

INDUSTRIAL RELATIONS - WORKERS' Org. Confed.

[136]

1975 - 77

Whites must make way for Blacks'

STAR 27/5/75

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Labour Reporter

The 180 000 - strong White Confederation of Labour has accepted the principle that some Whites must make way for Blacks on the labour front in the face of economic realities in South Africa.

"We want Government-sponsored facilities for the training and retraining of unskilled or semi-skilled White workers who are displaced by Blacks," Mr Wallie Grobler, the confederation's secretary said in Johannesburg today.

Mr Grobler was speaking after the confederation's quarterly executive council meeting which followed a slight, but significant, reshuffle of some of its membership.

EMPHASIS

The meeting paid particular attention to training facilities for Whites

Referring to correspondence between the confederation and the Minister of Labour, Mr Grobler said current emphasis was misplaced.

Instead of concentrating on the training of White artisans, the emphasis should be transferred to the training of those Whites who were being displaced by Blacks at semi-skilled or operator level.

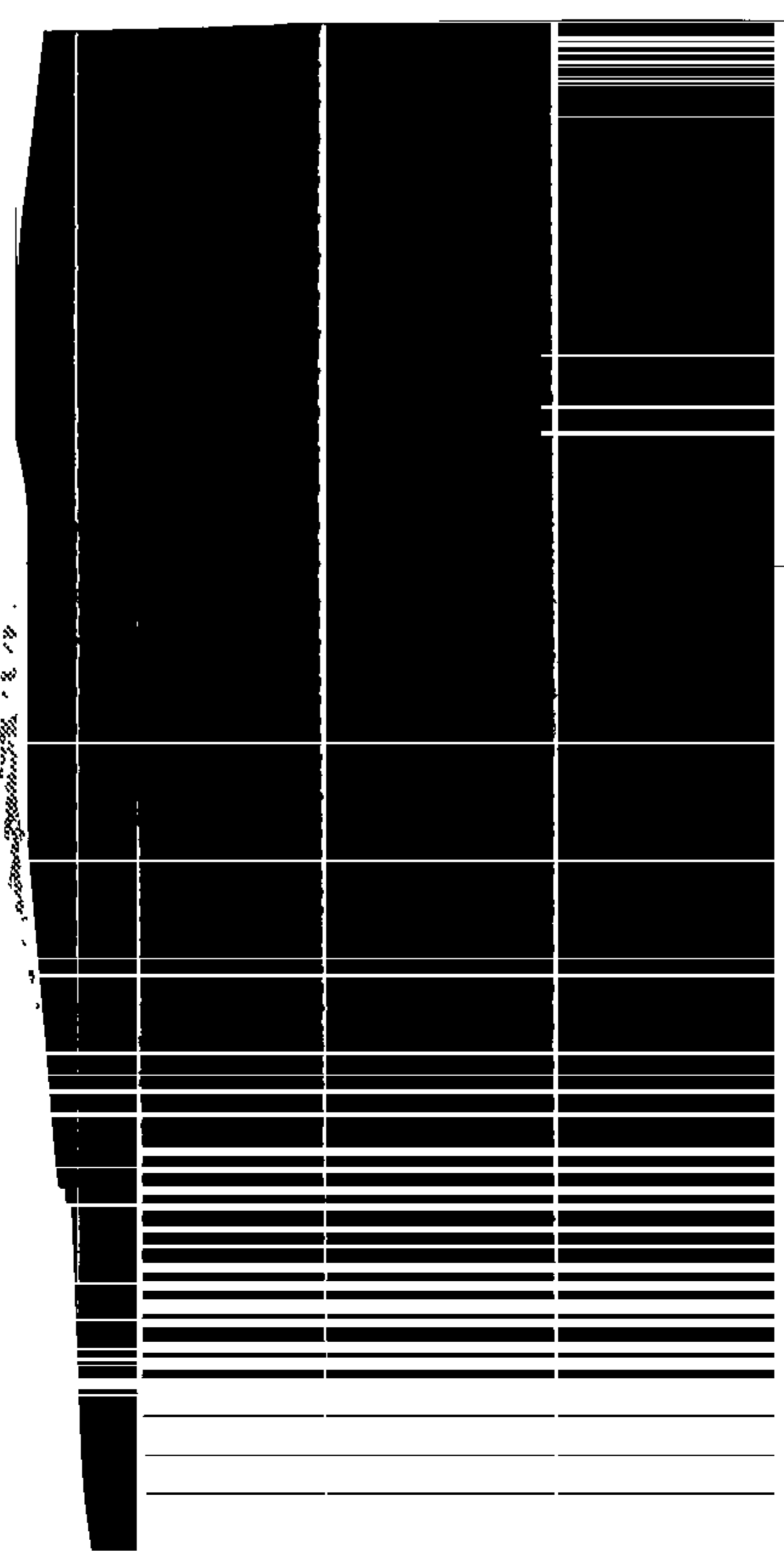
Existing training facilities for artisans fell short of requirements.

Mr Grobler welcomed the news that the Government was considering the establishment of another artisan training centre such as that at Westlake, Cape Town, which provides crash courses for adults.

Mr Grobler said the confederation called for a complete review of price

control. While it was against the principle of complete price control, it felt the present system did not meet the requirements.

"For example, cigars are subject to price control at the moment while essential commodities, such as medicines and some common foods, are open to profiteering," he said



Blacks threatening White jobs, says union leader

RDM 15/4/75

Staff Reporter

THE POWERFUL Right-wing SA Confederation of Labour fears growing unemployment among unskilled Whites because of the number of Blacks being employed in industry.

The president, Mr A I Nieuwoudt, warned yesterday if Black advancement resulted in White unemployment it could constitute a "political powderkeg".

He said there was already unemployment among unskilled Whites and indications were that it would become

more serious

It appeared one of two things was happening.

"There could be a recession causing slack in the private sector — this is apparently so in the building industry — or employers are replacing White workers with Blacks."

Mr Nieuwoudt said he wanted an assurance from employers that Whites were not being pushed out by Blacks.

This would be a scandal and against Government policy if the object was purely to decrease costs.

Mr Nieuwoudt said it was

necessary to train Black workers, and for good race relations their economic lot should be improved

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said Mr Nieuwoudt's fear of substantial White unemployment seemed groundless

At present there was no significant unemployment

among Whites.

There were, however, a small number of unemployable Whites

"In all economies there is a small percentage of people who, because of physical or mental disabilities, cannot be usefully employed"

Mr Grobbelaar said the advance of Black workers would obviously necessitate adjustments.

Ditching the verkramptes

What lies behind the big SAR unions' dissatisfaction with the SA Confederation of Labour? The background story

FM 4/4/75

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The writing is on the wall for the SA Confederation of Labour. It was dramatically underlined last week when the 9 000-member SA Footplate Staff Association decided not to re-apply for membership.

The Footplate men's move follows the decision in March of the Federal Consultative Council (FCC) of SAR & H Staff Associations to withdraw its group membership and leave it to its member unions (Footplate being one of them) to re-join individually if they wished.

The 20 000-man Artisan Staff Association tells the *FM* it will re-join, but the Footplate men's move may nevertheless precipitate walkouts by other big *verligte* unions which are no longer prepared to go along with the *verkramptes* who control the Confederation.

The *verligte* Railway unions, which have taken significant strides in opening jobs to Black workers, have been rendered impotent within the Confederation. This has come about largely because of their affiliation as a group through the FCC.

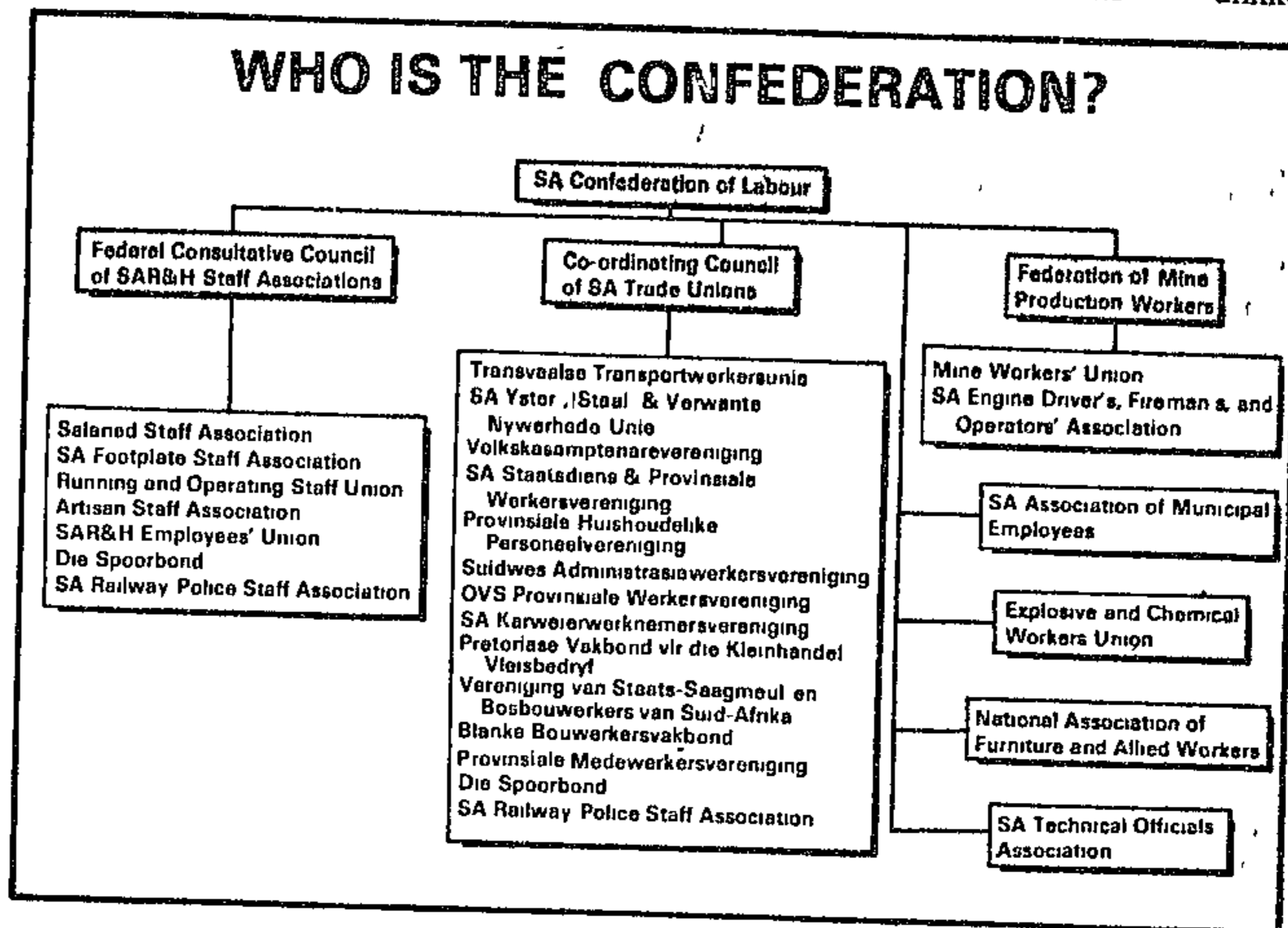
In terms of its rules, the FCC cannot even put matters on the Confederation's agenda unless all seven FCC unions agree. The result has been that the two small conservative unions in the FCC (Sporbond and Railway Police) have been able to veto the introduction, by the FCC at Confederation level, of issues which the *verligte* unions regard

as crucial — mainly Black job advancement and Black worker representation.

There are also divided loyalties. Sporbond and Railway Police are also members of the conservative Pretoria-based Co-ordinating Council of SA Trade Unions (Koördinerende Raad). Ideologically they are much more at home there than in the FCC. The Raad's member unions are also affiliated on a group basis to the Confederation. HNP firebrand, Gert Beetge,

is a key figure in the Raad.

As far as the FCC is concerned, according to Artisan Staff general secretary Wally Grobler (who is also honorary secretary of the Confederation, but clearly out of step with its conservatives), the straw which broke the camel's back came last November. The Raad, through backstage manoeuvres, got majority control of the Confederation's six-man management committee in bitterly contested elections — unlike



previous "gentleman's agreement" elections. Some railwaymen believe they were stabbed in the back.

To add insult to injury, when an announcement easing job reservation in the building industry was gazetted earlier this year (*FM* January 31), Beetge got the Raad-dominated management committee to send a protest deputation to the Minister of Labour without the authorisation of other Confederation members. A Raad deputation was thus passed off as a Confederation deputation.

As Piet Roodt, general secretary of Footplate Staff, put it to the *FM*: "Gert dragged the Confederation in on his own union's opposition to relaxing job reservation. So we at the FCC were dragged along against our will with certain Right-wing proposals."

Another sore point, says Roodt, is that, while some of the FCC unions would like to co-operate with Tucsas on matters of mutual interest such as fighting inflation, the Confederation "adopts an attitude of total non-co-operation with Tucsas, which is embarrassing to these unions."

It was anger at these *verkramp* manoeuvres which led to the FCC's withdrawal (effective from the end of May).

As "Liebie" Liebenberg, elder statesman of the Railway unions, put it to the *FM*: "We are going through times in SA when everyone must stand up and be counted. But the Confederation has shot its bolt because it won't even think about the role of Black workers."

"It can't give attention to productivity because it won't talk about Black labour. It won't have dialogue with Blacks, but if Black workers are not considered the White workers will suffer. The FCC has a contribution to make but the Confederation stops it."

In the words of Wally Grobler: "The SAR is a vital industry and must be kept going. So Blacks have to be upgraded. We feel mature enough to discuss this without pulling any punches. But I get the impression that the Raad sees Black advancement as a big bogeyman, and they shy away from it. The Black man is knocking at the door all the time. We can't wish him away."

Raad unions do indeed seem to prefer to keep things under wraps. Henry Ferreira of the 35 000-strong SA Iron, Steel, and Allied Industries Union (known as Yster en Staal), which is by far the biggest of the Raad members, told the *FM* that Blacks were moving into more skilled jobs in industries covered by his union (such as Iscor).

"We could issue a statement on these developments every day. But our main difference with the FCC is that we don't like to talk about job relaxation. We fear a backlash from the HNP and from our

own members if we do so."

Some of the unions affiliated to the Confederation, says Piet Roodt, "press for job reservation irrespective of any consequences, and irrespective even of whether Whites are available."

With the withdrawal of the FCC and Footplate Staff, things at the Confederation are "very much in the melting pot", confirms Roodt.

Clearly, some of the *verligte* Railway unions hope to reform it from within. But even though Artisan Staff has decided to re-affiliate, it won't take too much *verkramp* provocation to make it leave.

Whether moves to reform will succeed depend on several factors.

- How many *verligtes* decide to re-affiliate and thereby increase *verligte* voting strength in the Confederation rather than write it off as a lost cause.
- The influence of Gert Beetge within the Raad, and

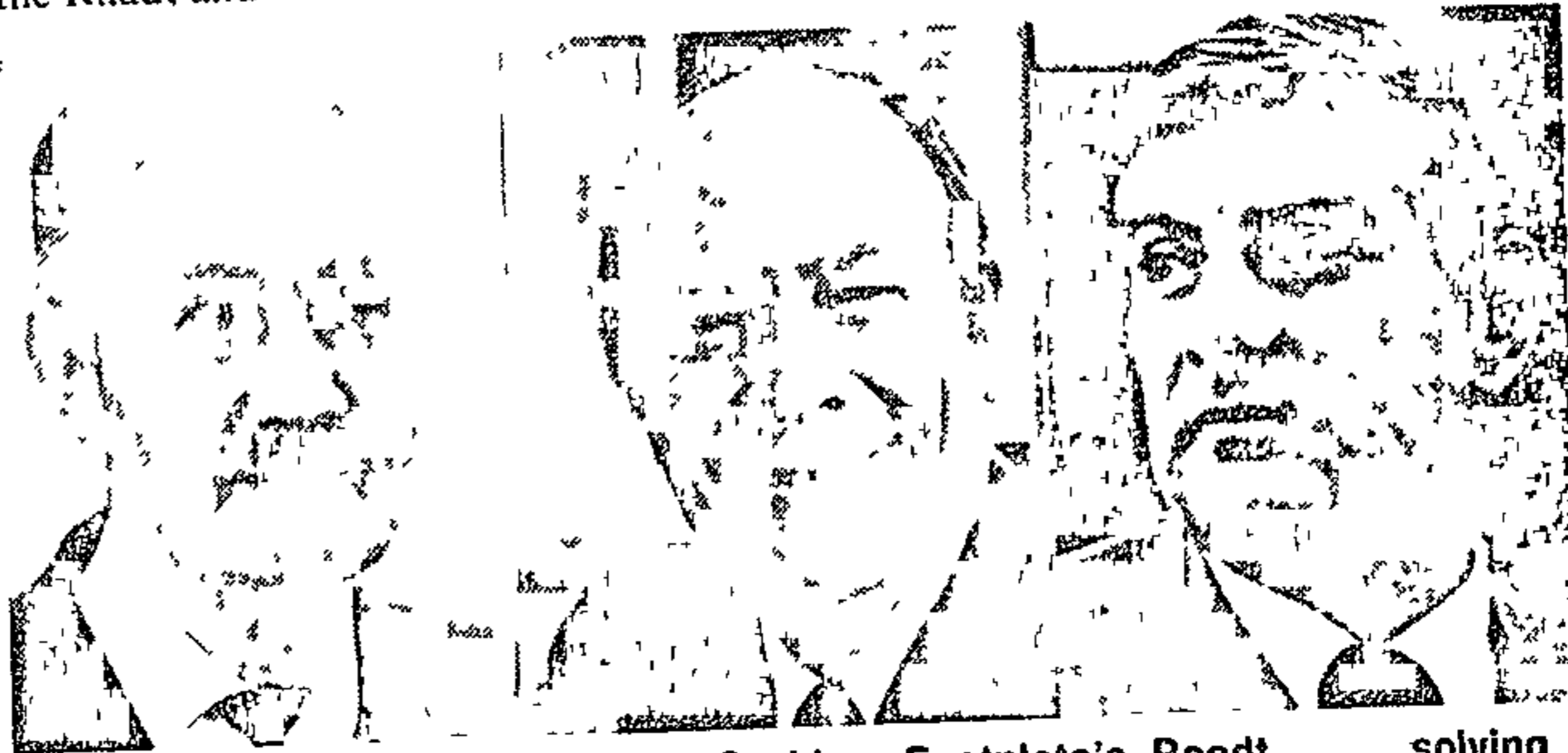
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Some years ago, for instance, "bad blood" between Paulus and the Raad led to Paulus' support for Wally Grobler's appointment as secretary of the Confederation — a move designed to prevent the secretariat from falling into the hands of *verkramp*es.

Niewoudt is not regarded as personally particularly influential at this stage. Grobler's view is that "it would not take too much to persuade SAAME to leave the Confederation."

The chances are that the Confederation, like the Old Guard in the UP, is beyond reform. The *verligte* unions see the question of their relationship with Black workers as too urgent to be the subject of further blocking tactics within the Confederation.

As Roodt put it: "We felt that even if Footplate re-affiliated we would always be hampered on policy decisions by compromise to keep the far Right



Spoorbond's Jacobs, Artisans' Grobler, Footplate's Roodt . . . solving deadlocks

- The attitude of two important unions which are members of neither the FCC nor the Raad and which, in a sense, now hold the balance of power in the Confederation.

Roodt says "we are not scared of Gert, but he is a very clever man and makes use of the Raad," a view echoed by Grobler: "Gert is a sly fox. He uses his influence very shrewdly." Liebenberg adds "Gert is smooth. He is a force in the Raad, make no mistake."

The two unions holding the balance of power are Arrie Paulus's 16 000-man Mine Workers' Union, and Attie Niewoudt's 38 000 member SA Association of Municipal Employees (SAAME). Niewoudt is also president of the Confederation.

Danie Jacobs, secretary of Die Spoorbond and second vice-chairman of the Confederation "guesses" that the Raad got control of the Confederation's management committee in the November elections with the support of SAAME and the miners. But here Paulus is an unknown quantity and the Raad cannot take his support for

happy."

So it looks as if the Confederation, diminished in membership, will be left to the *verkramp*es — unless, as Liebenberg puts it, the defections make it "pull up its socks."

Whither the *verligte* Railway unions?

Although they generally regard the works and liaison committee system for African workers as unsatisfactory, they do not go as far as Tucsas in advocating the admission of Africans to the registered trade union movement.

A third trade union co-ordinating body — occupying the middle ground between Tucsas and the Confederation — may thus emerge, comprising some of the Railway unions as well as some of SA's 80 odd unions which are not affiliated to either Tucsas or the Confederation. Jimmy Zurich, president of Artisan Staff, is busy looking into this option. The large Amalgamated Engineering Union, for example, has already expressed interest in such a body.

Having shed the burden of the reactionaries, the *verligte* Railwaymen will continue to steam ahead.

The Confederation of Labour has lost at least one union to the newly-formed SA Central Labour Organisation. What does the move mean for labour relations?

Opening up the options

Like mountains, political alignments in SA rarely shift. Trade union politics is no exception. For years, trade unionists have been divided into two camps, the multiracial Tucsas (233 000 members) and the all-White Confederation of Labour (195 000). Another 80 unions, with more than 200 000 members, are affiliated to neither.

So when the 22 000-member Railway Artisan Staff Association (ASA) announced this month that it was withdrawing from the Confederation to join the Amalgamated Engineering Union and the SA Footplate Staff Association (Safsa) to form the SA Central Labour Organisation (Saclo), eyebrows were raised. Some observers feel the Confederation has been dealt a severe blow, particularly as it will lose its highly-respected secretary, Wallie Grobler (who is also secretary of the ASA).

ASA's withdrawal was not unexpected. Some railway unions have been uneasy about the Confederation for some time, and Safsa set the ball rolling by effectively withdrawing last year (FM April 4 1975). Railwaymen fear that the Confederation is dominated by *verkrampes*, particularly those within the Co-ordinating Council of SA Trade Unions, the *Koördinerend Raad* (which is itself affiliated to the Confederation), that it is concerned only with the interests of White workers and that it is inflexible on Black job advancement and representation.

But will the ASA move precipitate a mass exodus from the Confederation? Two railway unions, the Spoorbond and the SA Railway Police Staff Association, both members of the Raad, are unlikely to leave. A third, the Salaried Staff Association, has said it will not leave at this stage. A block withdrawal by railway unions is therefore not expected, nor do other unions appear likely to leave in the near future.

Confederation president Attie Nieuwoudt tells the FM he is confident that the Confederation's membership will soon be well over 200 000. Raad chairman and Spoorbond general secretary, Daan Jacobs, says he knows of no other railway union likely to leave. Neither Grobler nor Safsa general secretary Piet Roodt sees a mass exodus.

Grobler says that one or two other Confederation unions are probably giving the idea of Saclo affiliation "a good think" but that Saclo will not attempt to

"poach" membership from either Tucsas or the Confederation. Instead, it will look to presently unaffiliated unions for potential membership. In time, says Grobler, some Confederation unions may "look longingly" at Saclo.

Even if the Confederation does lose more unions to Saclo, it will still remain a force to be reckoned with. As SA Technical Officials' Association general secretary Henry Mallet-Veale points out: "Even if Confederation numbers do drop slightly, we still have representation on government bodies, which we are not

likely to lose."

The formation of Saclo does, however, add an important new dimension to the trade union scene. The three unions committed to its formation represent some 74 000 members and that number could easily double.

How, then, will the move affect White labour's attitude to White-Black relations in industry? Some observers see the move as a dramatic break from rigid *verkrampte* control over trade union attitudes. Jacobs defends both the Raad and the Confederation against the *verkrampte*



Nieuwoudt (top left), Roodt (top right), Grobler . . . the parting of the ways

charges. The Raad is Right-wing, he says "because we do support apartheid", but it is not an explicitly political body. "Most Raad unions forbid their officials from holding office in political parties," he says, "and we do not consult politically. The Raad is open to all political persuasions."

Confederation members do not see Black job advancement as a cause of the split. "There isn't one union, regardless of affiliation, that hasn't allowed Blacks into previously White-held jobs," says Mallet-Veale. "The trend is inevitable

File mail 25/6/76

and affiliation to the Confederation doesn't prevent it happening."

Jacobs makes the same point. "My own union requested the Minister to allow Blacks to take over previously White-held jobs as long ago as 1952," he says. "We have given over 15 000 positions to Blacks as our members have been promoted. We have no objection to Black job advancement as long as Whites are not displaced. Neither does the Raad nor the Confederation. The only difference is that we don't seek publicity."

As far as Black worker representation is concerned, the Raad is known to have opposed the draft amendment to the Bantu Labour Regulations Regulation Act, which would have extended the works committee system. The Confederation, however, supported the, move in principle Jacobs says opposition to Black trade union recognition is not an issue. "We may oppose Black trade unions, but so do the railway unions which have left the Confederation. Neels Botha (Safsa President) is no liberal."

To some extent Jacobs is right. Both Safsa and ASA support continued job reservation. ASA, says Grobler, regards it as a "handy safeguard to keep in reserve". Neither supports the recognition of Black trade unions. Both agree with the substance of Nieuwoudt's plea at the opening of the Confederation con-

ference recently that Blacks should not replace Whites unless the Whites are adequately catered for. Both say Black job advancement must be "orderly," and that White workers must be retrained for higher level jobs.

Like it or not, the railway unions are as determined to safeguard their member's position as any inside the Confederation. They do not see the so-called "rate for the job" as a safeguard.

The differences between Saclo and the Confederation are nonetheless significant. Firstly, Saclo will be open to all registered unions. Thus, says Roodt, will certainly include registered Coloured and Indian unions, as well as registered mixed unions. If, in the future, Black unions gain recognition their applications will be considered.

Secondly, there seems little doubt that Saclo will be more flexible on key issues than the Confederation. "We are realists," says Roodt. "SA is changing and we must adapt ourselves to those changes and keep up with them. We want to feel free to criticise government where it deserves criticism, to praise it where it deserves praise." Roodt himself recently said that Black trade unions were inevitable, at least for skilled Black workers. Safsa has recently joined the newly-formed Institute for Industrial Relations. Most significant difference of all, per-

haps, is the question of image and attitude. As Roodt points out, most unions react to Tuuca and the Confederation — and will react to Saclo — on the basis of the image that these organisations project. If Saclo is able to project an image of greater flexibility, of willingness to consider issues the Confederation regards as taboo, the significance for industrial relations may be far-reaching.

The Confederation still regards itself as an all-White body, and talks about labour issues only from that standpoint. Whatever its member unions may do, there is a wide range of issues which it will not even discuss because it does not regard them as relevant to White worker interests. The Confederation seems too hidebound Saclo won't be.

"We can't wish away the urban Black problem," says Grobler. "The clamour on the part of Black workers for trade union rights in particular and a better deal in general is going to grow. While we do not want to sacrifice the traditional preserve of White workers, we are going to have to find a *modus vivendi* with an increasing number of Blacks. For example, there are many non-Tuuca trade unionists who have believed that Black trade unions are inevitable for some time now. We just haven't got around to saying it."

Now, it seems, they will

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(2) 136

20 000 UNION men to quit

Labour Reporter

Notice of a breakaway rocked the 195 700-member White Confederation of Labour today and brightened the prospect for a realignment of South African trade unions.

The announcement, coinciding with the opening of the confederation's biennial congress by the Minister of Labour, Mr S P Botha, revealed,

The "irrevocable" decision of the 20 000-strong Artisan Staff Association to resign from the confederation with effect from September '80.

The consequent resignation of the confederation's secretary, Mr Waihe Grobler, who is general secretary of the Artisan Staff Association.

The move has been on the cards for more than a year but came as a surprise because of the abatement in the earlier "verligte-verkrampte" confrontation in which Mr Grobler emerged as an advocate for progress.

INTIMATE

Last year the Artisan Staff Association suggested the establishment of a "middle of the road" trade union grouping to counter conservatism.

It is now expected to join the 33 000-member Amalgamated Engineering Union and the 10 000-strong Footplate Staff Association in the imminent formation of the Central Labour Organisation.

The proposed organisation could rise to the strength of the weakened confederation if other large railway unions realigned in the same way, observers say.

The general secretary of the other big federation, the 250 000-strong Trade Union Council of South Africa, is against further division in the labour movement.

The Afrikaner's Dilemma

How do Afrikaners see the future of their people at this crucial juncture in the history of a rapidly-evolving South Africa? For what they decide will affect the rest of the population.

MERVYN HARRIS spoke to five people representing various facets of Afrikanerdom. They ranged from a verkramppte trade unionist on the far right of the Government to a young academic who has been considered a liberal by some of his own people.

Today, in the first of five articles, he presents the viewpoint of Mr Gert Beette, a militant trade unionist.

STAK 1/6/76

A new realignment of political forces in South Africa will occur as a result of present Government policies. This is the view of Mr Gert Beette, militant leader of the White Building Workers' Union

He sees a clash developing between Afrikaner workers — supported by their English counterparts — and the Government.

A strong supporter of the Verwoerd concept of apartheid, Mr Beette admits he currently represents a minority view in Afrikanerdom. But he thinks Mr Vorster is sowing the seeds of his own debacle.

"When White workers realise the full implications of Government policies, there will be a backlash," he says

"If the changes now taking place are continued it will be the end of separate development. There will be an integrated society."

He likened the present situation to a pregnancy — once it had started it could not be stopped half way

Blames policy

Prior to the Vorster era, the Government could be used as a lever to check outside pressures for change, he felt

Now the pressures for change were coming from the Government itself.

Mr Beette put part of the blame for this on Government policy of growth at any price

"The pace of growth must be set by labour and other resources. Once growth gets into disarray with these forces, you get inflation"

It is, however, the crumbling of the fabric of

apartheid that disturbs Mr Beette. He believes that job reservation should be maintained.

"At the same time, we recognise that changes in method have diluted trades in certain respects. This need not, however, affect the basis of job reservation

Under the impending amendments to the Bantu Labour Relations Act, radical new principles would be introduced in the context of the Act, there would be equality between Black and White, he said.

Reaction

Blacks would also be given the right to unite for the purpose of generating bargaining power.

"I am not against Blacks having trade unions. But these measures will cut across the principles of separate development

Even the Smuts

Government never went as far as this Government, which has allied itself with big business and liberals"

The reaction from White trade unionists would come if the economy went into a bad slide. This could result from White building workers being unemployed while Coloured men were working

"It is no good giving Blacks a democratic pattern, because they know nothing about democracy. There have never been democratic elections in Black countries, so why give it to them here?"

In Black Africa, there was once one-man-one-vote — and then came dictators

No justification

"Black people in South Africa are supposed to be citizens of the homelands and foreigners should not be given rights in a White man's country"

There was moral justification in denying Blacks political rights in White areas under the Verwoerd concept of apartheid. The aim was to help Blacks in the homelands to help themselves

The creation of border industries would have controlled the influx of Blacks into the cities. Now the position of the urban Blacks had become crucial to the future of South Africa

"Prior to the Vorster era, Pretoria City Council had reduced the number of servants working in White areas by 60 percent. Now the whole process is being reversed

"Pretoria is now as black as the ace of spades"

Mr Beette was also highly critical of the Government's Angola policy — "the first Afrikaner Government which has gone outside

'A White backlash' looming

Mr Gert Beette "The Blacks are foreigners and should not be given rights in a White man's country. They have their homelands."

South Africa to fight a war"

He fails to see how this action reconciles with the lack of action in Mozambique and the sacrifice of Rhodesia

"All these policies will lead to the undoing of Vorster," said Mr Beette

More in laager

Reaction had been partly muted so far by the fact that many Afrikaners had become part of the establishment by becoming middle class

The future of South Africa, as Mr Beette sees it is of a renewed and heightened nationalism with this difference that English-speaking people will join the laager

This does not apply to the ordinary worker who is in the great majority"

He does not think there will be class division in the true sense among the ranks of the Afrikaners. The church, he felt, was a solidifying force which kept the two groups together.

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Botha boosts job reservation

NM 4/6/75

JOHANNESBURG — Job reservation still had a role to play as a precaution against competition between workers of different races, and White workers could be assured that it would not be removed, the Minister of Labour, Mr. Fanie Botha, said here yesterday.

Speaking at the official

opening of the fourth biennial congress of the South African Confederation of Labour, Mr. Botha said "I assure you job reservation will not be abolished by the

Government but that it will be applied as in the past to assure the worker's career and the entrepreneur's labour force"

White workers generally had no reason to fear that their work security would be endangered by the admission of Coloured and Black workers into the higher work categories.

It remained the Government's policy that labour adjustments, through the reallocation of work, would only be done in co-operation with the White workers and their trade unions

Constant industrial expansion and technological developments, as well as the shortage of

skilled White labour, made changes necessary.

Urgent attention needed to be given to the redistribution of work, Mr Botha said.

It was morally right and necessary for stability and peace that all race groups should be given full work opportunities, but this had to be done in an orderly way without giving offence to any worker.

It was in this context that job reservation still played a role as a precautionary measure against rivalry or friction between workers of different races.

The creation and maintenance of healthy relations between White and non-White workers was of the greatest importance.

'Demo' on prices urged

STAR 29/5/75

Pretoria Bureau

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

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

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

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

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

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

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

"I and all the members of my Blanke Bouwerkers-

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

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

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TUCSA warns White trade unionists

STAR
20/6/76
Labour Reporter
White trade unionists who deny Black workers the right of collective bargaining are denying their own right of existence.

Mr Steve Scheepers, a senior vice president of the 220 000-strong Trade Union Council of South Africa, said this when replying today to the complete rejection by the president of the White Confederation of Labour (180 000 members), Mr A I Nieuwoudt, of the Federated Chamber of Industries' policy statement on Black labour relations.

WELCOMED

The FCI said no obstacles should be put in the way of an orderly development towards trade union rights for Blacks.

