture place" when he came back from the war in 1946.

"I felt ashamed when a street sweeper friend of mine retired at the same time I did in 1991 and he received about R28 000," Mr Davids recalls.

"I had hoped to start a little something with the money I would get when I retired. It didn't work out like that and now I have to rely on handouts from my children.

"What can you do with my state pension of R450. I get an extra R20 for serving in World War 2? My wife, also a pensioner, gets R430 a month. How far can you go with that kind of money?"

"But I mustn't complain."

QUOTE

**I can still march
and it would be
wrong not to
stand by those who
are struggling.**

*Sharkey Davids
Retired clothing worker*

He doesn't want today's workers to go through his experience. That is why he will be in town today, an interested bystander in the industry's first national strike.

"I can still march and it would be wrong of me not to stand by those who are struggling in the industry now."

The urge to make a small change to retirement and other conditions in the clothing industry is what motivated 63-year-old Moegsien de Hahan to join today's strike.

"Despite my age I am going to join the strike. I took part in the 1988 Rex Trueform strike. I don't feel afraid because I won't lose anything. The strike will benefit me, even if not for long."

Mr De Hahan turns 64 next month and will retire next year.

"I have worked at Rex since 1967. When I started in the industry I earned about R1,75 a week. Today I earn R245, after deductions.

"My five children all went into the clothing industry, followed by two of my grandchildren.

"I will retire next year when I am 65 - *en nog nie 'n rimpel in my gesig nie*," (and still there's not a wrinkle on my face) he boasts.

"I want to see conditions improve for younger workers and I believe workers should fight for their rights.

"The employers threaten retrenchment and other bad things if we insist on improvements but these are gimmicks. If there is not enough work, why do they buy warehouses? Why do they want us to work overtime? Why do they want to have night shifts?"

Amina Baker wishes she could turn back the clock to her days as a militant shop steward.

When, after 30 years, she retired in April last year, she was working at Seventh Avenue in Matieland, earning R352 a week. Her retirement package was R4 000.

"I was very very upset because I had put a lot into the industry." At 16 she got her first clothing job, as a machinist at Cape Underwear.

"We were in Newmarket Street then and I stayed there for 10 years before moving to Lolita with a Cape Underwear manager who opened her own business.

"I stayed there for 10 years, then moved to Mandy's Clothing in Salt River. I retired at 55."

Mrs Baker is too young to receive a state pension and she and her husband rely on his wages as a security guard at Groote Schuur Hospital.

She hopes he will get a bigger payout when he retires.



Clothing strike confusion

Shake-up as employers break ranks over pay demand

AKU 25/1/96

(152) (152)

ESTELLE RANDALL and PETER MALAN
Staff Reporters

TODAY'S nationwide strike by thousands of clothing workers has taken a dramatic turn, with some employers offering to meet workers' demand for a 10 percent wage increase.

This emerged as clothing workers began their strike today.

Despite threats by management to lock out workers, most factories did allow in those who arrived to clock in.

The crippling effect of the strike on one of the Western Cape's biggest industries was already clear early this morning as shop stewards reported that more than 90 percent of workers kept their resolve not to go to work.

However, employers said only 40 percent of workers were on strike.

At Triumph Chamfit in Parow Industria - one of the biggest factories in the Western Cape - only about 30 of a workforce of 700 arrived for work this morning, according to Sactwu regional head Lillian Malan.

Many workers gathered outside factories at 7.45am, their usual clock-in time, while others simply stayed at home, not willing to venture out on a rainy morning.

At Riviera Clothing only about 20 machinists started work, said shop stewards. The company has more than 300 staff.

At nearby Farrelli Clothing shop stewards also reported a high strike rate.

"We are tired of living like we do, we want a better deal," said shop steward Elizabeth Orrusi, vowing to continue striking until she saw the 10 percent offer "black on white".

Hundreds of clothing workers in Salt River began to gather at factories early today preparing to march to the Good Hope Centre for a strike rally.

At Rex Trueform, workers began their strike yesterday after employers put up posters "using our officials' words to confuse workers", said a worker, Selma Adams.

She said employers had put up posters calling on workers not to strike, misquoting an earlier statement from the clothing union's Jabu Ngcobo and indicating the union's willingness to compromise.

"We are confident we are going to get the 10 percent we want because we won't stop until we have achieved that," she said.

Large numbers of workers also gathered outside other Salt River factories, such as Val Hau Lingene and Henswell Manufacturing, preparing to meet at Rex Trueform before the march to the Good Hope Centre.

Salt River clothing factory Chelsea West has broken ranks with other employers



Picture: BRENTON GEACH, The Argus.

IN DISPUTE: Hundreds of striking clothing workers march down Main Road in Salt River on their way to the Good Hope Centre.

and made the 10 percent offer confirmed Johan Baard, chief negotiator and spokesman for the National Clothing Employers' Association.

Laurie Dreyer, owner of Chelsea West, was expelled from the Cape Clothing Manufacturers Association about two weeks ago when he told the association of his intention to agree to the union's demand of a 10 percent increase.

Mr Baard said the mandate from the employers' association was their final offer of eight percent, and no "private deals" with the SA Clothing and Textile Workers' Union (Sactwu) would be tolerated. If this

meant expelling employers who entered into such deals and the collapse of the employers' association then that would have to happen, he said.

"One of the potential consequences of the pressure the union is putting on employers is that people in a desperate situation could, in many instances, be faced with no option but to break ranks in the interests of the survival of their enterprises."

"We understand that, but we've said you can't expect the association to accommodate you once you've broken ranks," Mr Baard said.

Sactwu deputy general secretary Ebrahim Patel said a further two members of the Cape Clothing Manufacturers Association had also already offered to settle at the 10 percent which clothing workers are demanding.

One of these employed about 500 workers large by the standards of Cape Town, where most firms average around 100.

Nationally, some of the larger employers were offering to settle at between nine percent and 10 percent, he said.

"We see the revised offers as an acknowledgment of our proposal and a major step forward in the resolution of the dispute."

Mr Patel said Sactwu would later today release further details about employers' individual improved offers, Mr Patel said.

Mr Baard warned that if the claim was true, and more employers were expelled from the employers' association, this could place future central bargaining in the industry in jeopardy.

Meanwhile, the SA Commercial Catering and Allied Workers' Union, in support of the striking Sactwu members, has asked 13 leading clothing retail chains to urge their suppliers publicly to settle the dispute.

See page 5

Clothing employers to lock out strikers today

20 25/7/96

(152)

Reneé Grawitzky

CLOTHING employers resolved yesterday to lock out workers from today to counteract a national strike called by the SA Clothing and Textile Workers' Union (Sactwu).

The strike is scheduled to begin today.

Nearly 100 000 clothing workers will be locked out of their places of work as, from today, employers institute their lockout in response to the decision to strike. The strike centres on a union demand for a 10% increase on a total package.

This package includes wages, increases to the current annual bonus and improvements to retirement contributions. Employers tabled a revised offer of 8% at a meeting last week, which the union said was conditional upon its acceptance of a recalculation of the payment for overtime.

Employer spokesman Johan Baard said factories would remain closed until Monday, when "at management's sole discretion, a decision will be taken whether to cease the lockout. This de-

cision may be influenced by the state of the strike generally within the clothing industry and by an indication that the union is prepared to negotiate the matter to settlement".

Baard said employers had received reports that the strike was likely to be suspended or withdrawn by Monday.

Whatever the union's position, Baard said, "management reserves their right to suspend lockout action and to reintroduce it at any time" or extend the lockout beyond the suspension of the strike.

Sactwu said last night that employers could not hope that the strike would be called off on Monday.

The union said employers would first have to put something on the table for the union to consider before such a move could be contemplated.

It also called on employers not to act in a manner which could lead to the loss of life.

The union indicated that marshals had been appointed to ensure that picketing went peacefully and it called on its members to act in a peaceful manner.

Textile strike enters its second day, but mediation due to start at weekend

The clothing industry's first national strike is in its second day, but the union and employers have agreed to start mediation to resolve it this weekend.

The agreement follows an appeal from the Department of Labour, and the SA Clothing and Textile Workers' Union (Sactwu).

The union hopes employers "will put up a decent offer that has the prospect of bringing improvement", deputy general secretary Ebrahim Patel said yesterday.

The National Employers' Caucus for the clothing industry has argued that a 10% increase was too costly in an industry which

faced the threat of cheap imports. However, Sactwu has questioned why workers earning R1 268 a month should accept poverty pay when management failed to set an example of salary restraint.

It stated that the executive director of clothing grant Searde! last year earned 47 times more on average than clothing machinists who receive R1 268 a month.

According to the Searde! Industrial Corporation and Consolidated Holdings annual report, last year's total salary bill for executive directors increased by 21% from R5,1-million to R6,2-million. Thousands of workers began

their strike yesterday to support a 10% package increase. Employers had formally offered 8%. But, on the eve of the strike, at least 20 companies had already broken ranks and agreed to 10%.

Star 26/7/96

See Business Report

Clothing employers to lock out strikers today

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MTG (P/M) 26/7-1/8/96
'Clothing
industry
in tatters'
(187) (152)

Jacquie Golding-Duffy

IN the next five years, the effect of strikes in the clothing industry will be minimal as the clothing sector will have collapsed. South Africa will be forced to embrace imports, argues Econometrix economist Tony Twine.

Twine says the economy, while in a transitional phase, will not benefit from a strike in the already declining sector. However, neither will management or workers benefit from such a strike, he says. Twine cites the example of the motor industry strike two years ago. Workers' demand for a wage increase was met by employers after nearly six weeks of striking, but workers were then forced to waive any claims for further increases for the next two years, until production caught up again.

Twine adds that while there is sympathy for industries that are declining owing to holes in the customs net, the move towards lowering import tariffs will benefit the economy in future.

But Peter Cragg, executive director of the Cape Clothing Manufacturers' Association, an employers' body, says the industry can "definitely be saved" by, among other things, developing competitive goods for niche markets and containing input costs.

Twine's view, he says, is clinical and certainly not a model of encouragement for manufacturers.

The strike, argues Cragg, is about containing input costs. "This is not just the union asking for a marginal increase, it's about a total cost perspective, which means consumers will feel the pinch and they are the ones who will ultimately decide the industry's future."

Jabu Ngobo, general secretary of the South African Clothing and Textile Workers Union (Sactwu), says he is aware of problems in the industry, but meeting workers' demands for a 10% increase will not bring it to its knees. "It is going downhill owing to a number of factors, including the lowering of tariffs and the skipping of customs and import duties. Our demands will not cause the industry to collapse any further."

The strike by Sactwu has allowed employers to exercise their right to lock-out and has generated support among employers for "selective and partial" lock-out action, intended to bring pressure on strikers, while not prejudicing workers who refuse to support the strike.

Union battles to calm striking metal workers

By GOBA NDHLOVU

Striking members of the Metal and Electrical Workers' Union (Mewusa) have threatened to take the law into their hands if their company, Robert Bosch in Faraday, Johannesburg, continues to employ scabs

Twenty-eight temporary workers have been engaged since the strike started on Monday. Mewusa vice-chairman in Gauteng, Zola Manake, said the union was battling to keep its members under control because they were watching their jobs being taken away.

Manake denied that there was an agreement between them-

152) (152) Star 26/7/96
selves and management that, in the case of a legal strike, temporary workers could replace them

As the strike enters its fourth day today, anger is seething among workers who have been

Wage dispute not resolved

kept under control in the union offices in the city. Communication between the two parties is breaking down fast

Manake said he wrote management a letter on Wednesday

complaining about the 28 scabs

But the manager of employee relations, Joe Lakhasi, who spoke on behalf of the company, denied receiving such a letter

Lakhasi said management's door was wide open to negotiation

"I am surprised they have complaints because we have a joint-monitoring committee. This committee will sit on Monday," Lakhasi said

The strike by Mewusa follows a wage dispute which could not be resolved last week.

The union is demanding R226 across the board, or a 10,4% increase. Management is offering R186, or 9,4%

25 1 770

International communication cut as Lesotho workers strike

STAN 26/7/96 (152)

Maseru, Lesotho was cut off from the outside world yesterday because of a national strike by state telecommunication workers. Members of the Lesotho Telecommunications Union, which has been locked in a dispute with

the government since 1994 over allegations of corruption and unfair dismissals, went on strike on Wednesday.

The domestic telephone network is still operating, but all international lines to Lesotho were

cut early yesterday.

Talks between the government and the union degenerated into a slanging match yesterday, with the union saying it was not satisfied with the government's proposals to resolve the issue. —AFP

short crippling clothing strike

(162) CT(BL) 26/7/96

l, the deputy of Sactwu, said > union leader-towards media-

question is loyers' associa- 'moving out of it wage increase

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Sactwu's chief the employers d several had stewards and hem they were ase wages by it

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ikhane reports ; that Zwelunzi- tu's assistant called on all ' to show soli- thing workers



by refusing to handle goods or materials destined for the clothing industry Vavi said Cosatu had called on its members, particularly those working at harbours and South African Airways, to refuse to handle goods or materials in transit to the textile industry The South African Commercial and Catering and Allied Workers Union wrote letters yes-

terday to all the large clothing retail groups including Pepkor, Wooltru, Edgars, OK, Foschini and Specialty, asking them to put pressure on the clothing manufacturers to settle the strike The union asked the retail groups not to buy from local clothing manufacturers until the strike was settled

SHOW OF STRENGTH About 5 000 striking clothing workers, above, crammed into Cape Town's Good Hope Centre during a Sactwu rally yesterday Below, two disgruntled strikers in animated discussion before setting off on a march

PHOTOS ANDREW BROWN



e a killing. We get peanuts'

s were particu- kers in smaller They were not he union and nt threat of dis- ated that there 200 000 such vince ke a killing out ey do a lot of ise we have a , they want to black govern-

'Factories are only closing because people with a lot of money are running away,' he said

Everyone spoken to said they had voted in favour of the national strike and were sure they would win a 10 percent raise, despite the fact that they could only afford to strike for a few weeks

The mass meeting in Durban ended like it began peacefully Most workers wandered off while others stood around the platform listening to unscheduled speakers or chanting "we want money"

The last speaker to jump up on the platform was Banda, who called shop stewards to a meeting early on Saturday because they were "going somewhere" A march? He wouldn't say In Cape Town, morale was

high when about 5 000 workers gathered in the Good Hope Centre at lunchtime, close to the mostly deserted clothing factories in Salt River and Woodstock.

Most workers canvassed seemed determined to see the strike through Others were less committed and milled outside the centre drinking beer

Three middle-aged women employed at Pals Holdings made it clear that sacrificing part of their weekly pay to secure the better wage deal was well worth it. "We're losing in the short term to win in the long run"

Another disgruntled striker pointed out that her weekly wage of about R300 was unacceptably low 'The jackets we manufacture are being sold for R399 in the shops, but we still earn a wage we can't live on'

See Inside Labour, Page 18

CLOTHING STRIKE

TAKING UP THE CUDGELS

As if to underline Cosatu's opposition to government economic policy, the SA Clothing & Textile Workers' Union (Sactwu), led by chief Cosatu strategist Ebrahim Patel, will go on strike this week, demanding a 10% "package" increase in pay and benefits

This follows the union's rejection of employers' final offer last week of an 8% increase in the annual wage negotiations Management's opening offer was

FINANCIAL MAIL · JULY 26 · 1996

3%, which rose to 7%, at which point the union declared a deadlock. Mediation and several meetings between the two sides had failed to deliver a solution "The action starts on Thursday, it will be a full-blown strike," says Sactwu's national education officer Andre Kriel, adding that the 83 000-member union "will, of course, evaluate the situation from time to time."

The decision to strike was taken on Monday night by Sactwu shop steward councils countrywide. This followed a strike ballot conducted between July 10-16, which, in an 83% poll, registered 80% in favour of a work stoppage.

"The strike is the absolute last resort. It is unfortunate but unavoidable," says Kriel.