"TUCSA welcomes the change of heart of employers as represented by the FCI," said Mr Scheepers. "We feel that if we don't start teaching

the Black worker the techniques of collective bargaining now, it may be too late.

"The best way of doing this would be to integrate Black workers in the registered trade unions where these unions permit it," Mr Scheepers said.

Mr Nieuwoudt rejected the "paternalistic" approach of the FCI.

The confederation was opposed to Black trade unionism and associated itself fully with the Government's approach to the matter, he said.

If Black trade unions were to be recognised, they should be "trade unions in the full sense of the word and not at the discretion of the employers," Mr Nieuwoudt said.

Court orders Mouton to pay R240 000

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1/8/75
Cape Times Correspondent

JOHANNESBURG. — Attempts to obtain sufficient funds for the erection of a residential building in Cape Town led to a court case in which an attorney who had nothing to do with the building, was ordered to pay about R240 000

Mr Ben Mouton was ordered this week by a Rand Supreme Court judge to pay R239 499 to the Mineworkers' Union.

This amount arose out of a loan made by the union to Mr John Leonard Grundlingh, a Cape Town business man.

The loan was recommended by Mr Ben Mouton, the union's attorney. The court found that he was negligent in recommending the loan.

The court was told that Mr Grundlingh needed

money for property development in Cape Town.

He approached the Mineworkers' Union in 1971 for a loan of R200 000 and offered the Oranje Benefit Society as guarantor for the loan.

Mr Mouton was instructed by the union to investigate documents and to establish if Oranje Benefit Society may sign security. Mr Mouton was also instructed to investigate the financial position of the Oranje Benefit Society.

On these instructions Mr Mouton proposed that the loan application be approved. He also proposed to the union that the suretyship of the Oranje Benefit Society be accepted.

It was alleged that Mr Grundlingh undertook to repay the loans. Two of R100 000 each were made

in October 1971 and January 1972 within a year against interest.

The time for repayment lapsed, and the union obtained judgment against Mr Grundlingh — to repay the R200 000 with costs.

It was then discovered that Mr Grundlingh's estate was sequestrated in January 1973 and that Oranje Benefit Society had no authority to act as guarantor.

"I must come to the conclusion that Mr Mouton doubted to an extent over the legality of the suretyship, but that he was too easily assured that everything was in order," Mr Justice Van Reenen said.

Mr Justice van Reenen ordered Mr Mouton to pay to the union R239 499 — the original loan plus 12,5 percent interest.

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③ 149

It's the first time the Tribunal has had to decide on this principle in a dispute, though a number of Industrial Council agreements contain CPI linked escalations

WAGES F.M. 8/8/75 Blow for indexing

In what will be seen by workers and employer groups as a test case on the principle of index-linked wage reviews, the Industrial Tribunal this week reserved its decision in the arbitration hearing of a dispute between the Cape Divisional Council and SA Association of Municipal Employees (SAAME).

In the Cape it is understood that a number of municipalities have accepted indexation, among them Simonstown, Goodwood and Parow, while Cape Town has been presented with an index-linked wage demand embracing the principle of automatic annual adjustments in addition to incremental rises in employees' pay

In the case in Cape Town this week, SAAME asked

- For the commencing salaries, incremental notches and maximum salaries of the Cape Divisional Council's White employees to be raised 11% from January 1 1975, with existing incremen-

- tal to be retained.
- That if the increases cannot be effected from January 1, the 11% be increased further, in line with interim rises in the Consumer Price Index
- That pay and pay scales be increased annually on January 1 in line with the rises the previous year
- That where the incremental date for an employee is the same as the date on which CPI-linked increases come into operation, he must be credited with a normal annual increment before his salary is adjusted

Divco rejected the demands on a number of reasons

It argued in the first place that while it accepted the principle of a fair wage it could not, at the expense of ratepayers and the community at large, confer on employees a special immunity from an economic ailment which affects all other citizens in varying degrees

SAAME was not simply asking for *ad hoc* pay rises, it was asking the tribunal to adopt a principle of permanent entitlement. "If this principle is accepted without qualification it will follow that every employee in SA would be justified in insisting that his employer assume exclusive responsibility for protecting him against the effects of inflation"

Furthermore, the principle would have to be extended to all workers governed by the Industrial Conciliation Act, leaving those who did not fall within its purview of the IC Act without such protection.

"If indexation is a desirable social and economic principle it is something Parliament will have to legislate for. Unless it is applied as a principle on a national basis, indexation does more harm than good"

Divco argued further that unless natural checks and balances of a free economy were allowed to operate, inflation would become uncontrollable. One of the checks was the awareness of the worker that the value of his pay package was being eroded. Indexation would exempt him from the struggle

Footnote: It is believed SAAME was anxious to settle its demands but that Divco declined. If the Tribunal finds against SAAME in this particular dispute, dozens of claims for indexation before local authorities all over the country will be seriously devalued

Union leaders break through UK barriers

U 136
~~2/14/75~~

STAR 20/8/75

The Star Bureau

LONDON — A breakthrough for South African trade unions was made at a meeting between the president of an SAR union, the Artisan Staff Association, Mr Jimmy Zurich, and the general secretary of the British Trades Union Congress, Mr Len Murray

Mr Zurich and his

union's assistant general secretary, Mr Wille van der Merwe, spent 75 minutes with Mr Murray yesterday at Congress House, the TUC headquarters

Much of the time was taken up by Mr Zurich outlining the policies and work of unions in South Africa. In particular, he spoke to Mr Murray about work being done in training Black workers.

COOL RECEPTION

He was interested," said Mr Zurich. "My impression was that he believes that we are working in the right direction in training Black workers to make them more productive and so give them more wages"

Mr Murray said afterwards that contacts of this kind were valuable. "We find it useful to be kept informed of developments

there so we can better help trade unionists—both Black and White," he said

The two South African union officials have been on a fact-finding tour of Europe that has included visits to Switzerland, West Germany and Holland.

Unions in those countries were cool towards the ASA delegation at best and often the men were snubbed. They were not granted meetings with senior union administrators

Until yesterday they feared that their reception at Congress House would be little better, and they no longer held hopes of meeting the TUC general secretary

Mr Zurich said the rest of the meeting dealt with union administration and a discussion of inflation in the two countries.

Mr Zurich said Mr Murray asked questions about South African trade union affairs, but he did not comment on them.

No decisions or undertakings were made during the discussions he said.

Union back in fold

STAR
28/8/75
Labour Reporter

The right-wing Confederation of Labour has won back another dissident railway trade union

It is the Running and Operating Staff Association, which remained uncommitted after the group breakaway of the seven railway unions from the confederation earlier this year.

This means that all but the 9 000-strong Footplate Staff Association, the aristocrat among railway unions, have rejoined the confederation as individual members.

But the verligte-conservative rift which gave rise to the railway breakaway has not been healed, yet, informed sources say.

There is speculation that the Running and Operating Staff Association's move stems mainly from the fact that its president, Mr Ivan Martin, represents the confederation on the Prime Minister's Economic Advisory Council.

(1) 136

136

Strike

to ^{A. Dispatch}
5/9/75
stop (136)

Nats?

LONDON — The South African white Builder's Trade Union leader, Mr. Gerit Beetge has mooted the possibility of strike action against the National Party Government if it did not stop "selling whites down the river".

Mr. Beetge was appearing last night on Independent Television programme which contrasted the way of life in Soweto and its white neighbour, Johannesburg.

"If this Government is not stopped then there is no future for the white man in South Africa," he said after the programme had shown relaxation in aspects of "petty apartheid."

"They are selling the white man down the river, and we will fight them tooth and nail."

How would he fight? the interviewer asked.

"You will see strikes," he responded.

He had been responsible for stopping the last white strike 27 years ago, he said proudly. "I can start the next one too."

Mr Vorster had been the first prime minister to get "jellied ankles". His government was trying to buy time, which they could not do.

Blacks could be taught any job as long as it was not too involved, or too repetitive. A black man would do such a job very well. "But as soon as you teach him a second thing he forgets the first," he said.

Asked why houses in Soweto did not have electricity, he said: "You try to trust electrical appliances to blacks and see how long it lasts. They are primitive people, and you must realise that."

And why no running water? "They don't bath. They rub themselves with motor oil. They don't believe in soap and water."

SAPA

Call for unions

to end division

Own Correspondent

CAPE TOWN — Prospects of co-operation between the divided factions of the whole South African labour movement were raised today by Mr A I Nieuwoudt, president of the right-wing Confederation of Labour.

He was addressing the multiracial Trade Union Council of South Africa at its 21st annual meeting here today.

Mr Nieuwoudt appealed for co-operation not only between the two leading labour parties but also between them and other trade unions and staff associations.

He emphasised particularly the need for co-operation in the fields of education and inflation. "The education of our children — regardless of colour or language — is our assurance for the future of our country," Mr Nieuwoudt said.

COLONIALISM

He saw a dark future if education affairs did not improve. "We cannot say that we shall import by immigration our trained people for whom we have a dire need — our artisans, our technicians and our scientists.

"Even if that were possible it would subject our country to a sort of colonialism. We would be putting our trust abroad and admitting that our own people are not really good enough," Mr Nieuwoudt said.

He called for "much closer co-operation" between various labour parties in the fight against inflation.

STAR 22/9/75

(1) 135

(2) 136

(3) 48

(4) 150A

(5) 171

Labour union backs petrol price cuts

Labour Reporter

The 190 000-strong Confederation of Labour is sending a telegram to the Minister of Economic Affairs, Mr Heunis, to condemn efforts to stifle petrol price cutting

"Why should there be such an outcry when a single petrol outlet in this

vast country acts in the spirit of free enterprise," asked Mr Attie Nieuwoudt, president of the confederation.

"We welcome this breakthrough in a field which is notorious for its non-competitive, and inflation-fueling practices — from petrol price fixing right through to high repair bills and exorbitant prices for spare parts.

"That is why we are anxious to give the East Rand hypermarket every support at a time when all of the country is fighting to keep prices down"

"We only hope that others will follow this commendable example," he said

Mr Nieuwoudt said the confederation's telegrams to Mr Heunis would also express members' concern about the recently announced rise in short-term insurance premiums

"We are not happy with the explanation given for the premium increases. We don't believe they are in the spirit of the manifesto against inflation," Mr Nieuwoudt said

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7 (136)
2-1000
4-100A

Sked 25/1/75

Law for Black

workers

rejected

Labour Reporter

A large cross section of the Afrikaner community has rejected or questioned the proposed legislation designed to give Black workers bargaining rights at industrial level.

Employer sources who have pressed for the legislation are beginning to wonder what is holding it up.

They point out that the former Minister of Labour, Mr Marais Viljoen, said last November that his department would do what was necessary to form Black industry committees if they failed to emerge otherwise.

But that was before the deadline for objections to the proposed legislation.

Since then leading Afrikaner bodies have expressed reservations regarding the proposed industry committees — widely regarded as the key principle to the draft legislation.

CONSERVATIVE

● The 60 000-strong Conservative Party's coordinating Council of Trade Unions has rejected the entire legislation in a strongly worded memorandum, according to reliable information.

It claims the legislation opens the road to Black trade unions and aims at equality between Black and White.

● The less conservative, but strongly divided 190 000 strong Confederation of Labour, has also questioned the principle of industrial committees.

Although the confederation's general secretary Mr Wallie Grobler said previously the proposal looked like progress, ultra conservatives regard the confederation's official comment on the legislation as negative.

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glaze tiles in all sorts
of metre

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(2) 136
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(2) 150/A

CAPE TIMES 30/4/76

Railmen out of inflation fight

JOHANNESBURG. — The Artisan Staff Association, representing 20 000 railway workers, has withdrawn from the anti-inflation campaign and "will do its utmost to persuade the SA Confederation of Labour (200 000 members) to follow suit", it was announced by the ASA president, Mr Jimmy Zurich, yesterday.

It was also announced that the Minister of Transport, Mr S. L. Mollat, "would not and could not" depart from the 10 per cent increase with effect from July 1 and the possible further increase of five per cent in January.

Mr Zurich's statement says his executive committee had a "strong confrontation" with the Minister at their meeting in Cape Town on Tuesday.

The confrontation, on the *modus operandi* for future salary negotiations, ended in the extraction of a declaration that there would not be any future salary announcements till the Minister had completed the round of negotiations with the railway unions.

"The association is disgusted not only with the *modus operandi* followed in this instance but also with the inequity of the 10 per cent salary hand-out," Mr Zurich said.

He said that the union demanded a rise of 16.66 per cent for the bulk of its membership.

Labour

STAR 29/4/75

~~136~~
~~137~~
(3) 136

rejects PM's pay appeal

Labour Reporter

The Confederation of Labour has rejected the Prime Minister's call to workers not to insist on being compensated for cost and price increases.

"The Government should take a lead with some noteworthy anti-inflationary action," the secretary, Mr Wally Grobler, said after a management committee meeting in Johannesburg yesterday.

Replying to the Prime Minister's statement after a meeting of the Economic Advisory Council, Mr Grobler said the confederation welcomed anti-inflationary measures such as the investigation into monopolistic practices and the suggested policing of prices by the Price Controller.

"GIVE A LEAD"

"The latter is considered long overdue," he said. But the confederation felt that it was necessary for workers to be strongly motivated in the fight against inflation. In this connection the Government should give a lead.

"A move towards doing away with two capitals (Pretoria and Cape Town) could, for example, demonstrate the Government's bona fides.

The governing authorities had also been "singularly lacking in example" in the pay increases which Ministers and members of Parliament voted themselves from last July.

FM 16/5/75
MINEWORKERS

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Mouton sued

Arrie Paulus's Mine Workers' Union is suing its former legal adviser, attorney turned-landlord Ben Mouton, for professional negligence. The MWU is claiming damages of R200 000, approximating the amount it has lost through two loans to sequestered John Grundlingh.

The matter was heard this week in the Witwatersrand Supreme Court before Acting Justice van Reenen. It relates to loans granted Grundlingh by the MWU on the strength of the same suretyship purportedly given Grundlingh by SAR&H's Oranje Benefit Society, which Grundlingh also used to raise a separate loan from Senbank (see preceding note). The suretyship was *ultra vires* the rules of OBS and invalid.

According to the MWU, Mouton was instructed by it to investigate, before the MWU granted the loans, whether the OBS was empowered to issue the suretyships. On the strength of Mouton's advice, the MWU lent Grundlingh R200 000.

Shortly after the inquiry into Grundlingh's insolvency, the trustees stated on affidavit that among the various raising fees paid by Grundlingh for the MWU loan were R1 000 to the MWU and an additional R3 900 to Mouton. These fees were over and above the finance charges (*FM* August 10 1973).

Under cross-examination, Mouton told the court this week that for some time he had no idea that the OBS suretyship was invalid. He denied knowing this at the time of advising the MWU. Nor was he the only MWU associate who accepted commission.

Examination of witnesses has been completed, and the Court has started hearing argument. Among witnesses conspicuous by their absence was Grundlingh himself.

Subpoena had been served, but the *FM* could not establish whether it had been served on Grundlingh personally. At any rate he recently left SA for London on a business visit.

Africans first for vacant 'White' jobs

Rand Daily Mail 2/4/25

Labour Correspondent
COLOUREDS and Indians are being debarred from moving to vacant "White" jobs.

Instead Africans who can be more easily replaced if ever a White wants the job back, are taken on.

Some of the Whites-only Rightwing trade unions are blocking Coloured advancement to make way for Africans to enter unfilled "White" jobs.

One of these is the Yster en Staal Unie, 38 000-strong and represented in 16 industries.

DISCARDED

Yster en Staal's general secretary, Mr Wessel Bornmann, admitted yesterday his union was allowing Africans to take over jobs discarded by upward-moving Whites — in preference to Coloureds or Indians.

"This is not because we have anything against the Coloured, but because this way provides better protection for the White worker," he said.

"Bantu are not recognised as employees under the Industrial Conciliation Act," Mr Bornmann said, "and many of our industrial agree-

ments specifically require them to have an exemption to do certain jobs, which Coloureds and Indians don't need.

"When my union must decide whether a Coloured, an Indian or a Bantu should take over a White job, we look at the facts of the case and if it is a low-status job we prefer to give it to a Bantu under temporary exemption until a White becomes available".

Mr Bornmann conceded that many of these jobs would never again be wanted by Whites, but said: "We are extremely cautious about our labour pattern. We don't want Whites to be displaced if the economy goes into a decline."

Mr Bornmann said some White workers were suspicious of Coloureds in their industry. They felt they posed a threat to their jobs.

"Sometimes the White worker is more accustomed to working with the Bantu", he said. "They did not actually work shoulder-to-shoulder, but the White would have a Bantu labourer with him, and never looked on the Bantu as a threat."

Yster en Staal's outlook contrasts with the Boiler-

makers' Society, its Tusca counterpart, which has Coloured as well as White members.

The Boilermakers' aim is to secure jobs for Whites first, then for Coloureds and Indians, and Africans only if other race groups cannot fill them.

In some cases of African advancement job descriptions and titles are revised to avoid the appearance of Africans doing the same jobs as Whites.

Mr Bornmann said that wherever a Black does the same job as a White he is paid at the same rate.

PROTECTS

"This protects the Black man, the job, and the White man, too. You can imagine what the employers would do if they could pay lower rates to Africans — they would not take on Whites."

However, in most industries the rate for the job the White unions insist on is the minimum rate. In practice White workers are paid up to twice as much.

So when Blacks take over "White" jobs they are paid as little as half the actual White rate

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BUSINESS MAIL

tion labour

by JOHN IMRIE

RDM 14/2/75

Railway unions in backlash

Railway unions are to withdraw from the Right African Union of

s that they to the confederally, in present as a their co- the Federal Council of ssociations. pears to be a gainst the ie confederament commitr by one of its es, the ultra- etoria-based Council of rade Unions. rse of the e candidates he FCC were

defeated, but two Railway unionists not backed by the FCC got in with the help of the Co-Ordinating Council.

The two unionists represented the only two unions in the FCC which are also members of the Co-Ordinating Council. The unions concerned, Die Spoorbond and the Railway Police Staff Association, are also the smallest of the seven Railway unions.

The belief among some of the other bigger Railway unions is that they were "stabbed in the back" with Die Spoorbond and the Railway Police Staff As-

sociation showing greater allegiance to the Co-Ordinating Council than to the FCC.

Individual affiliation to the confederation, it is argued, would eliminate unions having a voice in two camps.

What chances, if any, the proposed changes will have of being accepted is difficult to judge, but the whole matter is expected to be thrashed out at the Railway unions annual conference in Johannesburg next week.

There is certainly no move, as far as I can detect, among any of the Railway unions to withdraw from the

confederation.

Ironically, Die Spoorbond — membership about 6 000 — and the Police Staff Association — just over 2 000 — only enjoy voting rights on the confederation's executive, which elects the management committee, by courtesy of the other Railway unions whose candidates they defeated.

This is because for a union to get a vote it must have 10 000 members, but together all the Railway unions have more than 80 000 members, entitling the FCC to eight votes which it has distributed on the basis of one for each union and one for the secretary of the FCC.

Affiliated separately to the confederation, the Salaried Staff Association with over 25 000 members would qualify for two votes, as might also the Artisan Staff Association with a membership bordering on 20 000.

The Running and Operating Staff Union has over 10 000 members and would qualify for one vote, and so might the SA Footplate Staff Association whose membership is close on 10 000.

The Cape Town-based SAR & H Employees Union, which is well liked by the other Railway unions, has only about 8 500 members and would be left voteless with Die Spoorbond and the Police Staff Association.



A MEETING of individuals involved in African labour this week set up a committee to investigate establishing an institute of industrial relations.

The meeting was convened by Dr Alex Boraine, Progressive MP and a labour consultant to Anglo American.

A wide range of labour experts attended, including Professor S. P. Cilliers, professor of sociology at Stellenbosch University; Mr Loet Douwes-Dekker, chairman of the Urban Training Project, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, and four representatives of Durban's Institute of Industrial Education.

It is believed that Dr Boraine suggested that an institute be set up to train management and workers alike in industrial relations skills.

Most of the delegates were prepared to take part in further investigation of the possibilities of doing this.

A steering committee was appointed to investigate the feasibility of the proposition.

Professor Cilliers was made chairman.

Other members include Mr Adam Klein, general secretary of the Garment Workers Union, and Mr Dennis Keenan-Smith, a personnel consultant to South African Breweries.

It is believed that all the participants except the representatives of the Institute of Industrial Education agreed on the broad principle of a combined worker-Manager training course.

Handwritten notes: (1) 266, 2) 136, 3) 132, (4) 132

Railmen's bombshell

1/3/75

Cape Times Correspondent

JOHANNESBURG.—In a bombshell move, the Federal Consultative Council of Railway Staff Associations, which comprises seven railway unions with a combined membership of about 80 000, yesterday decided to withdraw from the right-wing South African Confederation of Labour.

This undoubtedly represents a railway unions backlash against verkrampies who gained control of the 200 000-strong confederation in a planned takeover late last year, though there are also other valid reasons for withdrawing from group membership of the right-wing bloc.

In theory, the railway unions are withdrawing their group membership of the confederation to enable them to join individually and so express their individual views on important matters but there is no certainty that all will join.

The group last year which acted as a catalyst to yesterday's decision put the confederation under the control of the Pretoria-based Co-ordinating Council of South African Trade Unions, an inflexible right-wing group which wants no truck with African workers or with the multi-racial Trade Union Council of South Africa.

Mr Arthur Grobbelaar, general secretary of the multi-racial Trade Union Council of SA (Tucsa), said last night that if the railway unions did decide to rejoin the Confederation of Labour separately and "speak up" at its meetings, this could only strengthen the trade union movement.

HANDS ARD 6

11 March 1975.

Q. column 435.

1. 266

2. 134

3. 136

**Railways and Hours staff associations
for White employees**

*11 Mr T HICKMAN asked the Minister of Transport

(a) What are the names of the various staff associations existing in respect of White employees of the Railways and Hours Administration and (b) what is the membership of each association

The MINISTER OF TRANSPORT

(a) and (b)

- SAR and H Subord Staff Association 2464
- SAR and H Subord Staff Association 2465
- Running and Operating Staff Union 8262
- Atman Staff Association 19075
- SAR and H Employees' Union 10531
- Die Spoorbond 5395
- SAR Police Staff Association 2402

F.M. 10/1/75 (136)

FM QUESTIONS AND ANSWERS

Hardliner at the helm

"Job reservation will remain necessary for as long as there are differences in the standard of living"

Arthur Niewoudt, president of the SA Association of Municipal Employees, was recently elected president (for a two-year term) of the SA Confederation of Labour, which has 26 affiliated unions representing 200 000 White workers. The *FM* interviewed him in his offices in Pretoria's Munitoria Building.

FM: What are your main aims during your term of office?

Niewoudt: To motivate trade unions to combat inflation on every front and in every possible manner by way of personal contribution and sacrifice of each individual employee and every member of his family. Monetary and fiscal measures by the government are necessary, but inadequate on their own without the active aid of the individual, who should waste less, spend less and save more.

Employers are increasingly pressing for the movement of Black workers into higher job categories. What is your attitude to this?

There should be joint and sustained effort by the employers (top management) and employees to promote the national interest in the widest sense. One of the endeavours should be the training and re-training of the Black and the White workers in order to augment our labour forces in the different categories of work so as to promote growth and progress and create increased work opportunities for all in the years ahead.

White trade unions are sometimes accused of putting stumbling blocks in the way of Black job advancement. Is this accusation fair?

No, although some of the trade unions may appear to be against Black job advancement, because the attitude of certain employers sometimes evokes an uncompromising White employee reaction.

Do you think the advancement of Blacks into more skilled jobs is proceeding rapidly enough to meet SA's need for skilled workers?

No, and that is why such active steps are being taken by the government and the employer organisations to speed up the training of Black workers.

What do White workers have to fear from rapid Black job advancement?

White employees do not fear Black job advancement, not even if it is rapid, provided it is well regulated, according

to the actual labour requirements so that the White employee is not ousted or the White labour market is not flooded.

You have said that the Confederation's policy is that "job reservation" under the Industrial Conciliation Act is necessary. Why?

Work reservation is necessary because it ensures the orderly or properly regulated employment and movement of labour and labour categories, prevents exploitation and protects those in the higher living standards against usurpation of their jobs by workers of lower standards, which leads to the displacement or at least replacement of those first mentioned.

Can you foresee a day when "job reservation" under the I C Act, or under Industrial Council agreements, will no longer be necessary?

It will remain necessary for as long as there are differences in the standards of living and in the standards of remuneration.

What is your attitude to job fragmentation?

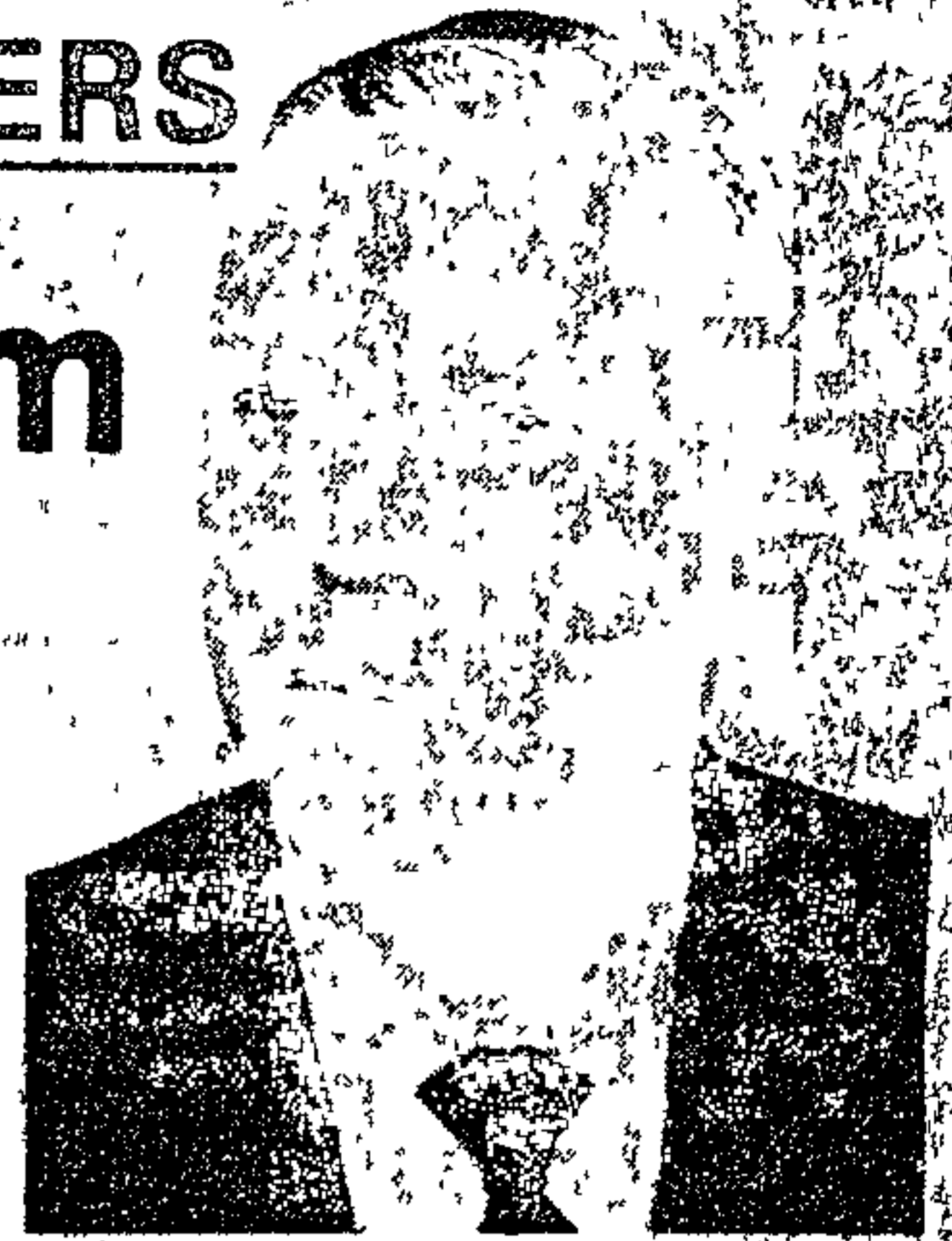
Job fragmentation as it is commonly applied is essential and is in the interest of the employee as well as the employer, ie in the interest of industry in general.

You said last year that "unscrupulous and vindictive employers would have replaced White workers at will with non-Whites". Does the "rate for the job" not offer an adequate protection to White workers?

No, and instead of offering protection, it sometimes has just the opposite effect. Often the minimum rate is the one which is regarded as the so-called "rate" for the job, which draws only those workers still on the lower standards where labour is usually more plentiful. In such cases it is altogether natural that the Black worker would replace the Coloured, the Indian and the White employee, while the Coloured and Indian employee would replace the White employee.

It is said that "job reservation" is detrimental to economic growth. Do you agree?

Work reservation has at all times been applied with so much flexibility, common sense and with due regard in every case of the circumstances and hence the interests of the industry or



even the employer concerned, that I do not believe it could be detrimental to economic growth.

Is enough being done to train Black workers for skilled work outside the Homelands?

The training of Black workers, even as any other employee in industry, is in the main a matter for the employer, assisted by the government in different ways for different reasons. The government expects organised employers to declare their requirements and is anxious to assist actively and on a scale commensurate with legitimate demands in the interest of the country. I must conclude, therefore, that enough is being done to train the Black workers.

Do you think White workers have enough training and opportunities to advance to even higher levels of skills?

Yes, but better or additional retraining facilities for White employees will create better opportunities for them to advance to even higher levels and so expedite the absorption of Black workers into more skilled work.

Can you foresee a day when Black workers will be indentured as apprentices and trained as artisans?

The Homelands development plan renders it unnecessary in the White areas and to say whether it would one day happen in these areas, would not be speculation on labour matters, but on constitutional issues.

It has been a hallmark of Western trade unionism for a century that the best way to protect one segment of workers is to have all workers organised. How do you respond to that, in the SA context?

The SA context is somewhat different and rather more complex than the statement reflects. Let us pose the question: what protection from the Black segment could be expected or envisaged for the White segment, now or even a little later?

Blow for union body

n/8/76
STAR.

Labour Reporter

The Co-ordinating Council of Trade Unions—once the citadel of conservative Afrikaner trade unionism—has lost more than half its strength.

Informed sources attach no political significance to the resignation of the council's largest member, the 38 000-member Iron, Steel and Allied Industries Union.

They see it as a logical consequence of the conservative domination, in the 195 000-member White Confederation of Labour which, they say, makes the council's separate existence pointless.

Mr Jan van Wyk, the council's secretary, disagrees although he admits that the 12 unions still affiliated to the council represents only "more than 30 000" workers.

"Our task is by no means regarded as completed," he said, adding that a subcommittee was studying the reorganisation of the council.

(458)
(2) 136

MOUTON'S MONEY *FIN MAIL*

The position in which Ben Mouton now finds himself, after losing the Mine Workers Union case and having to pay R220 000 plus costs, is bad news for the unfortunate shareholders of the Barcelona flat block in Durban

Judgment has been reserved in the case brought by Old Mutual to recover R700 000 from Comland, a Mouton company, and from Mouton as guarantors of the Mutual's first bond on

Barcelona

If judgment goes against Mouton, his ability to meet the claim may be affected by his loss of the MWU case. Recourse would then be against Barcelona and its shareholders

For similar reasons, Mouton's situation could affect the outcome of the State's action on behalf of Barcelona shareholders against Comland for the recovery of R549 000 paid by buyers

29/10/76

153/

135/136.

Cape Times
29/10/76

Heunis to chair wage talks

Own Correspondent

PRETORIA — A consensus has been reached by the trade unions and employers on the wage and price sacrifices to be incorporated in the next phase of the Government's co-ordinated fight against inflation, it was learnt in Pretoria yesterday. The special committee which investigated the issue — it included representatives of the Trade Union Council of South Africa and the SA Confederation of Labour — will report back to the anti-inflation continuation committee in Pretoria on November 16.

It is at this meeting that a decision is expected to be taken to extend the programme for 12 months.

The Minister of Economic Affairs, Mr Chris Heunis, will be chairman at the meeting.

Collapsed

Without the agreement which has been reached by the unions and employers the co-ordinated fight against the price spiral would have collapsed.

However, it is certain that the trade union representatives at the November 16 meeting will attack the Government for its inability to slow down or minimize increases in prices directly under Government control.

Demands will be made for a tighter and more effective control.

This year, to a far greater extent than at any other time in the past quarter century, the price of virtually every food commodity and service used in the home has been substantially raised.

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Pensions:

unions ^{star}

back plan ^{6/1/77}

Labour Reporter

Massive support for the proposed national contributory pension scheme is mounting in organised labour ranks after adverse criticism from pension fund and insurance administrators.

The seven railway trade unions have backed the scheme "wholeheartedly" in a letter to the Minister of Social Welfare and Pensions

Their representatives in the White Confederation of Labour intend to promote the issue within the confederation which is expected to adopt a stand on it later this month

FULL SUPPORT

"Any worker who doesn't give this his full support is mad," said Mr Johann Benade, secretary of the Federal Consultative Council of Railway Staff Associations (FCC).

The president of the 220 000-strong Trade Union Council of South Africa, Mr E "Lief" van Tonder, said Tuksa was backing the national contributory pension scheme "to the hilt."

125
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105

Unions to press pay demands

Own Correspondent

CAPE TOWN. — Unions representing more than 400 000 workers yesterday gave notice that they will seek substantial pay rises when the short-term measures of the anti-inflation campaign expire at the end of March.

Heads of the 200 000-member South African Confederation of Labour and the 210 000-strong Trade Union Council of South Africa (Tucsa) also rejected any further extension of the wage and price controls in the campaign.

The chairman of the confederation, Mr. Attie Nieuwoudt, said in an interview from Pretoria that Union members were struggling to make ends meet at current rates of pay.