"In view of the fact that about 2% of the 8% offered has to go to benefits, including the provident fund, the actual wage increase amounts to only R17,50."

He points out that the Supplementary Living Level (which covers the cost of the basic necessities of life) compiled by Unisa in February was R315 a week. And "the highest qualified machinist's rate in our negotiations was already 6% below the SLL. The lowest minimum wages in Johannesburg and Durban are both 40% below the SLL," he says.

Aside from the wage increase, the union also wants improved annual bonuses, provident fund benefits, and maternity leave increased from 25% to 32% of the wage for three months since the workers are predominantly women.

"Our demand for a living wage in the clothing industry is part of our campaign to bring about equity in our society."

On the question of fierce global competition which has undercut the local textile industry, Kriel says: "The union believes it can't isolate itself from the global effects of Gatt, but economic growth in the industry can't be based on poverty wages. It should rather be based on quality work targeted for niche markets."

"We cannot compete with countries like China because their costing is based on starvation wages and child labour common in the East."

Kriel says the union is not asking for tariff protection, "but we say that tariff reduction on its own does not constitute

an effective industrial policy. Tariff reduction needs to be accompanied by a range of supply-side measures and social support during the restructuring process — for example, upgrading worker skills, and technology."

Sactwu maintains that government's accelerated programme of tariff reductions "cannot be done unilaterally, as all stakeholders including labour will have to be part of agreeing on such a programme. We support the Cosatu call for macro negotiations around broader economic policy."

Cape Town, which employs nearly half the clothing industry work force, will be most affected by the strike. Kriel says that many industries depend on the sector and the knock-on effect of

the strike will be felt more widely.

Johan Baard, chief negotiator of the National Employers Caucus of the Clothing Industry, which represents 1 200 factories, has condemned the strike, saying that no-one will benefit from it.

"If unions embark on a strike, workers can expect that terms will not be dictated by them but that employers will respond by instituting various ranges of lock-out action."

Baard points out that the industry, which has been battered by cheap illegal imports in recent years leading to job losses, could not sustain a strike. ■



Ebrahim Patel

Bid to cut short crippling clothing stri

(152) CTCBR 26/7

By Marc Hasenfuss

CAPE EDITOR

Cape Town — The South African Clothing and Textile Workers' Union (Sactwu) and the National Employers' Caucus of the Clothing Industry will start mediation this weekend in a belated bid to stave off a prolonged strike in the clothing industry

This follows a mediation request from the labour department, which the two parties have agreed to in principle

But the strike, which brought most of the clothing industry to a grinding halt yesterday, is likely to continue today despite this development

The strike seems to have been most effective in Gauteng and KwaZulu Natal, where an estimated 70 to 80 percent of workers did not go to work.

The Western Cape, the biggest clothing manufacturing region was not hit as hard and there was limited production at some factories

Johann Baard, the employers' chief negotiator, said mediation talks would be set up as soon as possible

"It's undoubtedly a major breakthrough in settling the wage deadlock," he said

Before the labour department's intervention, the union and employers were adamant that they would not back down from their respective wage demand of 10 percent and offer of 8 percent

Ebrahim Patel, the deputy general secretary of Sactwu, said last night that the union leadership was drifting towards mediation.

"The critical question is whether the employers' association (is) capable of moving out of (its) 8 to 8,5 percent wage increase offer"

He said the union would enter mediation in a positive mood if the employers put something significant on the table

Baard said that his organisation would not compromise on its wage offer

Ehas Banda, Sactwu's chief negotiator, said the employers were cracking and several had approached shop stewards and the union to tell them they were prepared to increase wages by more than 8 percent

He also said 20 employers in small to medium-sized clothing companies had indicated a willingness to settle above the employer caucus's wage ceiling

Chris de Bruin, the managing director of Seardel, the flagship of the South African clothing industry, said the situation was sad. He said the employers' solidarity over the 8 percent increase reflected circumstances in the local clothing industry

Jabulani Sikhakhane reports from Johannesburg that Zweluzma Vavi, Cosatu's assistant secretary-general, called on all workers yesterday to show solidarity with the clothing workers



SHOW OF STRENGTH About 5 000 strikers above, crammed into Cape Town's Good Hope C Sactwu rally yesterday. Below, two disgruntled discussion before setting off on a march

by refusing to handle goods or materials destined for the clothing industry

Vavi said Cosatu had called on its members, particularly those working at harbours and South African Airways, to refuse to handle goods or materials in transit to the textile industry

The South African Commercial and Catering and Allied Workers Union wrote letters yesterday to all the large clothing retail groups, including Pepkor, Wooltru, Edgars, OK, Foschini and Specialty, asking them to put pressure on the clothing manufacturers to settle the strike

The union asked the retail groups not to buy from local clothing manufacturers until the strike was settled

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See Inside Labour, Page 18

'The bosses make a killing. We get peanuts'

Stuart Rutherford & Marc Hasenfuss

Durban — Shiraz Haniff was one of the R296-a-week clothing workers here who downed tools yesterday morning and hopped aboard a union-sponsored bus to Durban's Curries Fountain Soccer Stadium with more than 10 000 other workers to hear Jabu Ngcobo, the general secretary of the Southern African Textile and Clothing Workers' Union (Sactwu), and the chief negotiator, Ehas Banda

While he sat on the grass and listened, Haniff said he worked on the south coast and earned R296 a week. This was "peanuts", and was insufficient to support his unemployed wife and three children "This just keeps me in a survival position. I can't even buy clothing for my children now

that it is winter"

He said things were particularly bad for workers in smaller clothing factories. They were not registered with the union and were under constant threat of dismissal. He estimated that there were more than 200 000 such workers in the province

"The bosses make a killing out of us. I believe they do a lot of things only because we have a black government, they want to bring down the black government," he said

Haruff's story was repeated by many other workers who struggled to make themselves heard above the numerous speakers placed around the field

One man, who had 10 people to support, said employers were making a lot of money and could afford to pay workers more

"Factories are only closing because people with a lot of money are running away," he said.

Everyone spoken to said they had voted in favour of the national strike and were sure they would win, a 10 percent raise, despite the fact that they could only afford to strike for a few weeks

The mass meeting in Durban ended like it began, peacefully. Most workers wandered off while others stood around the platform listening to unscheduled speakers or chanting "we want money"

The last speaker to jump up on the platform was Banda, who called shop stewards to a meeting early on Saturday because they were "going somewhere" A march? He wouldn't say

In Cape Town, morale was

high when about 5 000 workers gathered in the Good Hope Centre at lunchtime, close to the mostly deserted clothing factories in Salt River and Woodstock.

Most workers canvassed seemed determined to see the strike through. Others were less committed and milled outside the centre drinking beer.

Three middle-aged women employed at Pals Holdings made it clear that sacrificing part of their weekly pay to secure the better wage deal was well worth it "We're losing in the short term to win in the long run."

Another disgruntled striker pointed out that her weekly wage of about R300 was unacceptably low "The jackets we manufacture are being sold for R399 in the shops, but we still earn a wage we can't live on."



Management... (partially obscured)

own clothing industry

t meetings, the persistent ring of the telephone.

an der Rhee, Western Cape secretary of the SA Clothing Workers' Union, ing Manufacturers' Association, two of the key figures behind the clothing strike. order for The Argus, spoke to them about what it's been like.

(184) (152) CT(BR) 26/7/96



STANDING FIRM: Thousands of striking clothing industry workers gather at the Good Hope Centre at the start of the industry's first national strike.

'Of course we will settle, but ...'

AS the clothing workers' strike unfolded yesterday, the persistent ring of telephones hattered the orderly calm of Peter Cragg's Foreshore office.

Mr Cragg, Cape Clothing Manufacturers' Association executive director, has been in the clothing industry for eight years but this is not his first big strike. In 1988 when he was industrial relations executive at SA Breweries, the Food and Allied Workers Union embarked on a company-wide strike.

Then, the employers whom Mr

Cragg represented were able to claim victory.

In what shape clothing employers will emerge from their skirmish with Sactwu is unclear.

"I have huge respect for the Sactwu officials with whom I have worked on some exciting initiatives. We must get back to those once this strike is over. We don't have an adversarial relationship in our industry. This is because the union and employers respect what the new South Africa is about. Workers have the right to express

their needs," he said, before taking a call from an employer.

"I read your fax and want to lock-out but what do we do from there?" was the query.

"Of course we'll settle," Mr Cragg assured the caller, "but we need to lock out to get speedy settlement."

Mr Cragg said the lock-out was a device employers hoped would "break the spirit of the strike."

"We don't believe workers really want this strike. The threat of a lock-out will have the effect of compelling those who are not so keen to

give in and settle. I feel we're in a stronger position than the union but we'll assess the balance of power over these two days and see what happens from there."

Mr Cragg acknowledged that the striking workers had a compelling human argument. But it was not an argument based on the economics of South Africa.

"Of course it's difficult to live on R293 a week, but it's a damn sight more difficult to live on nothing. We've offered the best deal we can manage."

Strike wears down

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26/7/96

Long nights spent at meetings, the per
These are some of the experiences of Wayne van der Rheede, Western Cape secretary of the Cape Clothing Manufacturers' Association and Peter Cragg, executive director of the Cape Clothing Manufacturers' Association
ESTELLE RANDALL, labour reporter for The Argus

"I need an early night tonight, so I'm definitely leaving at 2 am," said Wayne van der Rheede. Sactwu's Western Cape secretary on the eve of the clothing industry's first national strike

He had just ended a meeting with union marshals, where last-minute logistics for the strike had been sorted out

For more than an hour, the smoke-filled meeting had delved into the minutiae of transport arrangements, what would happen at the Good Hope Centre meeting and what was expected of the marshals

Dragging intermittently on a cigarette and sipping black coffee, Mr Van der Rheede leaned back on a couch in his office, enjoying a brief respite from the whirl of activity which had occupied him on Wednesday

His day had started at 5.30 am with a "quick shower" before he headed off from home to hand out pamphlets at Salt River station. At 8 pm on Wednesday it was far from over

There was still a visit to be made to the Good Hope Centre to ensure everything was ready for yesterday's strike rally while discussions with local and national union officials to assess what employers were doing still beckoned

"It's been like this for the last couple of weeks," he said

Besides union meetings, he had

to spend time negotiating for lower prices from companies which had been hired to provide support services at the strike rally

"This wouldn't have been necessary in the United Democratic Front days during the 1980s," he lamented

"But now, post-1994, things have changed dramatically, so we have to negotiate for reductions"

For him, the strike, his first major one as regional secretary, has been developing for a long time

He has first-hand experience of the problems which workers in the industry experience, having worked as a cutter at Rex Trueform for 10 years

"The strike is a necessity. We all knew the time would come when employers would not be able to get away with putting forward something which our members would just accept"

He was pleasantly surprised when Rex Trueform workers started their strike on Wednesday, instead of yesterday, after management displayed a poster in the factory which workers interpreted as showing that Sactwu's general secretary was unsupportive of the strike

"Workers were legally entitled to strike from Monday, in terms of the union's 48 hours' notice to employers, and the early Rex Trueform strike showed that the propaganda of employers has no place

in mature industrial relations"

At Rex Trueform Mr Van der Rheede was a shop steward before he joined the union as an organiser in 1988. He graduated from organiser to regional organiser and was appointed regional secretary in April this year

"As regional secretary I see myself as the union's Western Cape political head and manager but I work closely with a team of union officials who help me keep my finger on the pulse of developments in the industry"

It's demanding work which could put a strain on family life, if not managed carefully

"Since the preparations for the strike started, my wife and I have seen each other when we pass in the passage on the way to the bathroom in the morning. It's crazy"

"But generally in the union we try to encourage staff to spend time with their families"

"If strain develops at home it makes it much more difficult to handle the crises of the work we do. We need our families' support"

For Mr Van der Rheede it may be a while before he is able to regain the balance between work and personal life

Upstairs, his colleagues were waiting finally to review their strategy for Wednesday. And after the strike, there will be the long list of other issues, which are already posted on a board in his office



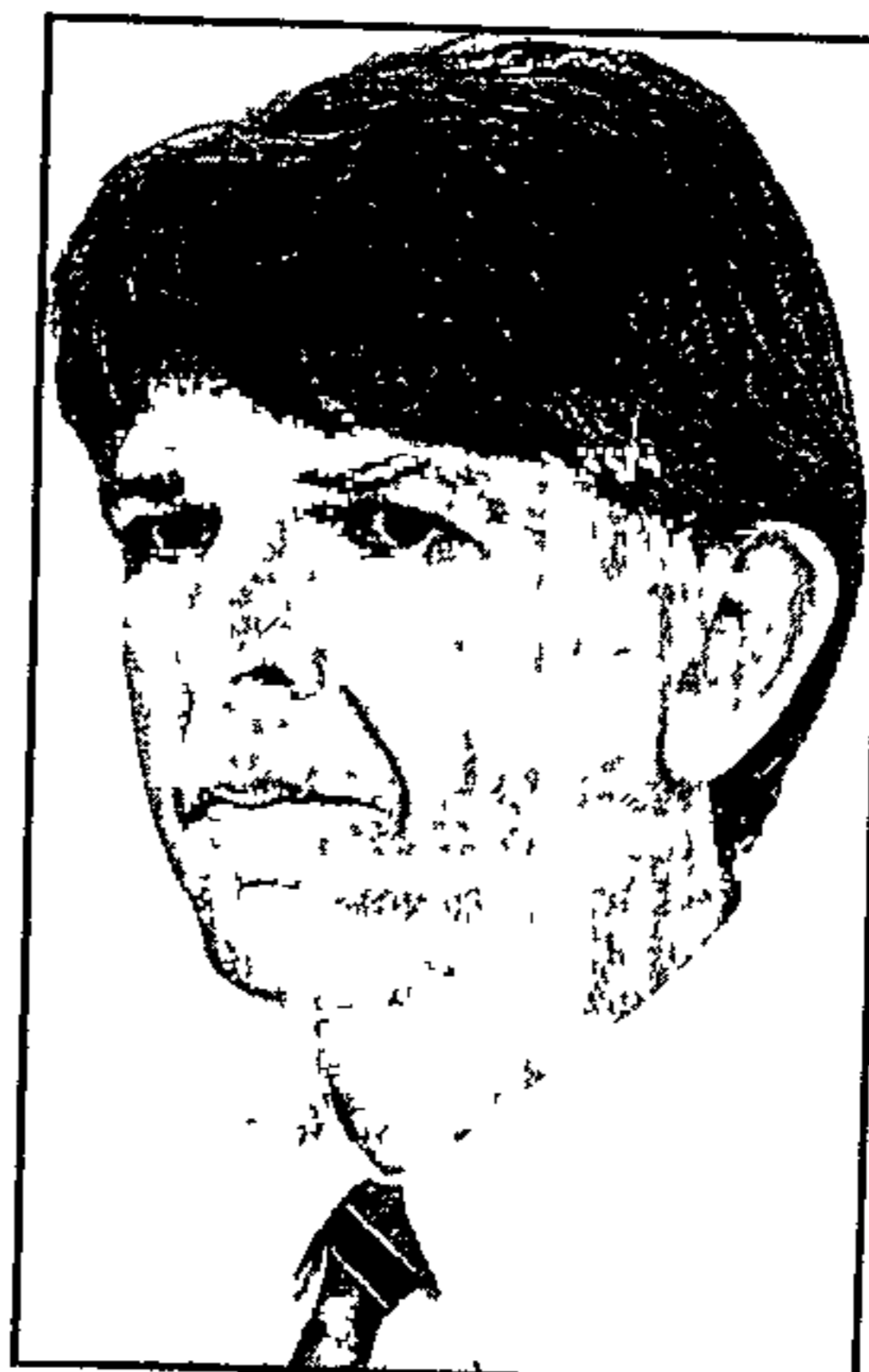
STANDING FIRM: The first national strike.



VETERAN UNIONIST: Left, Wayne van der Rheede, Western Cape secretary of the SA Clothing and Textile Workers' Union.

INDUSTRY REP: Right, Peter Cragg, executive director of the Cape Clothing Manufacturers' Association

Pictures: BRENTON GEACH and ANDREW INGRAM, The Argus.



As the clothing workers' strike unfolded yesterday, a persistent ring of telephone calls shattered the orderly calm at Cragg's Foreshore office. Mr Cragg, Cape Clothing Manufacturers' Association executive director, has been in the industry for eight years but not his first big strike. In 1988 he was industrial relations manager at SA Breweries, the FAWU Allied Workers' Union entered on a company-wide strike. Then, the employers w

INSIDE LABOUR

Unlocking the riddle

GT (Mr) 26/9/96 (152)

Terry Bell

There has been a lot of publicity about the battle over the rights of employers to lock workers out and the rights of workers to strike. And there will probably be a lot more. But most of it so far has been based on a complete misunderstanding of the facts.

The most recent argument about these rights was in the Constitutional Court hearings where the employers lost their demand that the right to lock workers out be enshrined in the constitution. The unions won that battle and the right to strike will accordingly be part of the constitution, when it comes into effect.

But just because the constitution does not entrench the right to lock workers out does not mean that employers may not do so, they can, under laws governing labour relations and the conduct of disputes.

These matters are covered by the Labour Relations Act (LRA) or, rather, Acts, because there are two of them. Act 28 of 1956, as amended at various times, dates from the

apartheid era and is still in force. The new, post-apartheid Act of 1996 will only become the law and supersede Act 28 by the middle of next month. So disputes like the present one in the clothing industry are covered by the old Act. Both employers and unions have followed it in carrying out the lockout and strike. If the new Act was in operation, though, there would have been little difference, because it also allows for strikes and lockouts.

Both the employers and ourselves probably did everything legally according to both Acts," said Wayne van der Rheeide, the Western Cape secretary of the South African Clothing and Textile Workers' Union.

"There really is not much difference on the ground." Nor will the new constitution change things much.

Sarah Christie, a senior legal researcher at the University of Cape Town, agreed. "What the constitutional provision does is grant an overriding right (to strike)," she said.

This means that parliament may not simply pass a law removing the right to strike

but would have to amend the constitution. It can, however, remove the right to lock workers out.

This amounts to a great advantage for trade unions and their members because it is much easier to change a law than to change the constitution. That is why employers fought so hard to make the right to lock workers out a constitutional provision.

But their legal right to do so has not yet been challenged. In fact, it cannot be challenged because it is in both the 1956 Act and the 1996 one, albeit in a slightly modified form. "The only way the trade unions could evoke the constitution against lockout might be if they tried to have the LRA declared unconstitutional," a labour lawyer noted.

Since the Act was the result of agreements made largely in the National Economic Development and Labour Council between business, union and government representatives, that is hardly likely. In any event, Sam Shulowa, the general secretary of Cosatu, called it a victory.

It certainly tidies up the racist legislative

swamp of the apartheid era. Lockout and strike procedures are clearly laid down. These rights and the exercise of them seem unlikely to cause any more friction than they have in the past and they should certainly not be a central concern.

But the new Act has the potential to trigger bitter conflict between employers and unions. It conceals a legal timebomb that the dispute in the clothing industry has revealed all too clearly: the right to employ replacement labour or, in emotive trade union jargon, scab labour. This is legal under the new Act.

If a trade union gives notice of a strike, as the clothing union did in the present dispute, employers may respond with notice of a lockout. And when a lockout is precipitated by a strike, employers have the right, under section 76 1(b) of the new Act, to employ replacement labour.

From the middle of next month, this will probably be the law. It will only be a matter of time before some employer somewhere uses it and the unions respond.

Don't buy from local clothing manufacturers, retailers urged

(152) (151) (152)
By WILLIAM-MERVIN GUIMEDE

The South African Clothing and Textile Workers' Union has called on local retail groups not to buy from local clothing manufacturers until a settlement is stitched up to end the strike it started on Thursday.

Sactwu will target retail outlets suspected of buying from clothing and textile manufacturers with mass action, the union's Gauteng regional secretary Norman Ratshidi told the *Saturday Star*. He said the strike had been most effective in Gauteng, where 95% of the workforce had stayed home.

Ratshidi said some employers in Gauteng had already agreed to the 10% wage increase demanded by the union, opening the way for workers to return to the factory floor. Sactwu and the National Employers' Caucus of the Clothing Industry will go for mediation tomorrow in the hope of ending the strike.

"Sactwu was always open to mediation, and will end the strike if the employers come to the table with a good offer," he said. Employers have offered between 8 and 8,5%.

Charles Nupen, director of the Commission for Conciliation, Mediation and Arbitration, has been appointed as mediator, following a proposal to the disputing parties by Department of Labour deputy director-general Les Kettleidas that they seek mediation.

Ratshidi said the strike and demonstrations would continue at the weekend despite mediation efforts.

"The mass action will go on, but this won't scuttle the mediation talks," he maintained. The union would report back to its members on the results of the mediation on Monday.

Johann Baard, the employers' chief negotiator, said yesterday the employers would not compromise.

Star 27/7/96

Nationwide strike by clothing industry workers takes new turn

STAN 25/7/96 (152)

Today's nationwide strike by thousands of clothing workers has taken a surprise turn with some employers breaking ranks with their organisation and offering to meet workers' demands for a 10% wage increase

Salt River clothing factory Chelsea West is one of the Cape Town manufacturers which has made the offer, according to Johan Baard, chief negotiator and spokesman for the National

Clothing Employers' Association. Laurie Dreyer, owner of Chelsea West, was expelled from the Cape Clothing Manufacturers' Association about two weeks ago, when he told the association of his intention to agree to the union's demands

Baard said the mandate from the association was their final offer of 8% and no "private deals" with the SA Clothing and Textile Workers' Union (Sactwu) would

be tolerated. If this meant expelling employers who entered into such deals and the collapse of the employers' association, then that would have to happen

Nationally, some of the larger employers were offering to settle at between nine and 10%, he said. "We see the revised offers as an acknowledgment of our proposal and a major step forward in the resolution of the dispute," Patel said.

A qualified machinist who had worked in the clothing industry for 30 years could now expect to earn R293 a week in the Western Cape, R295 in KwaZulu Natal. In the Free State, the same worker would get R229

"We accept that individual employers have the right to break ranks, but the consequence of doing so is that they will be expelled," Baard said. - Own Correspondent

Lockout test for employers

(152)
~~(184)~~ ~~(197)~~
Sowetan 25/7/96

By Abdul Milazi and Simon Zwane

EMPLOYERS' muscle to lock out workers will be tested for the first time when the South African Clothing and Textile Workers' Union (Sactwu) embarks on a national strike today

Sactwu assistant general-secretary Mr Ebrahim Patel said yesterday the union had decided to go on strike after a special meeting between employers and workers last Friday failed to break the deadlock over wages.

Employers said yesterday they will lock out striking workers

Chief negotiator for the employers Mr Johann Baard said employers knew that a lockout would have to exceed the planned duration of the strike to be successful

He said employers would notify their workers as they arrived for work that all those not present at the start of business and those leaving premises without permission would be locked-out

Some employers had notified the union and workers that they had been locked out with effect from last night and the lockout would remain in force irrespective of what happened today and tomorrow

Sactwu is demanding a 10 percent across-the-board wage increase and a restructuring of the provident fund and Christmas bonus system

Employers on Friday also increased their offer to eight percent from the initial seven percent in a bid to avert a strike. However, Sactwu rejected the revised offer saying they would not accept anything less than 10 percent.

Sactwu said yesterday "The cost of a strike is immense to workers and the industry"

Baard said the strike would cost the industry about R15 million a day in lost turnover while workers would lose R6,2 million in wages.

Patel said accepting the employers' offer would mean accepting past imbalances rather than addressing them. He argued that a further two percent increase would not cost the industry much. Sactwu said its doors were still open if employers wanted to resume negotiations

Congress of SA Trade Unions general-secretary Mr Sam Shilowa criticised employers for locking out workers

"It is irresponsible of employers to take that stance. They should have called the union to the negotiating table"

Textile bosses call for truce

(152) (104) (105)
Sowetan 30/7/96

CLOTHING industry employers would partially modify the conditions of their lockout and reinstate all striking workers if they reported for duty today, employers' negotiator Mr Johann Baard said in Cape Town yesterday.

The strike called by the South African Clothing and Textiles Workers Union entered its fifth day yesterday.

Baard said employers were losing about R15,5 million a day in turnover, while employees were losing R5,6 million a day in wages.

A second round of mediation is scheduled for tomorrow after no agreement was reached on Sunday.

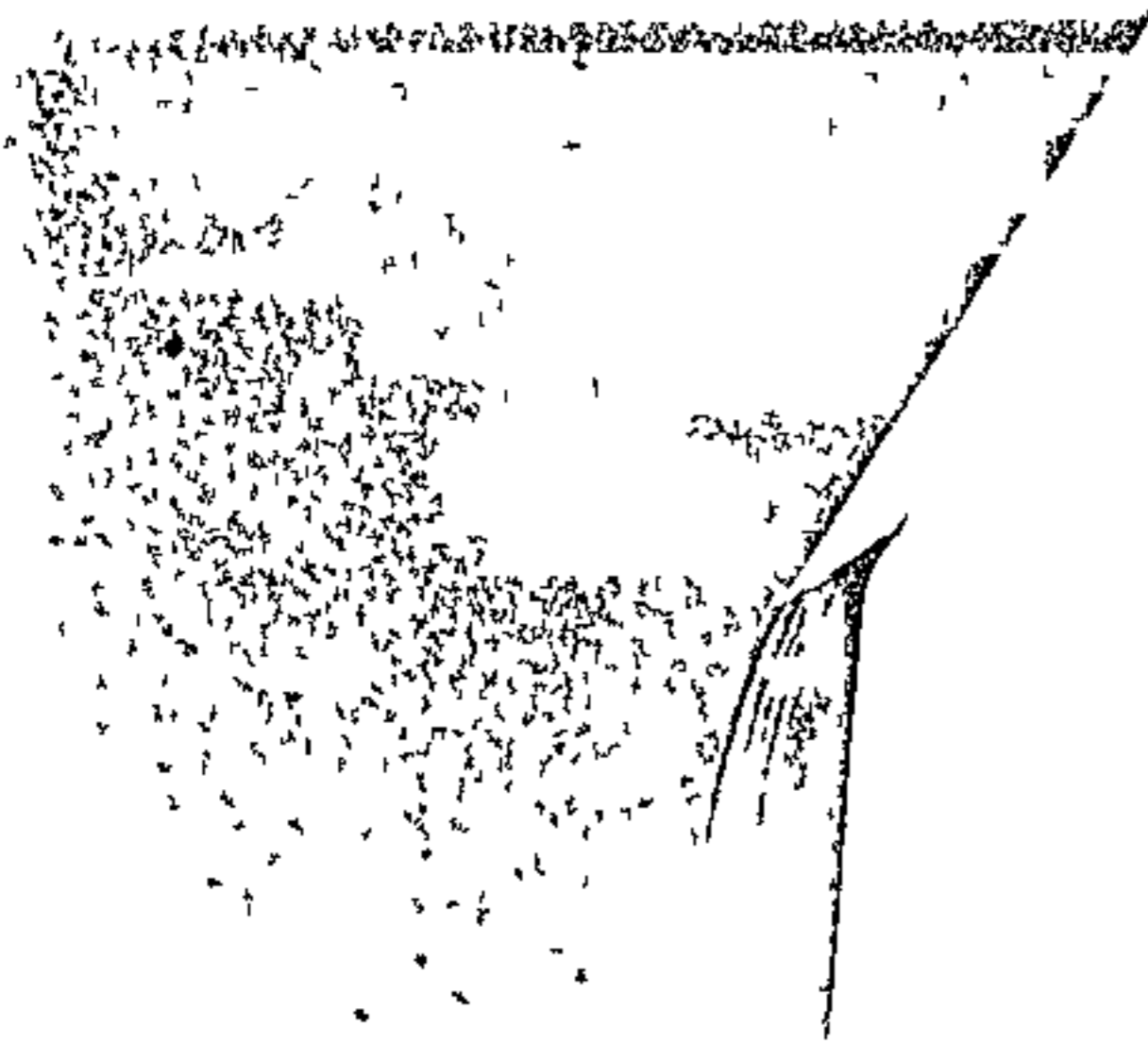
Intensify action

After a report-back to members, the union yesterday said it would intensify strike action and hold placard demonstrations at the premises of large retailers.

Baard said employers had no difficulty with workers' right to peaceful protest but that tyres had been set alight in the street at some factories in Salt River and Woodstock outside Cape Town and that non-striking workers were being intimidated.

Baard said there was minority worker support for the strike. He said taking back striking workers was the employers' gesture of goodwill in an effort to create a better climate for mediation tomorrow.

Sactwu deputy general secretary Ebrahim Patel said the union would put pressure on employers and if demands were not met, it would ask the public to boycott large retail stores. — Sapa



Workers told to 'camp' at factories

(184) (152)

Cape Town - Amid accusations that striking clothing workers were resorting to "dirty tactics", Ebrahim Patel, deputy general secretary of the SA Clothing and Textile Workers' Union (Sactwu) has called on striking workers to "camp" outside factory gates today.

Shortly after a "vote of confidence" in the strike at a mass rally in the city yesterday, workers marched to retail stores in the city centre, causing branches to close at lunchtime.

Peter Cragg, director of the Cape clothing industry manufacturers' association, said about 75% of clothing workers had returned to work yesterday - Own Correspondent.

Star 30/7/96

Top mediator to help end textile strike

By CAROL PATON
and DON ROBERTSON

MEDIATION to end the clothing industry's first national strike is set to start today with leading mediator Charles Nupen in the chair between employers and workers

The SA Clothing and Textile Workers' Union claimed the strike had been a huge success, causing the shutdown of all major clothing manufacturers and most medium-sized ones, as well as bringing about 60 000 workers out in protest

Union officials Ebrahim Patel and Elias Banda said the strike, which began on Thursday, had grown on Friday when workers had gathered at factories for their weekly pay

However, a spokesman for the employers, Johann Baard, claimed almost all staff had reported for work on Friday, but most large manufacturers locked their workers out

Baard said "In the light of the mediation, I have an agreement with

ST 28/7/96 (152)
Banda, the union's chief negotiator, that we will use our best endeavours to end the lock out and strike action from Monday morning"

But union sources said, even if mediation was successful, the strike would continue on Monday when shop stewards reported to workers

Patel said "Provided employers can make a bold and imaginative offer, we will go into mediation with a positive frame of mind"

The union demand remains at 10 percent, and the employer offer at eight percent. In cash terms, for most workers 10 percent amounts to an increase of less than R20 a week. Striking workers are losing R50 a day in wages, meaning that a protracted strike could wipe out any gains they may win

Patel said that the strike was "an investment in our future. When you are earning wages like these, a sacrifice of R50 is immense. Workers say they are striking in the hope that things will improve in the future"

● Negotiations by 200 000 steel workers for improvements to their wage and working conditions stalled on Thursday, after the National Union of Metalworkers of SA insisted the public holiday penalty clause be scrapped

The clause allows employers to withhold pay from staff who are absent the day before or after a public holiday without permission. It was recently the subject of an unsuccessful challenge in the Rand Supreme Court, when the union applied to have the clause declared invalid.

Employers offered to amend the clause to exclude workers who protest against the "socio-economic" interests of other employees

During the talks, which started in March, employers represented by the Steel and Engineering Industries Federation of SA agreed to increase the previous wage offer of between eight and nine percent to between 8,5 percent for skilled employees, and 9,75 percent for unskilled workers

Mining industry strike ends as stoppages loom in other sectors

Leshlo

urg—The South African and Textile Workers' celebrated the end of its strike at the weekend. Workers in other sectors are now gearing up for protests. The union's 80 000 members work today after bosses in the industry agreed after an across-the-board 9 percent. They had earlier they could not afford more. The industry's national employers said companies had lost

about R42 million worth of sales and workers had lost about R14 million in wages.