You are playing with fire, employers told

20th 8/3/77

328 135

Staff Reporter

A PLEA for the Government to actively help the unemployed was made yesterday by Mr Attie Nieuwoudt, president of the Confederation of Labour and of the South African Association of Municipal Employees (SAAME).

Speaking at the SAA-AM conference in Germiston, Mr Nieuwoudt said the unemployment position — the worst since the Second World War

was "very grave".

There was a tendency to discharge employees because of inflation and that could not be allowed. He warned employers who filled traditionally white posts with "cheap Black labour" that they were "playing with fire".

Mr Nieuwoudt said people who criticised conservative trade unionism were "playing into the hands of forces which are doing everything to undermine every institution of West-

ern civilisation".

The trade union movement had tremendous potential power and if it fell into the wrong hands a country could be brought to its knees, he said.

There were definite leftist elements in South Africa who would not hesitate to profit from the social, political and economic problems.

Inflation held many dangers. It created a favourable climate for communism and leftist trade union-

ism.

Inflation had contributed to the downfall of many governments, and South Africa dare not ignore it.

Mr Nieuwoudt said he was against the creation of Black trade unions "at this stage" but Blacks had to be given the opportunity to "join in significant conversation".

He asked what had been done to ensure the smooth functioning of the systems of works and liaison committees.

"We dare not fiddle

while Soweto burns," Mr Nieuwoudt said.

The free enterprise system was not always sympathetic towards the employee especially when inflation was "riding high".

It was the duty of trade unions to ensure that workers did not lose trust in the free enterprise system.

Salary adjustments were unavoidable and it was the duty of trade unions to stand by their members in their "hour of need", Mr Nieuwoudt said.

FM 14/10/77

WHITE UNIONS Fraternal strife

The Wiehahn Commission has had an unexpected by-product — a rift within the SA Confederation of Labour

Recently Mine Workers' Union general secretary Arrie Paulus attacked the Confederation and its president, Attie Nieuwoudt — chiefly over a meeting of registered and unregistered unions held to discuss the possibility of submitting joint evidence to the Commission

The meeting was called by Tucsa and also attended by representatives of the Confederation of Metal and Building Unions and some of the unregistered African unions

Paulus reckons that Nieuwoudt knew about this meeting and obviously

approved' He adds "Is the Confederation not capable of discussing the evidence to be led to the Commission on its own? Is the chief aim of the Confederation still the protection of the white worker?"

Paulus adds that "now it is generally taken for granted that Tucsa and the Confederation are much nearer together" and points to Nieuwoudt's attendance at Tucsa conferences as evidence

His concern about this *toenadering* appears to arise from fear that the Confederation is preparing to ditch its all-out opposition to job reservation and presumably to black bargaining rights

There have been signs of late that the Confederation's attitude on these issues is indeed softening slightly

Says Paulus "Perhaps the time is near for trade unions who still regard it as

their chief aim to protect the white worker against black infiltration to stand together and form a new organisation"

Does this mean that the MWU is planning to leave the Confederation? "No comment", says Paulus. Nieuwoudt himself won't say anything either

The Confederation's evidence to the Commission, however, should provide a pointer as to its future direction and Paulus's place in it. So too should the Confederation's decision on whether to submit joint evidence with the other groups.

Although the Confederation met this week to elect a sub-committee to draft its own evidence to the Commission, Nieuwoudt tells the *FM* that this does not rule out a joint memorandum. Nor does it prevent affiliates from presenting their own evidence, which, says Paulus, the miners will be doing

135
THE Mine Workers Union is casting hard and suspicious glares at the Confederation of Labour Unions which, it feels, is abandoning its old stand of protecting the White worker and moving ever closer to "leftist Tucsa".

Arrie Paulus writing in Die Mynwerker comments: "The two may not be married but they are surely living together. May we ask:

Miners' suspicions

Where is the Confederation heading?

"Is the chief aim still what it was in the past, namely the protection of the White worker in the industries, full support for work reservation, an opponent of rate for the job and opposition to mixed and Black trade unions?"

"As an affiliated member of the Confederation, we are bitterly disappointed over this change of course," says Paulus, "and we regard these questions as fair."

Calling on the president of the Confederation to issue a statement outlining current

aims, Paulus warns: "Perhaps the time is near when the trade unions who still regard it as one of their chief aims to protect the White workers against Black infiltration should stand together and form a new organisation."

"In these days it is important that one should know whether the person sitting next to you still has the same aims."

Sun. Exp. 16/10/77

Explosion on the mines

Mineworkers' Union chief Arrie Paulus must have felt very much like a general who has the enemy's battle plan delivered to him on a silver salver. For there, before his very eyes, was an Anglo American strategy document on how to deal with his union.

In essence, Anglo's plan is to "secure change by reducing the reactionary influence of the union."

How Paulus got the document is a matter for speculation. Some sources believe a rival mining house gave it to him. But what is known is that the appearance of the document in last week's issue of *The Mineworker* is causing a good deal of discomfort at 44 Main Street.

Paulus is obviously not going to let the matter rest. He said this week that he would take the matter to Cabinet level if he didn't get satisfaction from Anglo. And if that failed, Paulus added, he would go to certain "other friends." The union has scheduled a series of meetings of its members this and next week.

Most sources agree that Paulus's "other friends" are not a million miles removed from Carletonville parliamentary candidate Cas Greyling, who recently left the National Party and is running as an independent.

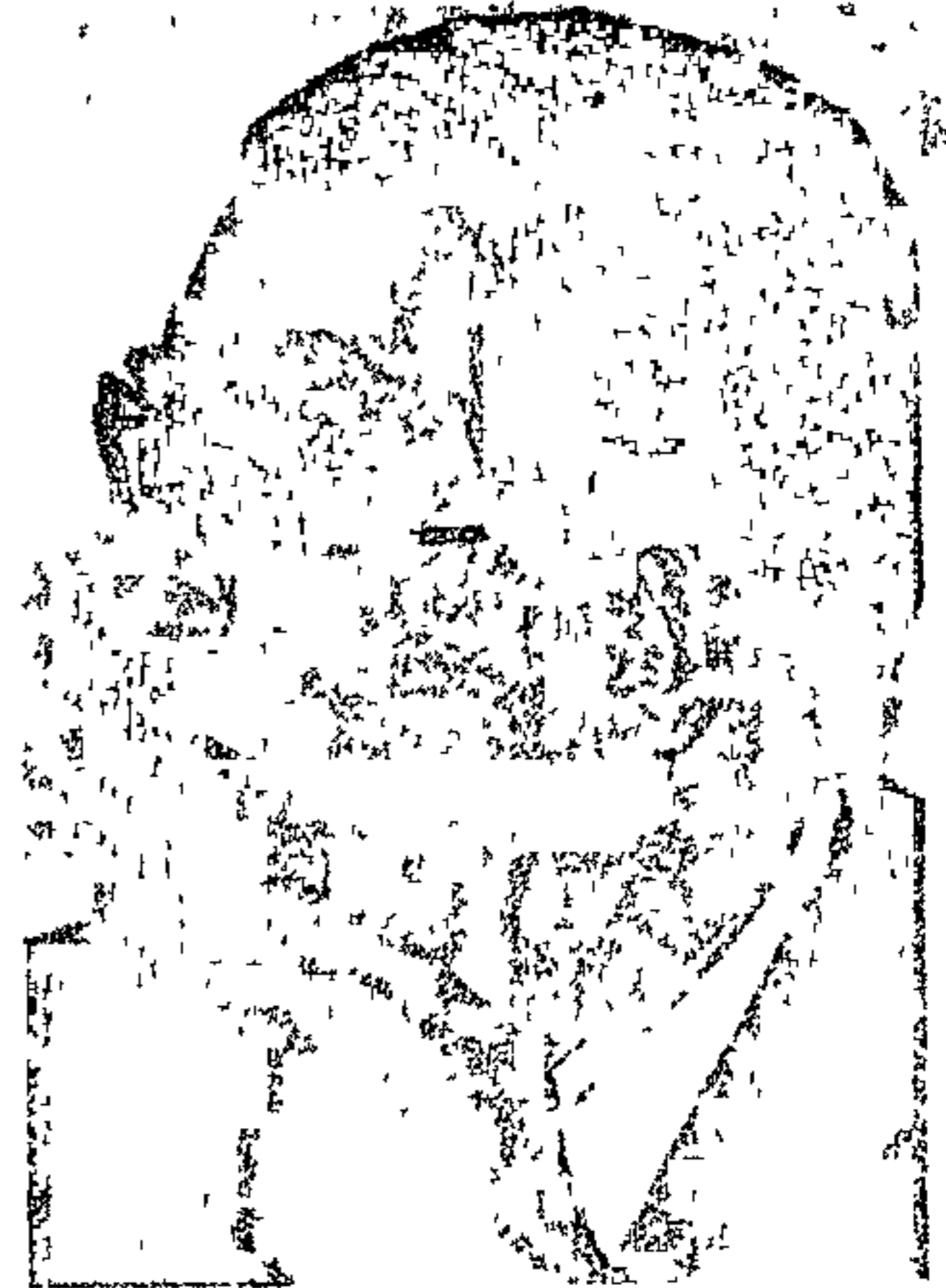
Obviously acutely embarrassed by the "leak," Anglo won't comment on whether it will affect their black job advancement plans. But it's difficult to see how things can remain the same. Unless Paulus backs down, Anglo will either have to back down itself, setting back its black job advancement programme, or press ahead with the plan and involve itself in a collision with the union.

If Anglo does push ahead with the plan, Paulus will probably urge his members to block it wherever it is introduced.

What was in the document? Was it, as some mining men claim, innocuous? Or was it an attempt to "break" the union, as Paulus is suggesting?

In one sense, the former document stresses that the white miner is "indispensable" and that no black job advancement should take place at his expense. And the Anglo strategy seeks more to bypass the union than to take it on in a head-on collision. But there's little doubt that Anglo's plan, if implemented, would have severely weakened the union.

The basis of the plan is Anglo's belief that the union is "reactionary and restrictive" — a 3% employee group who tend to ignore the wider issues facing the industry and country as a whole.



Anglo gold boss Dennis Etheredge . . . in a tricky position

Anglo also argues that the union enjoys little support at the rock face on day-to-day issues. It is difficult to believe, says the document, "that they support unreservedly the counter-productive policies of their union".

The answer, therefore, is to be found in grass-roots bargaining. "We may be able to negotiate at mine level acceptable work practices acceptable to both parties, which at union executive level become non-negotiable political principles."

Anglo also believes it could win government over to its side: "A second strategy for change is the manipulation of shortages of union men. . . . If this reached serious proportions, it is conceivable that government would pressurise the union into conceding black advancement."

The easing of blacks into higher level jobs by promoting union men is also seen as a means of undermining the union. "These promotions will take them out of the union, thus reducing its membership."

Finally, Anglo's plan provides for "the creation of an organisational structure which will enable us to operate the mines in the event of strike action by the MWU."

Another part of Anglo's proposed strategy is to embark on wide-ranging black training programmes so that black miners would be on hand to take over higher level jobs and man the mines in the event of a strike. The plan stresses, however, that blacks would occupy only

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lower-level supervisory jobs "for some years to come"

Besides attempting to persuade white miners at mine level and capitalising on labour shortages, Anglo would also create "unpopular jobs, for example night shift work", for white miners.

In other words, the plan seeks to push white miners up in the mine hierarchy and to bring in blacks in their place. Crucial to the plan would be the availability of well-trained blacks at all times.

It was an ambitious idea. It will be interesting to see what becomes of it after its exposure in the union press.

AS IS NEED NOT SURVIVE"

MASTER PLAN TO LIQUIDATE THE MWU

THE MINER

Resistance from the right

If the Wiehahn Commission recommends a substantial move away from racial discrimination in South African labour relations, it could encounter strong opposition from the SA Confederation of Labour.

The confederation's evidence to the commission has not been made public, but the FM understands that unlike most of the submissions to the commission, it argues not that discrimination should be



Nic Wiehahn how will his commission react?

relaxed, but that white workers need even more (discriminatory) protection.

For example, the confederation apparently argues for the retention and extension of statutory job reservation, which, it believes, is vital for white workers. It even suggests that the job colour bar be extended to exclude women from certain jobs so that employers can not replace white men with black women.

The confederation also argues that Africans should enjoy trade union rights only through the Bantustans. Africans should be allowed to join unions with head offices in the various Bantustans. Non-Bantustan unions would not be entitled to registration. Indeed, the confederation argues that unions which do not enjoy Bantustan registration should be banned.

The "homeland unions" would receive union dues in the form of automatic deductions from workers' pay packets, but they would not be entitled to bargain with employers as registered unions do now. Instead, African workers in the urban areas would be represented by a "homeland labour consul or other accredited person."

This thinking indicates that the confederation is not taking a more verligte

line, as some sources have claimed. While president Attie Nieuwoudt did indeed adopt a more moderate stance earlier this year, this has drawn flak from right wingers in his organisation.

In elections for the confederation's controlling committee at the end of October, Wessel Bornman, regarded as a conservative, was elected secretary -- filling the post which had for many years been held by the moderate railway unionist, Wallie Grobler. Mineworkers' Arnie Paulus is now also one of the confederation's top brass.

Some right-wingers in the confederation were opposed to the appointment of the commission in the first place -- an attitude which has not softened. Some sources believe that the confederation will accept the commission's findings -- whatever they are. But this is by no means a foregone conclusion.

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it is too difficult.

Black role is detailed

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JOHANNESBURG — The Anglo American Corporation, the biggest employer in the South African gold mining industry, yesterday spelled out its labour policy and declared: "There are no grounds on which racial discrimination can be justified."

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In a statement of policy apparently issued in reply to recent attacks by the all-White Mineworkers' Union which has accused Anglo of planning to "Africanise" its labour force at the expense of White miners, the giant mining and industrial conglomerate added: "No company in South Africa can escape its responsibility for improving the job opportunities available to its Black employees."

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Yesterday's announcement came from Mr. D. A. Ethieredge and Mr. D. B. Hoffe, chairmen of the group's Free State gold mines, in their annual reviews.

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The chairmen pledged, however, that the interests of White miners would not be ignored.

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"We undertake . . . that proposed changes in labour utilisation will be discussed with White employees and the associations and unions which represent them."

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43. Post Impress. I

Existing White employees were promised they would neither lose employment with the company nor suffer a drop in pay as a result of any alteration in labour utilisation.

44. Proust II D

45. Post-Impres. II

46. Thomas & Heinrich

47. Burckhardt S

"Moreover an undertaking is given that no job held by a White employee will go to a Black at a lower rate of pay on the sole criterion of reducing costs."

48. Futurism S

49. Science I D

50. Futurism S

51. Science II D

52. Constructivism

The chairmen said the current depression had meant an improvement in the labour supply to the mines but had not eliminated the continuing shortage of White miners and electricians.

53. Literature 1910

54. Lit. since Daumi

55. The case of Roma

56. Photogr. S.

"The continuing shortage of Whites brings into focus the restrictive influences of job reservation which preclude the mines from developing and utilising the available skills among Black workers.

57. Theatre as a mir

58. Photo. II S

59. Media and cultur

60. Bauhaus I

"Given the current political climate and the rising aspirations of the Black population, not only do we face problems in maintaining planned levels of production but also the prospect of future unrest has to be considered which could arise out of increasing Black frustrations."

61. Media and cultur

62. Bauhaus II S

63. The Vienna circle D

64. Surrealist I S

Industrial

Relations — workers

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26/1/78 — 21/12/78

MYNVERENIGING SAL SWARTES TOELAAT

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Dik Burger 20/1/75
Van Ons Korrespondent

JOHANNESBURG.
DIE Vereniging van Ondergrondse Amptenare (V.O.A.) — met sy ledetal van 10 400 die belangrikste amptenare-vereniging in die Suid-Afrikaanse mynbedryf — het hom bereid verklaar om swart werkers as lede te aanvaar.

Die V.O.A. is gewillig om met werkers van alle rasse in die arbeidsmark mee te ding, mits swart en wit op gelyke vlak om betrekking meeding, het mnr. Roelf Coetzer, sekretaris van die V.O.A., gister gesê.

„Die posisie is so: as die V.O.A., die werkgewer en die Regering oor die saak kan ooreenkom, dan kan dit gedoen word.”

Mnr. Coetzer het dit beklemtoon dat lidmaatskap van swartes aan sekere voorwaardes onderhewig sal wees. Swartes en blankes sal dieselfde besoldiging moet kry, sodat swartes nie as goedkoop arbeid gebruik word nie. Swartes sal met blankes moet kan meeding wat kwalifikasies, ondervinding en vermoed betref.

OPNAME

'n Opname wat verlede jaar onder die lede van die V.O.A. gedoen is, het getoon dat die meerderheid bereid is om op hierdie voorwaardes met anderskleuriges in die arbeidsmark mee te ding, het hy bygevoeg.

Na wat berig word, het mnr. Arrie Paulus, leier van die Mynwerkersunie, hom sterk uitgespreek teen die moontlikheid dat lede van sy Unie onder die toesig van 'n swartman sal moet werk.

„Ons sal dit tot die einde toe beveg,” het hy gesê. Mnr. Paulus was nie gister beskikbaar om dit te bevestig nie.

Die kwessie van lidmaatskap van vakbonde is een van die aspekte van arbeid wat op die oomblik deur die Wiehan-kommissie ondersoek word.

FM 17/2/78 (136)
WHITE TRADE UNIONS
Coloured members?

There could be some fireworks in Pretoria next week when member unions of the SA Confederation of Labour get together for their biennial jamboree

The whites-only Confederation is expected to face a recommendation that it admit coloured workers as members

A small union within the Confederation, the SA Technical Official's Association, is considering admitting coloured people to its own ranks. This will make it the first non artisan mine union to open its doors to coloured workers

The Technical Officials are likely to

ask the Confederation if they would still be welcome in its ranks as a multi-racial union

Another controversial issue likely to arise is that of HNP stalwart Gert Beetge's Blanke Bouwerkersvakbond's membership of the Confederation. This union was refused Confederation membership last year — evidently because the Confederation's leadership objected to Beetge's anti-government politics

But Beetge's union was excluded by the Confederation's management committee only, not by a full conference. Some of the other member unions are likely to question the decision

Beetge's union is not particularly large or influential. But if it were readmitted, this would be a victory for the organisation's right-wing. If the Technical Officials are told that they would be welcome on a mixed union, this would be a victory for the Confederation's moderate wing

Labour

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all-white

Own Correspondent

The all-white Confederation of Labour, South Africa's big right-wing labour organisation, today decided, in Pretoria, to remain open only to whites-only member unions.

An application by mining's SA Technical Officials' Association to admit coloureds to their ranks and still stay a member of the confederation was turned down at the biennial conference of the organisation.

The technical officials had asked the confederation if it would still be welcome as a member if it became multiracial.

The confederation's constitution, as opposed to that of South Africa's other big labour body, TUCSA, which is non-racial, admits whites-only unions as members.

Labour

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stay white

PRETORIA—The all-white Confederation of Labour, South Africa's big right-wing labour organisation, yesterday decided to remain open to white-only member unions.

An application by the mining South African Technical Officials' Association to admit coloured people to their ranks and still stay a member of the confederation was turned down at the biennial conference of the organisation in Pretoria.

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The confederation's constitution, as opposed to that of South Africa's other big labour body, Tucsas, which is non-racial, admits white-only unions as members.

Protecting whites (136)

Although the SA Confederation of Labour decided this week to keep the "whites-only" signs over its doors, the SA Technical Officials' Association still intends admitting coloured members to its ranks

As the *FM* went to press, the association's executive council was meeting to discuss the issue. General secretary Henry Mallet-Veale tells the *FM* he is "optimistic" that the council will decide to open the union's doors. "It was the council who first suggested it, not me. The Confederation decision won't affect the issue."

Some mining sources suggest that the association's decision was prompted by cases where union men were working alongside coloured officials who were being paid less than them. Not so, counters Mallet-Veale. "I know of no undercutting. Our decision is simply prompted by a need to move with the times."

How will the Confederation react if Technical Officials' opens its doors? It could either decide to make an exception in this particular union's case or expel it. The question was not discussed at the Confederation's meeting in Pretoria this week.

But one thing the Confederation did decide — unanimously: to back the retention of the job reservation clause (Section 77) in the Industrial Conciliation Act. It said, however, that it would consider any new moves "aimed at protecting the white worker" were they to flow out of the Wiehahn Commission report.

RJM 21/3/78
①136

Mixed mining union mooted

By RIAAN DE VILLIERS
Labour Correspondent

THE Mine Workers' Union has published a second internal working document of the Anglo American Corporation.

The document analyses the union's position in the industry.

The document says an integrated mining union is the only real and viable long-term solution to what it terms the Mine Workers' Union problem.

It also argues that the MWU is in an extremely weak position at present, and urges the corporation to propagate this view among the other mining houses to avoid what it calls "Munich peace in our time" type settlements with the union.

The document, written last June, appears in the latest issue of the MWU's newspaper, The Mine Worker, together with a virulent attack on it and its author, said to be Mr P L Nathan of the Gold and Uranium Division.

The MWU's exposé and its attack on Anglo American come on the eve of this year's crucial negotiations on wages and the five-day working week in the mining industry.

The document says the MWU is on the brink of a decline, which could force it to take drastic action.

It gives the following reasons:

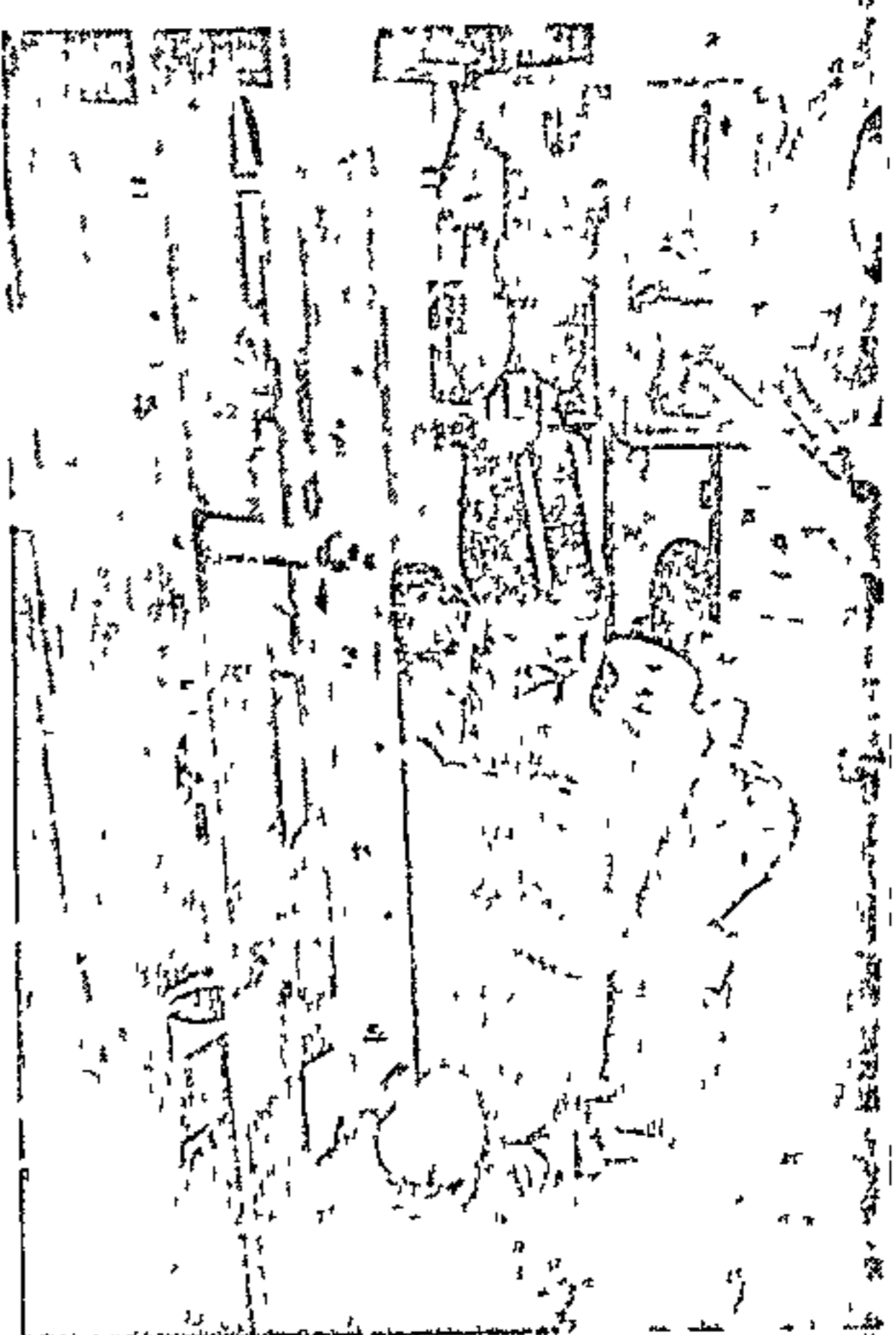
- The MWU is founded on "quicksands" of statutory job reservation.

- Its membership is declining due to the growing unpopularity of mining in relation to commerce and industry.

- There is a change in the Cabinet's attitude towards discrimination "which may well result in a cooling off of relationships".

"As any form of black union would create immense problems for the industry, we should do all we can to convince the Wiehahn Commission of the desirability of an integrated union," it says.

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Engineering workers . . . mixed but secure?

African workers
Employers are also proposing that the industry's non-contributory pension scheme for Africans be converted to a contributory scheme and that adjustments be made in wage levels of African workers to cater for this

NGLE MEN IN GUGULETU:

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accommodation, with a multi-storey building by Murray
However at the time of writing employers are
e strictly speaking only the employers' dormitories

unions have been pushing for for some time
Says Seifsa director Errol Drummond
"As a quid pro quo for removing job discrimination, the parties are examining mechanism which will provide for opportunities and training and remuneration for all existing incumbents on a color blind basis"

SEIFSA TALKS PM 14/5/76
A protection plan

The Seifsa wage negotiations may be on the verge of a major breakthrough. The FM understands that negotiators on both the trade union and employer sides have agreed on a plan which will protect existing job incumbents while eliminating racial bars to job advancement altogether

The plan must still be put to employers and unions -- however the fact that the two negotiating teams agree on it gives it a hefty chance of success when the parties meet again next Wednesday

The negotiations are perhaps the most important labour talks in recent years. For the first time employers are asking for the scrapping of all formal bars and unions and employers have been seeking a formula which will protect all job holders irrespective of colour

If they succeed, and find a formula which both allays the fears of union men about their job security and allows African penetration of higher level jobs, they may set a pattern which will be followed by other industries for years to come

The proposals in the plan centre around job protection measures and training and retraining schemes for present job incumbents -- something the

In terms of the plan, which the FM understands is a modification of earlier Seifsa plan, employers must give preference to existing workers when they embark on a training or retraining scheme

Employers will have to notify the industry's industrial council when they wish to promote workers and inform it when they wish to retrench. The council have to be satisfied that the new incumbent has the necessary skills and that preference has been given to present incumbents, retrenched workers in the industry, or workers who are temporarily out of the industry through, for example, military service

A key to the scheme is the setting of plant-level worker committees which employers will have to consult before making job changes.

The wage issue has been relegated to second place until the job changes issue has been resolved. Here, however, the two parties appear to be fairly far apart

Seifsa has offered the unions "across the board" increases ranging from 14c an hour for the top grades to 9c at the bottom (about 6%-14% on basic rates), well as increases in the industrial council minimum of between 9.5% and 11%. These fall far short of the union demands as well as those of the Central Bantu Labour Board which has asked for a minimum increase of 13c an hour

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Anglo American

30/5/78
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secret document

Mining call

for black

trade union

rights

Cape Times
30/5/1978

- ① 166
- ② 211
- ③ 136

Own Correspondent

JOHANNESBURG. — The Anglo American Corporation has asked the Wiehahn Commission of Inquiry into South Africa's labour laws to grant trade union rights to all black workers — including the mining industry.

But it believes no effective union representing black workers will emerge in the mining industry for some time and that the "vast majority" of black workers will probably not be unionized.

It favours strict control of trade unions to avoid misuse for political ends, through legal requirements as well as additional restrictions laid down by employers

It also rejects legally-enforced "closed shop" provisions and favours voluntary union membership.

This has emerged from a confidential Anglo American document reproduced in the latest issue of The Mineworker, journal of the Mineworkers' Union

Commission

According to The Mineworker, the document was sent to the Chamber of Mines in November last by Mr Dennis Ethered, chairman on Anglo's gold division, together with a draft chapter of its recommendation to the Wiehahn Commission.

It is the third confidential Anglo document on industrial relations "exposed" by the white union.

The document, entitled "Problem areas in industrial relations in the mining industry", analyses Anglo's proposals and its implications for the mining industry.

It appears that the corporation has proposed a two-level system of industrial relations, including

- ① Central collective bargaining between employers and trade unions representing all workers, laying down wages and conditions of employment
- ② Elected worker commit-

Continued on page 2

Union rights

Continued from page 1

tees to deal with workers' views within individual enterprises

But the document says these proposals would be an ideal system and could not be implemented immediately in the mining industry

It also says the industry should be allowed a three-year period to build up committees on individual mines before they should conform to the full standards laid down in the law

Attempting to allay fears about trade union rights for blacks, the government says it could be assumed that no effective union representing any significant number of black workers would emerge in the immediate future. This would exclude most black workers from collective bargaining

But the document warns that this should not lead to proposals to exclude blacks from trade unions and set up separate committee systems to negotiate with them

Effective collective bargaining could take place only with independent trade unions, and conflict could also develop between two systems of worker representation

The document argues in favour of trade union rights for "foreign" black workers as well as migrant workers.

Separate development aimed at making all blacks in SA foreigners, sooner or later. To build an industrial relations system on this ideological basis would flaw the system and "bring far greater problems in its wake"

If the aspirations and interests of migrant workers were as low as some employers argued, they could be catered for at enterprise level and they would have no incentive to participate in trade unions

But to exclude any group from representation in the industrial relations system would be to court conflict, now or in the future

On fears that union rights for blacks would allow a "power base for black political aspirations," the document says the law should provide strict criteria to control unions

Also, employers who still felt blacks in trade unions would lead to "radical political organizations" could set their own criteria before recognizing unions

training college — in contravention of the agreement.”

A Chamber of Mines spokesman replies “The artisan aide system was introduced after careful negotiation and consultation with the unions. If they have problems with it, they’re welcome to discuss them with us.”

① MINE LABOUR FM 2/6/78
② Fragmentation worries
③ (24) (189) (136)

④ As the engineering industry was breaking through the job colour bar last week, the mines were facing a union backlash on the use of black workers from some of the same unions which signed the engineering agreement

There’s no contradiction, however. For, while the unions’ objections on the mines do involve the use of black workers, it’s the fragmentation of skills, rather than a racial issue that they’re complaining about.

Amalgamated Engineering Union secretary Tom Neethling complains about “abuses” of the artisan aide system on the mines and suggests that the unions may demand the scrapping of the system.

Artisan aides (who are black) were introduced some years ago as a response to the shortage of mine artisans. They are supposed to assist the artisan in aspects of his job and thus partly relieve his workload.

Neethling tells the *FM*, however, that his men are angry at what they see as abuses of the system. “Many mines are using aides for tasks not laid down in the agreement. Some are even training them for these tasks.”

The artisans see this, says Neethling as “an attempt to water down our jobs. The aide is now $\frac{5}{8}$ of an artisan and the effect is to break up our trade and divide it up amongst unqualified workers. At any rate, we don’t believe the shortage of artisans still exists.”

Neethling’s fears are shared by other artisan unions. Says SA Electrical Workers Association secretary Ben Nicholson: “We would rather see black artisans indentured than see a skilled job watered down in this way.”

Indeed, Nicholson charges that abuses have led to a fatal accident on the mines. “In one case two miners were killed because a shift boss insisted that an aide do electrical work he wasn’t qualified to do. And the only reason he could get to the wires to do the work was because he’d been given a key to them by the

June 2 1978



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FM 2/6/78

Colour bar breakthrough

The biggest blow in decades was last week struck at the jobs colour bar. The 200 delegates from the steel and engineering industry who met to negotiate the new Seifsa agreement unearthed a formula which could set a benchmark for other industries.

The steel and engineering sector employs about 450 000 workers, 360 000 of them hourly-paid. Of these, 70% are Africans.

Hitherto Africans have been barred from the top jobs, because these have been reserved for registered union men only. And the registered trade unions have also had an effective veto over African entry to middle-rung ("semi-skilled") jobs. Basically, what happened last week was that both the middle and the top jobs were opened to Africans — although for the moment lack of formal training facilities will keep Africans from becoming artisans.

Though the colour bar has been formally scrapped, the job security of union men currently holding jobs has been guaranteed. And the practicalities of African advancement have been thrown into the court of workers on the shop-floor. Many people believe rank-and-file union members are more flexible about the colour bar than they are often assumed to be.

It also circumvents one of the problems of dealing with the practicalities of black advancement in a national agreement — that the pace of change is retarded because it has to cater for the "lowest common denominator" of conservative opinion.

Job fragmentation

All existing jobholders — as well as retrenched and unemployed workers with a recent history of work in the industry — are guaranteed job security and preference. In addition, the new Seifsa agreement protects skilled workers by ensuring that workers who are promoted meet standardised skill requirements, thus preventing "job fragmentation".

The industrial council will be em-

powered to set standards for a particular grade of work, and to issue certificates to trainees who qualify. And it gives the industry's industrial council the right to monitor the system and to step in to ensure that black advancement is "orderly" and does not create friction.

The agreement is a personal triumph for Seifsa director Errol Drummond. He tells the *FM*. "It's a practical answer to an historical problem. I believe it will set a new pattern in industrial democracy for our industry and for others. It's not the end of the road. But it's a big step in the right direction." Adds Confederation of Metal and Building Unions secretary Ben Nicholson: "There'll be teething problems. But we're getting rid of racial protection while giving union members confidence that the changes won't cost them their jobs."