Workers feel victorious because they moved employers from 7 to 8 percent with the (strike) ballot and from 7 to 9 percent with the strike," said Elias Banda, the union's chief negotiator.

Meanwhile, the Union section of Rustenburg Platinum Mines came to a virtual standstill last week because of a strike, the third in a month.

About 30 percent of the mine's production has been affected. On Saturday, Tito Mboweni, the labour minister, brokered an accord aimed at ending the disputes

between the management and striking workers at the world's largest platinum mine.

He said the industrial action should end at once and the workers should return to work unconditionally and drop the demands which prompted the strike. The strikers had demanded that the mine pay death benefits and refund their Unemployment Insurance Fund and PAYE contributions. The union and management urged strikers to accept the treaty.

Industrial action by workers at Impala Platinum Holdings has not been ruled out after wage increase talks with the management deadlocked on Saturday.

Reuters reports that the National Union of Mineworkers said the company had improved its wage offer to an average of 8 percent, from 7.44 percent. The union has lowered its demand to an average of 9.5 percent, from between 8.5 percent and 12 percent.

Jackie Kelly, a research associate at Andrew Levy and Associates, a labour consultancy, said the continued industrial strike plaguing mining and industry was not unusual. She said it resulted from the breakdown in wage talks, which ended at about this time of the year.

The railways and the coal and gold mines may also be hit by strikes after the National Union of

Mineworkers and three Transnet unions declared a dispute with their managements last week.

The deadlock between the mineworkers' union and the Chamber of Mines, which affects more than 300 000 miners, followed two months of negotiations over wages and other conditions of employment. The union has demanded an increase of 13 percent. The chamber has offered 7.5 percent for gold mines and up to 12 percent for coal mines.

The Technical Workers' Union, the South African Footplate Staff Association and Employees' Union of South Africa, the Transnet unions, may embark on a strike

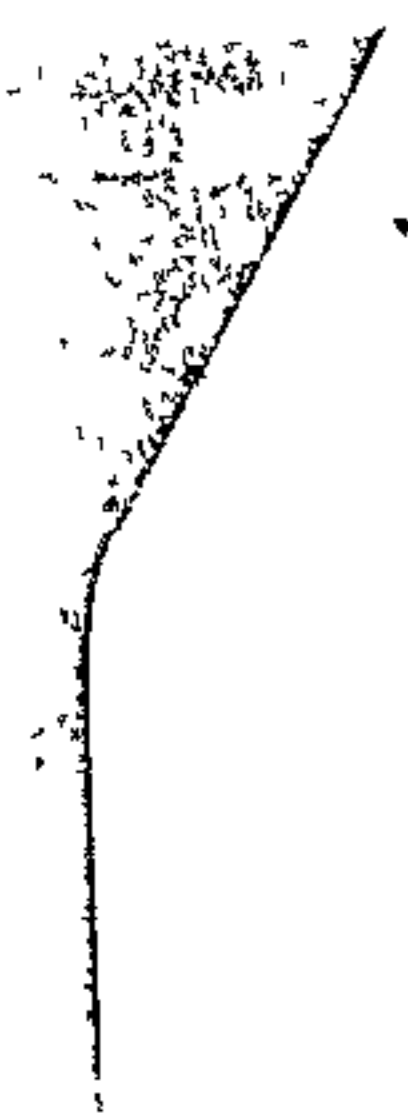
involving about 40 000 artisans and train drivers in a month if their wage dispute with the company is not resolved.

The unions have rejected Transnet's proposed 4.8 percent increase for middle-income employees. They have demanded at least 8 percent. The dispute goes to mediation tomorrow.

Trouble is also brewing in the metal sector after a fallout between employers and the National Union of Metalworkers of South Africa. Sapa reports that the union has threatened to embark on a national protest on Wednesday because of a disagreement with employers on a recognition agreement.

CT (PR) 5/8/96

(152)



City faces chaos as strike looms

By CHARL DE VILLIERS

A POWERFUL union has threatened to plunge Cape Town into chaos if its wage demands are not met.

The Independent Municipal and Allied Trade Union will start balloting its 10 000 members on strike action tomorrow.

The union has warned of a bleak long weekend if its members do not get a R225 or 10 percent monthly pay increase.

The employers have offered workers the greater of 7,5 percent or R285, but the union seems set for a showdown if their demands are not met.

Its partner in stalled pay talks, the South African Municipal Workers Union, was expected to resort to action tomorrow, according to Imatu general secretary Gawie Beukman.

"Everyone from big business to ordinary householders may very soon experience disruptions in electricity and water supply, stormwater drainage, traffic regulation, ambulance and fire services, libraries and clinics if combined labour action scheduled by municipal workers is launched next week," Imatu said.

"If the decision is taken to strike, councils will have to take responsibility for the paralysis of services and the effect on residents' lives."

The 18 000 Samwu members had also rejected the Metropolitan Labour Forum's final offer, a source said.

Dave Beretti, chief employer labour advisor to the forum, could not be reached for comment yesterday.

Claiming a groundswell of rank-and-file support for industrial action, Imatu said the recent strike by clothing workers "cannot begin to reflect the impact of a massive municipal strike" on greater Cape Town's 2,8-million residents.

"At the root of this impending chaos lies the strong-arm style of council negotiators, who have thrown down the gauntlet to municipal trade unions with a take it, or leave it offer in annual pay negotiations."

"The offer is the greater of 7,5 percent or R185 a month. This is to be weighed against city councillors voting themselves increases ranging from 29 percent to 188 percent, and committing multi-millions to the Olympic bid," the union said.

Beukman said his union's leadership had always been willing to avoid conflict, but its members had shown overwhelming support for a ballot at a meeting last Monday.

"We have members throughout the municipal sector and in all strategic services. Votes should be counted by late Wednesday and action can be expected on Thursday."

(259)(152)ST(CM)4/8/96

Watershed meeting on District Six today

By JESSICA BEZUIDENHOUT

FORMER District Six residents have been urged to attend a vital meeting today to set out precisely who should benefit from plans to redevelop one of Cape Town's most painful apartheid scars.

This follows warnings by District Six Civic Association chairperson Anwar Nagia that efforts to reclaim and develop the razed suburb seemed to be taking place at the expense of potential black beneficiaries.

The meeting starts at 2 30pm at the Blackpool Sports Hall in Salt River.

Nagia also confirmed that lawyers for the organisation had been instructed to approach the Central Substructure to withdraw a Land Claims Court application by the former city council, provincial government and District Six Community Land Trust.

According to Nagia, District Six was being made out to be "coloured domain".

"Some of the parties involved are ignoring black people who were equally dispossessed when their

families were also forced from the area," he said.

The civic association had met former District Six residents who now live in Langa, Gugulethu, Khayelitsha and Nyanga in an attempt to ensure that a "rightful beneficiary community" be established.

Most members of the District Six Civic Association were in favour of integrated development.

"All we are saying, is first make sure that we identify a beneficiary community, so that when development does take place, it will be possible for all interested former residents to benefit."

Nagia said the proposed development by the District Six Community Land Trust included flats which could cost between R90 000 and R120 000, which most former residents probably could not afford.

Aiming at a co-ordinated development strategy, the Central Substructure, provincial government and community land trust last month launched a court bid to have all vacant land in District Six developed under single ownership.

Textile employers in lock-out threat

ARC 12/7/95

(447)

(162)

CLOTHING industry employers voted overwhelmingly in favour of acquiring the right to embark on a lock-out in reaction to a possible call for a strike from the SA Clothing and Textile Workers' Union (Sactwu).

Even though there was clearly wide support to acquire the right to a lock-out, the National Employers' Caucus of the Clothing Industry (NECCI) was still available to explore any means other than a strike or a lock-out to settle the wage dispute, spokesman Peter Cragg said.

A ballot of members of the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association had returned a 91-percent vote in favour of acquiring

the right to lock-out, Mr Cragg said

There was an 84-percent poll by the Cape employers, who account for 49 percent of total number of employers in the industry. In a 66-percent poll, the Natal Clothing Manufacturers' Association had recorded a 100-percent vote in favour of the lock-out, he said

"It is not inconceivable that a meeting of employers and union representatives at national level could be held once the full results of the lock-out ballot and the union strike ballot are known

"Results from Gauteng on the lock-out ballot are still awaited. A meeting of employers will be called once the result of the union strike ballot is at hand," said Mr Cragg - Sapa

Employers vote for lock-out right

Renee Grawitzky

2012/7/196
FOR the first time in the history of the clothing industry, the majority of employers have voted overwhelmingly in favour of the right to embark on a lock-out if they so decide, spokesman for the Cape Clothing Manufacturers' Association Peter Cragg said yesterday.

A wage dispute between clothing employers and the SA Clothing and Textile Workers' Union has led to balloting by both parties — for a lock out and strike respectively — despite behind-the-scenes discussions.

Cragg said 100% of employers in KwaZulu-Natal and 91% of employers in the Western Cape voted "to acquire the right to lock out". He said the other regions had not

(152)
yet completed balloting. However, 85% of employees were employed in the provinces balloted

Cragg said employers would meet next week to decide whether they would "utilise the right to lock out acquired through the ballot". Clothing employers, he emphasised, were still open to discussions with the union.

"The most recent informal discussions have left employers feeling disappointed, since they believe progress could have been made and the gap between employer offer and union demand narrowed considerably."

Cragg said employers remained open to exploring all options to resolve the dispute in order to prevent a strike or an employee lock out.

Lot mining industry strike ends as stoppages loom in other sectors

CF (BR) 5/18/96 (152)

Jobless — The South African and textile Workers' Federation said the end of its strike at the weekend meant the desired wage increase in other sectors was now gearing up.

The union's 1000 members in the market bosses in Johannesburg and after a week of an across-the-board increase in their had earned 7 percent.

The industry's national employers' association said companies had lost

about R42 million worth of sales and workers had lost about R14 million in wages.

"Workers feel victorious because they moved employers from 7 to 8 percent with the (strike) ballot and from 7 to 9 percent with the strike," said Elias Banda, the union's chief negotiator.

Meanwhile, the Union section of Rustenburg Platinum Mines came to a virtual standstill last week because of a strike, the third in a month.

About 30 percent of the mine's production has been affected.

On Saturday, Tito Mboweni, the labour minister, brokered an accord aimed at ending the disputes

between the management and striking workers at the world's largest platinum mine.

He said the industrial action should end at once and the workers should return to work unconditionally and drop the demands which prompted the strike.

The strikers had demanded that the mine pay death benefits and refund their Unemployment Insurance Fund and PAYE contributions.

The union and management urged strikers to accept the treaty.

Industrial action by workers at Impala Platinum Holdings has not been ruled out after wage increase talks with the management deadlocked on Saturday.

Reuters reports that the National Union of Mineworkers said the company had improved its wage offer to an average of 8 percent, from 7,44 percent.

The union has lowered its demand to an average of 9,5 percent, from between 8,5 percent and 12 percent.

Jackie Kelly, a research associate at Andrew Levy and Associates, a labour consultancy, said the continued industrial strike plaguing mining and industry was not unusual.

She said it resulted from the breakdown in wage talks, which ended at about this time of the year.

The railways and the coal and gold mines may also be hit by strikes after the National Union of

Mineworkers and three Transnet unions declared a dispute with their managements last week.

The deadlock between the mineworkers' union and the Chamber of Mines, which affects more than 300 000 miners, followed two months of negotiations over wages and other conditions of employment.

The union has demanded an increase of 13 percent.

The chamber has offered 7,5 percent for gold mines and up to 12 percent for coal mines.

The Technical Workers' Union, the South African Footplate Staff Association and Employees' Union of South Africa, the Transnet unions, may embark on a strike

The unions have rejected Transnet's proposed 4,8 percent increase for middle-income employees.

They have demanded at least 8 percent.

The dispute goes to mediation tomorrow.

Trouble is also brewing in the metal sector after a fallout between employers and the National Union of Metalworkers of South Africa.

Sapa reports that the union has threatened to embark on a national protest on Wednesday because of a disagreement with employers on a recognition agreement.

Noting industry strike ends as stoppages loom in other sectors

By Leshi

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CT (BR) 5/8/96 (152)

Clothing industry strike ends as stoppages loom

CT (BR)

By Thabo Leshilo

Johannesburg — The South African Clothing and Textile Workers' Union celebrated the end of its eight-day strike at the weekend after winning its desired wage increase. Workers in other sectors of the economy are now gearing up for similar protests.

The union's 80 000 members return to work today after bosses in the clothing industry agreed after mediation to an across-the-board increase of 9 percent. They had earlier said they could not afford more than 7 percent.

The industry's national employers' caucus said companies had lost

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employ demand cent. The 7,5 per cent to 12 per

The the South African Association of South African unions,



Workers strike a deal

By Abdul Milazi
Labour Reporter

SEWING machines will hum once again when workers in the clothing industry return to work today after a two-week strike.

The strike, described by employers as "damaging", ended on Friday when the South African Clothing and Textile Workers Union (Sactwu) accepted a nine percent wage increase and an undertaking by the bosses to improve the industry's provident fund

Sactwu was demanding a 10 per-

~~(152)~~ cent across-the-board wage increase while employers offered eight percent

A week ago, it seemed the industry was in for a protracted strike when Sactwu vowed it would accept nothing less than its demand, while employers threatened to lock out strikers

Both parties carried out their threats, but they realised there would be no winner. They agreed to go for mediation

Sactwu assistant general secretary Mr Ebrahim Patel said employers agreed to increase provident fund contributions by one percent each year from 1997 until contributions reached 7,5 percent.

rowelan 5/8/96

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By Thabo Leshilo

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The unions have rejected Transnet's proposed 4.8 percent increase for middle-income employees. They have demanded at least 8 percent. The dispute goes to mediation tomorrow.

Trouble is also brewing in the metal sector after a fallout between employers and the National Union of Metalworkers of South Africa. Sapa reports that the union has threatened to embark on a national protest on Wednesday because of a disagreement with employers on a recognition agreement.

CT (BR) 5/8/96 (152)

Clothing industry strike ends as stoppages loom in other sectors.

Thabo Leshilo

Johannesburg—The South African Clothing and Textile Workers' Union celebrated the end of its 10th day strike at the weekend after winning its desired wage increase. Workers in other sectors of the economy are now gearing up for similar protests.

The union's 80 000 members returned to work today after bosses in the clothing industry agreed after mediation to an across-the-board increase of 9 percent. They had earlier said they could not afford more than 7 percent.

The industry's national employers' caucus said companies had lost

about R42 million worth of sales and workers had lost about R14 million in wages.

"Workers feel victorious because they moved employers from 7 to 8 percent with the (strike) ballot and from 7 to 9 percent with the strike," said Elias Banda, the union's chief negotiator.

Meanwhile, the Union section of Rustenburg Platinum Mines came to a virtual standstill last week because of a strike, the third in a month.

About 30 percent of the mine's production has been affected.

On Saturday, Tito Mboweni, the labour minister, brokered an accord aimed at ending the disputes

between the management and striking workers at the world's largest platinum mine.

He said the industrial action should end at once and the workers should return to work unconditionally and drop the demands which prompted the strike. The strikers had demanded that the mine pay death benefits and refund their Unemployment Insurance Fund and PAYE contributions. The union and management urged strikers to accept the treaty.

Industrial action by workers at Impala Platinum Holdings has not been ruled out after wage increase talks with the management deadlocked on Saturday.

Reuters reports that the National Union of Mineworkers said the company had improved its wage offer to an average of 8 percent, from 7,44 percent. The union has lowered its demand to an average of 9,5 percent, from between 8,5 percent and 12 percent.

Jackie Kelly, a research associate at Andrew Levy and Associates, a labour consultancy, said the continued industrial strike playgrouning and industry was not unusual. She said it resulted from the breakdown in wage talks, which ended at about this time of the year.

The railways and the coal and gold mines may also be hit by strikes after the National Union of

Mineworkers and three Transnet unions declared a dispute with their managements last week.

The deadlock between the mineworkers' union and the Chamber of Mines, which affects more than 300 000 miners, followed two months of negotiations over wages and other conditions of employment. The union has demanded an increase of 13 percent. The chamber has offered 7,5 percent for gold mines and up to 12 percent for coal mines.

The Technical Workers' Union, the South African Footplate Staff Association and Employees' Union of South Africa, the Transnet unions, may embark on a strike

involving about 40 000 artisans and train drivers in a month if their wage dispute with the company is not resolved.

The unions have rejected Transnet's proposed 4,8 percent increase for middle-income employees. They have demanded at least 8 percent. The dispute goes to mediation tomorrow.

Trouble is also brewing in the metal sector after a fallout between employers and the National Union of Metalworkers of South Africa. Sapa reports that the union has threatened to embark on a national protest on Wednesday because of a disagreement with employers on a recognition agreement.

Workers strike a deal

By Abdul Milazi
Labour Reporter

SEWING machines will hum once again when workers in the clothing industry return to work today after a two-week strike.

The strike, described by employers as "damaging", ended on Friday when the South African Clothing and Textile Workers Union (Sactwu) accepted a nine percent wage increase and an undertaking by the bosses to improve the industry's provident fund.

while employers offered eight percent across-the-board wage increase.

A week ago, it seemed the industry was in for a protracted strike when Sactwu vowed it would accept nothing less than its demand, while employers threatened to lock out strikers.

Both parties carried out their threats, but they realised there would be no winner. They agreed to go for mediation.

Sactwu assistant general secretary Mr Ebrahim Patel said employers agreed to increase provident fund contributions

Clothing workers and bosses seek solution to dispute

DRG 26/7/96 (152)

ESTELLE RANDALL
Labour Reporter

CLOTHING workers and employers have agreed to start mediation this weekend to resolve the industry's first national strike, which continues today

This follows an appeal by the Department of Labour for the two sides to settle the crippling pay dispute

"I hope employers will put up a decent offer that has the prospect of bringing improvement," said SA Clothing and Textile Workers Union (Sactwu) deputy general secretary Ebrahim Patel.

He said the strike would continue until settlement was reached

The National Employers Caucus for the clothing industry had said that a 10 percent increase was unaffordable in an industry which faced the threat of cheap imports

However, Sactwu questioned

why workers earning R1 268 a month should accept poverty pay when, it said, management failed to set an example of salary restraint

It said that the executive director of clothing giant Sear del last year earned 47 times more on average than clothing machinists who receive R1 268 a month

According to the Sear del Industrial Corporation and Consolidated Holdings annual report, last year's total salary bill for executive directors increased by 21 percent from R5,1 million to R6,2 million

Thousands of workers throughout the country yesterday began their strike to support a 10 percent package increase Employers had offered 8 percent

But on the eve of the strike at least 20 companies had broken ranks and agreed to workers' demands of 10 percent.

Several other companies had offered to settle between 9 per-

cent and 10 percent, Mr Patel said

Unions in the Congress of SA Trade Unions, to which Sactwu is affiliated, had also indicated support for the strike - either through solidarity action or by making resources available

Johann Baard, chief negotiator of the National Employers' Caucus, said: "Two days ago Les Kettledas, deputy director general of the Department of Labour, wrote to me and to Elias Banda, chief negotiator for Sactwu, strongly urging the parties to refer the dispute to mediation in a last attempt to avert a strike

"I responded yesterday to the trade union, confirming the employers' willingness to go along with the department's proposal and the union confirmed to me through Mr Banda their willingness to accept the proposal," Mr Baard said

"From the employers' side, we see this as a breakthrough," he declared.

Strikers locked out of Wynberg factory

ANDREA WEISS
Staff Reporter

CLOTHING workers were locked out of a Wynberg factory today when they attempted to return to work during the national strike

But several of their colleagues who did not strike yes-

terday were allowed to enter the building

The lockout at Elzet Clothing in Lester Road is in line with the position of the National Employers' Caucus of the Clothing Industry, which had threatened strikers with a lockout

SA Clothing and Textile Workers' Union (Sactwu) shop

steward Leon Swartz said that "the bosses want workers to sign agreement that they accept the 8 percent" which employers offered in response to Sactwu demands of 10 percent

Maré Dreyer, a company director, said today that workers were not being forced to sign any agreements

Rag trade turns to mediation

ARLT 26/7/96

ESTELLE RANDALL

Staff Reporter

NEWLY-APPOINTED chairperson of the Commission for Conciliation and Mediation Charles Nupen will tomorrow mediate the wage dispute which sparked the clothing industry's first national strike

At issue is the demand from workers for a 10 percent package increase to cover improvements to wages, annual bonuses, retirement payouts and maternity leave. Employers are offering eight percent.

The commission is a new statutory body to resolve industrial disputes. It was established in terms of the Labour Relations Act which comes into operation next month.

Union representatives and employers were yesterday cautiously optimistic about resolving the wage dispute. "I hope employers will put up a decent offer that has the prospect of bringing improvement," said Ebrahim Patel, deputy general secretary of the SA Clothing and Textile Workers Union (Sactwu).

National Employers' Caucus for the Clothing Industry spokesman Johan Baard said "There are a number of difficult issues to be resolved, but with the necessary commitment on both sides I'm sure that we will be able to make progress."

The Employers' Caucus has argued that a 10 percent increase is unaffordable in an industry which faces the threat of cheap imports. However, Sactwu has questioned why workers should accept poverty wages when management failed to set an example of salary restraint.

A qualified machinist who

■ Workers and employers in the clothing industry vow to go on with industrial action as South Africa's new labour mediator tries to make peace.

earns R293 a week in the Western Cape could expect an annual bonus equal to half a week's wages and a retirement payout of about R16 000 after 42 years' service.

Executive directors of clothing giant Seardel last year earned 47 times more on average than clothing machinists who receive R1 268 a month, Sactwu has said.

This is according to annual reports of the Seardel Industrial Corporation and Consolidated Holdings, which showed last year's total salary bill for executive directors increased by 21 percent from R5.1 million to R6.2m - an average monthly package of R47 000.

Sactwu has argued that the increase for which workers are striking would add 24,5 cents to the cost of a R100 shirt at a typical retail store.

"This is not a high price to pay for equity in the industry," Sactwu said.

The union also says that on the eve of the strike it was approached by at least 20 employers prepared to pay the 10 percent which workers want. Several other employers had offered between nine and ten percent.

"We see the revised offers as an acknowledgment of our proposal and a major step forward in the resolution of the dispute," Mr Patel said.

Employers in the National Bargaining Forum dispute Sactwu's claim that employers are breaking ranks.

"We question the veracity of the information until Sactwu reveals the names of the

employers," said Peter Cragg, executive director of the Cape Clothing Manufacturers Association.

However, Mr Cragg admitted that Chelsea West was expelled from the association about two weeks ago when owner Laurie Dreyer announced his intention to agree to the union's demand of a 10 percent increase.

Tomorrow's bid to resolve the dispute also comes against the backdrop of growing support for the strike from other affiliates of the Congress of South African Trade Unions - either through solidarity action or by making union resources available.

Predictably, Sactwu and employers differ over the level of support for the strike which continued yesterday.

Mr Baard said that 60 percent of workers had come to work in the industry stronghold of the Western Cape, while Sactwu said that 90 percent of workers had heeded the strike call.

Mr Baard said the will to work was apparent from the low level of attendance at union rallies. However, in Cape Town the Sactwu strikers' rally crammed the Good Hope Centre to capacity.

Despite their commitment to mediation, employers and workers plan to continue industrial action.

Sactwu said that the national strike would continue until settlement is reached. Employers vowed to continue locking out strikers if there is no settlement by Monday.

Mediation likely in clothing strike

BD 26/7/96

(152)

Reneé Grawitzky

CLOTHING employers and the SA Clothing and Textile Workers' Union (Sactwu) could meet within a few days to resolve the national strike after the labour ministry intervened yesterday.

The parties confirmed last night they had agreed to mediation and Labour Minister Tito Mboweni said approaches had been made to both to consider mediation, which had not been exhausted. Mboweni said the gulf between the parties was not that wide.

The start of the strike yesterday by about 60 000 workers was marked by the union claiming that more employers had broken ranks with the employer body and offered the 10% demanded.

This followed indications from the employer body that one company had broken ranks and offered workers a 10% increase. Union spokesman Ebrahim Patel said the employer body should see the fact that employers were offering 10% as a signal that a section of the industry was not happy with the employer body's position.

Such claims were countered by Western Cape employers who said the strike was not successful with up to 65% of employees working.

Employer spokesman Johan Baard said 80% of KwaZulu-Natal and Gauteng workers heeded the strike call, and 40% in the Cape. The employers said most of them had given the union notice that all striking workers would be locked out today until further notice.

Striking workers countrywide gathered at various centres to hold demonstrations, rallies and marches.

Major retailers could become the target of solidarity action by Cosatu and affiliates. It is believed Cosatu general secretary Sam Shilowa has written to retailers demanding their intervention in the strike. Their failure to do so could result in the dispute affecting the entire clothing pipeline.

Cosatu's Zwelenzima Vavi, who addressed a gathering in Johannesburg, highlighted the earnings gap between workers who received R140 and R80 a week and employers who he estimated earned R15 000 a week.

Strike rips the seams of the clothing sector

With 2% at stake, Western Cape clothing workers are to make history by striking for higher wages, writes **Rehana Rossouw**

THE clothing workers' strike is their first in the Western Cape for higher wages. Although there have been work stoppages over the years, never before has there been a co-ordinated strike by the overwhelming majority of workers in Western Cape clothing factories demanding more wages. At stake is 2%. They want 10%, and their employers are offering 8%

Salt River station services some of the biggest clothing factories in Cape Town and is usually teeming with weekday commuters. "This time tomorrow, this place will be empty," predicted clothing worker Maria Fortuin with some satisfaction.

On Wednesday afternoon, clothing workers were easy to identify as they streamed on to the platforms. They clutched pamphlets issued by South African Clothing and Textile Workers Union (Sactwu) and the word "strike" was on their lips.

On Thursday morning, about 40 000 clothing workers in the Western Cape formed the backbone of the national strike of 80 000 Sactwu members.

Fortuin, a machinist for 19 years and employed by clothing giant Rex Trueform, said her family was her motivation for going on strike for the first time in her working life.

"I'm doing it for my children. Who knows, one day they may end up in a clothing factory and I don't want them to ask me why I did nothing about the peanuts we earn," she said.

"I have my pride, you can only trample it for so long before I say I've had enough."

Fortuin earns R293 a week. Her labourer husband is unemployed and she is the sole supporter of a household which includes four school-going children.

"R293 doesn't go very far when you have to pay the rent, the electricity and buy food and clothes for children. At least I have a husband who works whenever he can find something

(152) 04-G 26/7-1/8/96 (E) (E)

There are hundreds of women at Rex Trueform who are single parents or support their parents. How are they expected to live decent lives?"

Fortuin said she was not afraid of threats by employers to lock out the strikers and withhold their wages at the end of the week. "I am striking for my rights and there's nothing in the world that can stop me."

Work had come to a standstill on Wednesday already at Rex Trueform when workers were angered by posters put up in the factory by management telling them the strike would hurt the economy.

"The posters were only up for a few minutes when they were torn down. The bosses don't care about the economy, all they care about is their good lives and having enough money to send their children to expensive schools and on holiday every year," Fortuin said.



'I have my pride, you can only trample it for so long before I say I've had enough' — Maria Fortuin

"We struggle just to keep our children in school so that they don't end up on the factory floor like their parents. We can forget about fancy holidays at the end of the year, we're too worried about the school uniforms that must be bought for the next year."

Sactwu does not have a strike fund for its members, but this does not deter Fortuin. She was using the last of her weekly train ticket to travel to union meetings on Thursday and Friday and wasn't sure if

she would have money to attend next week.

"We get by on so little, I'm sure we'll get by on nothing at all. People in the community are fantastic. They started collecting food for us last week already, so at least my children won't go hungry. I'm on strike until the bosses give in and pay us a decent wage."

This is the first ever legal strike in the history of the clothing industry in the Western Cape. Until 1987, workers were represented by the Garment Workers Union, a "sweet-heart union" which never once called for a wage strike.

Sactwu representative Andre Kriel said the union was not surprised by the 83% support for the strike ballot in the Western Cape as workers had previously responded well to stay-away calls in support of national demands.

"Before the ballot was held, we were well aware of the determination of our members to improve their wages. We had about 400 factory meetings in the run-up to the ballot and every one of them was packed like never before," said Kriel.

"Our members are very determined to stay out until they have won their demands. There seems to be very little fear of a lengthy strike."

The strike comes at a time when the South African clothing industry is facing fierce competition to match lower prices offered by foreign imports. National Employers' Caucus of the Clothing Industry representative Johann Baard said this had prompted many employers to adopt "survival strategies" and they could not afford to offer more than an 8% increase.

Baard said employers reserved the right to lock out strikers as this was still permitted in terms of the Labour Relations Act. Many employers have indicated they would lock out strikers.

He also warned that thousands of workers could lose their jobs as a result of the strike, which would cost the already struggling industry R15,6-million a day. The strike would also "tarnish" efforts to promote more investment in South Africa.

Don't buy from local clothing manufacturers, retailers urged

(152)
By WILLIAM-MERVIN GUMEDE

The South African Clothing and Textile Workers' Union has called on local retail groups not to buy from local clothing manufacturers until a settlement is stitched up to end the strike it started on Thursday.

Sactwu will target retail outlets suspected of buying from clothing and textile manufacturers with mass action, the union's Gauteng regional secretary Norman Ratshidi told the *Saturday Star*. He said the strike had been most effective in Gauteng, where 95% of the workforce had stayed home.

Ratshidi said some employers in Gauteng had already agreed to the 10% wage increase demanded by the union, opening the way for workers to return to the factory floor. Sactwu and the National Employers' Caucus of the Clothing Industry will go for mediation tomorrow in the hope of ending the strike.

"Sactwu was always open to mediation, and will end the strike if the employers come to the table with a good offer," he said. Employers have offered between 8 and 8,5%.

Charles Nupen, director of the Commission for Conciliation, Mediation and Arbitration, has been appointed as mediator, following a proposal to the disputing parties by Department of Labour deputy director-general Les Kettledas that they seek mediation.

Ratshidi said the strike and demonstrations would continue at the weekend despite mediation efforts.

"The mass action will go on, but this won't scuttle the mediation talks," he maintained. The union would report back to its members on the results of the mediation on Monday.

Johann Baard, the employers' chief negotiator, said yesterday the employers would not compromise.

Star 27/7/96

Top mediator to help end textile strike

By CAROL PATON
and DON ROBERTSON

ST 28/7/96 (152)

MEDIATION to end the clothing industry's first national strike is set to start today with leading mediator Charles Nupen in the chair between employers and workers

The SA Clothing and Textile Workers' Union claimed the strike had been a huge success, causing the shutdown of all major clothing manufacturers and most medium-sized ones, as well as bringing about 60 000 workers out in protest

Union officials Ebrahim Patel and Elias Banda said the strike, which began on Thursday, had grown on Friday when workers had gathered at factories for their weekly pay

However, a spokesman for the employers, Johann Baard, claimed almost all staff had reported for work on Friday, but most large manufacturers locked their workers out

Baard said "In the light of the mediation, I have an agreement with

Banda, the union's chief negotiator, that we will use our best endeavours to end the lock out and strike action from Monday morning"

But union sources said, even if mediation was successful, the strike would continue on Monday when shop stewards reported to workers

Patel said "Provided employers can make a bold and imaginative offer, we will go into mediation with a positive frame of mind"

The union demand remains at 10 percent, and the employer offer at eight percent. In cash terms, for most workers 10 percent amounts to an increase of less than R20 a week. Striking workers are losing R50 a day in wages, meaning that a protracted strike could wipe out any gains they may win

Patel said that the strike was "an investment in our future. When you are earning wages like these, a sacrifice of R50 is immense. Workers say they are striking in the hope that things will improve in the future."