The changes won't introduce a meritocracy overnight. There will be little competition even for skilled jobs now open to Africans, Nicholson points out, simply because they do not yet have the necessary training.

Union men have always feared that African job advancement is a ruse to fragment skilled jobs and replace union members with cheap and unqualified (black) labour brought in from outside the industry. The agreement seeks to allay these fears, while removing the formal colour bars.

If an employer wants to promote workers, he will have to state clearly the educational qualifications, training and experience required. He will then have to consult a shopfloor committee representing employers, trade unions, and black works and liaison committees.

This committee's consent is required before the employer can go ahead. Procedures for resolving deadlocks are laid down. And a joint training scheme for all workers is set up, meeting union objections that there are insufficient facilities for retraining lower-rung non-Africans.

Aspirant workers returning from military service — which at present is compulsory only for whites — will have job

preference. This obviously gives whites an entrée to the industry, although if blacks do military service they won't be at a disadvantage.

Moreover, if the industrial council thinks an employer is in breach of the agreement, or is harming good labour relations, it can order him to revert to the *status quo ante*.

Says Drummond: "We're not trying to undermine management decision-making. But there must be mechanisms to prevent exploitation. Employers who bring in outsiders to leapfrog over existing workers will be in trouble." He adds: "Job descriptions and pay rates are laid down. Fragmentation and undercutting are prevented." And arbitration machinery is built in.

Negotiating skills

A key feature of the agreement is that it will test negotiating and personnel management skills as never before. Both management and unions in SA tend to rely overly on the law and the formal rules of industrial agreements. They will no longer be able to do so.

The challenge is made greater by the fact that bargaining in the engineering industry has traditionally been carried out by strong centralised unions and employer associations. So the pressure on grass-roots negotiating skills will be great.

Nicholson is keenly aware of the problem. "We have already begun educating our plant-level representatives. We will have to step up that process."

Unisa business school lecturer and former Tucs official Robert Kraft points out: "Many personnel managers may not be able to cope. Seifsa should begin training them now."

Kraft's colleague, Oscar Motsepe, argues that the agreement will place new strains on African shop-floor representatives. "For the first time they will be involved in real decision-making."

Motsepe says that Africans will need training in negotiating skills if the agreement is to work. Indeed, one measure of

the agreement's success will be the extent to which black representatives make their voice heard. Drummond feels they will "here are some extremely articulate negotiators on the (works and liaison) committees"

Indeed, Kraft suggests that one effect of last week's breakthrough will be to persuade engineering unions that they

must enrol African members. "A union's task is to control the job — and you can't do that if you don't represent everybody in the job."

Significantly, Nicholson's own union, the SA Electrical Workers' Association, will soon be discussing an in-principle proposal that it admit Africans

Ultimately, the agreement will stand or

fall on one acid test — can whites, coloured, and Asian workers be guaranteed their "entry point" while a full merit system is introduced? The agreement seems to answer the question by saying that the present protected generation can keep its guarantees, but the next generation will have to compete in an open market

Shell figures challenged

LET
12/17/78
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EAST LONDON -- An Umtata man has challenged the Shell company's claim that it has substantially closed the wage gap between black and white employees.

The claim is made in a booklet 'Shell's Involvement in Social and Public Affairs in South Africa', which was published recently.

Mr P. Verhoef of Umtata has challenged the point made

For blacks in the lower job groups a rise in the CPI of 80.7 per cent actually means a rise of at least twice that proportion.

Consider further that the pace of inflation is set mainly by the spending power of the higher income groups and here again the black worker suffers most.

The inference that there has been a substantial in-

standard of

Shell figures challenged

AVIATION - An Unions member challenged the Shell company's claim that it has successfully closed the wage gap between black and white employees.

The claim was made in a booklet issued by Shell in connection with its Social and Public Affairs month-long campaign in W.W. public relations.

Mr. P. J. Verhoeff, President of the Unions, has challenged the point made by Shell that the average salary of employees in the lower wage group of 1967 are black and increased by 142 per cent (from R200 to R220) over the last five years compared with an increase of 71 per cent (from R340 to R600) in the average salary in the higher wage group which were predominantly white.

The booklet also makes the point that during the same period the consumer price index rose by 50 per cent indicating a substantial increase in the real standard of living of lower paid black employees.

Mr. Verhoeff says the inference is altogether valid and is based on the common fallacy of comparing percentages instead of real income. People don't buy bread with percentages but with rands and cent.

Before the increase Shell's wage cap was R354 minus R57, now after the increase they are R616 minus R100, an increase of 142.

Thus the wage cap has increased by 100 per cent. It must be borne in mind that the 142 is based on the average wage of white families who are around R5 000 a year.

For blacks in the low wage group a rise in the CPI of 50.7 percent actually means a rise of almost twice that proportion.

Consider further that the percentage inflation is set mainly by the spending power of the higher income groups and here again the black worker is the loser.

It is pointed out that there has been a substantial increase in the real standard of living of lower paid black employees, therefore claims are unfounded.

Shell is to state that their minimum salary is currently 47 per cent above the minimum living level for an average black family based on Unisa Bureau of Market Research cost of living data but they forget to add that the bureau's figures are based on the assumption that the basic needs of blacks are far below that of whites.

Which average white family could live on R150 a month?

This impoverishment of the black has been taken a step further by the new sales tax. In effect, blacks in the lower wage groups will now be taxed at a rate some 20 times higher than the poll tax they used to pay.

History has shown how poverty and impoverishment can be used as instruments of oppression and subjugation.

Juggling with percentages will certainly fool many whites into further complacency and an international concern such as Shell should pay more heed to the LCC code of conduct which prescribes that the wage gap between black and white be closed. Mr. Verhoeff said — UDR

ARGUS 13/9/78

Job integration 136

risk - union head

SOUTH AFRICA was going in a totally wrong direction in its relations between population groups, said Mr Arrie Paulus, general secretary of the Mineworkers' Union, in Cape Town.

'We do not follow any direction of thought but our emotions and our guilt feelings in some cases,' he told a meeting of the Graduate School of Business Association yesterday.

'If we are not careful and if we do not get

clarity now on where we are going, we'll get into deep trouble.

'We must be careful that the liberals inside and outside our border do not succeed in arousing a guilt feeling among us so that in white South Africa opportunities for promotion are created for the black man, who is a guest worker, only, thus leading to job integration in white South Africa'

'RACIAL QUOTA'

There could be no job integration without social integration, followed by total integration, said Mr Paulus.

'One thing we can never accept is that economically we'll be shattered if we should ever promote a man simply because we have to fill a racial quota.'

'There must be much sounder reasons for promotion of all races.'

'I strongly doubt whether employers are serious in their intentions with the promotion of the black man, and whether they know and accept the full implications of this.'

'I also doubt whether many of us are prepared to do the work necessary for a better future.'

CHEAP LABOUR

Mr Paulus, who spoke about the future of the white mineworker, said he made a plea for more consultation, a greater exchange of ideas and a greater openness of mind for new ideas.

The gold-mining companies were trying to justify the employment of cheap black labour as being in the interests of the country because of the escalation of production costs and the fluctuation in the price of gold.

If this happened it became possible to mine low-grade ore to earn foreign currency.

'It is obvious that the gold mines can rely on the State to support them in the importation of black mineworkers,' said Mr Paulus.

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| | 0.4 | Legal Status, Age and Education | |
| 1.0 | | Employment of Workers | |
| | 1.1 | Level of Skill: Definition | |
| | 1.2 | Length of Service | |
| | 1.3 | Wages | |
| | 1.4 | Workers' Grievances | |
| | 1.5 | The Ineffectiveness of Liaison | |
| | 1.6 | Workers' Suggestions for Improvement of Situation | |
| | 1.7 | Attitudes Towards 'Coloured' Workers | |
| | 1.8 | Summary and Conclusions on Rural Situation - Outline | |
| 2.0 | | Rural Situation - Outline | |
| | 2.1 | General Information | |
| | 2.2 | Land Availability | |
| | 2.3 | Factors Influencing Size of Farms | |
| | 2.4 | Factors Influencing Proportion of Land | |
| | 2.5 | Maize Harvest | |
| | 2.6 | Factors Influencing Maize Production | |
| | 2.7 | Cattle | |
| | 2.8 | Sheep | |
| | 2.9 | Factors influencing the Number of Farms Owned | |
| | 2.10 | Goats, Pigs and Chickens | |
| | 2.11 | Relationship between Livestock and Land | |
| | 2.12 | Subsistence Income | |
| | 2.13 | Recruitment and Job Finding | |
| | 2.14 | Factors Influencing Recruitment | |
| | 2.15 | Periodic Returns to Rural Areas | |
| | 2.16 | Homeland Economic Situation | |
| | 2.17 | Remittances to Homelands | |
| | 2.18 | Summary of Rural Situation | |
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government, particularly on economic issues, had grown in recent years, warned Paulus.

Clearly Paulus is confident of blocking any changes to traditional job bars which may flow out of the Wiehahn Commission report. This would appear to confirm speculation that the commission will not make any recommendations which directly affect present job patterns on the mines.

Paulus told the meeting he was confident that an economic upturn would convince employers and government that it is "short sighted" to place too great a reliance on black miners because they will, he argues, be the first to leave when surface jobs in industry become available.

Nor does he believe there is a shortage of white miners "We have sufficient white miners, but we have too many mine officials — one for every miner."

While slamming labour relations on the mines ("in more than a century of mining in SA there has been an appalling lack of consultation and planning Negotiations seldom go beyond dog-fights about wages and working conditions"), Paulus held out an olive branch to mining employers.

He called for the appointment of joint study groups, comprising worker and employer representatives, to map out future relations, and warned of "severe labour disruption" unless owners and white miners check the rift by means of consultations, negotiations and joint planning.

So the MWU is not bent on conflict — if employers and government accept the need for job reservation and the protection of the white miner. But if they want significant changes, they'll have a bitter fight on their hands from a potentially powerful union.

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WHITE LABOUR
Holding the line
136

Mine Workers Union general secretary Arrie Paulus is in no mood to compromise on his union's staunchly pro-job reservation stance. That's the warning sounded by Paulus in a speech to Cape Town Graduate School of Business alumni this week.

"Work integration leads to social integration leads to total integration," said Paulus. The trade unions' influence on

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| | totals |
| | 42 802 |
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I. Generalisation from the sample

Unfortunately it is not possible to say what proportion of our sample is of all the firms in the regions and industrial sectors we covered.

We are fairly sure, however, that we did not discover more than half the existing demand for African technicians in these regions and sectors. This holds only for the total number and not for each separate category of technician.

4. DISCUSSION OF THE FINDINGS

A. Question 3 (how many African technicians a firm would employ ...)

The answers to this question have provided us with an idea of what categories of technician are most in demand. However, our answers in fact consist of four different figures, each of which could be taken as an indication that one category of technician is more in demand than another. This is where the subjective impressions of the researcher must come into play and he must use his own judgement in deciding how to rank the different categories in order of demand for each. He must decide the relative weight to place on the figure for the immediate demand for each category and the number of firms demanding technicians in each of those categories. The same must be done for 1981.

THE MINES

Delayed action 136

The mining industry's anticipated (or dreaded, if you happen to be an employer) negotiations on the five-day week have been delayed again. The Mine Workers Union (MWU) has decided to wait for the Franszen Commission's additional report before resuming the talks.

of employees in the
vides us with some basis
e previous table.

Initially negotiations were to begin this week, and the MWU was expected to urge that they begin even if the report was not yet completed. But MWU general secretary Arrie Paulus tells the *FM* his union has decided to wait until it has a copy of the commission's report.

This could indicate that the report will have a significant influence on the negotiations, despite the fact that its recommendations will not be binding on either side.

When the report will be completed is unclear. Originally expected at end August, it won't be with Minister of Mines Fanie Botha for some time yet. A commission spokesman tells the *FM* that the report is still being translated before submission to the acting State President. Translation and printing could take some time.

So mining's traditional labour fuse looks like staying on the burn for a while longer.

sample by region and race.

| N | EMPLOYMENT | | | |
|--------------------|---------------|--------------------|----------------|----------------|
| | Whites | Asians & Coloureds | Africans | Totals |
| | 7 589 | 7 580 | 27 633 | 42 802 |
| Association | 2 951 | 3 403 | 14 643 | 20 997 |
| | 16 580 | 4 976 | 33 819 | 55 375 |
| | 724 | 7 | 3 315 | 4 046 |
| | 8 039 | 4 891 | 33 168 | 46 098 |
| T O T A L S | 35 883 | 20 857 | 112 578 | 169 318 |

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electricians) passed the motion after a meeting at which union general secretary Ben Nicholson was present and the motion specifically refers to both Nicholson and a regional union organiser, according to a report in the local paper, *Die Magaliesberger*

Their dissatisfaction might stem more from the two conference decisions than the signing of the Seifsa agreement. Questions were put to Nicholson specifically on the union's support for black artisan training and union membership

At the meeting, the Rustenburg men said that they refused to belong to a multi racial trade union (the Electrical Workers had originally planned to admit blacks to union membership but had decided on a separate union because Africans cannot belong to registered unions) and that they planned to quit the union

The obvious home for them if they do so would be the Mineworkers Union (MWU) but MWU general secretary Arrie Paulus tells the *FM* none have so far applied to join

Nevertheless, the MWU does seem keen to enrol white members of other unions -- it has argued for some time that white workers are not being adequately protected by their union leadership and that their natural home is in the MWU

So the union seems to be looking for membership outside the mining industry -- a move which would give it the right to speak for white workers in manufacturing as well

If it does do this, the MWU will have a broader base to oppose the Wiehahn Commission's findings if they are not to its liking -- it will also be able to oppose them if they apply to manufacturing industry and not mining, as many observers expect

The success of this strategy depends of course, on whether other white union members share the Rustenburg men's dissatisfaction. Paulus says he knows of no similar moves in other unions at this stage. But if other such moves do materialise, they will have a crucial effect on SA labour relations.

UNIONS

Arrie's fold

FM 13/14/78

The beginning of a white worker backlash -- or a flash in the pan? That's the question posed by a vote of no confidence in their union leadership, passed by the Rustenburg branch of the SA Electrical Workers' Association

The Electrical Workers was one of the key unions to sign the Seifsa agreement earlier this year. At its recent conference, it announced plans to organise an African electrical workers union in anticipation of the Wiehahn Commission's findings and passed a motion endorsing the training of African artisans

The Rustenburg men (who are mine



MINE LABOUR

Desert storms

Industrial relations on the mines have never been particularly happy. But the malaise has now spread to far off Namaqualand, where the Minister of Labour has had to appoint a Conciliation Board to settle a heated labour dispute.

The dispute is between Arrie Paulus's Mineworkers' Union and O'Okiep Copper Company, a subsidiary of US mining giant Newmont. The immediate cause is a wage dispute, but lurking at back of it is union opposition to a management plan to introduce a liaison committee with a coloured worker representative.

This is the first time in around a decade that a conciliation board has sat at O'Okiep.

The dispute has now apparently been settled. The Conciliation Board met at O'Okiep on October 4 and Paulus tells the *FM* that that meeting settled the dispute to his satisfaction. O'Okiep GM Tom Philip says the bulk of the dispute has been settled but adds that the Board will meet again in about six weeks time to tie up loose ends.

Neither side is saying what agreement has been reached - - but it's certain that there will be no coloured member of the liaison committee - or employment practices committee, as Philip calls it. There may be a white representative charged to look after coloured worker interests.

Paulus tells the *FM* that the MWU had no objection to the principle of setting up a liaison committee - it simply believed that the constitution O'Okiep had prepared was too vague. The MWU has drawn up an alternative constitution, he says.

The dispute - which has had its moments of drama with copies of the MWU paper *The Mineworker* being placed under Philip's door at night, began when management offered the union a 5,5% increase (initially 5%) plus 0,5% per year of service. The latter offer, however, was made conditional on the liaison committee which, says the union would have had "such wide powers as to make a MWU branch at O'Okiep superfluous."

The union rejected the offer and applied for a Conciliation Board. Philip replied some time later by accusing the union of acting irresponsibly and announcing a 5% increase for all daily

paid workers. The union interprets this as an attempt to bypass it.

It also claims that industrial relations at the mine were good until a new management team under Philip took over. Philip denies that he's the root of the problem. A factor in the situation at O'Okiep, he says, is the fact that management deals with two unions, one white, the other coloured - a unique situation in the industry.

Unlike other mining companies, O'Okiep has to balance the demands of both unions, says Philip - hence the conflict. The union, on the other hand, appears to suspect that the company has adopted a more aggressive attitude to the use of coloured workers in the last two years.

MINEWORKERS ~~136~~ 136
Beneath the surface

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A **showdown** between the Mine Workers' Union and the Chamber of Mines — with government at least tacitly backing the Chamber — could be on the cards after the publication of the Franzsen commission's report on the mines' 11-shift fortnight.

The Chamber was banking on the commission's report to provide it with fuel to block the union's demand for a full five-day week. It has not been disappointed. The report essentially endorses the Chamber view and is likely to be welcomed enthusiastically at Chamber HQ. And government is likely to back the commission's findings, at least privately. Minister of Mines Fanie Botha has already opposed the five-day week from a public platform.

It is virtually certain, however, that the MWU will reject the report and press ahead with its claims for a five-day week. General secretary Arnie Paulus tells the *FM* his union executive will meet next week to discuss the report. He adds that the MWU demand for a full five-day week still stands.

The union's attitude will only be

decided at that meeting. But it's likely to reject the report — certainly Paulus will be urging it to do so.

Paulus is unhappy with the report. He argues that it shows that production increased during the operation of the 11-shift fortnight, while productivity — particularly among black workers — decreased. When the scheme was introduced the union promised only that production would increase, he says, and the reasons for a fall in productivity have nothing to do with the 11-shift fortnight.

The MWU executive is likely to take the same view — certainly rank-and-file union members seem solid in their support for a five-day week. That demand is thus likely to be restated when the union meets the Chamber some time after next week's union executive meeting.

It may be true, as some sources argue, that the union is simply seeking to strengthen its bargaining position prior to the negotiations. But the union will not drop its five-day week demand and SA could well be in for the sort of confrontation the industry saw in 1976 when the union called a strike ballot and a strike was only averted at the last moment.

Certainly the Chamber, and government, will want to avoid a confrontation and may well seek some interim compromise. But if the talks do go to the brink, government may well have to openly back the mine owners — a far cry

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from 1922 when an alliance between the National Party and mineowners brought down the Smuts government.

The commission's report is pivotal in its backing for the Chamber view. It finds that the 11-shift fortnight has raised costs, cut productivity and that productivity has not risen as a result. It accepts the Chamber target of a 6.2% production decline for a single black worker.

It goes on to state that a full five-day week would cut production by not less than 12% and that the concentration of the mine market is undesirable to allow capital to pour into the industry.

But it goes further to recommend that the 11-shift fortnight should be continued until the 11-shift fortnight is introduced. It does not lump costs, productivity and production together. It seems to prefer a change to the 11-shift fortnight.

A 11-shift fortnight cannot be introduced, say the commission, unless there is a change in the industry's work procedures. On the commission's work procedures, it probably means that jobs are done in a different way.

The commission also says that the commission's findings are for the commission to put to the government.

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The annual auction of excess grazing right to graze. A separation would con

the year

-RAILWAY WAGES

Still steamed up

Railwaymen are still asking for salary increases despite the news that they'll get a small bonus in January. Railway unionists are quick to point out that the 2% bonus is a small consolation with the SAR's internal staffing policies. Then with wage demands.

What the men will be getting is their share of the savings effected by SAR in a staff rationalisation process which has been proceeding for some time. The 2% has been an annual average increase, but not filling gaps as staffs are reduced and the workforce will not be a fraction of the surplus.

John Penade, general secretary of the railwaymen's National Committee Committee (NCC) which represents the SAR staff union, says that the 2% for railwaymen will be 100% of the savings achieved by the new staffing policy. He would put a figure of that the exact figure will only be known in December. The figure could be as high as 10%.

When the 10% figure is announced in December it will be a good thing for the men, but it will not be a great thing for the owners of the railways.

In p poin free capi Bots

der receive just over 4% and those at the top around 2% on basic pay.

The 20% which will not be distributed among SAR workers will be held back because, explains Benade, 'some of the vacant posts may have to be filled later or it's impossible to plough everything back to us.'

The idea of ploughing the money back into a bonus has been in the air for some time and is seen by SAR management as a means of encouraging staff to participate in the streamlining process initiated by GM. E. C. Jones, Labour Secretary, tells the *MM* that some staff members are unhappy about the new staffing policy and the bonus is intended to 'pay off' them for the benefits of the new approach.

So the bonus has much to do with SAR management's own need to win labour over to a new approach as with the men's self-demand.

Railway unionists also point out that the bonus is a one-off award, although other one-off awards could be made next year. And it is certainly very different from a pay increase.

The dispute between two railway unions - the Locomotive Staff Association and Benade's Punning and Operating Staff Union - will thus continue. And the Artic Staff Association, whose members have a better record of confidence votes in Transport Minister Louwyer Muller, aren't satisfied either.

'We welcome the move because it helps to shift railway away from the chronic 'sheltered employment' image of industry's eye, but it has nothing to do with our wage demands,' says general secretary Walter Gribler.

These demands may well be met in the future. Nurses look set to receive a rise soon and the rest of the entire public service getting 10% next year. But if there is not the 'adwayer' disputes, inflation will continue unabated.

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It is difficult to ensure social justice in these relationships without a strict government control of wage levels and work conditions. These will

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MINEWORKERS

Still on target

FM 27/10/78

As expected (*FM* last week) the Mineworkers' Union executive has decided to continue negotiations with the Chamber of Mines for a full five-day week

The union executive decided this week to go back to the Chamber and ask for a meeting at the earliest possible date. No date had been set as the *FM* went to press, but it is certain that the union will insist on a full five-day week.

The union executive has thus backed general secretary Arrie Paulus's view that the union should not accept the Franszen Commission's view that a five-day week is out of the question at the moment. With the Chamber likely to back the report, negotiations will be tough — to say the least

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WHITE UNIONS

Mutter, mutter

FM 3/11/78

The rumblings among members of white trade unions affected by the Seifsa job advancement agreement continues apace (*Current Affairs* October 13).

The latest union to be affected is the SA Engine Drivers, Firemen's and Operators' Association, whose general secretary Ken du Preez complains that some of his members are being wooed away from the union.

Writing in the latest issue of his union

journal *The Indicator*, Du Preez complains that, "Section 25 or rather extracts from Section 35 of our recent agreements, are now being used to sow dissension and enrol members, despite assurance from employers such as Iscor that past procedures will be followed."

Du Preez is referring to Section 35 of the Seifsa agreement, which lays down certain job security safeguards in exchange for the elimination of race discrimination in the allocation of jobs. Iscor recently encountered opposition from the Mineworkers Union when it sought to extend the agreement to its mines.

Du Preez was unavailable this week, so it is not yet clear who is enrolling his members or whether significant numbers of them have left. What is clear is that the Mineworkers Union has been appealing to white workers to band together in one union to protect white worker interests.

So if Du Preez's members are leaving, they must be going to the MWU. General secretary Arrie Paulus was also unavailable, but his union has been vocal in its criticism of the Seifsa agreement and its view that only the MWU is still actively protecting the white worker.

Is the MWU actively recruiting members from other unions? It obviously would like to have them. If unionists like Du Preez are in fact losing members, the MWU may be poised to establish itself as the mouthpiece of all white workers who are unhappy about changes like those negotiated by Seifsa.

WHITE UNIONS

Your union needs you

The white trade union movement may never be the same again. Over 1000 Iscor workers have quit their unions to join the Mineworkers' Union, according to general secretary Arrie Paulus, and key white union leaders are preparing to fight a vigorous MWU recruiting drive aimed at non mining workers.

Union sources say the drive is aimed at those unions which signed the Seifsa agreement earlier this year. This is the immediate cause of the MWU move but the union has said for some time that it believes 'the white worker is in a state of crisis' and only the MWU can adequately represent him.

Paulus denies that he is seeking to attack any specific unions but he confirms that the MWU no longer sees itself as representing miners only. Our doors are now open to any white workers who want to join.

First signs of a white worker backlash came when the Rustenburg branch of the SA Electrical Workers' Association threatened to quit the union. Then Ken du Preez of the SA Engine Drivers, Firemen's and Operators' Association complained that his members were being wooed away from the union (*Current Affairs* October 13 and November 3). Now unions which signed the Seifsa agreement say the MWU has embarked on a wide ranging membership drive.

'They've been busy at Iscor Vanderbyl and Escorp. There are signs that they're starting at other Iscor works,' says Du Preez. Adds Electrical Worker's general secretary Ben Nicholson: 'They've tried to recruit our members on the mines at Krugersdorp, Welkom and Witbank as well as Rustenburg.'

It is at Iscor, however, that the MWU appears to have been most successful - and at the Iscor works rather than its mines. The 1000 plus new recruits (Paulus says 'applications are still streaming in - we passed the 1000 mark two weeks ago') are at Iscor's Vanderbyl works.

The unions most affected are thus the Engine Drivers and the SA Yster-on-

Staal Unie, two Confederation of Labour unions.

Which leads one union man to argue 'It's brother against brother. It's a fight within the Confederation. Nicholson, who says that his union members have rejected MWU overtures, has another theory. Maybe they were successful with process workers, but they haven't made much of an impact with artisans.'

While Nicholson is confident that his union and others affiliated to the Confederation of Metal and Building Unions won't lose members, Du Preez says he can't tell yet. The MWU strategy, he says is to recruit members in order to go to Iscor and other employers and ask for recognition and the deduction of union dues. Until that is done, the new MWU members won't cancel their present union membership, so it is impossible to tell now, he says.

Other unionists have claimed that the MWU has been organising protest meetings of their unions and 'injecting dissenters' into union meetings. Paulus dismisses this as 'a lie'.

CMBU men claim they have effectively beaten back the campaign by 'thoroughly explaining what the agreement means'. Du Preez says the unions under attack will hit back soon. 'We're planning ways of countering this and will announce them soon,' he says.

Certainly there is a lot of bitterness among the unions whose members are being wooed. 'They think they're the saviours of the white race' says one. 'They're only doing this because the MWU is losing members,' says another. Paulus denies this and points to published figures which indicate MWU membership was rising before the new move.

At present, the Seifsa agreement doesn't seem to be in danger. The MWU campaign is concentrated on state corporations and the mines rather than in the private manufacturing sector, although Du Preez argues 'All the unions who signed the agreement are in danger. It could well spill over.'

What does seem obvious is that two other Confederation unions are angry with the MWU and the argument could spill over into the Confederation. Equally clear is the fact that the MWU now represents non mining workers and will feel able to speak on behalf of non mining unions when it rejects change in SA industrial relations patterns.

Bellville fire

SERIOUS damage was caused at a spinery in Bellville South when flames gutted the electrical switchboard and a cable yesterday.

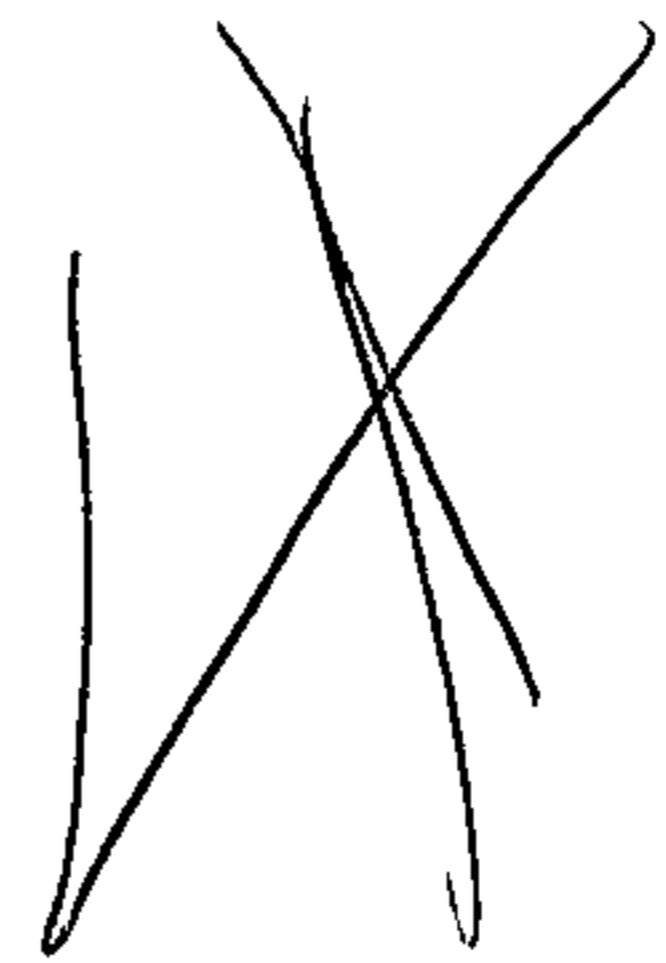
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3/12/78
C.F.M.S.

INDUSTRIAL RELATIONS .

WORKERS ORGANIZATIONS

CONFED

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(12. 1. 79)

12. 3. 79

11. 12. 79

ARRIE PAULUS

Fighting for what's white

FM 21/1/79
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Controversial Mine Workers' Union secretary Arrie Paulus is once again in the news. His vocal union is pressing for a full five-day week, an issue which almost caused a strike in 1976. In addition, the MWU has been rallying white workers, both miners and non-miners, to defend job reservation and reject Section 35 of the Seifsa agreement, which erodes the industrial colour bar. Many believe that Paulus and the MWU are the key bulwarks against changes in labour law. This week the FM spoke to Paulus about his attitude to changes and his union's plans for 1979.

build up their own areas

What do you plan to do to protect the white worker?

A good general doesn't tell the other side if he has an atom bomb, he waits for the right time to use it. The white worker has great power, but we won't use that power until we are united

Would you strike over the five-day week or to protect job reservation?

There's nothing wrong with a strike if the cause is right. If our members vote

don't. If you do, you must have job reservation.

It's no good saying a job is white while there is a white in it, but when he goes the job can go black.

Will there be a confrontation between the white miner and the government?

No. If we wanted a confrontation, we could have got one in 1976, when the government would have been hurt far worse than now.

Does your union have any political motives?

If I was interested in politics I would become a politician. Trade unions must be involved in bread and butter politics, but not in party politics.

We've never supported any political candidate. Our president said in Carletonville before the last election that the white miner knew Cas Greyling and what he stood for, but he didn't say that miners must vote for him.

An Anglo American document says white miners are more prepared to accept change than the MWU. Will you comment?

Anglo's wrong. I keep my finger on the pulse of what our men are thinking. I have held more district meetings in a year than my predecessor did in his whole term.

Will you allow employers to talk directly to your men at mine level?

Not unless the union is there. An individual employee can be bullied by an employer, but it isn't so easy with a trade union representative. But we have nothing against general committees for white workers as long as the constitution is acceptable to the union. We have such a committee at O'Okiep copper mine and we have also signed an agreement on committees with Anglo American.

What is your attitude to bargaining rights for black workers?

FM: What's ahead for the white worker?

A crisis Requests from employers to place blacks in jobs previously held by whites are growing Job reservation is under attack.

Seven per cent of school leavers and men coming back from the border can't find jobs. Both our and other unions have men coming in who don't have jobs. And there are many young whites who can't get training The government's mine training college is full and there is still only one white training centre, while there are 16 for blacks.

But employers are worried about a white manpower shortage.

We are not using our white manpower properly. All industries are top-heavy with supervisors and officials. On the mines there used to be a ratio of one shiftboss to five miners. Now it's nearly one to one. This trend is deliberate throughout industry — employers are artificially trying to create a white worker shortage to promote blacks because they're cheaper.

How long can the white worker survive if he relies on job reservation?

Forever, if we work harder. Blacks must go back to their independent countries and work there. Within five years, all homelands will be independent, including Buthlezi's, and blacks must



Arrie Paulus . . . keeping back his atom bomb

for a strike, we will do everything we can to reach agreement with the other party. But if we fail, we will strike

Is job reservation the only way to protect white workers? Would you accept a system where only workers already in a job were protected?

We must call a spade a spade. There is no little apartheid and big apartheid. Either you protect white workers or you

| Revenue | | Expenditure | |
|------------------------|--------|---------------------------|---------|
| | '77/78 | | '76/77 |
| From CASA: | 16.07% | Stamps | (9.04) |
| subs. 68 at 50c (1978) | 32.75% | Xeroxing | |
| 80 at 50c (1979) | | Stationery | (20.21) |
| Int. in Savings a/c | 6.18% | Prizes: Quiz | (35.10) |
| 2.52 | | Reading Comp. | |
| 40.00 | | Donations for book prizes | 20.40 |
| 34.00 | | Staff of UCT | 29.00 |
| 22.00 | | Staff of UWC | |
| 8.70 | | | |
| 176/77 | | | |

Expenditure and Revenue a/c

They have their committees, which we accept. But they must not have unions. They are migrant labourers and must have unions in their own countries.

You have opposed Section 35 of the Seifsa agreement, the "job security" clause. But doesn't it protect existing white workers?

It protects all workers equally, but it doesn't single out the white. That is unacceptable. And nothing prevents an employer from promoting a black to a higher job. True, he must go to a committee, but the blacks on the committee can vote with the employer against the white. The unions who signed the agreement, like the Boilermakers, also say it protects the white, but they can't say how.

But those unions say the MWU has also made concessions.

Yes, but the white miner is still in charge of the work place. In fact, the number of white miners has grown by 129 since we made those concessions. With their agreement, the number of whites in skilled jobs will start decreasing within two years. I challenge these people to address my members and tell them how I'm supposed to have sold out the white worker, and I am prepared to address their members on Section 35.

Some workers whose unions signed the Seifsa agreement have joined the MWU.

Did you recruit them?