• Negotiations by 200 000 steel workers for improvements to their wage and working conditions stalled on Thursday, after the National Union of Metalworkers of SA insisted the public holiday penalty clause be scrapped

The clause allows employers to withhold pay from staff who are absent the day before or after a public holiday without permission. It was recently the subject of an unsuccessful challenge in the Rand Supreme Court, when the union applied to have the clause declared invalid

Employers offered to amend the clause to exclude workers who protest against the "socio-economic" interests of other employees

During the talks, which started in March, employers represented by the Steel and Engineering Industries Federation of SA agreed to increase the previous wage offer of between eight and nine percent to between 8,5 percent for skilled employees, and 9,75 percent for unskilled workers.

Union declares disputes with seven big employers

Stage set for strike in retail sector

CT(RK) 29/7/96 (152)

By Jonathan Rosenthal

Johannesburg — Widespread labour conflict in the retail sector is brewing following the deadlock in negotiations between the 100 000-member South African Commercial, Catering and Allied Workers Union and seven employers in the past few weeks.

Sithembele Tshwete, a union spokesman, said at the weekend that the union had declared disputes with Edgars, Dion, Clicks, Metro Cash and Carry, OK Bazaars and City Lodge Hotels.

On Friday, union members plan to march to the Edgars head office in Johannesburg and the company's regional offices in support of demands for an increase of R350, or 19 percent, with a minimum wage of R1 300. Management has offered the higher of R220 or 10,5 percent, Nigel Urwin, the human resources director, said.

The union has applied for a conciliation board hearing. It also alleged management had not provided it with full information during the negotiations. Urwin denied this, saying "there was full disclosure of the company's finances to the extent that we invited the union to bring in its own auditors".

NUM tables demands at Implats

Johannesburg — The National Union of Mineworkers on Friday presented a list of its demands to Implats Platinum Holdings, a regional organisation for the weekend. "If the response is satisfactory, we will have no option but to go to strike action," Moflong said.

Most of Implats' almost 30 000 employees voted to strike in the ballot on Thursday.

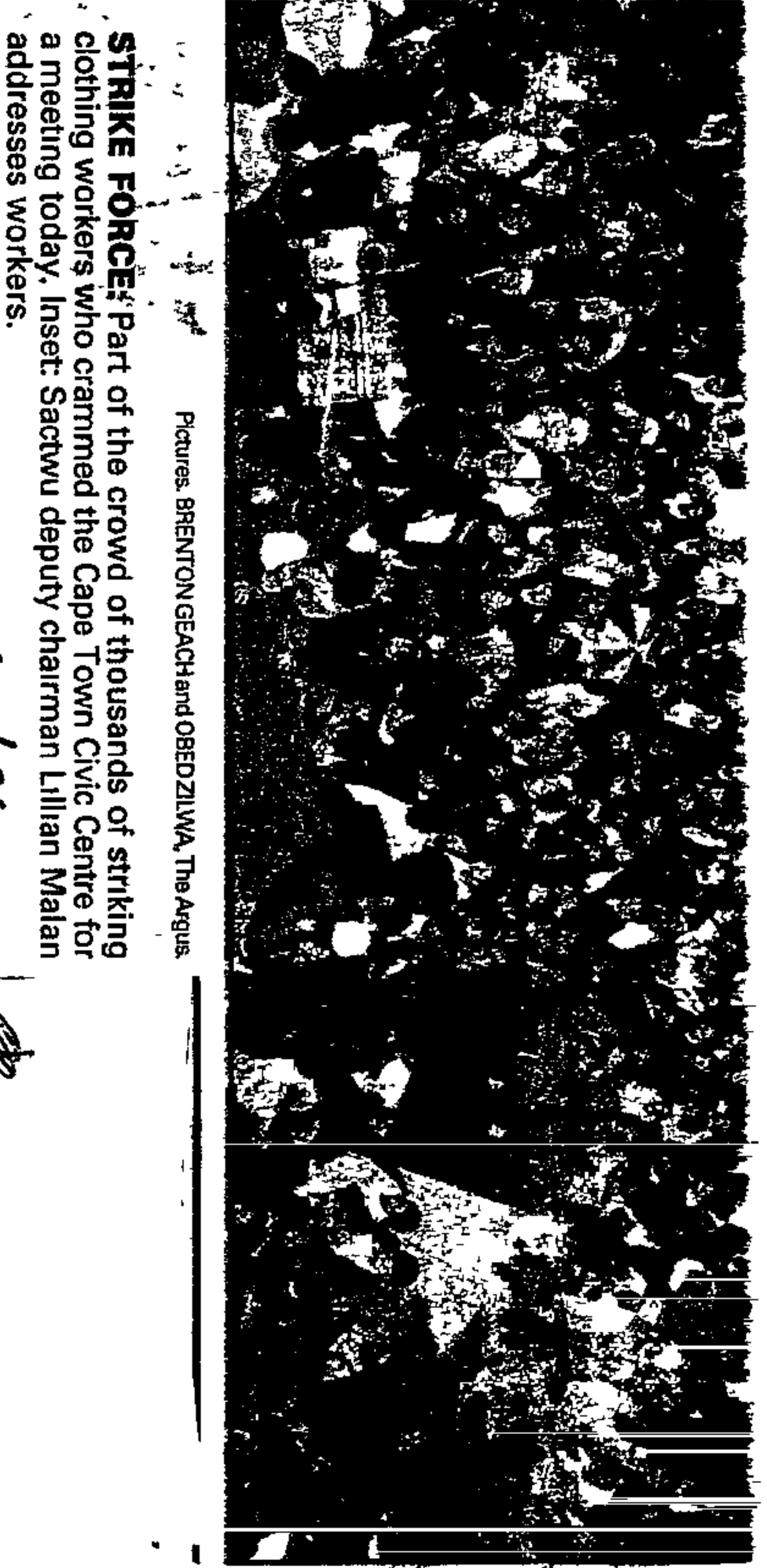
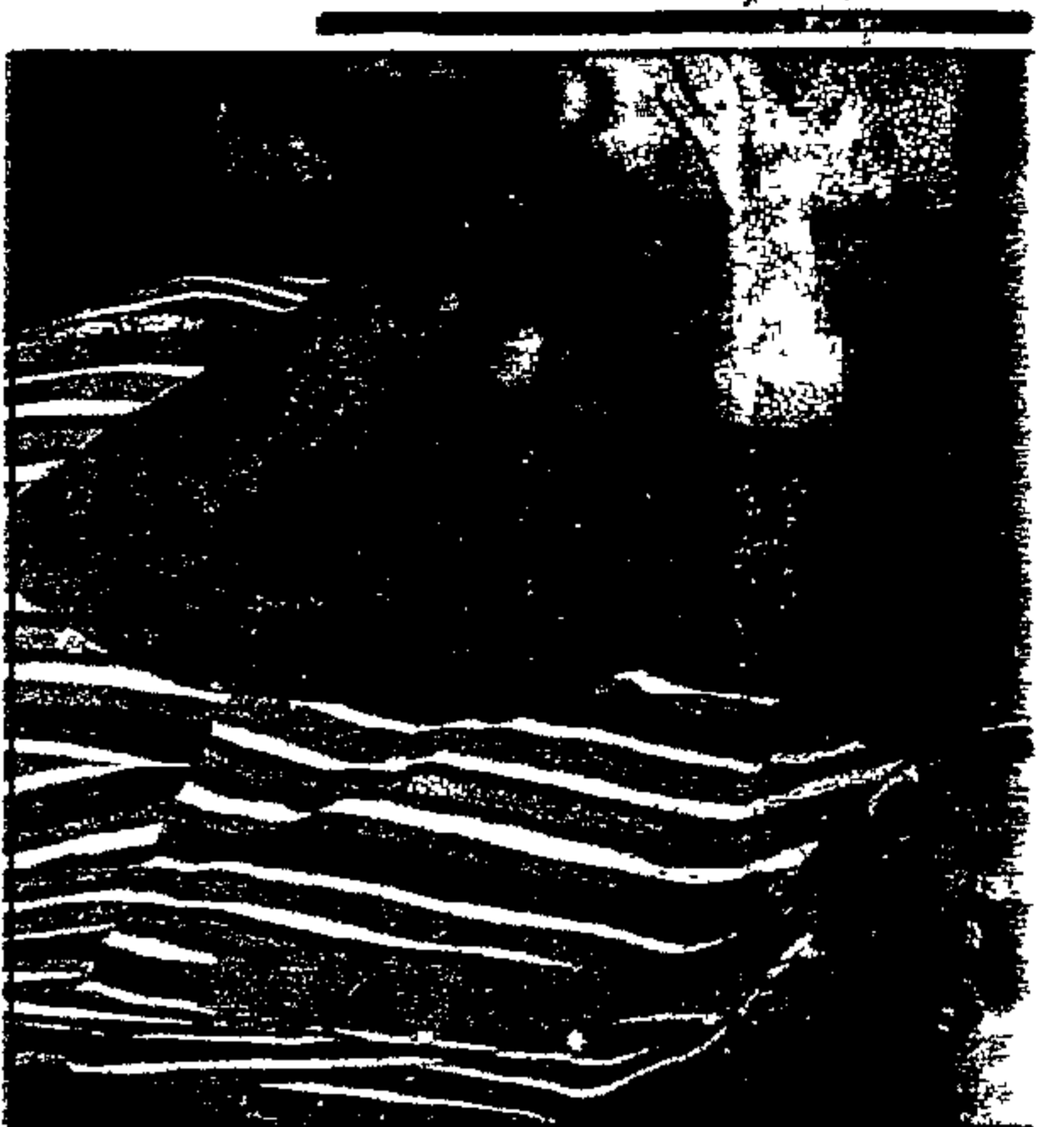
The union is demanding a 12 percent increase in the minimum wage, a R250 increase and a 15 percent staff discount at the store, up from the present 10 percent discount. The company has offered a R260 wage increase and no increase in the discount. The union has applied for a conciliation board hearing.

At Clicks, where the union claims a membership of 1 213 out of a workforce of 2 152, the union has demanded a R215 increase and an additional day's leave each month against the company's offer of R115 and no additional leave. "We will make a last effort for conciliation on 31 July and, if this fails, we will then meet with workers to ballot for a strike," Tshwete said.



DEADLOCK Johann Baard, chief negotiator of the National Employers' Caucus of the Clothing Industry, independent mediator Charles Nuppen, and Ebrahim Patel, deputy secretary-general of the SA Clothing and Textile Workers' Union (Sacton) during their weekend negotiations. The clothing industry strike, which started on Thursday, looks set to continue at least until mid-week.

ees, it has demanded an increase of R260. Management has offered R150 and a 1,5 percent increase in the company's contribution to pension and provident funds. "Our offer would take the minimum wage to R1 600 a month, which I think is the highest minimum in our industry," said Clifford Ross, the managing director. The union has also demanded two days of paternity leave and an increased transport allowance to R18 a shift, from R13,50. The union and OK Bazaars reached an agreement on wages but the union has declared a dispute over OK's restructuring. It has entered into negotiations in an attempt to forestall "unilateral" restructuring, but is also considering taking industrial action.



Pictures: BRENTON GEACH and OBED ZILWA, The Argus.

STRIKE FORCE: Part of the crowd of thousands of striking clothing workers who clammed the Cape Town Civic Centre for a meeting today. Inset: Sactwu deputy chairman Lillian Malan addresses workers.

Strikers plan pressure on stores

ESTELLE RANDALL, ASHLEY SMITH and JUDY DAMON Staff Reporters

STRIKING clothing workers decided today to put pressure on managers of major Cape Town shops not to buy clothes from strike-hit factories

This was decided at a South African Clothing and Textile Workers Union (Sactwu) rally at the civic centre

Organisers said they would put pressure on stores including Edgars, Woolworths and Mr Price. They also planned to tell store managers not to buy clothes from foreign markets to replace local goods. Strikers would further ask shop management to put pressure on factories not to lock out workers

Tomorrow employees plan to picket factories and put pressure on non-striking workers to join the strike

Talks to settle the clothing industry's first national strike will continue on Wednesday, but more employers were breaking ranks and offering between nine and 10 percent, Sactwu said

Yesterday's meeting in Cape Town between mediator Charles Nupen, employ-

ers and Sactwu failed to move the parties closer to a settlement and the strike, which began last Thursday, continues. Employers will also continue to lock out strikers wanting to return to work.

The union wants a 10 percent package increase to improve wages, annual bonuses, maternity leave, retirement benefits and skills training. Employers are offering eight percent.

Sactwu deputy general secretary Ebrahim Patel said, at the union's last count, employers countrywide had broken ranks with the official eight percent offer. He refused to give their names.

Cape Clothing Manufacturers Association executive director Peter Cragg questioned this claim and insisted Sactwu disclose the names.

Johann Beard, spokesman for the National Employers Caucus for the Clothing Industry, said employers were disappointed when Sactwu yesterday failed to move from its demand for a 10 percent package increase, although employers had not moved from their offer of eight percent.

"We were particularly disappointed since the union has publicly acknowledged that 10 percent was negotiable. We will con-

ARG 29/7/96

continue to appeal to workers about the consequences of continued strike action as this will only lead to further retrenchments," Mr Beard said

Mr Patel accused employers of playing with the industry's future

"We have shown our demand for a 10 percent package increase is affordable and just. Nevertheless, employers have kept the lockout going and have refused to move to a settlement range."

He said employers' use of the lockout had not been implemented in Gauteng nor was it being used in all factories in Cape Town and Durban.

Last week strikers staged demonstrations at retail stores in Cape Town's city centre and in the southern suburbs. Striking Rex Trueform clothing workers in Salt River burnt tyres early today.

Speaking in solidarity with the clothing workers at the civic centre, SA Municipal Workers Union (Samwu) member Vincent Jonas said the union fully supported the strike.

The regional organiser of Sactwu in the Western Cape, Rachel Visser, said workers had to be disciplined and not get drunk while on strike.

ARG 29/7/96

Omar offer

prompts

W Cape

prosecutors
to suspend
work-to-rule

Staff Reporter

WESTERN Cape prosecutors have voted overwhelmingly to suspend their three-week-old work-to-rule campaign, and magistrates' courts in the province will run normally from today.

Their decision was taken at a mass meeting in Parow on Saturday.

It was a direct result of Justice Minister Dullah Omar's offer to improve their lot, said Faiek Davids, spokesman for the Western Cape Prosecutors' Association.

Prosecutors have refused to work overtime or to prepare for cases outside normal working hours, causing huge delays in a justice system that is already under tremendous pressure.

They demanded better pay to match recent increases for magistrates, and for prosecutors to be independent of the civil service.

Mr Davids said Mr Omar's commitment to de-linking prosecutors from the civil service as soon as possible was welcomed.

As far as Western Cape prosecutors were concerned, the campaign was now over, and courts would run normally from today.

Mr Omar's proposals allowed for de-linking of prosecutors and state advocates from the civil service, filling of vacancies, overtime pay and "other possible measures to improve (their) position".

Workers told to 'camp' at factories

(184) (152)

Cape Town - Amid accusations that striking clothing workers were resorting to "dirty tactics", Ebrahim Patel, deputy general secretary of the SA Clothing and Textile Workers' Union (Sactwu) has called on striking workers to "camp" outside factory gates today.

Shortly after a "vote of confidence" in the strike at a mass rally in the city yesterday, workers marched to retail stores in the city centre, causing branches to close at lunchtime.

Peter Cragg, director of the Cape clothing industry manufacturers' association, said about 75% of clothing workers had returned to work yesterday. - Own Correspondent.