No. They came to us. Workers at Iscor-Vanderbijl asked to join the MWU because they knew that we had refused to sign Section 35 at Iscor mines. I am satisfied with progress there, but I have told them we won't even set up a branch there until they are in the majority.

I have had approaches from members of all white unions who signed that agreement, artisans included. There is a spontaneous white backlash against this agreement extending throughout the Transvaal, right up to Pietersburg. They know their leaders have sold them out and we refused to.

You have said that the white worker must band together in one union. Does that mean the MWU?

Yes. Other unions have members in more than one industry and we are allowed to as well. As long as your constitution allows it, it's legal. We have enrolled members of other unions in the past. We are prepared to assist any white worker who comes to us, but we are not poaching.

Why do whites need one union? Doesn't the Confederation of Labour speak for white workers?

It has no power with individual employers. It cannot bargain. We can. But it would still have a role. There are civil service, municipal and railway

unions in the Confederation and I can't see us enrolling their members.

Is this desire for one union a preparation for blocking the Wiehahn report?

No. We are anxiously awaiting the report, but we will cross that bridge when we come to it.

How big a priority will the five-day week have this year?

It is one of our three top priorities, together with wages and a better pension. Talks with the Chamber are in an initial stage and I will receive further instructions from our conference this month in the light of the Franzsen Commission report. .C.T. es)

Is the government likely to back the Chamber in the light of the Commission's report?

The government would not openly take the Chamber's side. The Commission itself did not oppose a five-day week as long as it is rostered. I'm opposed to a rostered system, and that is what we will have to negotiate.

The Commission report has been interpreted as saying that a five-day week is impossible unless job changes are made giving blacks more work. ring

I don't read it that way. And I don't think the Chamber will ask for concessions in exchange for a five-day week.

5. Financial statement for the year ended 10th September 1978/
Finansiële verslag vir die jaar geëindig 10 September.

6. Motion: The Western Cape Branch requests the chairman of the Classical Association to transmit to the biennial conference of the Association the proposal that the portion of the subscription remitted to the local branches for each registered member should be increased from 50 cents to R1.

Proposed: J.E. Atkinson; Seconded: Mr. J. Sang.

7. Election of office bearers and committee members for 1978-9/
Verkiesing van ampsdraers en komiteede vir 1978-9.

Huidige lede: Voorsitter/Chairman: John E. Atkinson
Sekretaris/Tesourier//Secretary/Treasurer: Mr. J. Sang
(Vice: Miss P. le Roux)

Sekretarisse vir die Skole/ Schools' Secretary: Miss B. Keeson
(not available for reelection)

Committee members: Dr. S. Bruwer, Mrs. M. Mezzabotta, Mr. Thom, Mr. P. Collins, Miss S. Armstrong, Dr. R. van Stekelenberg.

Coopted members: Mej. D.J. Blokbergen, and student representatives from U.S., U.W.C. and U.C.T., namely Messrs. M. Sahd and C. Yon and Miss J. Frater.

8. Any other business/Algemeen.

J. Sang.
Department of Classics, U.C.T.
Phone: 698531 Extn. 213.

Miners defy union call — go back to work

By Sieg Hannig, Labour Reporter

Another 757 striking members of the Mineworkers' Union returned to work by 8 am today as support for the illegal strike called last Wednesday continued to dwindle, reports the Chamber of Mines.

"Coal miners ignored a strong weekend call by the MWU for them to join the strike," the Chamber's statement said.

By this morning, only three collieries in South Africa were still affected by the strike.

MWU members in the Evander goldfield and on the East Rand also disregarded strong appeals to participate in the strike.

Reports were continuing to be received of a steady stream of MWU members applying to be re-engaged.

With no sign of a stand-down by the MWU's leadership, a prolonged battle loomed today — the first full working day since the MWU put its cards on the table and held meetings at the weekend to extend the strike to all mines.

The events followed reassurances from the Chamber of Mines that it would throw in its full support for members who wanted to resume work.

Although Anglo American reported that the strike had extended to a third coal mine of its 16 coal mines, it said the effect was slight.

The effect on the newly strikebound mine, SA Coal Estates near Vredenburg, as slight, said a spokesman.

Police had received no

To Page 3, Col 5

at Pick 't
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MINERS GO BACK

FOR THE COLOUMNS, PLEASE

fontain and Loraine mines, he said. A Union Corporation spokesman said there had been very little response from miners. At the Impala platinum mine in Botshabelo, the miners are still out. There has been virtually no change in the situation since last week.

There has also been no change at our mines in the Orange Free State. Miners there are still out," he said. The mines at Evander had not been affected.

Today's events were crucial for the mines as well as the Mineworkers' Union.

Mines came out in a firm declaration that the strike call was illegal in terms of the law and in terms of the MWU's own constitution.

Any miner experiencing harassment of any description or threats of disciplinary action by the MWU, should report to his mine management or the industrial relations adviser of the Chamber of Mines a Chamber spokesman said today.

"Either the management of the Chamber will then take appropriate action," the spokesman said.

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MINERS GO BACK

reports of any incidents in the major mining areas — the Free State Gold Fields, the Western Transvaal gold and platinum mines and the Witbank collieries — by this morning.

A meeting of 1 600 platinum miners at Rustenburg this morning passed a motion of no confidence in the Minister of Mines and Labour, Mr Fanie Botha and one of full confidence in their leader, Mr P J 'Arrie' Paulus and their executive.

They were till striking 100 percent, reported Mr J P Barlmann, the MWU's Rustenburg organiser.

The meeting decided to continue the battle to the bitter end if the Chamber of Mines did not give the men all the benefits lost as a result of the stoppage, Mr Barlmann said.

A spokesman for Anglo American said there had been a slight improvement in the group's gold mines. All the mines are still operational. They have not been affected too badly and we have had no incidents at the mines, he said.

The Job, president, Consolidated Investment Company today reported an improvement at all sections of its Rustenburg Platinum Mine where the strike had a very firm hold last week.

Striking miners had come back to work today on the ETC Associated Manganese and Prieska mines, said an Anglovaal spokesman. There had been a slightly better turnout on the Hartbeest-

fontein and Lotrine mines, he said.

A Union Corporation spokesman said there had been very little response from miners. "At the Impgala platinum mine in Bophuthatswana the miners are still out. There has been virtually no change in the situation since last week.

"There has also been no change at our mines in the Orange Free State. Miners there are still out," he said. The mines at Evander had not been affected.

Today's events were crucial for the mines as well as the Mineworkers Union because today was the first full working day since both sides put their cards on the table at the weekend.

The union followed up its Friday night call for an extension of the work stoppage to all mines that it covers with meetings throughout the mining industry.

But the Chamber of

to WORK

By Sieg Hannig, Labour Reporter

Another 757 striking members of the Mineworkers returned to work by 8 am today as support for strike called last Wednesday continued. It reports the Chamber of Mines.

"Coal miners ignored a strong weekend appeal from the MWU for them to join the strike," the Chamber said.

"By this morning, only three collieries in Africa were still affected by the strike.

MWU member Evander goldfield the East Rand regarded strong participation in the strike. Reports were coming in that steady stream of members apply to be engaged.

With no stand-down by the

leadership, a bitter battle loomed today — the first full working day since the MWU put its cards on the table and held meetings at the weekend to extend the strike to all mines.

The events followed reassurances from the Chamber of Mines that it would throw in its full support for members who wanted to resume work.

Although Anglo-American reported that the strike had extended to a third coal mine of its 16 coal mines, it said the effect was slight.

The effect on the newly strikebound mine SA Coal Estate, near Witbank, was slight, said a spokesman.

Police had received no

Long battle looms, but many miners go back

From page 1

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weikom

Miners defy union call — go back to work

Star 12/3/74

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To Page 3, Col 5

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Either the management of the Chamber will then take appropriate action," the spokesman said.

This follows a personal assurance by the president of the Chamber, Mr P. A. von Wielligh, that the industry's

weikom

gave the men all the benefits lost as a result of the stoppage, Mr Barmann said.

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stoppage' to all mines that it covers with meetings throughout the mining industry. But the Chamber of

He said the union could not legally discipline members who refused to take part in the illegal strike.

Returning miners beat eviction deadline

Strikers pass the turning point

STBR. 13/3/79

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Staff Reporters

The illegal strike by Amneworth's Union members appeared to have passed the watershed mark today as increasing numbers returned to work — one day before the deadline for possible eviction from mine houses.

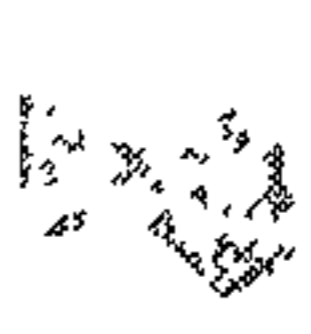
The trickle of returning workers, which swelled to 850 yesterday and brought working members of the MWU to 5 481 out of just under 10 000 MWU members counted on Chamber mines last August, appeared to continue today.

Gold Fields reported that 54 per cent of MWU on its gold mines were on strike on Saturday, 49 per cent yesterday and 43 per cent today. By last night only one colliery remained strike-bound. "We have passed the crucial turning point," a Chamber spokesman said. "Now matters can only improve."

He reaffirmed the Chamber's assurance that every support, including legal action, would be given to MWU members who wanted to resume work.

But Mr P J "Arnie" Paulus, general secretary of the MWU, described the Chamber's of Mines claims as "ridiculous". He said he personally addressed a total of 6 000 miners at rallies.

Mr Arnie Paulus
strike is not winding



STAMP
13/3/79

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across the Western Transvaal today - 1500 at Letsterburg ... more than 2000 ... at noon and 2500 to 3000 at Westonaria at 6 pm

In addition, 1700 men were compelled to a meeting at Carletonville yesterday morning he said

All the meeting's motions were adopted to the effect that the members would stand together as one man. Mr Paulus said.

Fed up

As for claims that production had not been affected significantly, Mr Paulus said "I expect a sharp drop in production in the coming weeks."

Some strikers are fed up and say they wish the whole episode would end.

A striker at Durban Roadpoort Deep said today: "I have been a miner for more than 34 years and I still say a strike has never worked. Neither will this one."

The Mineworkers Union, it would appear to me, has only its own interests at heart and not those of the miners."

Another striking miner at the same mine said he had to strike because he did not want to be out of a job if ever he wanted to join another mine.

"This is blackmail. They are trying to blame it all on the OOkiep business. But let me tell you that in homelands, blacks are already doing these jobs. Why are they so worried? It is going to happen here sooner or later. This strike has been badly planned. What if blacks can do the same jobs? It will keep a lot of lazy miners on their toes," another miner said.

Wife's call

But The Star received a call today from a Westonaria miner's wife who is demanding stronger union action.

She said 150 women intended to picket mines in support of continued strike action.

"If our men don't get satisfaction by tomorrow, we'll be out in force. The Government can put us all in jail if they like," said the woman.

At the OOkiep Copper Company, managing director Mr Gordon Parker said "By the end of last week, we had dismissed 121 strikers. Since then, we have employed some new people and it would therefore be impossible for all those on strike to get their jobs back."

Hansard 6 Quest. Col. 410 (4/3/79)

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Mineworkers' Union grievances

*12 Mr R. B. MILLER asked the Minister of Labour

Whether he will call for the establishment of a committee representing the Mine Workers Union, the Chamber of Mines and his Department to investigate Mine workers' Union grievances relating to the relaxation of the restriction in the mining industry, if not, why not?

†The MINISTER OF LABOUR

No, because this matter is already included in the reference of the Commission of Inquiry into Labour Legislation (Wachale Commission).

End of mine

strike may

mean start

of new era

By Sieg Hannig
Labour Reporter

Miners returned from their week-long strike in force today. The defeat of their conservative leaders was seen widely as raising hopes for the removal of labour discrimination.

The paper work involving the signing on prevented many returning miners from going to work on time, said a spokesman for Anglovaal.

"However, they will all be paid as if they had worked a full shift," he added.

Another mining house

said advance preparations had eased the signing on process, but late arrivals could not be expected to be paid.

More than half the Mineworkers' Union members on mines of the Chamber of Mines — enough to form a new union of their own — had resumed work when the union called an end to its illegal strike.

The Chamber said this morning no date had been set yet for discussions with the MWU which is still hoping to prevent forfeiture of strikers' service benefits.

It is expected to take some time before the costs in lost production have been assessed, but the Chamber has maintained that production was not affected significantly.

RETREAT

The battle of the giants ended with an unconditional retreat by the MWU last night after an all-day session of its executive committee.

The protest began as nationwide sympathy walkout last Wednesday over the lawful strike of about 200 MWU members objecting to the employment of three coloured men in areas previously reserved for whites at the O'okiep Copper Mine.

Later it became a battle for the restoration of benefits which strikers lost through the automatic termination of their service contracts.

A wide cross-section of labour leaders said the confrontation of the past week pointed to a new era.

"This test of strength has shown that racial job protection is a lost cause," said Mr Jimmy Zurich, president of the 22 500-strong Railways Artisan Staff Association.

"The miners knew that the issue was job reservation," said Mr Arthur Grobbelaar, general secretary of the 250 000 strong multiracial Trade Union Council of South Africa.

"By failing to give the support their leaders expected, they showed that they recognise that change is necessary."

"It is significant that the Government was not intimidated, but decided to let the confrontation take its course," said Mr Ronnie Webb, Tuca's president.

"This has been a sobering experience which opens the door to

WILDCAT

However, he warned that he would not allow this kind of wildcat striking to escalate.

The first move towards ending the strike at the O'okiep mine in Namaqualand came today when the MWU put proposals to the company.

At Nababeep the regional union chairman, Mr Frank Blandt said "We had a mass meeting today. We would like to get back to work, but we shall abide by the union decision."

Dr A L Boraine, PFP labour spokesman today called on Mr P Botha, to give the reassurance that the wildcat strikes by mineworkers would in no way influence the Government's attitude towards recommendations of commissions on labour legislation and manpower reports. The Star's Political Staff in Cape Town.

criminatory labour legislation," said Senator Anna Scheepers, president of the Garment Workers' Union of South Africa.

However, the general secretary of the MWU, Mr P J "Arrie" Paulus, said the strike had been a worthwhile exercise which showed to the world that miners stood together.

The MWU would continue to seek the reinstatement of strikers' lost benefits.

The Minister of Mines and Labour, Mr Fanie Botha, welcomed the end of the strike and said he would ask the Chamber of Mines for the best deal possible for the returning miners.

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15/3/79

Loyal miners
SMK 14/3/79
thanked

Labour Reporter

One of the most expensive
thank you messages cir-
culated in South Africa
went out from the Cham-
ber of Mines today - to
the hundreds of thou-
sands of mineworkers who
remained loyal during the
illegal strike of the Min-
eworkers' Union

It took the form of a
virtual half page spread
in leading daily news
papers, including The Star,
under the headline 'Thank
you, loyal mineworkers' It
said their decision to work
despite the risk of union
penalties and threats of
violence was highly praise
worthy

THE STRIKE

Back to work

So the bosses won. The miners have gone back after six days — without their accumulated benefits.

To mining men — and mining unionists in unions other than Arne Paulus's Mine Workers' Union — the outcome is a defeat for Paulus. The Chamber of Mines says only 40% of the men were still out when the MWU called off the strike, and one mining unionist believes it did so "because they wouldn't have had any strike left if they'd hung on for longer."

Some people say the final straw came when the Chamber told strikers they would have to pay an "economic rental" of R3 to R6 a day if they stayed on in their mine houses. But Chamber industrial relations adviser Johann Liebenberg believes the clincher came when the Chamber promised legal protection to men who feared union disciplinary action if they went back.

Whatever the reason, the union has lost face. "They mismanaged the whole thing," claims a non-MWU union source.

But Paulus doesn't believe the MWU has been struck a serious blow. "It was a worthwhile experience. The miners showed we can count on their co-operation when we need it."

Back underground . . . beaten but unbowed?

Paulus challenges the Chamber's 40% figure. He cites two mines where, he claims, the number of strikers were double the official figures. The union called off the strike in response to a call from Fanie Botha, and that's all, he says.

Botha followed up that promise with a threat. He said he was looking at ways to beef up the laws prohibiting wildcat strikes.

The MWU will not now be able to call its men out on a national political issue, such as the Wiehahn Commission findings. Its ability to influence national policy by striking has been hammered. But the union will still have the ability to block change on the mines.

Despite talk to the contrary, Secretary for Labour Jaap Cilliers says he knows of no move to delay publication of the Wiehahn report in the light of the strike. He stresses that the report is still being translated into Afrikaans and shouldn't reach the Cabinet for at least three to four weeks.

Paulus also laughs off reports that his union is wracked with top-level dissent and that some of his members want to join other unions. "Claims that we've got officials resigning are nonsense." And for talk that other unions are planning "poaching" raids on the MWU, "they can come. They'll get nowhere."

Despite the Chamber's view that minimal production was lost, some mining men told the *FM* before the strike ended that their mines were "stretched to their physical limits." Adds Paulus: "Wait for the gold quarterlies."

Some people argued that the officials worked round the clock and that losses were slight. Says Underground Officials secretary Doc Coertze: "The MWU are always saying officials are lousy miners. We went out of our way to show them we can do it better than them."

Paulus says that the O'Connell strike is still on, although he has contacted management with a view to negotiation.

The union will lose face again if it cannot win back some benefits. Botha promised to help by calling on the Chamber to be lenient and by promising the union that he will speed up dispute-settling machinery if the union declares a dispute on the issue.

THE BRITISH KNOW HOW TO DO IT

(36) (24) (77)
 "And white man puts the white man down,
 the folk are led astray,
 There'll be weeping in Weenen once again,
 no keeping the impis at bay,
 And tears will stream from the stony eyes
 of Oom Paul in Pretoria Square
 He knows we'll all be poor whites soon,"
 said Kobus Le Grange Marais —
 Christopher Hope, "Kobus Le Grange Marais"

Perhaps they're feeling like that now. But they didn't then, in the car park behind the Mine Workers' Union office in Westonara last Friday. Not with Arne Paulus behind them.

There was no talk of going back to work then. There was bravado and anger and expectation. And when the word they were waiting for came through from head office — carry on with the strike — they were exultant. "This time we'll sort them out."

Who are "them"? The government, the Chamber of Mines, the Press, the blacks. "You, standing there in your suit"

So it's not easy to talk at first. "We've had enough of the Chamber's

papers and the government's papers." But they do talk after being assured you're not from "a Harry Schwarz paper" or from television — "That stuff's all the Fanie Botha show, man."

The Press lies, the men say. The strike is not the miners' fault: "We took a day off. When we got back on Thursday we had no jobs — and there were police blockading us and signing us off. Who sent them there?"

"Suddenly we're criminals. They tell us it's a riotous assembly. We go and fight on the border for them and we get this"

But why did they "take the day off"? Simply to support the O'Okiep miners, says one. Others disagree: "They want blacks to take our jobs, that's what we're fighting. Listen, they can give them blasting tickets. But they must pay them the same. And give them the same benefits — housing, the lot."

But the mines never do it, say the miners: "They know the blacks can never do our work at the same pay. None of them's trained, there'll just be accidents. But they just want cheap

labour. "Talking of blacks, did you know some don't want to go down because the baas isn't there? They ask about us every day and the officials say we're in hospital"

The villains, they say, are the Chamber and the government. Fanie Botha in particular: "The Chamber is our government. They talk and he listens. Piet Kobrinhof was a bad minister, but this one's unbearable. He detests the miners. He's not a man — he looks down his nose at us and does what the Chamber tells him."

The miners have voted for the N.A. for the last time, they say. The N.A. gets the vote in Randfontein this time. But they also say the Nat candidate (in the forthcoming by-election) is "a good man."

What about their own leaders? One man is not so sure about Arne Paulus. "He's a grain of sand in the desert. He's the union that's important. The others tell you he's the only friend the mine have left. But all agree they're right behind the union. The British workers know how to do things."

White workers 'will fight to end'

By Sieg Hammig,
Labour Reporter

The president of the white Confederation of Labour, Mr Attie Nieuwoudt, has reaffirmed that white workers will "fight to the bitter end for that which belongs to us"

In his first public comment on the significance of the illegal Mineworkers' Union strike, he said

the strike "came much more spontaneously than people sometimes think"

Mr Nieuwoudt spoke at the annual conference of the Federal Consultative Council of Railway Staff Associations in Johannesburg yesterday

He cautioned those present against any beating of the drum (die perdry) and playing off the two parties in the

strike against each other.

Speaking on behalf of the confederation, Mr Nieuwoudt said organised labour was not interested in politics or in political parties which might be formed.

Its work was to unite the workers for responsible action to attain what was possible through and under the protection of existing legislation

"If we are pressed into a corner we shall take up the fight to the bitter end," Mr Nieuwoudt said

Mr Ronnie Webb, president of the multiracial Trade Union Council of South Africa (Tusca), told the same meeting that a new era might be opened by the "Wiesner and Riekert Commissions" reports on labour and manpower legislation

Union war as miners knock MWU after strike spate

STAR 21/3/79

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By Sieg Hannig, Labour Reporter
The nation-wide spate of illegal strikes by the Mineworkers' Union (MWU) has opened the door to an attack which could cost it a big slice of its membership.

Discontent with the leadership of the MWU is threatening a breakaway by rank and file members as well as members of the union's executive committee.

South Africa's largest metal trade union, the 39 000-strong Iron, Steel and Allied Industries Union (Yster en Staal), is ready to sweep up dissatisfied MWU members in a recruiting drive.

This was revealed today by Mr Wessel Bornman, Yster en Staal's general secretary.

DEPUTATION

"We have received strong requests from MWU members and from executive committee members of the MWU in some major mining areas to take care of their interests by admitting them into our union," said Mr Bornman.

"I am seeing a deputation this week.

"I am convinced that the majority of MWU members are unhappy with the leadership and the union for a variety of reasons.

"But the strikes brought matters to a head."

"UNHAPPY"

"MWU members were unhappy with the strikes because they were not consulted and because the strikes were unconstitutional," he said.

"I don't think I'll have any difficulty in extending the scope of my union's registration as I already represent mine-workers in base metal and collieries," Mr

He added that some MWU members at these mines had joined his union as a result of the recent strikes.

WHITE HOME

The announcement by Mr Bornman extends the battlefield in the war first declared by the MWU last year over the signing of a non-racial agreement on job security in the 500 000-worker metal industries.

The MWU offered metal workers in places such as Vanderbijlpark and employees of power stations and of the explosives industry a "white home" and signed up members of the metal unions in those industries.

Now the strike has turned the tables.

"I believe in the protection of all workers, particularly the white minority," said Mr Bornman.

WHITE WORKERS

Digging in?

FUM 136

1979

The Mine Workers' union seems to have won the support of Confederation of Labour president Attie Nieuwoudt in its efforts to block changes in labour law That is the import of Nieuwoudt's

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address to the MWU's recent conference (JM last week)

While the Confederation, which is open only to white workers has always taken a conservative stance on labour issues, many observers were banking on a belief that Nieuwoudt and the Confederation were prepared to accept any significant changes attempted by government in the wake of the Wichahn Commission's report That view has now taken a nose dive

Nieuwoudt is a member of the commission

Nieuwoudt's main theme that white workers' jobs must be protected is nothing new. What is significant is his suggestion that black advancement and presumably black union rights should occur in the bantustans only. This view has frequently been expressed by MWU general secretary Arnie Paulus. Nieuwoudt's speech thus endorsed the Paulus approach rather than the more flexible one many hoped the Confederation would adopt

Last year Paulus attacked Nieuwoudt on the grounds that he was taking too soft a line on racial issues. The differences now appear to have been patched up, with Paulus's view holding sway

Says one union source "Nieuwoudt believes that he must have Paulus's support if the Confederation is to hold together. The source says many Confederation unions reject this view, but adds "He who shouts loudest seems to be winning. The source nevertheless believes the Confederation will accept change if government gives the lead. The rank and file are government supporters and they will go along with what it supports"

This optimism may be misplaced however. MWU president Cor de Jager referred specifically to the commission in his address to the conference saying that if rumours about its likely findings were true, then the white worker "will once again be on the short end"

A spokesman for the Prime Minister's office tells the JM the Cabinet will discuss the Wichahn and Riekert reports together

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JOHANNESBURG — Dissatisfied members of the Mine Workers' Union (MWU) are attempting to break away and join another union in the wake of the illegal MWU strike which ended last week

Spokesmen for the powerful SA Iron, Steel and Allied Union said yesterday the union had been approached by many MWU members and members of the MWU executive council

The union's general secretary, Mr Wessel Bornman, will see a

Miners may ~~not~~ break away

deputation of miners later this week

A spokesman said it appeared the MWU members had been dissatisfied with their union and its leadership for some time and that the strikes had brought the issue to a head

He said the union had not yet taken a final decision about admission of MWU members, but expected to do so soon

He confirmed the possibility that the metal union could decide on a large-scale recruiting drive to sign up as many

MWU members as possible

He could not confirm an earlier statement by Mr Bornman that the union had also been approached by MWU executive council members.

The metal union will have to recruit many MWU members before it can represent them in negotiations with the Chamber of Mines.

Mr Arrie Paulus, general secretary of the MWU, yesterday dismissed the metal union's announcement as "wishful thinking"—DDC

Mine men try for ^{RDM 22/3/79}~~023~~ ⁽²⁾¹³⁶ breakaway from union

By RIAAN DE VILLIERS
Labour Correspondent

DISGRUNTLED members of the Mineworkers' Union are attempting to break away and join another union in the wake of the controversial illegal MWU strike which ended last week.

Spokesmen for the powerful SA Iron, Steel and Allied Union said yesterday it had been approached by many MWU members as well as members of the MWU executive council.

Its general secretary, Mr Wessel Bornman, will see a deputation of miners later this week.

One spokesman said it seemed MWU members had been dissatisfied with their union and its leadership for some time — but the strikes had brought the issue to a head.

He said the union had not yet taken a final decision about admission of MWU members.

He confirmed the possibility that the metal union could decide on a large-scale recruiting drive to sign up as many MWU members as possible.

But he could not endorse a statement by Mr Bornman yesterday that the union had also been approached by MWU executive council members.

There had been approaches by people "high up in the MWU hierarchy".

The metal union will have to recruit many MWU members before it will be able to represent them in negotiations with the Chamber of Mines.

It will have to apply for extension of its scope, requiring proof that it is representative of workers in the industry.

The MWU has a closed shop agreement with the Chamber and until extension of scope is granted, mineworkers would have to remain members.

Mr Arrie Paulus, general secretary of the MWU, yesterday dismissed the metal union's announcement as "wishful thinking".

"I challenge Mr Bornman to address, with me, a mass meeting at any mine." He would not comment further.

CLAS

● Section 35 is about to be tested in court for the first time. Ironically, the case involves retrenchment of African workers

Although Section 35 was introduced to protect (white, coloured and Asian) registered union members from "undercutting" by Africans, it actually applies to all workers presently employed in the industry. Hence the test case

All held 114) will

The accused in the test case — brought by the industrial council for the steel and engineering industry — is Benoni firm Barker and Nelson, which allegedly fired its entire African work force after it had been approached to recognise their union, the Engineering and Allied Workers' Union

Prof Scho Dire vibr

The employer allegedly wrote on the workers' Unemployment Insurance cards that they had been dismissed because he was closing his factory. Since then, the company has allegedly hired new workers. Although some of the retrenched men were selectively rehired, at least 11 union members were allegedly not taken back

1. Representations to the company by the SA committee of the International Metal Workers' Federation and the industrial council are said to have been fruitless. Hence the prosecution, which begins on April 23.
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Mo Two tests

The Mine Workers' Union has been fighting on two fronts — the mining bosses, and in the steel and engineering industry, where the MWU is recruiting members of unions who signed last year's Seifsa agreement.

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Section 35 of the agreement laid the foundations for a big breakthrough in black job advancement.

MWU general secretary Arne Paulus claims that 1 500 members of signatory unions — mainly at Iscor's Vanderbijlpark works — have applied to join his union. Despite this, the signatory unions say they are happy with Section 35's implementation.

Section 35 abolishes the industry's formal colour bar while protecting existing job holders. Employers must consult shop-floor worker representatives before making job changes, and retrenched men are guaranteed job preference when a firm takes on more workers. Despite this, the MWU argues that Section 35 sounds

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Van der Watt . . . wanted: a black union

the death-knell of white workers and that there is a groundswell of resistance to it.

Not so, say the unions: "The flood of unorganised black workers we were warned about just hasn't happened," says SA Electrical Workers' Association secretary Ben Nicholson. Adds Tom Neethling of the Amalgamated Engineering Union "We've now got better protection than we have on the mines — or had in this industry. At least there is full consultation now."

The unions accept that the new dispensation hasn't been fully tested. Some African advancement has taken place, but there has been little pressure for it in the current economic climate. The agreement is mainly designed to cater for new vacancies and, says Nicholson, "the real crunch will come when firms begin expanding"

The unions are confident the agreement will hold. The MWU "is still a menace," Nicholson says, but he believes most union men are satisfied with the protection afforded them

Not that there aren't problems. SA Boilermakers' Society general secretary Ike van der Watt complains that some employers are replacing older white workers in unscheduled jobs with Africans at lower rates. Unscheduled jobs are not covered by the agreement, so this is technically legal. Nevertheless, the industry's national section 35 committee is now examining the problem

Van der Watt pinpoints an additional, related problem. Africans moving into higher jobs are unorganised, he says. He wants the existing unregistered black unions to organise them, but so far this hasn't happened. He doesn't want to form a "parallel" union if he can avoid it but adds "we can't allow them to remain unorganised for five years."

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THE MINERS' STRIKE Useless victory?

The white miners' strike in defence of the jobs colour bar is over. But that does not mean that significant black job advancement on the mines is on the way.

First, Arrie Paulus's Mine Workers' Union is by no means a spent force. Second, even if Paulus has been weakened, many people doubt the ability and inclination of the mining industry to introduce real change.

Although the Yster, Staal, en Verwante Nywerhede Unie claims that MWU dissidents have applied to join it, Paulus contends that a meeting Yster en Staal planned for dissident MWU men didn't get off the ground.

It is also argued that miners who refused to maintain the recent strike over a vaguely-defined issue might well rally to the flag on an issue affecting them more directly. Indeed, some people believe the MWU might want a legal strike soon to regain face: they point to the rapid declaration of a dispute on the lost benefits of the strikers as evidence (A conciliation board is expected to meet within three weeks.)

Although the last occasion when aspects of white miners' work were formally handed over to blacks was as long ago as 1973, white miners — indeed, white workers in general — still fear black job advancement as keenly as ever. Despite the defeat of the strike, Confederation of Labour president Attie Nieuwoudt warned last week that there would be trouble if white workers felt they had been short-changed by the Wiehahn Commission's report, which is expected in Parliament soon after the Easter recess.

Officials of the artisan unions on the mines tell the *FM* that many of their members felt a twinge of sympathy for the miners, although they rejected the

strike. Says mining unionist Ben Nicholson. "SA is the only country in Africa with a large white working class. Our men feel threatened by a large surplus of black labour and they need reassuring."

These unions nevertheless say that change is possible if the mining industry offers them a deal that does not smack of job fragmentation or of attempts to replace them with cheap labour. They don't believe this is likely, however. "We'd talk to them tomorrow about something like the Seifsa agreement — but they only seem to want fragmentation," says one union man.

Not only the unions, but some people in the mining houses, believe the industry is more concerned with gloating over its victory than with capitalising on it to win changes. They cite the recent Chamber of Mines press advertisement thanking "loyal mineworkers" for breaking the strike — a step that put many unionists' backs up — as evidence.

Certainly, there is no evidence that any coherent plan for real change exists at Chamber level. And labour experts in other industries are sceptical about the Chamber's willingness to evolve one. There's little unity of purpose among the mining houses, they say — the Chamber couldn't even agree within its own ranks on proposals to Wiehahn. Adds one mining labour man: "Some of the mining houses are closer to Arrie Paulus than to each other."

Some people believe the mines now have a "golden opportunity" to open negotiations with non-MWU unions on black advancement. But they simply don't believe it's going to happen.

Diamond cutting factories heading for boom

Own Correspondent

DURBAN — Diamond cutting factories in South Africa are heading for a boom. The rapid expansion of the past two years has been given an extra lift by the signing of a new demarcation agreement, which came into effect on March 2.

Race barriers are being broken down and the industry, which three years ago comprised about 1 000 white artisans, is now near the 3 000 mark — the new workers being Coloured operatives.

Further expansion is expected this year.

The original demarcation agreement was reached in 1976 after a ten week strike and laid down that operators could only saw diamonds up to 1,19 carats in size or polish sawn diamonds up to 0,60 carats in size.

Further talks were held late last year and this year between the Diamond Workers Union and the Master Diamond Cutters Association in which the limits were raised to 1,69 carats for unsawn diamonds and 0,85 carats for sawn diamonds.

Mr Robin Rich, secretary of the union, said this was a tremendous increase and an "un-

precedented move for our union".

On the old demarcation, 60 percent of the work normally done by artisans is being done by operators. The new rules will increase the operators share to "something like 70 to 75 percent".

Mr Rich said "Naturally, we must accept this but we believe it will prove prejudicial to our members and time will tell whether we are right or not".

Mr Hugo van Zwam, Association chairman, said "From the employers side, it will give the industry more flexibility in organizing its workers. However, all guarantees to skilled workers are still effective".

The use of Coloured operators for handling small diamonds — known as melee — is possible because automatic machines have been introduced to handle this size of gem. Operators do not have to undergo an apprenticeship as is the case with journeymen who are the only workers allowed to process the

larger diamonds.

This breakthrough, which is rapidly creating a small diamond industry comparable to the Israeli or Indian pattern — although employment is not as high yet — was made possible by recognizing that operators could handle small diamonds and that they did not need the skills of journeymen.

As the diamond mines are dug ever deeper, the size of diamonds becomes smaller. Even new mines produce small diamonds.