Star 30/7/96

Textile bosses call for truce

(152) (104) (103)
Sowetan 30/8/96

CLOTHING industry employers would partially modify the conditions of their lockout and reinstate all striking workers if they reported for duty today, employers' negotiator Mr Johann Baard said in Cape Town yesterday.

The strike called by the South African Clothing and Textiles Workers Union entered its fifth day yesterday.

Baard said employers were losing about R15,5 million a day in turnover, while employees were losing R5,6 million a day in wages.

A second round of mediation is scheduled for tomorrow after no agreement was reached on Sunday.

Intensify action

After a report-back to members, the union yesterday said it would intensify strike action and hold placard demonstrations at the premises of large retailers.

Baard said employers had no difficulty with workers' right to peaceful protest but that tyres had been set alight in the street at some factories in Salt River and Woodstock outside Cape Town and that non-striking workers were being intimidated.

Baard said there was minority worker support for the strike. He said taking back striking workers was the employers' gesture of goodwill in an effort to create a better climate for mediation tomorrow.

Sactwu deputy general secretary Ebrahim Patel said the union would put pressure on employers and if demands were not met, it would ask the public to boycott large retail stores. - Sapa -

State attorneys threaten to work by rule

PROSECUTORS and state advocates have ended their work-to-rule protest, but state attorneys are now threatening similar action.

An overwhelming vote by Western Cape prosecutors at the weekend to suspend the action in view of Justice Minister Mr Dullah Omar's salary proposals has had a ripple effect country-wide, Prosecutors Association of SA chairman Mr Blackie Swart said yesterday.

Omar's proposals allow for separating prosecutors and state advocates from the civil service, the filling of vacancies, overtime payment and other measures to improve their position.

He has also undertaken to have draft legislation prepared by August 31, to be tabled during the next Parliamentary session.

However, the Association of State Attorneys has made a veiled threat to embark on a work-to-rule if the outcome of a meeting with Omar on August 6 to discuss similar grievances is unsatisfactory —
Special Correspondent

UNION HAS LOST CONTROL - CHIEF NEGOTIATOR

Strikers shut down city stores

CT 30/7/96 (192)

AN ATTEMPT by strikers in the clothing industry to draw retailers into their wage dispute has failed. Woolworths and Edgars spokesmen said they would not respond to the union's "bully-boy tactics." **CYNTHIA VONGAI** reports.

STRIKING SA Clothing and Textile Workers' Union (Sactwu) members picketed Woolworths and Edgars retail stores yesterday, forcing the stores' Adderley Street branches to shut from lunchtime.

In an attempt to pressure retailers into forcing employers to settle their wage dispute with Sactwu, they rang up goods at the stores and then refused to pay for them. They carried out similar protests on Saturday.

Clothing workers have been striking since Thursday in support of a 10% wage increase, but the National Employers' Caucus of the Clothing Industry has only agreed to eight percent.

Allegations made yesterday by the chief negotiator of the caucus, Mr Johann Baard, that Sactwu had lost control of the striking workers were dismissed by Sactwu assistant general-secretary Mr Ebrahim Patel.

Baard said stonings at factory premises and the invasion of retail stores and the homes of clothing company executives were clear proof that Sactwu had lost control of its members.

He claimed there had been incidents of violence in Salt River and Woodstock, when strikers burnt tyres and intimidated non-striking workers.

"We are in the midst of a mediation initiative, yet Sactwu members have seen fit to resort to dirty tactics. From reports of incidents yesterday it is clear that the union ranks have been swelled by out-

siders," Baard said.

"Interference and intimidation have become commonplace. We hope the unruly behaviour and intimidatory tactics will be condemned by the union.

"Thuggery and blackmail will not win the day," he said.

However, Patel countered "I dismiss this allegation emphatically. Some workers made fires to keep warm and it is absurd to equate this with tyre-burning.

"The strike has been characterised by the utmost discipline and dignity in the face of provocation."

The strike is set to continue until tomorrow when employers and strikers meet again to try to resolve the dispute.

Sactwu has drafted a memorandum and distributed it to retailers asking them to sign it and return it to the employers' caucus.

The memorandum asks retailers not to buy goods from local clothing manufacturers for the duration of the strike and also asks them not to buy imported goods to replace the local orders because of delays caused by the strike. It also asks retailers to condemn the employers' lockout of striking workers.

In a statement yesterday, Woolworths said "a large number of Sactwu members" picketed outside Woolworths House (its head office) and staged sit-ins at its stores in Adderley Street and Claremont.

"They demanded our signature on their memorandum, but by agreement with the organisers

Woolworths did not sign and instead faxed a copy to the Employers' Caucus of the Clothing Industry. The fax said "A large number of employees picketed inside Woolworths head office today. We sincerely hope that this matter is resolved at Wednesday's mediation. We have received Sactwu's memorandum."

Edgars group human resources executive Mr Nigel Unwin said Sactwu's attempt to involve retailers would not work.

"We will not respond to bully-boy tactics used by Sactwu and we do not appreciate the disruption of business because we have lost a considerable amount of money."

Unwin said the avenue the strikers were taking would not result in a peaceful solution to the wage problem, which reached a stalemate during negotiations between Sactwu and the caucus.

Sactwu regional secretary Mr Wayne van der Rhee said the workers wanted to pressure retailers into helping settle the dispute.

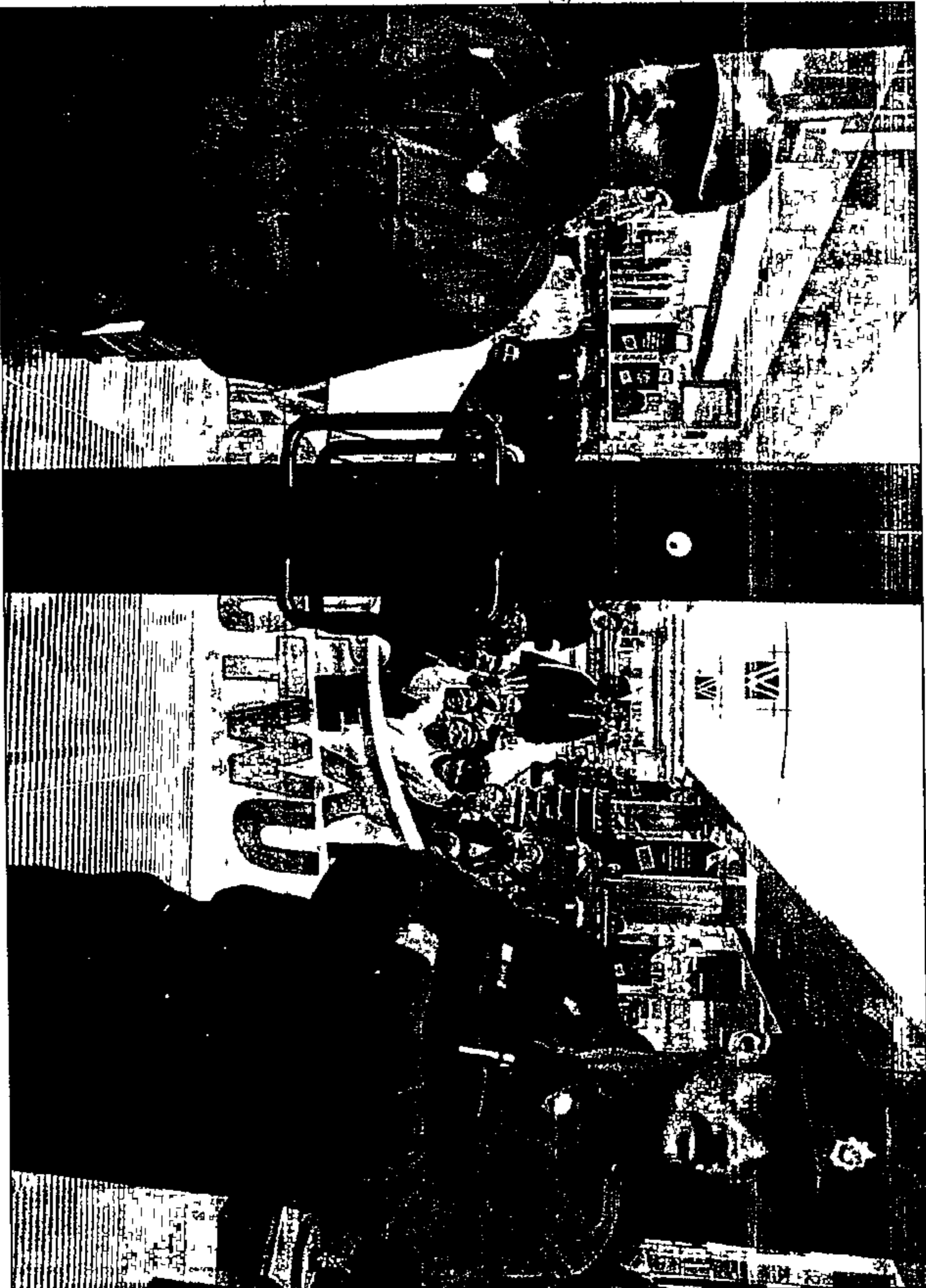
"Retailers have the power to insure there is a settlement," Patel said. Sactwu viewed the retailers as the beneficiaries of the low wages paid in the clothing industry.

"Woolworths and Edgars put a 100% mark-up on clothing goods."

By picketing in and outside retail stores, Sactwu wanted to win the support of retailers and the public and draw attention to what was happening in the industry.

"Stickers have shown incredible determination in pursuing a set of legitimate demands, which call on employers to place on the table a proposal to address the problems of the poorest workers in the industry," Patel said.

See Page 24



SHOPS TARGETED. Two policemen keep watch outside the Adderley Street branch of Woolworths yesterday, as a group of SA Clothing and Textile Workers' Union (Sactwu) strikers stage a sit-in inside

PICTURE: BERRY GOOD

Workers released after overnight strike blockade

ASHLEY SMITH
Staff Reporter

(152) (157) (154) ARG 30/7/96 ARG 30/7/96

AMID accusations that striking clothing workers were resorting to "dirty tactics", strikers today blockaded a Salt River clothing factory, barricading non-striking workers inside the factory

About 300 striking workers from clothing factories Bonwit, Kinross Clothing and Rex Trueform blocked the entrance to Bonwit clothing factory.

They refused to move until Jack Kipling, managing director of Bonwit Industries, agreed to the 10 percent increase being negotiated by the SA Clothing and Textile Workers' Union (Sactwu).

Some shop stewards had been outside the gates since midnight

Non-striking workers said they were upset that the picket meant they were not allowed to exercise their right to work

Striking workers had apparently locked

staff members inside the factory last night

After discussions, working staff members were released

Mr Kipling said the behaviour of the strikers was immature

"Non-striking workers should be allowed in," he said.

"To prevent people from entering was not agreed between union bosses and management

"My main priority is, however, the safety and security of my workers "

Two staff members were allowed into the premises to make up pay packages

The picket follows a call yesterday by Mr Ebrahim Patel, deputy general secretary of Sactwu, who called on strikers to camp outside factory gates today

But Peter Cragg, executive director of the Cape clothing industry Manufacturers' Association, said 75 percent of clothing workers had returned to work yesterday

He said there was a growing tendency for

workers to abandon the strike and to "tender their services"

Shortly after a vote of confidence in the strike at a mass rally in Cape Town yesterday, strikers marched to retail stores in the city centre.

Some outlets closed at lunch-time No violent incidents were reported although tensions ran high

Edgars, Woolworths, Foschini and Markhams were targeted by chanting workers

Johann Baard, chief negotiator for the National Employers' Caucus of the Clothing Industry, said Sactwu members were resorting to "dirty tactics"

He said factories targeted for "interference and intimidation" by Sactwu members were those which had an attendance rate as "high as 90 percent"

Mr Cragg said "There are pockets of high strike incidence, particularly in the Salt River area close to Sactwu offices "

Employers accuse striking clothing workers of barricading factories

Reneé Grawitzky

THE clothing strike took a confrontational turn yesterday with employers claiming that strikers were barricading factory entrances and harassing clothing employers despite an undertaking by the parties to continue mediation tomorrow.

In line with Cosatu's call, there was picketing of a number of retail outlets in the Western Cape which could spread to other parts of the country today. As the strike gained momentum,

there were rumours of an increasing number of employers threatening to break ranks which could ultimately undermine future centralised bargaining and the solidarity of the strike.

Amid claims of increased intimidation, SA Clothing and Textile Workers' Union assistant general secretary Ebrahim Patel denied the strike was turning violent. In an industry where 80% of the workers were female, it was unthinkable that the strike could have turned violent, he said.

Clothing employers claimed that

not only were people prevented from entering or leaving factory premises, but a senior clothing employer and his family had been harassed at home by striking workers at the weekend.

Patel said in this case the employer had refused to pay the workers on Friday and the workers had picketed outside his home at the weekend. Workers were paid yesterday.

Patel said there were two instances where guns had been pulled on striking workers and on Friday women had been forced to stand in the rain for up

to seven hours before they were paid their weekly wages.

He said it was in the industry's interest not to prolong the dispute. He stressed, however, that clothing workers were the lowest paid in the manufacturing sector, saying the "level of human misery of a family that earns R250 is incredible".

Clothing employer spokesman Johan Beard said more than 300 striking workers had gathered outside Searle's head office in Cape Town yesterday demanding a meeting with its chairman

Aaron Searl. A meeting was held but it was unclear what had transpired during the meeting.

Beard said employers were disappointed with the lack of progress during mediation on Sunday and with the union's failure to revise its 10% demand after the employers revised their position from 7% to 8% following the strike ballot.

He said employers were questioning whether the necessary commitment

Continued on Page 2

Clothing

Continued from Page 1

and desire existed to resolve the dispute, especially in view of the actions which had taken place yesterday.

He expressed concern that a relationship built up over years could be destroyed in a matter of days.

Union general secretary Jabu Ngcobo warned that the "parties must re-

ally come together with a sense of settlement". He said the first mediation meeting reflected that employers were not prepared to move towards a settlement. It was becoming evident that employers were taking advantage of the debate between labour and government on macroeconomic policy, Ngcobo said. "They are using this as their opportunity to fight labour by believing labour will have less strength to fight the struggle around wage negotiations this year."

BD 30/7/96

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(152)

Factories

Industrial action disrupts SA's main coal exporter

Nicola Jenvey

BD 30/3/7/96

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DURBAN — Richards Bay Coal Terminal, the main conduit for SA's coal exports, has been affected by industrial action among 40% of its work force.

Management was tight-lipped last night about the action, claiming contingency plans had been put in place to minimise disruption.

The full effect on capacity would be gauged once monthly capacity figures were calculated tomorrow.

The terminal has sought to keep silent about the dispute, which started early last week, and issued a statement only yesterday following inquiries from the media.

It said the dispute stemmed from annual wage negotiations with the Transport and General Workers' Union, which accounted for about 40% of its 500-strong work force.

The union represented semiskilled labour such as machine operators and

clerical staff, Richards Bay Coal Terminal said, and the action was "illegal". Contingency plans included using machinery operated by casual labour in longer than usual shifts.

The dispute had affected operations, but the terminal hoped to have returned to full capacity by last night. "Any backlog in terms of ships waiting to be loaded was neither significant nor abnormal," a spokesman said.

The terminal, which is jointly owned by major coal producers such as Ingwe and Anglo American Coal, plans to put through more than 60-million tons of coal this year.

Industry sources have previously indicated concerns about bottlenecks at the terminal, which is rapidly approaching full capacity.

None of the terminal's owners would comment, and the terminal declined to comment further, claiming the matter was commercially sensitive. The union could not be contacted.

'Will to settle' in tough wage talks

Reneé Grawitzky

THREATENED disputes and strikes at the height of the current wage round reflect a combination of worker expectation of increases as high as last year and hard bargaining on the part of employers in the face of tough economic constraints in some sectors.