Manufacturing index higher

PRETORIA — The index of the physical volume of manufacturing production for the period November, 1978, to January, 1979, stood at 195,0 — an increase of 1,6 percent compared with the period from August to October, 1978.

The base is 1963-64 equals 100 and the figures are seasonally adjusted — Sapa

Paulus 'chucked out'

Argus Correspondent

RETORIA. — Mr. Arrie Paulus, the secretary of the Mine Workers' Union, was today asked to leave the office of the Minister of Labour, Mr. Fanie Botha, where he and other labour leaders had been discussing the Wiehahn report.

A highly indignant Mr Paulus left the meeting with the Minister after about 40 minutes.

Mr Gert Beetge, who left with him, said that the Minister had chucked out Mr Paulus.

Mr Paulus, who was upset, stopped him from saying more.

Sapa reported later that Mr Paulus claimed that in accepting the recommendations of the Wiehahn Commission the Minister had committed the biggest treason towards the white workers in white South Africa since the days in 1922 when white mineworkers were shot dead on the Rand by General Smuts.

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1. "The one fine car designed for modern living . . . completely powered for modern driving."
2. "The new standard of the American road." (make) (rating)
3. "The new classic for '53." "We've gone your dreams"
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Following are some of the claims made for various cars nowa- days. Try to identify which makes the claim, and then rate them 1, 2, or 3 whether 1 — you don't like the idea, 2 — it's okay, or 3 — it's pretty good.

ADVERTISING CLAIMS

'Treason' claim as Paulus and Minister clash

Labour Reporter *Jan 4/5/79*
Mr. Arrie Paulus, leader of the Mineworkers Union, today stormed out of the meeting between the white Confederation of Labour and the Minister of Labour, Mr S P Botha in Pretoria after accusing the Minister of "treason" against the white workers and of lying.

All-race unions are unlikely at present stage

Labour Reporter

There are clear indications that though trade union rights will be extended to black unions, no unions of other races will be able to admit blacks at this stage.

Mr Ronnie Webb, president of the multiracial Trade Union Council of South Africa (Tucsa) named this as one of the major problems likely to arise from the Govern-

ment's response to the Wiehahn Report.

He was speaking after Tucsa's meeting with the Minister of Labour, Mr Fanie Botha, in Pretoria today.

"The Government's apparent intention to confine trade union rights to fixed residents in permanent jobs in metropolitan areas could create considerable problems for trade unions as well," Mr Webb said.

The National Manpower Commission, which play a key role in labour matters, in his opinion, said Mr Webb

"The appointment of this commission, and the establishment of an industrial court, will evidently receive priority attention."

He was disappointed, particularly about the apparent temporary bar to mixed unions.

"But a start has been made in the right direction, and hopefully the ideal of full freedom of association will be realised eventually."

Yesterday Mr Webb said Tucsa unions would probably opt in large numbers for the opening of ranks to all races. Many of the unions were already mixed — though excluding blacks — because of past legislation.

Informed sources predict that an extended period of lobbying and negotiating will determine the practical effects of the scrapping of discriminatory labour laws.

Another conservative member of the Confederation, Mr Gert Beetge, of the white Building Workers Union, walked out at the same time in apparent sympathy.

In a statement issued after the walk-out Mr Paulus said the Minister had repeatedly assured the Confederation and him personally that no changes would be made in labour legislation before prior consultation of white unions.

This morning Mr Paulus learnt that it would be a matter of days before legislation would be submitted to Parliament.

Referring to the intended scrapping of job reservation, Mr Paulus said this would leave whites at the mercy of employers who certainly would replace them with cheaper black labour.

"According to what Minister Botha said on television he wants us to accept his word. How can the white worker accept the word of the Minister if on two previous occasions he could not keep his word to us?"

"When the Minister was confronted with the fact that the Government had committed treason against the white worker and that the Minister lied on two previous occasions, he became extremely angry and summarily adjourned the meeting and walked to the door," Mr Paulus said with the reference to the walk-out.

"Minister Botha then said he would return only if I apologise."

"I refused and left the meeting myself," Mr Paulus said.

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Arrie storms out of top labour talks

By RIAAN DE VILLIERS
Labour Correspondent

MR Arrie Paulus, general secretary of the Mineworkers' Union, stormed out of a meeting between the SA Confederation of Labour and the Minister of Labour yesterday after clashing with Mr Fanie Botha

The row erupted when Mr Paulus accused the Government of committing "treason" against white workers and Mr Botha of having lied to the confederation

Mr Paulus stormed out soon after the start of the meeting, accompanied by Mr Gert Beetge, right-wing leader of the Blanke Bouwerkersvakbond, and a third unionist. Mr Botha said he had asked Mr Paulus to leave the meeting to discuss the Wiehahn Commission report

In a statement later, Mr Paulus said he had told the Minister that by accepting the commission recommendations in principle the Government had committed the "greatest act of treason towards white workers in white South Africa since 1922"

The Minister had repeatedly assured the confederation that no changes would be made to labour laws without discussing the legislation with the white trade unions.

"This morning I learnt with shock that legislation is already being prepared and will be tabled in Parliament within days"

In May 1977 the Minister had told the confederation the Government would never recognise black trade unions, he said

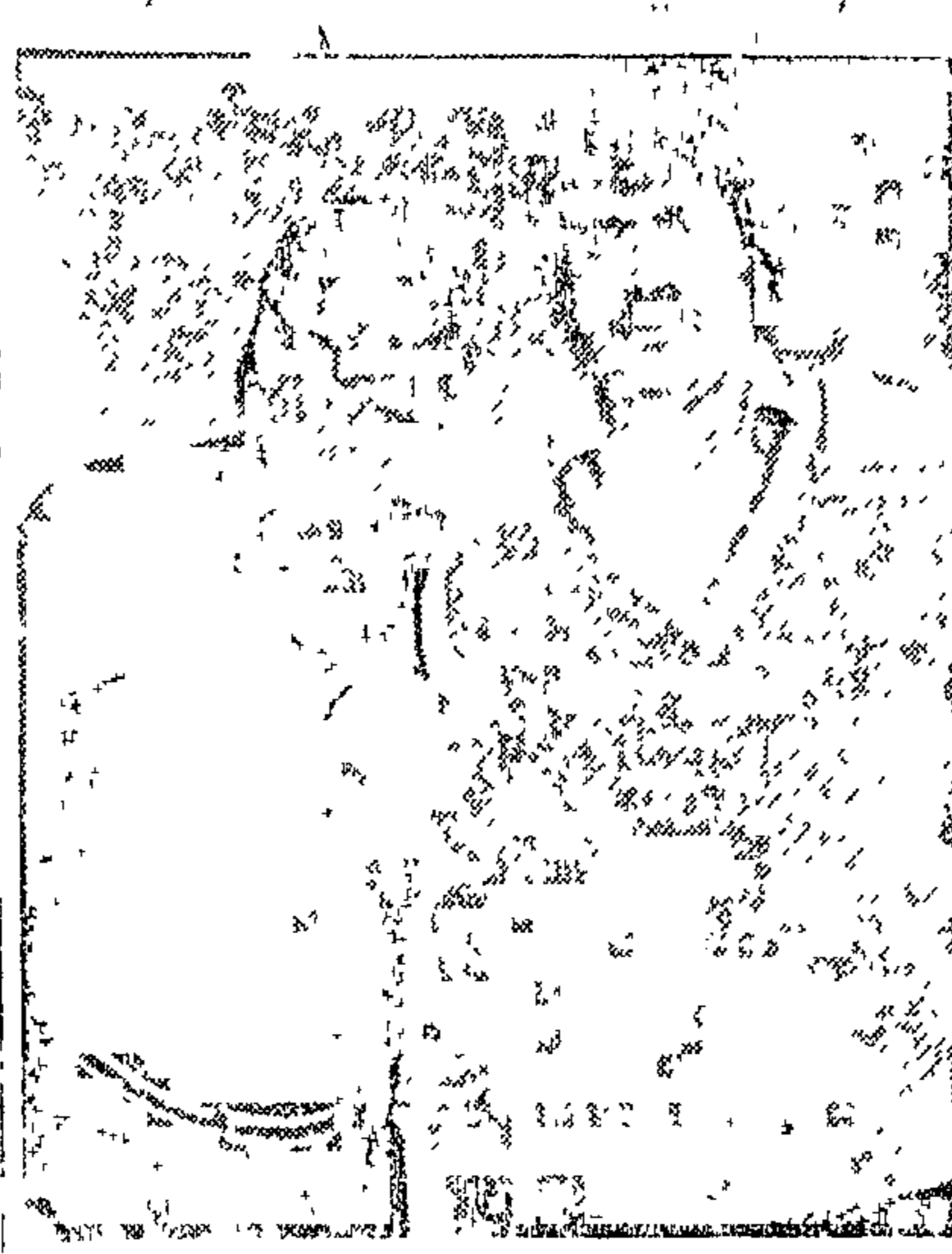
When confronted with these facts, Mr Paulus said, the Minister became enraged, and walked to the door

He said he would only return if Mr Paulus apologised. "I refused and left the meeting myself," Mr Paulus said

Other confederation men appeared embarrassed by his action. They said Mr Paulus had acted in his personal capacity

© See Page 2

The bitter white miners



Frank van Stader and Johan Cronje: Bitter about the Wiehahn Report

By VIV PRINCE

MANY white miners are bitter. They have little time for the Wiehahn Report. Little time for the National Party. And little time to stand alongside and work as equal with a black

They are indeed bitter men. They reject the Wiehahn Report which could mean an end to their way of life. And they refuse to let go.

The Wiehahn Report, which called for the scrapping of job reservation, has cut into their white hopes.

The mood on the West Rand is often ugly, resentful and downright indignant at the way the report shapes the future of an industry which has the golden veins of South Africa's financial success running through its Transvaal reef.

The views I heard were mainly from Westonia, but mine men said they reflected feelings along the reef.

Walk into any mine recreation club and the reaction will be the same. They fear the future. They feel the white man's grip is being prised off the skills that have developed South Africa's top industry.

True, some of the mine officials can see merit in the Wiehahn proposals. But then they warn of the white miners' refusal to make a black "one of us".

"If you bring up the blacks you must elevate the whites," said one mine captain.

Focal point of the miners' fear is the question of blasting certificates.

At present these are granted to whites only and the Wiehahn Commission has not at this stage dealt with this serious aspect of job reservation.

Strike threat

"But it will come," said one shift boss nicknamed Bontrok. Bontrok would not give his full name. "I'm an official," he said. A member of the fraternity of management bound together under the diplomatic whip.

But Bontrok's words are strong.

"The day the blacks get a blasting certificate this country's going to have the biggest strike ever on its hands. That's for sure. I know what the miners are talking about."

"We've worked all our lives for what we've made of the mines. I will never never vote Nationalist again. No ways."

"Blacks are going to get signed on as apprentices while my son goes to the

army. When he comes back that black is two years ahead of him. He's a qualified journeyman by the time my son's a two year apprentice. Is that fair?"

Johan Cronje, 32, is a mining man through and through. A tough-talking hoist fitter who throws out a challenge. "Let them give the blacks the same money for the same job with the same performance and the same responsibility, then it's ok."

"But he'll never be able to do it, he must always have a white man there. They must stay at their side and I'll stay on my side. Wat se jy pa?"

"I've put 15 years into my job, 15 years where eight hours underground is like 24 hours on the surface and I must just go and give it away. I just can't do it."

Not equal

"I'm a big Nationalist, but this is giving my job away. The Nationalists should get out."

"I'm worried about my job. They'll put the black there to satisfy the outer world."

"They'll get in the union and then he's one of us. He's going to come into the same office, the same change house. That I can't see. That worries me. I work with him every day but he's not my equal."

"We will learn to respect this man but it won't be in our generation or in our children's either," said Mr Basil Gradwell, who was a storekeeper at the mines until he left 18 months ago.

"A black is good in a repetitive job," he added. "Give him a hammer and a sickle and he's all right. Say donner and he donners it."

Frank van Stader, 60, is a union man, a former shaft steward. He talks of "the family down the pit." A strong man, dragged down by the scars of 33 years underground.

Oom Frank's views are tough, as tough as the rock he fought to crush.

"Give them a small finger, just now they'll grab your hand," said Frank.

"A black miner, with a blasting ticket, never in your whole life. I'm not going to climb into a cage if I know there's a black fitter on it, or a black ropeman."

It is still commonplace to hear blacks referred to as kalfars and clubs in miners' recreation clubs.

Miners break away to fight job changes

Rpm 1/15/79
By RIAAN DE VILLIERS
Labour Correspondent

THE MINeworkERS' Union has decided to break away from the S A Confederation of Labour and wage a lone campaign against change on the labour front.

The MWU's 19-man executive council decided at a meeting yesterday to terminate membership of the Rightwing confederation, a co-ordinating organisation for white trade unions.

The move has been sparked by the confederation's vote last week to accept changes to the labour laws proposed by the Government on the basis of the Wiehahn report.

Mr Cor de Jager, the MWU president, announced yesterday that the union had decided to end its membership of the confederation "as it is not in the interests of the white worker to belong to an organisation which has accepted the Wiehahn report."

The union had rejected the Wiehahn report and the Government's White Paper on it — in its present form.

It called on the Government not to introduce legislation during this session of Parliament but refer it instead to a select committee so that all interested parties could have an opportunity to state their views.

Mr De Jager's statement accused the Government of wanting to "steamroller" Industrial Conciliation Act changes through Parliament during this session before the white worker had a chance to "realise what dangers" they held.

The MWU executive announced its full backing for its militant general secretary, Mr Arrie Paulus, who has been involved in heated confrontations with the Minister of Labour, Mr Fanie Botha, over the Wiehahn report.

The 18 000-strong Mineworkers' Union was a leading member of the confederation, which has 20 affiliated unions representing about 200 000 workers.

Last Friday, in a major policy switch, confederation leaders voted by a narrow margin to accept the proposed labour law changes. The vote was taken during a caucus meeting at Jagersfontein.

met Mr Botha.

Mr Paulus walked out of the meeting soon after the Minister entered, and announced he would ask the MWU to pull out of the confederation.

He also envisioned a new organisation to unite unions wishing to "fight for the rights of the white worker".

A week before the crucial vote, Mr Paulus stormed out of another confederation meeting with Mr Botha, and accused the Government of committing "treason" against white workers.

Many confederation unions have become increasingly moderate and few are likely to join the MWU breakaway.

When Mr Paulus left last Friday's meeting, only officials of the far-Right Blanke Bouwerkersvakbond joined him.

JOHANNESBURG — The Mine Workers' Union has rejected the Wiehahn Commission report and the White Paper on its recommendations tabled in Parliament.

MWU president, Mr. P. C. C. de Jager said here yesterday that the executive committee supported the union's general secretary, Mr. Arrie Paulus, over the report.

The MWU had also decided to cancel its membership of the South African Confederation of Labour because it was not in the interests of a White worker to belong to an organisation which accepted the Wiehahn report.

Miners' union says no to

Wiehahn report

The MWU statement said the Government wanted to "steamroller" changes to the Industrial Conciliation Act through Parliament before White workers in South Africa realised the danger.

"The executive committee feels proud of a leader

like Mr. Paulus, who at all times protects the interests of the White worker, and agrees wholeheartedly with the Minister of Mines that South Africa knows that the interests of the White worker come first with Mr. Paulus" — (Sapa.)

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17/5/79 NIM

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The Mineworkers' Union (MWU) will be fighting a lonely uphill battle against the Wiehahn Report — as a minority even among the right-wing unions

And informed sources say there is no chance of illegal strike action such as that which disrupted the mining industry briefly in March

Indeed, they believe that MWU leaders "steam-rollered" the illegal strike far more than the Government can be said to be steamrolling the Wiehahn legislation

This contention would seem to be borne out by the fact that even the lawful strike at the O'Okiep Copper Mine did not have wholehearted support from the MWU members involved

No more than 125 out of the estimated 250 MWU members at O'Okiep took part in the lawful strike

And even those called the strike off apparently against the wishes of MWU leader, a day after the MWU called off the illegal strike in the rest of the mining industry

Yet theirs was the cause which the illegal strikers were supporting

Is it possible that the

Wiehahn strike not likely

Star 18/5/79

Strike action against the Government's new labour policy is ruled out as Mr P J "Arrie" Paulus's Mineworkers' Union calls on white workers to fight the Wiehahn reforms, writes labour reporter SIEGFRIED HANNIG

MWU men elsewhere felt more strongly about the cause than the men at O'Okiep?

Hardly, say mining sources who point to the massive return to work in disobedience of the MWU's call for the extension of the illegal strike, backed up by the threat of disciplinary action against scabs

Confirmation of the dissatisfaction of MWU members comes in a report that the Amalgamated Engineering Union boosted its O'Okiep membership from a mere three to 47 within about a month after the end of the strike

Further confirmation could come from Mr P J "Flip" Coetzer, who resigned from the MWU during the illegal strike when he was allegedly spied on from within the union.

Mr Coetzer, who served as second in command to MWU leader Mr P J "Arrie" Paulus ever since the overthrow of the previous leadership, said there were various other reasons for his resignation but declined to name these.

But when he was asked about the prospects of a new strike, which could arise from the dispute over the benefits which strikers forfeited as a result of the illegal strike, he said "At least then the members would be able to exercise their democratic rights (by way of a strike ballot)"

Most other white trade unionists are wary of the MWU for similar reasons

In particular they do not believe in fighting the Government's political decisions by disrupting the economy

That even goes for all or most of the unions in the 200 000-strong white Confederation of Labour which joined the MWU in the minority vote against the pending legislation on the Wiehahn recommendations

They will do their ut-



Mr "Arrie" Paulus moves largely unsupported

most to negotiate the best deal possible for their members with the Government and employers. But they will refuse to engage workers in political action

The MWU's resignation from the confederation will not start a general breakaway

There is strong speculation that Mr Gert Beetze's 9 000-strong white Building Workers' Union could follow the 16 000-strong MWU out of the confederation

The 600-strong Transport Employees' Union also took a strong stand.

But the remaining two unions who voted against the Wiehahn legislation are there to stay

Mr Wessel Bornman, of the 37 000-strong Iron, Steel and Allied Industries' Union said he would "definitely not" pull his union out of the confederation

Mr Ken du Preez of the 7 000-strong Engine Drivers', Firemen's and Operators' Union, also said there was "no question" of a pull-out on his part.

This means the potential dissidents bent on drumming up support among workers against the Wiehahn Report account for no more than 16 000 out of the 200 000 workers represented in the right-wing labour movement

Reynders calls for fairness by bosses

Labour Reporter

A call on employers to adopt "fair and reasonable" attitudes towards workers as part of many adaptations under the coming labour reforms was made today by Dr Hennie Reynders

Paulus on 'white man's downfall'

By Sieg Hannig
Labour Reporter

It was "the biggest nonsense (snert)" to claim that the Wiehahn recommendations did not affect the mines, the Mineworkers' Union leader, Mr P J 'Arrie' Paulus said last night

Blacks would become shiftbosses and managers if miners did not wake up, he told about 350 miners in the Rustenburg town hall

"Imagine yourselves using the same change rooms, the same toilets," Mr Paulus said

To accept this silently would mean the downfall of the white man in South Africa

White workers would have to form a power bloc to ensure their future as whites or face work integration, the forerunner of social integration Mr Paulus said

Employers, liberals and newspapers were cheering because all that whites had fought for over the years had been swept away for fear of the outside world

The union's president, Mr C de laet, suggested that miners should reconsider which political party they should support

He suggested a referendum to determine workers' reaction to the Wiehahn Report

Dr Reynders, executive director of the Federated Chamber of Industries, said "It will be advisable to review all existing procedures in regard to such matters as appointment, dismissal, promotion, transfers and handling of grievances"

He spoke on "The challenge of the new industrial relations dispensation" at a symposium of the Institute of Labour Relations in Pretoria

Dr Reynders pointed out that the proposed Industrial Court would have the power to reinstate an employee who was 'unreasonably' dismissed

MAJOR SHIFT

"Industrialists will have to be seen to have fair and reasonable attitudes in order to, among other things, allay fears of unfair treatment of the employees affected," he said

Dr J A du Plessis, a political consultant, hailed the Government's basic acceptance of the Wiehahn Commission's labour reforms as a major shift in policy

"In overall terms South Africa is moving away from segregation towards plural democracy," he told the symposium

Professor D W F Bendix, of the Institute of Labour Relations, said the Government had accepted urban blacks as "a permanent, integral part of South African industrial society"

Paulus denies attack on union man

By Sieg Hannig,
Labour Reporter

The general secretary of the Mineworkers' Union (MWU), Mr P J "Arrie" Paulus, denied today that he assaulted a past president of the union after an anti-Weinhahn rally at Rustenburg last night.

"It is totally untrue," said Mr Paulus, who declined to elaborate on events outside Rustenburg Town Hall, where Mr Maurice Meiring, claimed he was beaten and kicked.

He said he was attacked by some of the estimated 350 miners at the meeting. After being knocked to the ground and kicked, he was held by some men while Mr Paulus assaulted him.

Then Mr Cor de Jager, president of the union, and two other men took him home.

Mr Meiring was shouted down repeatedly, while questioning Mr Paulus at the meeting, and while trying to explain why he had told miners to resume work before the end of the MWU's illegal strike in March.

Mr Paulus offered to speak to him privately.

When Mr Meiring left the hall, Mr Cor de Jager abruptly called an end to the meeting.

Miners made for the doors in apparent pursuit of Mr Meiring.

Mrs Meiring said today that her husband was considering laying charges. He was at work this morning.

● Fair attitude to workers urged. — Page 5.

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Paulus may be sued over miners' benefits

BY CHRIS OLCKERS

A PAST president of the Mine Workers Union, Mr Maurice Meiring, who earlier this week alleged that Mr Arrie Paulus and other miners had assaulted him after an anti-Wiehann meeting at Rustenburg, said last night he would not proceed with criminal charges against Mr Paulus.

"I've decided not to charge the general secretary of the union — the union which I helped to establish — but will proceed

with civil action," Mr Meiring said.

He claimed he had the support of at least 800 miners who felt unhappy about lost benefits, and said a fund had been started to pay for legal costs.

"Because of Mr Paulus's irresponsible attitude over the strike, which we believe he organised, we, as miners, lost a lot of benefits. He and the head committee of the MWU forced the strike on us.

"They haven't lost any benefits. It is we, as miners, who lost out. If the reconciliation board does not come up with the right answers, Mr Paulus will be sued as first respondent and the MWU as second," Mr Meiring said last night.

STATUTE include a wide range of occupations at
ss. 417-419 Escom power stations in the Belfast,
Droghda, and Middelburg magisterial
districts. The union says most workers in
these districts have joined the MWU
because they are dissatisfied with their
own unions."

person known or suspected
believed to be indebted
giving information concerning

(2) (a) The Court doesn't know how many non-unionists the
or affirmation concerning MWU has recruited. Says du Preez
written interrogatories, "There is no closed shop at Escom, and
about half the work-force is not unionised
they may have recruited some of them.
but they've taken virtually no members
away from the existing unions." White
unionists who were lured away by the
MWU are said to have now returned to
their own unions.

(b) Any such examination, notwithstanding
answer given to any summons

(3) The Court in terms of the Industrial Conciliation
Act, a union is entitled to registration if it
represents more than 50% of the relevant
workforce

(4) If any person presents more than 50% of the relevant
workforce at the time appointed by the summons without lawful excuse made
the time of its sitting and accepted by it, the Court may cause him
brought before it for examination.

Arrie. Paulus's Mine Workers' Union is
seeking a new power base — literally. It
claims to have recruited 80% of the white
workforce at some Escom power stations,
and has applied to the industrial registrar
for registration as the representative of
these workers

The MWU application follows attempts
by the union to recruit non-mining
members of other unions late last year.

But unions with members at power
stations have vowed to fight the new
MWU move. Ken du Preez, general
secretary of the SA Engine Drivers',
Firemen's and Operators' Association,
says the unions — there are six of them —
will all object to the MWU's application

The application asks the registrar to
extend the MWU's scope of registration to

Financial Mail July 13 1979

418. Examination by commissioners.—(1) (a) Every magistrate and every other person
appointed for the purpose by the Court shall be a commissioner for the purpose of taking
evidence or holding any enquiry under this Act in connection with the winding-up of any
company.

(b) The Court may refer the whole or any part of the examination of any witness
or of any enquiry under this Act to any such commissioner, whether or not he is within
the jurisdiction of the Court which issued the winding-up order.

(c) The Master, the liquidator, any creditor, member or contributory of the com-
pany may be represented at such an enquiry by an attorney, with or without counsel, who
shall be entitled to interrogate any witness: Provided that a commissioner shall disallow
any question which is irrelevant or would in his opinion prolong the interrogation
unnecessarily.

(2) A commissioner shall in any matter referred to him have the same powers of
summoning and examining witnesses, of requiring the production or delivery of documents
and, if the commissioner is a magistrate, of punishing defaulting or recalcitrant witnesses
and of allowing costs and expenses to witnesses, as the Court which appointed him.

(3) A commissioner shall report on any examination or enquiry to the Court which
appointed him, in such manner as the Court directs.

(4) Any witness who has given evidence before a Court under section 417 or before
a commissioner under this section, shall be entitled, at his cost, to a copy of the record
of his evidence.

Dissolution of Companies and other Bodies Corporate

419. Dissolution of companies and other bodies corporate.—(1) In any winding-up,
when the affairs of a company have been completely wound up, the Master shall transmit
to the Registrar a certificate to that effect and send a copy thereof to the liquidator.

(2) The Registrar shall record the dissolution of the company and shall publish
notice thereof in the *Gazette*.

(3) The date of dissolution of the company shall be the date of recording referred
to in subsection (2).

(4) In the case of any other body corporate the certificate of the Master under sub-
section (1) shall constitute its dissolution.

'White miners stay safe'

ROM
15/1/79

THE Chamber of Mines' proposals to streamline the 11-shift fortnight on the gold mines "in no way" threatened the job security of white workers, the chamber said yesterday.

In a statement on the recent "rejection" of these proposals by the Mine Workers' Union, the chamber said the streamlining was aimed at regaining lost productivity.

Discussions between the chamber and the union had "foundered in the face of the refusal of the union to make any positive contribution to the solution of problems facing the industry."

The chamber had proposed changes in work practice, mainly to increase the legal responsibility of the black team leader, without jeopardising the position of white mine workers. The chamber also guaranteed that no white mine worker would lose his job as a result of such a change.

The statement said: "The reduction from 12 to 11 working shifts in a fortnight has increased working costs and reduced the productivity of underground workers."

"An important reason for this has been the consistent refusal of the Mine Workers' Union to honour the clause of its agreement providing that a member of the union may volunteer, if he so wishes and management is agreeable, to work on his Saturday off at overtime rates.

"The MWU has instructed its members not to volunteer. It has now added the refusal to consider any rationalisation of working practice on the mines to help offset the high costs and lower productivity of the 11-shift fortnight," the statement said. — Sapa.

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Star 10/1/79

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Miners' union calls off shift

By Sieg Hannig
Labour Reporter

The Mineworkers' Union has called off its negotiations for a five-day working week after demands from the Chamber of Mines for further union concessions to allow an extension of the 11-shift fortnight agreement.

The concessions which

the chamber wants "amount to a subtle but sure way to get rid of all whites in the mining industry in future, claims Mr P J "Albie" Paulus, the union's general secretary.

He writes in the latest edition of his newspaper, the Mineworker, that the chamber's proposed extension of the 11-shift fort-

night would be for a three-year period.

"This little game can continue until every white worker in the mining industry has lost his job," Mr Paulus writes.

"Then we presume the black workers will get the five-day working week!"

No immediate comment was available from the Chamber of Mines.

Mr Paulus said today that the Miners' Union has received its resignation from the 200 000-strong, Central Union of Labour.

"The executive committee of the union has considered its decision at the request of the confederation," Mr Paulus commented.

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EE EN RAAD VAN BEHEER

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van Kaapstad) as deelydse
s geneem. Twee ere-

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kampus, waar ons gedurende die laaste vyf jaar gehuisves
was, ontgroei. Daarom is ek besonder dankbaar vir die
ekstra ruimte wat ons nuwe kantoor in die Leslie Social
Sciences Building op die Groote Schuur Campus aanbied.

Ek wil weereens die Carnegie Corporation en die Algemeen
Dakonaal Bureau van die Gereformeerde kerken van
Nederland bedank vir hulle gulle ondersteuning van die
Konstruktiewe Program wat ons in staat gestel het om meer
personeel aan te stel en om publikasies en werkgroepe te
finansier. Ek wil ook graag weereens die ondersteuning
deur plaaslike skenkers, firmas en trusts noem, kort
nadat die Program gestig is. Hulle hulp het dit moontlik
gemaak om etlike publikasies gratis te versprei onder
almal wat in die bevordering van 'n oop samelewing belang-
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Ten slotte is dit met innige gencee dat ek my verpligting
teenoor die ere-navorsingsbeambtes van die Sentrum vir
hulle bydraes tot die navorsingsprogram, boekstaaf en
teenoor die personeel vir die wyses waarop hulle hulle
pligte gedurende die jaar uitgevoer het.

Hendrik W. van der Merwe
Direkteur

Desember 1978

Cape car workers get pay boost

By KINGDOM

LOLWANE

THREE major motor companies — Ford, General Motors and Volkswagen — have increased their minimum pay by an average of eight percent with immediate effect.

The increase which involves about 8 000 workers in the motor industry, follows negotiations between these

companies and trade unions.

This means that the minimum pay for beginners in the lower grades will be R1 and hour and in the higher grades R3.

A spokesman for the National Union of Motor Assembly and Rubber Workers of South Africa — one of the unions involved in negotiations — confirmed the increases at the

three motor factories in the Eastern Cape.

Other unions that participated in negotiations were the SA Iron and Steel Workers Union which is an all-white union and the Um-

ted Automobile Rubber and Allied Workers Union which represent black workers.

When POST's Job Watch team conducted a survey on minimum pays of multinational companies last year it established that Volkswagen paid 86c an hour while Ford paid 95c an hour. General Motors paid R185,25 a month as their minimum.

Gedurende die Sentrum vir Industriële Wetenskapsvereniging op Vrydag 17 Augustus 1979

Die Sentrum vir Industriële Wetenskapsvereniging (Geregistreerde) - n.s. Garansie - n.s. Institute of Industrial Management Science and Technology

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CT. 12/9/79

CRC reprimands Paulus over insult

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By NEVILLE FRANSMAN

MR ARRIÉ PAULUS, general secretary of the Mineworkers' Union, came under severe attack in the Coloured Representative Council yesterday because of his reported reference to blacks as "baboons".

Mr Paulus was reported in the New York Times as having said that, as in the case of a baboon, the black man in South Africa wanted someone as a "boss" and could not think for himself.

Mrs E D E Lambert (Freedom Party) and then Mr A (Lofty) Adams (Labour Party) — amid interjections that Mr Paulus should be prosecuted — condemned the Mineworkers' Union chief for his statements in an interview with a New York Times journalist, a Mr Tom Wicker.

Mrs Lambert told the CRC that Mr Paulus should remember that blacks were the first to enter mines and the first to be killed in accidents. The gold price was soaring, mean-

while, but blacks did not benefit because there was no equality in South Africa.

Mr Adams said Mr Paulus should be careful about what he eats, as his food was produced and his milk delivered by blacks.

These points were made during the debate on a "motion of concern" tabled by the leader of the Freedom Party, Mr W S Africa. It replaced the traditional motion of no confidence and has resulted in a debating situation — for the first time in 10 years — in which the CRC has found itself in a stalemate situation, with both the ruling and opposition parties severely attacking the government's race policy but unable to agree on strategy.

Leading the attack yesterday from the Labour Party was Mr C J Reed, who said the solution to South Africa's problems lay in a unitary state in which all could be represented in one parliament ruled by "one body of law".

If the government was sincere, it should have its envoy at the United Nations tell the world that South Africa was prepared to sign the declaration of human rights and incorporate it in the country's constitution, he added.

With clear signs emerging that coloured parties in general were moving closer together to confronting the government with a shared ideology, Mrs Lambert of the Freedom Party said "we have wasted 10 years and torn each other apart in this useless institution". The CRC could not ask for equality if its members were divided.

Mr Lofty Adams (Labour) said the greatest indictment against white South Africans was their laws, which caused disintegration of family life. He called on the Freedom Party for "infinite and explicit trust", and said the parties were finding each other.

Mr Louis Hollander (FP) said the parties should "find each other" not only inside the CRC, but outside too. He could not see anyone defending white privilege and interests on the country's borders. If the prime minister was so aware of discrimination, he should change the laws of the country.

If he did this, he would prove that he (Mr Botha) was prime minister and not Dr Andries Treurnicht.

Other points made during yesterday's debate.

● Mr Jac Rabie (LP) His cousin, who was not a communist, was in a Botswana ANC camp, and this showed that the "total onslaught" banded about was not against South Africa but against the laws fashioned by whites. Even General Magnus Malan, Chief of the South African Defence Force, had conceded that the battle against foreign intervention could not be won without remedying the internal situation.

● Mr W J Hornsby (FP) His party's constitution would be reviewed at its next congress. He was reacting to an attack by Mr Jac Rabie on the FP for its constitutional emphasis on "coloured" promotion and not on a total strategy to improve the lot of all blacks in South Africa.

● Mr David Curry (LP) The African National Congress should be unbanned and allowed to take part in a national convention. To achieve proper dialogue not only the CRC had to be abolished, but also other "racist" institutions such as coloured management committees, white city councils, the white parliament and the South African Indian Council.

Motlana starts legal action against Paulus

12/9/79
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Dr Nthatho Motlana, chairman of the Soweto Committee of Ten, has started legal action against Mr Arrie Paulus of the Mine Workers Union for his alleged comment that "blacks were like baboons."

Mr Paulus, leader of the all-white union, is said to have made the remark in an interview with the New York Times.