Durban-based management consultant Pat Stone said despite a range of threatened strikes and hard bargaining on both sides, there "was a sense that parties are willing to settle" He said unions were not embarking on strike action "all over the place"

Management consultant Gavin Brown said this year's wage round had been one of the quietest in the past five years. Agreeing with Stone, he said there was a willingness to settle, and a reluctance to get into adversarial bargaining

He said that average settlements were coming in at 10% — far above the inflation rate

Those industries settling lower, such as in leather at 7,75%, were predominantly industries which were under threat by illegal imports, the inability to compete internationally, and massively reduced sales volumes, Brown said

Andrew Levy of Andrew Levy and Associates said that such a situation should be expected at this time of the year

"At this point there does not appear to be anything sinister in what is happening," he said

This year however, Cosatu had, he said, effectively focused attention on the wage round, and it had sustained its campaign relating to wage differentials between workers and management.

In recent weeks, retail, metal, mining and chemical workers have threatened industrial action in support of wage demands

In the face of the clothing strike, the SA Commercial Catering and Allied Workers' Union (Saccawu) has declared disputes in a number of large retail outlets including Edgars, Dions, Chcks, CNA and Woolworths.

It would seem the union has targeted Edgars with various forms of demonstrations, and has planned a march on its offices on Friday. The company has offered 9% with a minimum guaranteed increase of R220 per month which had been accepted by Fedcrow but rejected by Saccawu, which wanted R350 across-the-board or 20%

Although such disputes exist, settlements have been achieved at a number of companies including Pick 'n Pay, Truworths, Bears, Makro, OK Bazaars and Checkers Settlements in these companies have ranged between 9% and 12%, and across-the-board increases have ranged between R163 and R225 per month.

Outside of the retail sector, strikes are being contemplated at Impala Platinum Mines and in the metal industry

National Union of Metalworkers of SA spokesman Elias Monage said yesterday the union's senior leadership would meet today to discuss its strategy concerning the dispute in the metal industry, and they would decide on various forms of action, including strikes and demonstrations

Impala and the National Union of Mineworkers have not as yet met, to try to resolve the continuing wage dispute

BD 30/7/96 (152) (152)

Striking metal workers hold administrative staff captive

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About 300 striking workers held 15 administrative staff captive in their offices at a Pretoria metal factory for 12 hours yesterday before police freed the captives.

Police spokesman Captain Dave Harrington said none of the trapped staff had called the police, although they had access to telephones.

Police arrived at about 7pm after a patrol noticed something was amiss at Besaans-Du Plessis Pretoria Foundries.

A shock grenade was thrown and two rubber bullets fired before the strikers dispersed, and the group was set free.

Metal workers at the plant began the strike on Monday over what they

described as discrepancies in pay rises.

Management consultant Darran Ross said the strikers became violent yesterday morning and injured a supervisor, who was admitted to hospital.

At 8.30am the strikers barricaded all entrances to the administrative building, preventing staff from leaving. They maintained the blockade throughout the day.

In the afternoon the company obtained a court order barring the workers from entering the premises.

Ross, who had been among the captives, said police were not alerted as staff were convinced the situation could be defused through talks. - Sapa.

ET 31/7/96
Office staff held (52)
in
captive by strikers

PRETORIA: About 300 striking workers yesterday held 15 administrative staff captive in their offices at a metal factory here for 12 hours before police freed the captives.

Police spokesman Captain Dave Harrington said none of the trapped staff had called the police.

A shock grenade was thrown and two rubber bullets fired before the strikers dispersed — Sapa

Big return to work, say employers

CYNTHIA VONGAI
STAFF REPORTER

CLOTHING factory employers yesterday claimed that 70% of their workers had arrived for work yesterday — but the SA Clothing and Textile Workers' Union (Sactwu) angrily denied its four day-old national strike was falling apart and said the claim was "propaganda."

The union also denied allegations that their members were guilty of thuggery, drunkenness, violence and intimidation, but employers hit back, claiming that they had documentary proof of this.

Cape Clothing Manufacturers' Association (CCMA) executive director Mr Peter Cragg said yesterday there was a 70% worker attendance at clothing factories, compared with 65% on Monday. Factories that shut at the beginning of the strike on Thursday have remained closed.

Cragg said there had been reports of widespread intimidation of workers trying to return to work.

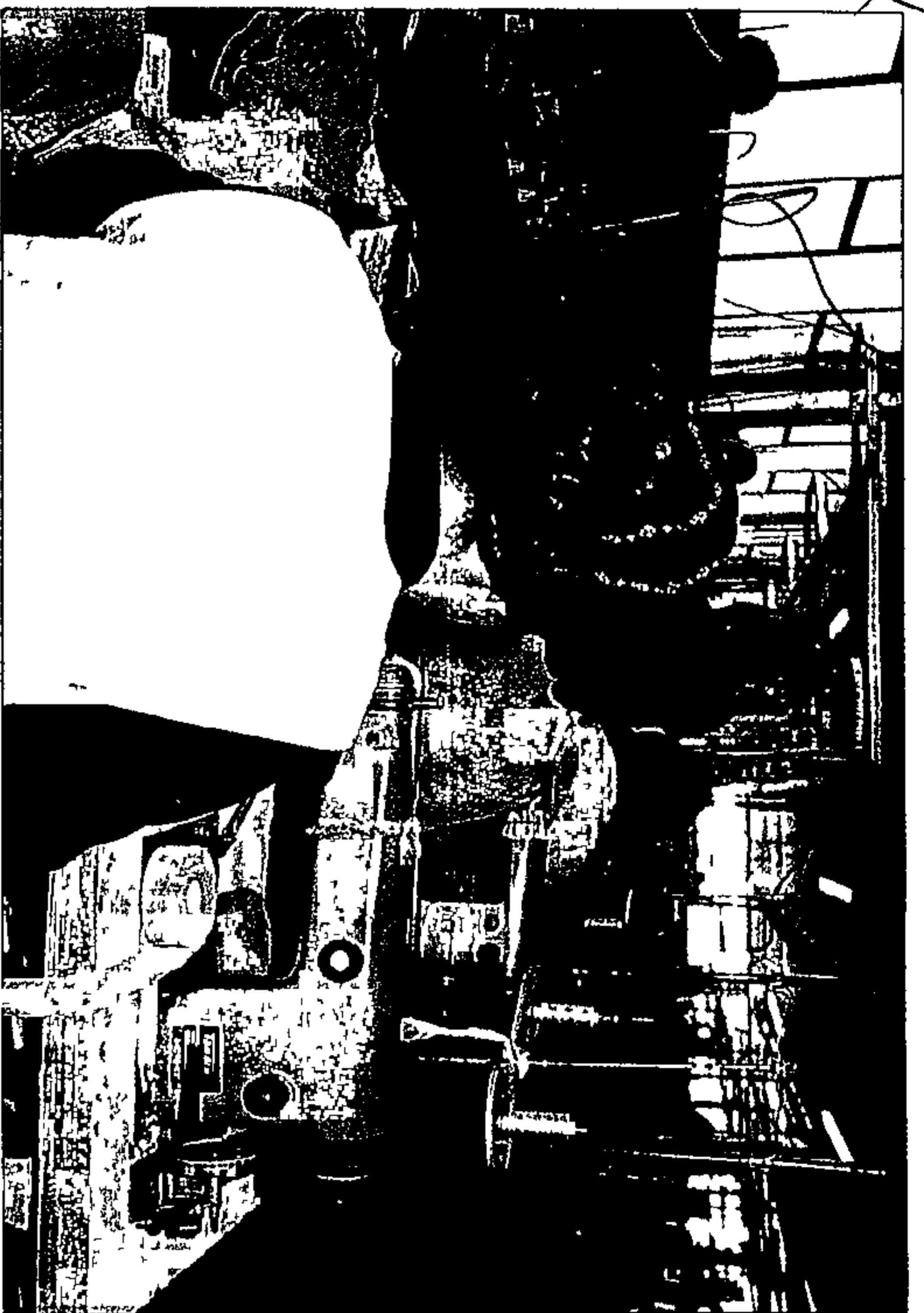
"Contrary to Sactwu's denial of violence during the strike, we have documentary and visual evidence of intimidation, violence, drunkenness and general unlawful behaviour by striking Sactwu members."

He also claimed that the situation at some factories was serious, with workers being physically intimidated by fellow strikers not to return to work, but to remain on strike.

"Our intention is not to create a negative perception of the strike, but the public must know what is happening," said Cragg.

Sactwu's assistant general secretary, Mr Ebrahim Patel, said last night the employers' claims of violence and unwillingness were untrue and mostly "exaggerated", as the strike had been peaceful.

● See Page 22



NO WORK, NO PAY: While a four-day strike by workers has closed many Cape clothing production factories, others have been kept going by workers who cannot afford to stop earning, even for a few days, or who do not wish to risk losing their jobs
PICTURE: GUY ADAMS

Fear for jobs keeps factories running

LISA TEMPLETON
STAFF REPORTER

MONY and fear of job losses has kept many clothing workers at their machines — in spite of pressure to join a nationwide strike.

The strike — which entered its fourth day of deadlock yesterday, with the SA Clothing and Textile Workers' Union (Sactwu) demanding a 10% increase and the National Employers' Caucus of the Clothing Industry offering eight percent — has brought many Cape clothing factories to a standstill.

However, some factories have been kept going — by workers who earn R293 a week and could not

afford to stop earning even for a few days.

"It was not good for me to strike because I have a husband who works now and then and three teenagers to support," said one worker. "If I go on strike I get no wages and then there will be no food in the house."

The worker said she was frightened by the strikers, who yesterday morning barricaded the doors of the factory where she is employed in an attempt to stop people from working.

"I am scared of them — they are dangerous and they shout ugly things at us, things you would not want to print in the newspaper,"

OR 3/17/96

(152) (484) (152)

A second worker said she was sympathetic towards the strikers, but could not afford to lose even one day's money.

"I sympathise with them. The strike is worth it even if it is only for a little bit of money," she said. "Most of the women workers are single parents and an extra R6 a week makes a difference to them."

A third worker, who had not joined the strikers because it went against her Christian principles, said she worried about small companies which could not afford to increase wages and would fold under union demands, leaving people without jobs.

She expressed concern for strikers who did not earn money while striking — unlike union officials — and who could not tell how long the strike would go on for.

Another worker said she was not prepared to strike because she was disillusioned with the union. "I was a union member for 20 years, until my friend lost her house in a fire and we appealed to the union for help," she said. "All they gave her was R50."

One clothing manufacturer, who asked not to be identified, said his employees who worked through the strike were "terrified", after strikers hurled abuse and threats at them.

No compromise in Sactwu dispute

(152) (197) (1984) 80 31/7/96
CAPE TOWN — Clothing industry employers and the SA Clothing and Textile Workers' Union agreed yesterday that a settlement of the four-day clothing workers' strike was in both parties' interest, but neither was prepared to offer any compromise before today's second mediation meeting in Cape Town.

Claims and counterclaims were made by both parties after the National Employers' Caucus and the Cape Clothing Manufacturers' Association accused union members of violence, drunkenness and intimidation of non-striking workers.

Sactwu deputy general secretary Ebrahim Patel said his union unequivocally condemned any violence and called on all strikers to behave in a peaceful and disciplined manner.

Peter Cragg, executive director of the association, made written statements from seven companies available to the media stating that striking workers were burning tyres, erecting barricades, damaging gates and physically abusing non-striking workers.

Doug Miller, spokesman for Pep Manufacturers, said exits at Pep in Parow were blocked, tyres had been set alight and non-striking workers had been prevented from entering. Other companies had similar complaints.

Johan Baard, chief negotiator for the caucus, said the relationship between employers and workers in the clothing trade had always been the envy of other industries and it was essential that this relationship be maintained.

He said both parties had to do

everything in their power to find a settlement and to look back on the strike as a learning process, and not one which had destroyed an unique relationship between management and workers.

He said he remained hopeful that a positive announcement would be made after today's meeting, but that both sides would have to compromise.

Patel said his union would not harden its position, and would enter the "with an open mind and a positive attitude"

Sactwu is demanding a 10% wage increase and employers have offered eight percent, but have indicated an 8,5% offer was on the cards.

Reneé Grawitzky reports that sources close to the negotiations indicated that about 40 companies had shown their willingness yesterday to concede to the union's demands, which could put pressure on the employers to revise their positions.

Patel said the offer of 8,5% was not new. "In fact the employers sought to define what would be their settlement range (between 8% and 8,5%) and then tried to lock-in the union into this settlement range"

Patel said more than 60 000 workers were still on strike. He said he knew the workers would experience hardships, but they were determined to get a fair deal.

Workers picketed stores, corporate head offices and stores yesterday and a number of church services were planned for today

Baard said the loss in turnover after the four-day strike was about R10m-R12m. — Sapa.

Go-slow strikers kept from work

3/7/96 (152)
60 (152)
Nicola Jenvey

DURBAN — Richards Bay Coal Terminal had locked out about half of the 500 workers employed on-site since Sunday following a breakdown in wage negotiations and a deadlock on housing subsidies, Transport and General Workers' Union spokesman Dumisani Nyawo said yesterday.

Nyawo said union members had been on a go-slow strike since last week when labour representatives and management talks on the annual increases broke down.

Richards Bay Coal Terminal MD Mike Dunn declined yesterday to comment on the union's allegation that management had locked out the semiskilled work force at the weekend.

Nyawo said there had been a deadlock in negotiations on the housing subsidy. The union had called for subsidies to be equalised across the board and not dictated by band status.

A-band employees received a R550 monthly subsidy, B-band R700 and C-band R1 200. Nyawo said the company's offer of R620, R790 and R1 532 respectively was unacceptable and should be standardised to a minimum R1 000.

The union demands a wage increase of between 12% and 15%, with the employer offering 10,5%.

Nyawo said the union would compromise on 12% if a satisfactory agreement could be reached on the housing subsidy issue.

Negotiations were expected to continue today.

Advocates end work-to-rule and prosecutors may follow

By 3/17/92 (152)

STATE advocates have ended their countrywide work-to-rule action and prosecutors yesterday appeared set to follow suit.

But state attorneys may embark on similar protest action if they are not satisfied with their meeting with Justice Minister Dullah Omar next week.

Association of State Attorneys secretary Stuart Chambers said the organisation would meet Omar on August 6 to discuss their grievances.

"No decision has been taken on work-to-rule or other industrial action," he said, "but this has not been ruled out in future."

Prosecutors' Association of SA chairman Blackie Swart said the organisation was still expecting a response from Omar's office on sugges-

tions it made on Friday.

The association had "fine-tuned" the department's earlier proposals on alleviating problems with prosecutors' salaries, Swart said, and was confident of a positive reply.

He said the department's proposals did not represent a firm offer and were subject to the allocation of funds by Cabinet or approval by the Public Service Commission.

He was confident the association's proposals would be acceptable to prosecutors in the short term.

Swart said that Omar had agreed to a time frame to delink the prosecutors from the public service. "It is a positive step for us to work for by the time the legislation (providing for the delinking) is tabled before Parliament, the

prosecutors will be organised to handle their own management."

Swart said the work-to-rule would continue until a final agreement was reached, but Western Cape prosecutors on Monday decided to suspend the action until August 31.

Swart admitted that the work-to-rule action, which started on July 8, had caused a backlog of court cases, especially in cities. "We have created it and we will do our utmost to work it down as soon as we can," he said.

The Society of State Advocates said its members would end protest action, despite the fact that negotiations with the justice department for interim relief had been a futile exercise, won in the end by crime and criminals.

"We, the state advocates, the department of justice and society at large, are the losers," it said.

On its earlier work to rule protest, the society said too many professional hours had already been wasted.

"We do not wish to be perceived to support anarchy. As we are dedicated legal professionals, we find the very idea of possibly contributing to the further crippling of the justice system repugnant."

The apparently unfair labour practices which the department had committed would be discussed within the department's bargaining chamber.

However, the society appreciated Justice Minister Dulla Omar's commitment to delinkage, parity and the general improvement of state advocates' and prosecutors' positions — Sapa