Dr Motlana has prepared a statement for his complaint under the General Law Amendment Act, which makes it an

offence to incite racial hostility, following an interview with Soweto's deputy head of police, Brigadier J J Gerber.

The statement will be forwarded to the district where Mr Paulus is said to have made the remark.

Dr Motlana is to discuss the issue with his lawyers today. He said he was contacted yesterday by many women who wished to lay charges of criminal injuria against Mr Paulus.

However, Dr Motlana said, he had been informed that as Mr Paulus's

remarks had been of a general nature and not directed at anyone in particular the charge of criminal injuria would not be applicable.

Mr Percy Qoboza, editor of Transvaal Post, noted today that two newspapers were banned for allegedly causing racial polarisation but a damaging insult from Mr Paulus, had passed without Government reaction.

NEWSPAPERS

In his column "Percy's Pitch," Mr Qoboza notes that The World and Weekend World were banned for allegedly causing racial polarisation but "for the third day after Post revealed that Mr Arrie Paulus says blacks are like baboons, there has been no reaction at all from the South African Government."

"Is it that whites have a licence to strain race relations with impunity?" he asks.

He says the two banned newspapers during their period of publication were saying precisely what the present Prime Minister was saying to the white electorate — "adapt or die."

Thursday, September 13, 1979 NM 21

'Take Paulus to court' demand

Mercury Correspondent

CAPE TOWN — The 240 000-strong Trade Union Council of South Africa (Tucsa) is to call on the Minister of Justice to prosecute Mr. Arrie Paulus, general secretary of the Mineworkers' Union, for racial incitement

The decision was taken at Tucsa's annual conference yesterday after an uproar among delegates about reported remarks by Mr. Paulus comparing Blacks to baboons

Mrs Lucy Mvubelo, leading Black trade unionist, said Tucsa should take steps to "see this man banned" and said he was "no better than Hitler"

Mrs. Mvubelo said she shuddered to think what hatred Mr Paulus was sowing

"We are trying to build up bridges while people with hammers are trying to break them down.

"He called us baboons — but I believe I'm a human being"

She said Black mineworkers were barred

from higher positions "because of this man"

She added. "As a multi-racial organisation we must take steps to see this man banned. Better people than him have been banned."

Earlier Mr. G. Jonker, a Coloured unionist, attacked Mr. Paulus as an "arrogant racist" and said his remarks could only spark off racial hatred

Mr. Robbie Botha, secretary of the Mine Surface Officials' Association, said Mr Paulus had made the remarks four months ago and it was a pity it should be publicised while his union was engaged in a major initiative to bring about better industrial relations on the mines.

While not defending the remarks, he said the initiative depended on the co-operation of all unions and it was the duty of other unions to carry the MWU with them.

"I call on the conference to give us a chance to do so," he said. He added that attacks on Mr. Paulus would not help

GERMAN POTATO SALAD
Ethne Beard, Port Elizabeth

boiled potatoes
cooked bacon
mayonnaise

chopped onion
salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes and mayonnaise. Season with a little

STUFFED CABBAGE SALAD
May Bennett, Ridgeworth

1 fresh green medium size cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

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

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CURRIED GREEN BEAN SALAD
Mrs Futter, East London

2 lbs sliced green beans
2 chopped onions

1 d salt, level
2 cups water

Sauce:
1 1/2 cups sugar
1 d curry powder

1 heaped T flour
1/2 bottle vinegar

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

Mix the curry powder, flour with a little water. Mix well, and vinegar, and beans

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Background

THE multiracial Trade Union Council of South Africa (Tucsa) celebrated a home-coming last week — a return to relevance in the South African power structure. After 25 years of crying in the wilderness, this 240 000 strong body has almost everything going its way — including the Government.

The organisation formed out of opposition to labour apartheid now boasts 'complete vindication for its ideals and principles.'

No less a figure than the Minister of Manpower Utilisation, Mr Fanie Botha, complimented Tucsa last week for its 'exemplary' record at home and its 'valuable contacts' abroad.

Indeed, 'fundamental change is coming to this part of the continent,' as an American diplomat told Tucsa's annual conference in Cape Town last week.

Tucsa's General Secretary, Mr Arthur Grobelaar, summed up the week's events this way: 'The new era has really begun.'

Now that Tucsa has reached the stage where 'the Government will listen to us,' it may be expected to play a more effective role in the changes about to take place.

Where does this leave the labour organisations on the right and on the left of Tucsa?

Increasing accommodation seems possible on the right and increasing confrontation looms on the left.

Thus the conference was dissuaded from condemning the Mineworkers' Union's effort to organise a strike against black advancement, the illegal strike in March.

Mr Robbie Botha of the Mine Surface Officials' Association pulled off this astonishing coup with an appeal against any action which might jeopardise his effort to bring mine managements and unions together in talks aimed at ending confrontation and fear of cheap black labour in the mines.

'I am proud to say that my union together with the Mineworkers' Union and the President of the Chamber of Mines have

Tide turning Tucsa's way

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been among the prime initiators of this new move,' he said.

In similar vein, Mr Archie Poole of the Engineering Industrial Workers' Union called for new efforts to reach a consensus on labour reforms with the conservative Confederation of Labour (which includes the Mineworkers' Union) and the Confederation of Metal and Building Unions.

But Tucsa's future relationship with unaffiliated black trade unions seems unlikely to improve as Tucsa unions are organi-

many more problems are looming on the road ahead.

'What you are fighting for now, we have had 20 years,' the president of the Rhodesian Trades Union Congress, Mr Howard Bloomfield, told the conference.

'Irrespective of political changes, trade unions will still have to fight hard for the conditions of their members.'

On the bread and butter front, two issues dominated the conference.

- The threat of increasing mass unemployment, posing a greater threat than terrorism, according to one speaker.

- The potential for unrest arising from the 'spiralling and exorbitant price of food,' in the face of poor wages.

A past president of Tucsa, Mr E 'Lief' van Tonder called on the conference to take a hard look at how far the closure of the wage gap should be pursued if unemployment was not to be aggravated.

Another past president, Mr Steve Scheepers, pointed out that even a minimum wage of about R36 a week was enough to prompt employers to move into low wage areas beyond the trade unions' jurisdiction.

Tucsa's responses were a call for urgent action against unemployment by way of an investigative committee comprising the Government, organised employers and organised labour and a call for 'a realistic national minimum wage determination.'

SIEG HANNIG reviews the far-reaching implications of last week's Tucsa conference.

sing more 'parallel' black unions in competition with existing black unions.

In spite of a warning that a multiplicity of unions is confusing black workers, the conference decided to leave its unions free reins in the scramble for black membership.

In this the Tucsa unions have the advantage of employers' support for the efforts of labour leaders whom they have come to know well over the years.

Although things seem to be going Tucsa's way,

JAAVERSLAC

(136) 21/9/79 Post

'We'll fight,' warns

Nieuwoudt

THE white labour movement will fight with all the power at its disposal for what it considers necessary to ensure its future.

This renewed warning was sounded by Mr Attie Nieuwoudt, president of the 200,000-strong Confederation of Labour.

The movement was not politically orientated but believed firmly in consultation.

"In the absence of such consultation, the Trade Union Movement will not hesitate to oppose and combat any detrimental measures with all the power at its disposal," he told a Pretoria conference marking the

10th anniversary of the Human Sciences Research Council.

This applied particularly where far-reaching changes in labour legislation were at stake, Mr Nieuwoudt said.

"The history of South Africa already has clearly taught what bitter fruits can be reaped if the powers of the trade unions are underestimated.

The South African economy could not afford such events, especially at this stage

However, he believed that every race had to get its rights (moet tot sy reg kom).

Thus the new labour legislation had also given the black man "his rightful part regarding the trade unions."

Mr Nieuwoudt expressed concern that not enough capital had been put into

homeland development so that blacks could realise themselves fully there.

He called for further expansion of border industries and warned against making whites a "supervisory people."

History had shown that people who were no lon-

ger prepared to do manual work perished.

Mr Nieuwoudt also appealed for better pay for teachers, saying they should be the best paid group after the defence force, because the future of South Africa lay in their hands.

Delegates predict swing to HNP

JOHANNESBURG — Delegates at the HNP congress in Pretoria yesterday urged the government to speed up the opening of facilities to all races

"We are the only people that will benefit from it. The Prime Minister is our best recruiting agent," a delegate said to applause from about 120 people at the congress

Repeated racial slurs and support for Mr Arrie Paulus' comparison of blacks with baboons set the tone for the congress

One delegate said the only problem with Mr Botha was that he was not implementing his new policy direction quickly

enough

The more facilities were opened to all races, the faster the HNP would grow, he said

Mr Willie Marais, one of the MPs that broke away from the National Party in 1969 to form the HNP, said the government was following a blueprint to pressure whites into accepting first economic integration, which would head to social, political and finally biological integration

Speakers condemned.

- The appointment of commissions of inquiry. These were described as a smokescreen designed to give the government the excuse to do exactly what it liked behind the facade of a scientific inquiry

- The policy of financial assistance to black African countries. Several speakers said millions of rands of taxpayers money was being used to "bribe" black leaders

- Consolidation of the homelands

- The government's sport policy

- The Wiehahn report which had "sold out the white man"

Speaking to about 100 people at congress last

night, Mr Jaap Marais, leader of the HNP, predicted a general election in April or May next year.

The swing towards the HNP had become a groundswell which could no longer be stopped and the party was irreversibly on the road to becoming the official opposition, Mr Marais said.

Focusing on the recent National Party congress in Pretoria, Mr Marais said it was clear that Dr Treurnicht was the target of the Prime Minister's warning that he would throw out a Cabinet Minister who was not prepared to abide by the new policy direction.

This meant Dr Treurnicht had a choice of two no-win options

If he failed to repudiate Dr Piet Koornhof, Minister of Co-operation and Development, and Mr Pik Botha, Minister of Foreign Affairs, he would lose all credibility with his conservative supporters

If he dared to criticise them in public, the Prime Minister would have a golden opportunity to kick him out because he had disobeyed an order — not on an issue of principle — DDC

White unionist warns of 'power' to ensure future

THE WHITE labour movement would fight with all the power at its disposal for what it considers necessary to "ensure its future".

This renewed warning comes from Mr Attie Nieuwoudt, president of the 200 000-strong right-wing Confederation of Labour

The movement was not politically orientated but believed firmly in consultation, he said.

"In the absence of such consultation, the trade union movement will not hesitate to oppose and combat

any detrimental measures with all the power at its disposal," he told a Pretoria conference marking the 10th anniversary of the Human Science Research Council this week.

This applied particularly where far-reaching changes in labour legislation were at stake, Mr Nieuwoudt said.

"The history of South Africa already has clearly taught what bitter fruit can be reaped if the powers of the trade unions is underestimated

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History had shown that people who were no longer prepared to do manual work perished.

Mr Nieuwoudt also appealed for better pay for teachers, saying they should be the best paid group after the Defence Force, because the future of South Africa lay in their hands. — SUNDAY POST Correspondent.

Govt is accused of bowing to pressure

By RIAAN DE VILLIERS
Labour Correspondent

MR ATTIE Nieuwoudt, president of the South African Confederation of Labour, yesterday accused the Government of giving in to pressure from within South Africa as well as from overseas

He was among several Rightwing white unionists who sharply criticised the Government's move to extend formal union rights to black migrants and commuters

In a statement, Mr Nieuwoudt warned that organised white labour would keep a

close watch on the situation "as we are not prepared to perpetually give in to pressure by people who do not always have South Africa's interests at heart"

He added that the confederation was "deeply concerned" about the influence overseas bodies could exert on South African trade unions through financial support

"I appeal to the Minister of Manpower Utilisation to investigate the whole issue of the inflow of funds with an eye to control in the future," he said

Mr Arrie Paulus, secretary

of the Mineworkers' Union, said the Minister of Manpower Utilisation was "slowly poisoning" white unions

"I said earlier that the new labour dispensation was the biggest act of treason ever committed against white workers. The treason is increasing day by day," he said

He predicted that the next concession would be to allow the formation of mixed unions

"So it will continue until, as I have always predicted, we will have full integration on the labour front"

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26/9/74

Handwritten notes and stamps, including a large '136' in a circle, 'Rom', and '26/9/74'. There are also various illegible markings and stamps at the bottom of the page.

New union move gets mixed reception

139/116
STAR 136
26/9/79

By Siegfried Hannig

Until yesterday morning most black trade unions were reluctant to seek registration and thus enjoy the benefits of trade union rights given them under the new labour legislation.

Those of the 10 unregistered unions affiliated to the Federation of South African Trade Unions who had considered the matter had decided against registration.

Many black unions which desperately wanted to register feared the R500 fine they would face if any of their members did not have permanent residence rights in "white" South Africa.

The new legislation seemed destined to be a failure until the Minister of Manpower Utilisation, Mr Fanie Botha, spoke to the Federated Chamber of Industries this week.

CHANGED

The entire picture has been changed by his announcement that trade union rights were being extended, by virtue of his powers of exemption, to all South Africans and citizens of territories which were formerly part of South Africa.

A spokesman for the Department of Manpower Utilisation confirmed that only blacks from foreign countries which had never been part of South Africa would be excluded from trade union rights.

The only possible arguments against the registration of trade unions now would seem to be:

- The fact that racially mixed trade unions require a special exemption from the Minister before qualifying for registration.
- The unlikely possibility that the Minister could reconsider his decision to extend trade union rights to all blacks other than foreigners.

NO CHANCE

But it is thought likely that trade unions will not have a choice of non-registration for long.

The reason is that registration of all trade unions, and particularly of black unions, is a key consideration in the extension of trade union rights to blacks.

To ensure that trade union rights are not abused all unions must subject themselves to control and surveillance, the argument goes.

"In time, unions that refuse to register are expected to suffer from serious disabilities which could jeopardise their existence," said Professor Wally Bendix of the Institute of Labour Relations at the University of South Africa.

He described the Minister's decision as "a statesmanlike gesture at a most welcome time."

"This move was urgently needed to repair some of the damage done by the legislative prohibitions on trade union membership."

"The 'new deal' which would have been a dismal failure, now holds out the prospect of a fair measure of success," the professor said.

"TREASON"

Mr Arrie Paulus, leader of the white Mineworkers' Union, described the Minister's decision as "further treason against the white workers of South Africa."

"I want to predict that, within a short period, the Government will also allow mixed trade unions," Mr Paulus said.

Mr Wessel Bornman, secretary of the exclusively white Confederation of Labour, said the "dangerous" weapon of trade union rights constituted a vast risk. He feared that the safeguards required would seriously impair the freedom registered unions had enjoyed hitherto.

But comments from employers and trade unions outside the purely white labour movement were positive although some blacks were cautious.

RESERVATIONS

Among those who had reservations was Mr Oscar Dhlomo, secretary-general of the Zulu cultural/political movement, Inkatha.

The movement would co-operate in the formation of black unions provided the decision was enshrined in acceptable legislation, Mr Dhlomo said.

Mrs Lucy Mvubelo, a black deputy vice-president of Tucsa, commented: "I am sure it will be legislated in a year or two."

Her black National Union of Clothing Workers would seek provisional registration as soon as it had considered the Minister's move.

Mine row

erupts

on eve of by-election

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By RIAAN DE VILLIERS
Labour Correspondent

A FURIOUS row has broken out between the Minister of Manpower Utilisation, Mr Fanie Botha, and leaders of the Mineworkers' Union over benefits restored to miners after the March strikes.

The row has become a major issue in the by-election struggle in Rustenburg, where a meeting addressed by Mr Botha was disrupted by mineworkers and HNP supporters on Monday night.

Relations between Mr Botha and the Rightwing union appear to be at an all-time low, with both parties accusing one another of telling "blatant lies" and issuing challenges and counter-challenges.

The row revolves around claims by Mr Botha that he was responsible for the restoration of miners' benefits after the strike. The claim has been repeated in an NP election pamphlet issued to miners in the constituency.

The pamphlet has infuriated miners and has been labelled as a "blatant lie" by Mr Cor de Jager, MWU president.

After leaving the meeting on Monday night, Mr De Jager said the dispute had started at a private meeting of mineworkers addressed by Mr Botha in Rustenburg recently.

"When we disputed his

claim he became angry and threatened to ask the Chamber of Mines to withdraw the benefits again," he said.

Later, Mr Botha told the meeting he had pleaded with the Chamber of Mines to restore lost benefits:

"The benefits miners got back were those which Fanie Botha got for them. I challenge Mr De Jager to say 'you can keep the benefits which Fanie Botha got,'" he said.

Mr Botha also accused Mr De Jager of telling a "blatant lie" by claiming that white workers were without protection because job reservation had been scrapped.

"If this is the case, why has the MWU not applied for a job reservation determination for 23 years?"

Yesterday Mr Arrie Paulus, militant MWU secretary, said. "I also challenge Mr Botha to have the benefits taken away - if he can."

He said the union did not need a determination as the Mines and Works Act specified that only "scheduled persons" could obtain certificates of competence needed for work performed by union members.

Job reservation was therefore built into the Act

"I call on the Minister to get his facts straight before talking nonsense from a public platform," he said.

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MWU feels threatened by blacks

Star 23/10/74

Labour reporter SIEGFRIED HANNIG examines a new development in the mining industry – the prospect of a black mining union.

The prospect of a black mining union, possibly outnumbering the combined membership of white mining unions, has been raised by the extension of trade union rights to migrant workers.

Now only foreigners from countries which never belonged to South Africa remain excluded from trade union rights. This means that more than half of the 436 588 blacks on coal, gold and platinum mines (roughly 55 percent) have trade union rights.

The discriminatory provisions of the Mines and Works Act have no bearing on trade union rights.

Therefore there is nothing to prevent the formation of a black mining union, it would seem.

This is a matter of serious concern to the white Mineworkers' Union (MWU) which has taken a firm stand against any labour reforms and disrupted much of the mining industry with its illegal strike on job reservation in March.

An investigation by the MWU has revealed that its own members are outnumbered by 41 to one at a Stilfontein mine by blacks who are eligible for trade union rights.

The investigation showed that 8 216 (63 percent) of the 13 000 black labourers at the mine were entitled to these rights.

"At the same mine the MWU has 200 members and altogether there are about 1 000 whites earning a living on the mine," writes MWU leader Mr P J Arrie Paulus in the latest edition of his newspaper.

"What hope have the

white unions and associations to measure up to a black union which will have in the vicinity of 8 000 members on an average mine?"

Even if only a quarter of the blacks formed a union, the employer would have to accede to any demand by the union to share white facilities, Mr Paulus argued.

The alternative would be a paralysing strike. He attributed the National Party's "poor showing" in the Rustenburg by-election to concern about this kind of development.

Mr Johann Liebenberg, industrial relations adviser of the Chamber of Mines, commented:

"The industry has discussed the matter of black trade unions in very general terms with some of the existing registered unions."

"But we have had no approaches regarding the formation of black trade unions and are waiting to see how matters develop."

Indeed, there has been

no news of any attempt to organise black miners from within South Africa in recent years.

The reason is generally seen as lying in the difficulties which migrant labour poses to those who want to organise a union of migrant workers.

Short terms of service mean a continuously changing membership and entail administrative problems.

Nevertheless, strong black trade union membership existed in the mining industry many years ago.

And the trend towards longer terms of service among mining migrants, combined with shorter terms of service and the "growing popularity of the re-employment guarantee certificate" is creating a more stable black labour force on the mines.

As the mining industry succeeds in its efforts to stabilise its black labour force, the prospects of black trade unionism in the industry will improve.

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FORD UNREST

SA microcosm

November has been a harried month for motor giant Ford. It is being squeezed between black worker militancy and white worker conservatism. Its problem is one which is likely to affect other employers in the months to come.

On Tuesday, black workers staged a work stoppage — the second in two weeks — but returned to work the following morning. According to Ford's public affairs director Dunbar Bucknall, the stoppage happened because workers were unclear why those producing car shells were asked to work overtime, while those waiting for the shells had no work and were told to leave early.

The stoppage was short-lived and negotiations between management and the unregistered United Auto Workers' Union (which Ford recognises) have twice defused the situation. But the second walk-out is further evidence of growing black worker militancy in the Eastern Cape.

But Ford's problems don't end there — it is also facing a white worker backlash occasioned by its sympathetic handling of African workers. At a meeting last Thursday the conservative Iron Steel & Allied

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(2) The application may be made in accordance with any other manner as the Court may direct, and the Court may order the rectification of the register and payment by the company of any damages sustained by any person.

(3) On any application under this section the Court may order the title of any person who is a party to the application to be omitted from the register, whether the question arises between members or alleged members on the one hand, and generally may decide any question necessary for the rectification of the register.

Debentures

116. Creation and issue of debentures.—A company, as so authorized by its memorandum or by its articles, may create and issue secured or unsecured debentures.

117. Security for debentures.—(1) The binding of movable property as security for any debenture or debentures may be effected by—

- (a) a deed of pledge and the delivery of the movable property concerned to one or more debenture-holders or to a trustee for debenture-holders; or
- (b) a notarial bond, collateral notarial bond or notarial surety bond executed in favour of one or more debenture-holders or of a trustee for debenture-holders; or

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. 61 of 19

such less Workers Union decided to confront management with a number of complaints. Workers are objecting to integration of facilities, such as toilets and canteens. black strikers receiving pay for the days they were on strike, and black advancement.

They have also called for extra pay or leave for time they worked during the black strike, paid leave and bonuses for their workers who were retrenched, and the reinstatement of a white foreman who was retrenched at the end of the month. The union met management on Monday and discussions could continue until next Monday. According to Bucknall, a decision has been reached on the foreman.

So Ford is not only trying to handle black militancy — it is faced with simmering racial antipathy on the shop floor. Militant black and white workers are at odds and Ford will have to tread carefully to defuse matters.

Black workers angered by white workers' objections to blacks using facilities, have been boycotting the canteen at the Struandale assembly plant since Monday. This boycott spread to the engineering plant on Wednesday, and the boycott is expected to continue until Iron and Steel backtracks.

A report in *Beeld*, usually close to government sources says that Iron and Steel may take Ford to the Industrial Court (which begins operation next month), alleging that Ford's sympathy to African worker demands constitutes an "unfair labour practice".

If the case goes to the court both unions and employers will need to watch the outcome closely. The court would be faced with a microcosm of the entire SA labour relations scene and its reaction would give crucial pointers to its future attitude.

The Ford issue is certainly a test case. This is the first time that management has been placed so directly in the centre of racial conflict on the shop floor level. Complicating the issue is the attention that Ford will receive in the US.

FORD UNREST.

SA microcosm

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16/11/79
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224. Directors not to deal in director of a company who purcha

- (a) to call for delivery at number of shares or a stock exchange; or
- (b) to make delivery at a number of shares or aforesaid; or
- (c) (as he may elect) to time or to make deli specified number of s listed as aforesaid,

shall be guilty of an offence.

(2) Nothing in this section shall be taken to penalize a person who buys a right to subscribe for shares or debentures of a body corporate or buys debentures of a body corporate that confer upon the holder thereof a right to subscribe for, or to convert the debentures (in whole or in part) into, shares of that body corporate.

(3) In subsection (1)—

- (a) "shares" and "debentures" in relation to a director of a company, mean shares or debentures of that company or its subsidiary or holding company or a subsidiary of its holding company; and

[Para. (a) substituted by s. 20 of Act No 64 of 1977.]

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Police act on Paulus

'baboons' slur

Mr Arrie Paulus . . . interview with New York Times

Newsman testifies in court

By FLEUR DE VILLIERS

THE possible prosecution of Mr Arrie Paulus, general secretary of the Mine Workers' Union, because of an alleged remark likening blacks to baboons, came a step nearer last week when a New York Times journalist, Mr John Burns, was subpoenaed to give evidence in the Johannesburg Magistrate's Court

Mr Paulus' alleged remarks were reported in an interview between the trade unionist and New York Times' foreign editor, Mr Tom Wicker, published in a June issue of New York Times Magazine

They subsequently gained worldwide notoriety and led to complaints laid with the police by Dr Nthato Motlana, chairman of the Committee of Ten, and the Christian Institute under Act 94 of 1974 which makes the causing of hostility between the races a criminal offence

First sign that the police were investigating the case with the view to a possible prosecution came earlier this month when Mr Burns, New York Times foreign correspondent in South Africa who was present during the interview, was approached to give evi-

The New York Times which discourages its journalists from giving evidence in court actions, failed in persistent attempts via South African diplomatic channels to resist the subpoena and to have it reversed

Confirmed

The subpoena was finally served on Mr Burns on November 8 and he appeared in court on November 15

Under questioning Mr Burns refused to give the court his notes but confirmed that Mr Paulus words as quoted in the New York Times Magazine story were substantially the same

as his own notes of the interview

In the section of the published interview attached to the subpoena Mr Wicker reports Mr Paulus as saying "You have to know a black he wants someone to be his boss They can't think quickly You can take a baboon and learn him to play a tune on the piano but it's impossible for himself to use his own mind and to go on to the next step Here it's exactly the same

Addressing the court, Mr Burns legal representative Mr Kelsey Stuart said 'It is the duty of every responsible journalist to report objectively

"If he becomes subjective, or if he acts in any manner which might lead his readers to think that he has become subjective he endangers his credi-



DR NTHATO MOTLANA
Complaint to police

wherever possible the taking of sides in controversies, whether they be public or private

"In pursuance of this policy, New York Times journalists are discouraged from volunteering to give evidence in court actions

"However they are mindful of their duty to obey the law and where they are advised that they have no alternative under the laws of the country in which they are working but to give evidence in response to a subpoena they will comply, provided that by doing so they do not contravene their journalists code of honour"

No breach

Mr Stuart also pointed out that there was no question of confidentiality in the case so that there was no danger of a breach of the code

Mr Burns is believed to be the first foreign correspondent in South Africa to be subpoenaed to give evidence in a South African criminal investigation

bility and professional standing

"Therefore it is the policy of the New York Times to avoid

Last year a New York Times journalist Mike Farber, spent two months in an American jail for refusing to give evidence in a murder case

The Transvaal Attorney-General, Mr J E. Nothling, declared yesterday to comment on the case against Mr Paulus by saying that it was still under investigation

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with selected major categories of disease. Clearly, this is an entirely hypothetical situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease categories to both the overall mortality experience and also to expectation of life of the three communities, but also, since there is an approximately linear relationship between the reduction of mortality and the percentage increase in life expectancy, any improvement will give rise to a proportional improvement in the expectation of life. Thus, if the mortality associated with any of the diseases included in Fig. 6 are reduced by 50%, then the increase in the expectation of life will be 50% of the improvements indicated.

With the exception of the system in men, the directed at the control of particular important diseases which are simple methods of prevention.

ACKNOWLEDGEMENT

The writers wish to thank the Assurance Society for

Baboon remark probe continues

Pretoria Bureau
THE South African Police are continuing their investigations into statements allegedly made by the general secretary of the Mine Worker's Union, Mr Arrie Paulus, and published in the New York Times

But a police spokesman yesterday could give no indication when they would be completed. Earlier a spokesman for the Attorney-General of the Transvaal said that the matter was in the hands of the police.

The New York Times Magazine published an interview with Mr Paulus by the newspaper's foreign editor Mr Tom Wicker, who quoted the trade unionist as saying: "You have to know a black. He wants someone to be his boss. They can't think quickly . . . You can

take a baboon and learn him to play a tune on a piano . . . but it's impossible for himself to use his own mind to go on to the next step. Here it's exactly the same"

Weekend Press reports said Mr John Burns, New York Times foreign correspondent who was present during the interview, had been subpoenaed and had given evidence at an investigation into the matter at the Johannesburg Magistrate's Court on November 15.

Police investigations into the possibility that the remarks Mr Paulus is alleged to have made could cause hostility between race groups began after complaints were received from Soweto Committee of 10 chairman Dr Nthato Motlana, and the South African Institute of Race Relations

by 1970, this figure had decreased to 15, improved disproportionately to the 'coloured' 1 to 4 years of age, during the period 19 experience as a percentage of the 'coloured' 7,1%. It should be noted that the 0 year higher than the corresponding IMRs. The former is the number of live births w mid-year populations under one year of age

Fig. 4 provides an indication of the prop. causes of death to the overall mortality and African communities.

During the period 1929 to 1970, the rates of mortality which is classically associated with infectious diseases have become less important are increasingly related to cardiovascular 'coloureds' and Africans, however, have a deaths caused by infectious diseases. The mortality which is characteristically associated with the 'coloureds' appear to occupy an intermediate position between the whites and Africans, although it is clearly much more similar to the Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1919, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

Unions warn of jobs unrest

Pretoria Bureau

RIGHTWING trade unionists and politicians yesterday warned of serious labour unrest if all statutory protection for white workers was removed

They were reacting to the announcement earlier this week by the Minister of Manpower Utilisation, Mr Fanie Botha, that three of the five remaining job reservation determinations - two in the motor assembly industry and one in the building industry - were to be removed

The leader of the Herstigte Nasionale Party, Mr Jaap Marais, said "This and other moves in the sensitive labour field can only increase the risk of unrest and generate resistance from white workers"

White workers resisting the moves would have the support of the HNP, he said

Job reservation had given white workers a sense of security. Now that it was being removed, fuel would be added to the already simmering and widespread discontent

"This coming on top of the efforts being made to integrate toilet and eating facilities in some organisations, although

this is still not legal, would be a source of grave discontent," Mr Marais said

The Secretary of the Blankenbouverwerkers Vereeniging, Mr Gert Beetge, said the Minister was being less than truthful when he claimed he had consulted all interested parties before scrapping the determination in the building industry

"He never consulted us and we certainly would never have agreed to the removal of the measure," Mr Beetge said

Mr Beetge also warned of labour unrest

The secretary of the SA Iron and Steel and Allied Trades Association, Mr Wessel Bornman, said when the government accepted the recommendations of the Wiehahn Commission, including the removal of job reservation, the Minister undertook to protect white workers, which he had honoured so far

But, Mr Bornman, who is also secretary of the Rightwing SA Confederation of Labour, warned that should white workers in the motor assembly industry be prejudiced by the scrapping of the determinations, he would take the issue to the Industrial Court

ific conditions.
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ality rates (SMR)
Fig. 3. Whilst
these indices
show a comparatively
e 1960.

During this period, the 'coloured' IMR has decreased from 164,8/1 000 to 132,6/1 000, a change of only 19,7%.

This is of particular concern when it is appreciated that the greater the IMR, the more easily, should improvements be accomplished. The decrease in SMR between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years are shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 25,0% of the mortality of 'coloured' children;

Star 11/12/79 (136)

Mines, unions talks planned

By Sieg Hannig,
Labour Reporter

Mine bosses and unions are planning to get together to discuss tensions between them

The Chamber of Mines has invited the unions to a meeting which it hopes will dispel fears aggravated by the Mineworkers' Union strikes in March and by the Wiehahn reforms. The Council of Mining Unions yes-

terday accepted the invitation in principle

"We all accept the principle of detente and harmony in the working situation," commented a council member, Mr J E "Tubby" Faure, national chairman of the Amalgamated Engineering Union.

Mr P J "Arrie" Paulus, leader of the Mineworkers' Union, declined to comment

pure economic decisions are clouded by accounting pressure.

2.3.4 Balance sheet problems

Hendriksen argues that one of the principle objections to LIFO is that inventories are consistently being understated.¹⁴ After the application of LIFO for many years, the inventory valuation, assuming a trend of rising prices, tends to become meaningless as it grossly misstates the current inventory valuation.

The apparent effect of LIFO on working capital reveals a weakening structure whereas in real terms there is actually a strengthening of the working capital position.

Example 6

LIFO is applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

COMPENSATION ³⁰²
FMB/12/79
Diagnosis in dispute

Years of dispute between miners and compensation authorities have led to the appointment of a commission of inquiry into compensation for occupational diseases. The commission, headed by RAU economics professor Piet Nieuwenhuizen, met for the first time on February 2.

The diagnosis of the diseases for which compensation is available (certifiable diseases) is the focus of hot dispute. The Mine Workers' Union claims that the medical bureau for occupational diseases often fails to diagnose such diseases. Says MWU general secretary Arrie Paulus "Often a man who dies from other causes is found after death to have had a compensable disease."

The bureau explains that minor scars caused by dust in the lungs are usually too small to be seen on X-rays, although they can be detected by post-mortem examination. Such scars are regarded as grounds for compensation despite the fact that they are not in any way disabling.

Paulus also quotes Department of Mines figures which show that 71 out of every 100 miners with 25 years of service are certified, either while alive or after death. He thus wants all miners to receive compensation after 25 years irrespective of whether they have been found to have contracted a certifiable disease. The bureau, on the other hand, maintains that many men work longer than 25 years without contracting any occupational disease.

All lesions, whether or not they impair the cardio-respiratory functions, count as certifiable. So 54% of white miners who were certified in 1976 were nevertheless fit to carry on working. But at the same time, many miners who suffer from disabling diseases unrelated to their work go without compensation.

Compensation at present does not amount to much. White miners get a lump sum of R19 800 for a disease causing more than 40% disablement. Tuberculosis sufferers get only R5 500. Black miners get a mere R1 100 for dust diseases — regardless of the extent of disablement.

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1980 will be tough, says union chief

Argus 2/1/80

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Argus Correspondent

PRETORIA. — Consumers face a tough year with continuing price rises and a high level of inflation, a leading trade unionist has warned.

Mr Attie Nieuwoudt, president of the South African Confederation of Labour, said here today that 1980 would hold many problems.

"I expect the year ahead to be extremely tough for consumers, with many problems.

"The bills for the Christmas shopping spree will soon be sent out to them and many consumers incurred tremendous expenses during Christmas.

PASSED ON

Large price increases are also set to be passed on to the consumer during the next 12 months. The fertiliser price increase will affect the prices of all agricultural products, and the Minister of Agriculture has already said that farmers cannot absorb the fertiliser price rise.

Mr Nieuwoudt said that while consumers required large salary increases to compensate them for the higher cost of living, it appeared that they would receive limited rises.

PAY RISES

Organised labour needs substantial pay rises to compensate for the high inflation and the cost increases — the public cannot keep up as all cost increases are just passed on to them, he said.

$\frac{\Delta c_1}{\Delta c_2} = - \frac{P_1}{P_2}$, this
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 as $\pi_1 \Delta c_1 + \pi_2 \Delta c_2$
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 We can arrive

$$\left. \frac{dc_1}{dc_2} \right|_{du=0} = - \frac{\pi_1 v'(c_1)}{\pi_2 v'(c_2)} = - \frac{P_1}{P_2}$$

condition:
 tion C# along the budget line is the tan
 of state claims. Following standard te
 axes -- i.e., the individual will want
 not normally be at the intersection of
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 Fig. 2. It is then geometrically eviden
 endowment position (w_1, w_2) , determines
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 Now let us suppose that the individu
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 It is then elementary to show that the s

$$\left. \frac{dc_1}{dc_2} \right|_{du=0} = - \frac{\pi_1 v'(c_1)}{\pi_2 v'(c_2)}$$

that the indifference-curve slopes in Fig. 2 are related to the marginal utilities $v'(c)$ via:

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

X

DISEASES OF THE GENITO-URINARY SYSTEM

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

XIV

CERVALE CAU

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ALTY

full employment. The director of the Federated Chamber of Industries, Dr J C van Zyl, said it would certainly be unrealistic not to expect wage claims. But no specific guidelines were given at the recent meeting of the Prime Minister's Economic Advisory Council on what could be considered "reasonable" claims. In the absence of guidelines, Dr Van Zyl said, the current rate of inflation, plus the rate of increase in productivity, should provide a yardstick.

Bosses warned against big pay rises

By DON MARSHALL
Pretoria Bureau

EMPLOYERS were warned yesterday that excessive wage increases this year could undermine South Africa's economic recovery. Prominent economists and businessmen said unemployment — there are more than a million blacks out of work — could only worsen if excessive pay increases caused inflation to "take off", and forced the Government to apply counter restrictions. In Pretoria this week the secretary of the South African Confederation of Labour, Mr Wessels Bornman, set 25% as a target for pay rises. He said that since 1975, the purchasing power of wages had dropped 23%.

Other labour leaders said pressure was certain from trade unions for "real" increases which would not only compensate for lost spending power but raise it substantially.

The president of the Confederation of Labour, Mr Attie Nieuwoudt, said "We believe the worker has made most of the sacrifices during the past five years in the fight against inflation. We believe further that employers are now in a position to grant increases which will halt the decline in living standards and help to raise them."

Whether this means a 5% or a 25% increase, it should be paid, he said. Barclays Bank's chief economist, Dr Johan Cloete, said that if employers submitted to excessive wage claims, inflation would take off and run out of control.

At all costs, a wage spiral must be avoided. An inflation rate which rises significantly above the current 14% level could persuade the authorities to impose monetary and fiscal restrictions.

Dr Cloete said when the expected tax concessions were taken into account — which would increase the disposable incomes of workers — increases above 13 or 14% would be difficult to justify.

The chief economist of the Bureau of Economic Research at the University of Stellenbosch, Dr O D J Stuart, said that if employers submitted to excessive wage demands, it could lead to even greater unemployment.

It could also sabotage South Africa's chances of full economic recovery and creating

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Situation explosive
says trade union

Labour Reporter
A trade union claims that an "explosive" situation has arisen among workers in Allied Publishing, the company that distributes Johannesburg's major English-language newspapers, including The Star
In a letter to the company on August 29 the Commercial, Catering and Allied Workers' Union complained about "very long hours of work," and "totally inadequate" take-home pay.
The company replied that the problems had been raised by liaison committee representatives and were being investigated. The union replied that the workers were dis-

appointed at the way in which management had reacted to the liaison committee proceedings and requested a meeting with management.
Allied Publishing said that it was "somewhat early, in what might well eventually be a long-term relationship, to meet your officials."
The company asked whether the union had applied for registration and what its scope was.
The union's reply was that "the best way of getting to know us is by meeting us," and called for a meeting without delay.
On January 10 the company replied by requesting answers to its previous questions.

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(P) Pulling
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MIN. FANIE KAAP PAULUS OOR SY DREIGEMENTE

Deur JOHAN VOSSO

MNR. ARRIE PAULUS, hoofsekretaris van die Mynerkersunie, se volgehoue rassistiese en konfrontasie-taal word deur die Regering in 'n baie ernstige lig beskou. Sy bedekte dreigemente hou die gevaar van die verstoring van die delikate arbeidsverhoudinge in die land in.

Die afdeling, maak RAPPORT na 'n lang gesprek met mnr. Fanie Botha, Minister van Mannekrabbenurting. Hy is genader na aanleiding van mnr. Paulus se jongste aanvalle op die Regering waarin hy onder meer gedreig het dat 1980 'n jaar van konfrontasie tussen die blanke werker en die Regering kan word.

Min. Botha se dat mnr. Paulus die Regering verdede jare lank 'n mynstaking probeer konfronteer het. Die heftigste van sy eie vakhondlede (skryf in die myne) was getrefte bereid om hom daar in te volg nie. Die Minister wys daarop dat behandel behalwe mnr. Paulus se konfrontasie wil hy nie gaan uit sy pad om daartoe te probeer. Dit beteken dat mnr. Paulus so lank as moontlik, strek ver. Dit kan 'n ernstige krisis veroorsaak, wat gevolglik kan verrekend kan wees en dit kan die huidige goete en delikate verhoudinge in die arbeidsveld benadeel wat so

nodsaaklik vir arbeidsvrede is, se mnr. Botha. Op sy beurt kan arbeidsonrus uitkling tot die benadeeling van verhoudinge op ander vlakke binne die veel-volkige struktuur van Suid-Afrika. "Soek mnr. Paulus in hierdie tye hierna?" vra mnr. Botha.

Hy se dat voor 'n mens eger mnr. Paulus en sy dreigemente te hoog aanslaan, daar 'n bietjie gevra moet word of mnr. Paulus namens 84 blanke vakhonde in die land praat. Om die waarheid te se, praat hy nie eens namens al agt mynwerkers-vakhonde nie. Die week het mnr. Paulus hom onder meer uitgespreek teen die standpunt van die Minister van Myne, mnr. F. W. de Klerk, dat die Regering sal voortgaan met die opleiding van swart werkers in Suid-Afrika en Bophuthatswana. Volgens mnr. Paulus kom die standpunt van die Minister van Myne uit 'n natuurlike standpunt.

Mnr. Botha staar hom by die Minister van Myne, mnr. F. W. de Klerk, dat die Regering aan en se dat die Regering verbind is om alle werkers, ongeag ras of kleur, in Suid-Afrika op te lei. Bedoel mnr. Paulus dat anderkleuriges nie opgelei moet word nie, en wat bedoel hy met 'n uitsluiting? Beteken dit dat daar konfrontasie gaan kom as die Regering anderkleuriges ook oplei? wil die Minister weet. Hy beklemtoon dit dat as enige werker, oor die blanke, hom verontreg voel, daar 'n hot is waarteen hy hom kan wend. Daarom herdie konfrontasie-taal, vra mnr. Botha. Die Minister het hom sterk uitgespreek teen 'n ander uitsluiting van mnr. Paulus, soos berig in die dagblaadpers. Mnr. Paulus sou gesê het dat hy die Regering se verskerping verwerp dat die blanke werker voldoende beskerming onder die nuwe arbeidswetwing geniet. Hy het bygevoeg: "Water beskerming het die blanke werker onder die wet bo en behalwe wat gekleurde werkers se? Daar word geen beskerming gegee. Daar word geen beskerming gegee. Daar word geen beskerming gegee." Die uitlating is verregaande verniel. Hoekom mnr. Botha se dat die Regering verbind is om alle werkers, ongeag ras of kleur, in Suid-Afrika op te lei? Ons is hier vir gevestigde regtig en ons regstelsel is ingestel op billikheid vir almal. Hoekom wil mnr. Paulus billikheid verwerp?

Veel uit die verslag van die Wiehahn-kommissie waarin mnr. Paulus se eie president, mnr. Attie Nieuwoudt, sithing en inspraak gehad het. Die vakhonde wat sithing in die kommissie gehad het, het nie net inspraak gehad nie, maar ook help skep aan al die beginsels wat in die kommissie verslag opgeneem is.

Dit is algemene gebruik dat konseptiewegwing opgestel of gepubliseer word vir 'n basis in die finale onderhandelingsfase. Dit is bekend dat mnr. Botha nie net die konseptiewegwing uitgestuur het nie, maar ook persoonlike moete gedoen het om by 'n paar geleenthede die betrokke instansies te gaan inlig. Mnr. Paulus het hom ook uitgespreek teen die werwing van swart mynwerkers in buurstate en daarop gewys dat die trekarkbeters 60 persent van alle swart mynwerkers in Suid-Afrika uitmaak. As hulle uitgehou kan word, sal daar geen gevaar van werkloosheid onder ons swartes bestaan nie, aldus mnr. Paulus. Volgens die minister word swart mynwerkers se werking ingebring omdat plaaslike swartes nie genees is om in myne te werk nie. Hulle het 'n ingeboude afkeer daaraan om onderponds te gaan. In Bophuthatswana maak die owerheid byvoorbeeld grootlikse staat op vreemde swart arbeid in sy myne. "As by nie voldoende swart arbeid binelands kan trek nie, sal dit gevolglik daartoe lei dat myne nie op volle sterkte bedryf sal kan word nie. Kor kom sal dit beteken dat baie blanke werkers sonder werk sal sit. Dink mnr. Paulus aan hierdie dinge as hy sulke stellinge maak?" vra mnr. Botha.

Oor mnr. Paulus se herhaalde agtergang dat werkbatening weer ingestel moet word, was die minister daarop dat net drie soorte werkbatening gemaak is: Monstremers, opmeters en verdlaswerkers. Volgens wat RAPPORT kan vasstel, word nie meer as 1 300 van die sowat 80 000 blanke mynwerkers hierdeur geraak nie. 'n Belangrike aspek van die saak, volgens mnr. Botha, is, dat mnr. Paulus se eie vakhonde nie eens deur werk-afkaking geraak is nie. "Hy het al die jare nou daarop aangedring en vir beskerming van sy vakhonde."



MNR. ARRIE PAULUS... sy konfrontasie-taal word heeltemal...



MIN. FANIE BOTHA... die uitlating (van mnr. Paulus) is verregaande vernielend.

Sy standpunt is 'n voorbeeld van... by die algemeen... wat moet... ander... besprekinge met die Konfederasie van Arbeid oor veranderinge in arbeidswetgewing eens gevoel is ná die opstel van konseptiewet.

Mr. Botha... het...

Miners' boss warns Govt on reforms

By RIAAN DE VILLIERS
Labour Correspondent

MR ARRIE Paulus, secretary of the Mine Workers' Union, yesterday called on the Government to avert an impending confrontation with white workers.

Addressing a Press conference after the annual meeting of the Rightwing union's general council this week, Mr Paulus said white mineworkers were shot by forces under the Smuts government in 1922. Subsequently, white workers were protected by the Nationalist Government.

"But the indications are that a confrontation will develop in 1980, this time between the white worker and the NP Government.

"We call on the Government to see to it that this does not happen."

Mr Paulus made it clear the union would continue its hard-line resistance to Government labour reforms. He said the council had decided on a wide range of issues relating to labour reforms but would not disclose them.

The union's stance has come on the eve of moves to increase resistance of white organised labour to the Government's reforms.

Mr Paulus confirmed yesterday that a committee of the all-white SA Confederation of Labour headed by him, had prepared a report calling on the organisation to revert to total opposition to the Government's new labour dispensation.

The report is to be discussed at the confederation's congress to be held next week.

Mr Paulus said among the issues discussed were the question of trade unions for blacks on the mines.

Asked to comment on rumours that the union may

have been considering organising coloured and black mineworkers, Mr Paulus said "I don't want to comment - the whole issue was discussed and decisions were taken."

Mr Paulus described the council meeting as a "great triumph for the white mineworker" and added unity within the union had been underlined as never before.

Among issues discussed, were the Wiehahn Commission and possible amendments to the Mines and Works Act. The council had issued instructions for action if certain amendments to the Act were recommended by the commission.

Mr Paulus dealt at length with points raised by the Minister of Mines, Mr F W de Klerk, at the stormy opening of the congress on Tuesday, where white union leaders clashed with the Minister.

"The Minister asked us whether we wanted black unemployment or dynamic economic growth. We also want growth and not unemployment. But if the Government improved its planning there would be no reason for concern about unemployment."

"Some 80% of black mineworkers come from neighbouring countries. If they are barred from South Africa, there will be enough work for all SA blacks."

He said the union believed in separate development and whites were paying high taxes to give blacks independent states. He said a letter would be sent to the Minister of Mines on the controversial issue of training of black mineworkers in Boputha-Tswana but declined to say what the council's decisions were.

Because Adler believes that the state of industrial health is the result of a process of bargaining over time between employers and workers, he suggests. In order to improve South Africa's 'very sorry industrial health

Mathysen points to several factors which, in his opinion, lead to accidents: lack of management control, personal factors ('lack of knowledge

Finally, she concludes, although data on incidence of silicosis on the gold mines is inadequate, 'the problem of silicosis in gold mining has to a very large extent been solved'. (The Chamber of Mines now spends R70 million a year on ventilation). But a different disease - chronic obstructive lung disease - is now 'of growing concern' to the authorities and to doctors. The provisions of the Workmen's Compensation Act and other factory legislation are analysed by Adler (Vol.2). The prevention of industrial disease and industrial accidents has a low priority in South Africa, he argues, because:

- (1) industrial accidents and disease (outside mining, perhaps) do not present a major cost to management, and
- (11) the enforcement of protective measures is left to statutory bodies, particularly to the Workmen's Compensation Commissioner and the Factories Inspectorate of the Department of Labour.

A different perspective on industrial accidents is provided by Matthyssen (*33), who argues that management cannot afford the waste of productive time, depletion of the labour force and damaged material and equipment which result from industrial accidents. Every year, he writes, more than 250 000 South Africans are victims of accidents serious enough to keep them from work for at least a day. 110 000 hands, 50 000 feet and 40 000 eyes will be badly injured. 30 000 men and women will be permanently maimed; several hundred will be hurt so badly that they will never return to their jobs. More than 2 000 will be killed'. The costs of these accidents are high. Costs of compensation and rehabilitation - the Workmen's Compensation Commissioner and the Accident Funds approved by him pay out about R43 million a year in compensation, rehabilitation and medical expenses - are only a fraction of total costs. There are further costs related to disruption of production and salary of injured employees not paid by the Accident Fund.

Increased productivity and efficiency, the reduction of time lost due to ill-health and treatment and the prevention of 'premature wastage of trained manpower'.

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Minister reacts to Rightwing union opposition

By GERALD REILLY
Pretoria Bureau

CONFRONTATION in the field of labour could have extremely serious consequences and the Government would do all in its power to avoid them, the Minister of Manpower Utilisation, Mr Fanie Botha said in an interview from Cape Town at the weekend.

He was reacting to claims by the secretary of the white Mine Workers Union (MWU), Mr Arrie Paulus, that there were pointers to a confrontation during 1980. Mr Paulus called on the Government to avert a clash with white workers.

Mr Paulus is at the spearhead of rightwing trade union opposition to the Government's labour reform plans, based on the recommendations of the Wiehahn and Riekert Commissions' reports.

Mr Botha said it appeared that Mr Paulus and the president of the SA Confederation of Labour, Mr Attie Nieuwoudt were going out of their way "to make things extremely difficult."

They are afraid the white worker has been exposed to unfair competition from workers of other races by the changes the Government has made and intends to make in the future.

Mr Botha said, however, that through the Industrial Court the white worker had as great — if not greater — protection for his rights than he ever had in the past.

He said confrontation could have a serious effect on the economy and could upset the delicate balance in the labour

field which was vital if labour peace was to be maintained.

He added that labour unrest could spread to the detriment of relations in other areas.

Mr Botha cautioned that before Mr Paulus' threats were taken too seriously it should be asked whether he spoke for more than one or two of the country's 84 white trade unions. He does not even speak for all eight mining unions.

"We cannot afford to have bad blood between the Government and organised labour. The country is at the beginning of a new economic era and the Government will do everything possible to maintain labour peace."

Mr Botha said Mr Nieuwoudt's allegation that he had failed to consult the confederation before making changes were "absolute nonsense."

"I gave them the fullest possible opportunity to express their views. It's my firm policy and it will remain so, to consult at every stage when changes are contemplated."

On the refusal of the MWU to train black workers in Bophuthatswana mines, Mr Botha said:

"Bophuthatswana is a sovereign country. We cannot dictate to them on any issue and particularly on labour issues. We cannot hold blacks on the Bophuthatswana mines back from learning skills."

White mineworkers will lose nothing and risk nothing by training black miners. Unfortunately, unreasonable fears are being encouraged and spread."

Heller, Tom and Charles Elliott (eds) (1977), *Health Care and Society. Readings in Health Care Delivery and Development.* Monograph 2, School of Development Studies, University of East Anglia.
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Krikel, J.R. and D.J. Beuster (1977), 'Health and health care systems.' *S.A. Medical Journal* 5 (February): 167-168.
Lesetedi, L.T. (1978), 'The family welfare educator.' (Botswana) *Health News and Views* 2 (February): 3-7.
Maclaren, M.J. et al (1975), 'Epidemiology of rheumatic heart disease in black schools'

malnutrition in children in the Tsolo district of Transkei. S.A. Medical Journal 3 (December): 963-968.

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between institutional
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Assist VHM in identifying:
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After one year
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curative care

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After one year
VHM's provide sample
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ABOLITION: EXISTING THREE VHM PROGRAMMES

26-27 March 1977. Maseru, 1977.)
Report of a Workshop held

The Village Health Worker in Lesotho
Ministry of Health

Comparison of Village Health Worker Programmes in Three Districts of Lesotho

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Mayor hits at lifting of influx controls

By Sieg Hannig and Bob Meintjes

The Government's abolition of influx control in Pretoria and Bloemfontein today came under fire from the Mayor of Pretoria, Mr J J Visse.

"It was not right for this to have been done without going through Parliament," Mr Visse said.

He was delivering the opening address at the congress of the White Confederation of Labour in Pretoria.

He regretted that the Minister of Co-operation and Development, Dr Koornhof, had not first consulted Pretoria's City Council.

There was no housing for additional blacks in Pretoria, he pointed out.

Mr Visse said the white population of Pretoria had increased by almost a third while the black population increased only slightly during the past eight years when the total population increased by about a quarter to almost 700 000.

"That was before the announcement that the 72 hour limit of unauthorised sojourn for blacks in white areas was withdrawn," he said.

Dr P J Riekert, chairman of the Riekert Commission said some form of restriction on black visitors in the urban areas will have to be maintained as a "logical step" flowing from the commission's recommendations.

Dr Riekert welcomed the suspension in Bloemfontein and Pretoria of the 72-hour limit for black visitors. Removal of the 72-hour clause in the Urban Areas Act had been one of the most important recommendations.

He added that some form of time restriction, hopefully longer than 72

hours, would have to be written into the revised Black Community Development Act.

Dr Riekert agreed that although the commission had not recommended any time restriction it was a logical step that flowed from the recommendations. Black visitors could hope to meet the requirements of work and housing to prove they were in the area legally.

● Page 15: Jails would be empty.

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GILL WESTCOTT

11. HOW CAN ECONOMICS IMPROVE PLANNING FOR HEALTH?

INTRODUCTION

It is often supposed that the allocation of resources for health requires no more than an understanding of medical science and a flair for administration. It has also been assumed frequently that in normal circumstances, if a disease can be cured, it should be; if a hospital can be afforded, it should be, and so on. Enough has been written by other authors however to show how misleading this can be in a situation of limited resources, and that difficult choices involving fundamental values have to be made in allocating resources to different categories of patients or types of care, to different regions, age groups and individuals. Who shall live? ¹ is a highly relevant question for health planners.

Assuming that the way to improve health is to increase medical services of the conventional variety is equivalent to neglecting the range of possible techniques open to achieve this objective and is likely to mean ~~incurring excessive~~ expenditure for the degree of health improvement achieved. This paper will describe several methods for going about the choice of health projects which allow consideration of these technical and value problems, if not deal conclusively with them.

Any method of analysis chosen is naturally constrained by data limitations. Information is needed not only on the health variables which are the object of policy but on the links between these and various medical and non-medical factors, to test propositions such as that of Archer ² that non-medical factors (environmental quality, income, water, etc.) afford a more cost-effective route to better public health than medical care. Moreover, criteria for selecting and measuring the impact of health policy need to be clear and easily understood, not only by policy makers and their advisers but also by the public. ³

A still less tractable problem arises from the fact that the conventional attempt made in economic analysis to distinguish between the choice of technique and the choice of objectives is doomed to failure. Ideally, one would like to separate the making of value judgements, the choice of

ends, from the a final separate facts and those and processes too, may have method, of principle all these are

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Economic efficiency differs from technical efficiency in that it requires not only the best technical standards so that the lowest ratio of inputs to outputs is used, but also that this ratio is at a minimum in value terms; it entails using the least cost method, or obtaining the maximum output for given resources.

Rightwing labour report 'plans to resist government'

Pretoria Bureau

THE uncompromising veritable stance of a large section of the South African trade union movement will be set out in a report to be tabled at the biennial conference of the S A Confederation of Labour which starts in Pretoria today

According to one source, who has seen the report, it could provide the motivation and guidelines for organised resistance to the Government's plans for removing legislative barriers to black advancement

It was stressed, however, that it was by no means certain the report would be accepted unanimously by the conference

The committee that compiled the report included Rightwing

hardliners like the Secretary of the Blankebouwerkers Vereeniging, Mr Gert Beetge and the Secretary of the Mineworkers Union, Mr Attie Paulus

The report it is understood, is opposed to any changes in the country's labour laws which would remove the protection enjoyed by white workers under the Nationalist Government for the past 30 years

The report comes when relations between the Government and the Minister of Manpower Utilisation, Mr Fanie Botha and the Rightwing trade unionists have deteriorated to a point of open conflict

Another source said yesterday the recommendations, if implemented, would put the

clock back to the beginning of the job reservation era

What they want is a return to the white baasskap policies of the Strijdom period. They want all barriers in the way of black advancement strengthened, and any hint of black competition with white, held under tight control

At a Press conference in Johannesburg last week Mr Paulus said indications were that a confrontation between the Government and white workers would take place during 1980

Later Mr Botha warned Mr Paulus and the President of the S A Confederation of Labour Mr Attie Nieuwoudt that they were going out of their way to be extremely difficult

WHITE trade unions must prepare to play a greater political role in South African affairs, because of drastic changes in Nationalist policy-making processes.

That was the message of Professor Willem Kleynhans, Professor of Political Science at Unisa to the congress of the SA Confederation of Labour, the most influential conservative labour movement in the country, in Pretoria.

Professor Kleynhans said that, as things now looked, white trade unions' traditional role in the country's economic and political life was going to change radically.

They would have to play a political part when their interests were at stake.

This was because of the 'drastic changes' in the existing extra-parliamentary methods of the National Party in respect of its political policy-making processes.

It now appeared that the white trade unions, which had supported the Government for years, would clash with certain aspects of party policy as interpreted by the Cabinet, and that their access to the party congresses was closed.

If that becomes a reality, the white trade unions will be forced by a feeling of powerlessness and political frustration to enter the political arena directly, he said.

Unions would be compelled then to act in one of four ways:

- Act as pressure groups, contacting Ministers, MPs and officials through delegations.

- Use their voting strength at the polls as happened during certain by-elections last year.

- Start their own white workers' party, or,
- In a crisis, resort to legal and illegal strikes.

'I am aware that this is very controversial. But I just cannot see how white trade union members can realise their political and economic interests other than by direct political action if the existing party political channels are closed to them,' Professor Kleynhans said.

Explaining why existing channels appeared to have been closed to trade unions, he focused on the decision of the Prime Minister, Mr P W Botha, last year in terms of which he would no longer be bound by party congress resolutions on day-to-day policy-making matters.

The professor quoted

Unions' bigger role in politics

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extensively from past ministerial statements to show how the Government had always previously regarded congresses as the highest policy-making forums in the party.

Previous ministerial statements had also for many years firmly opposed the recognition of black trade unions and had taken an absolute stand on the retention of job reservation — both of which policies had since been changed in the recommendation of Wiehahn Commission.

Professor Kleynhans claimed Mr Botha's atti-

By

JOHN PATTEN

tude on the role of congresses clashed with the views that had obtained from the days of Dr Malan's leadership to those of Mr Vorster.

He pointed out that when Mr Botha made his proposal, and challenged them to find another leader if they rejected it, no vote was taken on the resolution at the Transvaal congress.

The reason why white trade unions had not previously acted as pressure groups on the Government was because the party had accorded them full opportunity to use it as intermediary in making their political representations to the authorities.

Professor Kleynhans quoted Mr Marais Viljoen, then Minister of Labour, saying in 1972: 'It is only a fool who votes for his own downfall.' And Mr Viljoen said of Tucsademands for for skilled black workers in white areas: 'The National Party

will definitely not deliver the white worker to that golden calf.'

Professor Kleynhans then quoted the present Minister of Labour, Mr Fanie Botha, as saying in 1976: 'So far the National Party policy has been not to recognise black trade unions. That is still the policy and I believe that is not the road we must walk...'

Later in the same speech, Mr Botha said: 'Where I said white workers get the necessary protection, I want to add that I believe the white worker in South Africa must be protected and that the job reservation determination must stay on the Statute Book.'

When the Government attitude changed on black trade unions and job reservation, Mr Botha was subjected to booring at a meeting in Welkom in 1978.

Professor Kleynhans said the National Party had managed to remain strong when the Opposition disintegrated because the party had functioned according to its traditional ways and conventions.

It had been particularly strengthened through its way of allowing its members and pro-party unions full participation in the governing processes of the country.

Particular changes in the traditional ways of the party under Mr P W Botha would have far-reaching political consequences.

The party can lose its most loyal and active workers who represent its political base at the polls if our governmental system will suffer because a weakening of the only remaining party of our two-party system will affect the stability and quality of our Government, he said.

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Mayor hits at lifting of influx controls

By Sieg Hannig and Bob Meintjes

The Government's abolition of influx control in Pretoria and Bloemfontein today came under fire from the Mayor of Pretoria, Mr J J Visse.

Although those dismissed were strike are African contract workers. I back to the homelands, the African wor brothers and sisters. On the first day of Labour tried to separate 'Coloured' outside the factory. The workers refus there for the same purpose."

Moves of solidarity with the striking last week more than 500 university and Peninsula Training College and Bellvil be re-employed and for a boycott of Fa

The Western Province Traders Associati sell the factory's products unless the

The South African Council of Sport (SA schools affiliated to SACOS to support a boycott of the factory's products.

More than 400 students from the Unive called for a boycott of all Fattis an

The Women for Peace movement has cal workers.

The Cape branch of Nafcoc - the Natio has issued a statement in support of

Fattis and Monis insist that there i firm says he is worried about calls by blacks because much of the factor kept production going by employing s workers. However production has slow

Who are Fattis and Monis? Fattis an following products: The following f Bread flour, Sifted flour, Unsiftes Philadelphia flour; Koeberg Mille Fattis & Monis brand name. These in macaroni, spagetti, large and small and green, pain rings, dilatines. F products under the following brand name brand, Ckeckers and Roma. F bakeries in the Cape Town area. The River, Wrench Town Bakery in Observ

"It was not right for this to have been done without going through Parliament," Mr Visse said He was delivering the opening address at the congress of the White Confederation of Labour in Pretoria

He regretted that the Minister of Co-operation and Development, Dr Koornhof, had not first consulted Pretoria's City Council

There was no housing for additional blacks in Pretoria, he pointed out

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"That was before the announcement that the 72 hour limit of unauthorised soujoin for blacks in white areas was withdrawn," he said

Dr P J Riekert, chairman of the Riekert Commission said some form of restriction on black visitors in the urban areas will have to be maintained as a "logical step" flowing from the commission's recommendations

Dr Riekert welcomed the suspension in Bloemfontein and Pretoria of the 72-hour limit for black visitors Removal of the 72-hour clause in the Urban Areas Act had been one of the most important recommendations

He added that some form of time restriction, hopefully longer than 72 hours, would have to be written into the envisaged Black Community Development Act.

Dr Riekert agreed today that although the commission had not recommended any time restriction, it was a logical step that flowed from the report Black visitors could not hope to meet the requirements of work and housing to prove they were in the area legally.

● Page 15: Jails would be empty.

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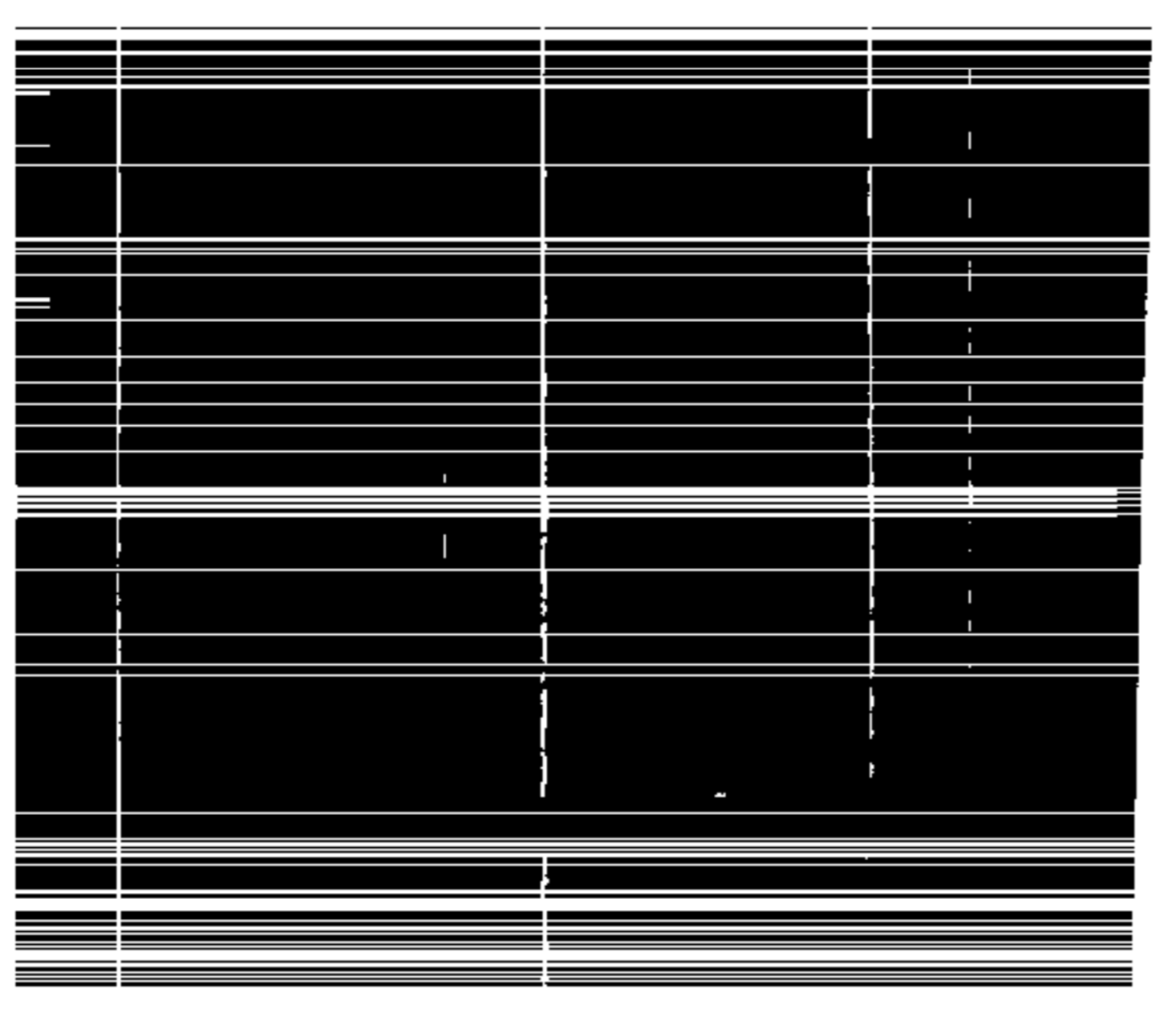
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Union leader warns Govt on blacks

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By Sieg Hannig, Labour Reporter
 By granting rights to blacks in white territory, the Government was "saddling a horse it will not be able to ride," Mr Attie Nieuwoudt, president of the white Confederation of Labour, said today. "People who do not have rights cannot make demands," he said at the opening of the two-day congress of the 200 000-strong body in Pretoria.

Mr Nieuwoudt was setting the tone for a meeting which is expected to turn into a showdown

over South Africa's labour reforms

The debate behind closed doors tomorrow will deal with calls for the rejection of trade union rights for blacks and of the removal of job reservation.

Mr Nieuwoudt said it was wishful thinking to expect that blacks could be granted full integration rights without demanding "one man, one vote"

The Government should not look to the white worker for support against outrageous black demands — because the white wor-

ker had been "disgracefully neglected" in the granting of black rights

He was convinced that South Africa's white workers had the best labour leaders in the world

"We shall fulfil the struggle and we shall conquer, provided we stand together united," Mr Nieuwoudt said

Mr Nieuwoudt warned against the uprising of "enormous black power" once the black masses were organised into registered trade unions

What was at stake was the paralysing of the coun-

try if these people were not given their way

He predicted that the present labour legislation would have to be amended because it was passed with undue haste

Johannesburg's black newspaper, Post, has been refused permission to cover the congress because attendance was "by invitation only"

But the editor of Post, Mr Percy Qoboza, said the congress was a public meeting and so Post would send their correspondent in any event

● Page 14: Unions face fatal decision.

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Unions face fateful decision

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

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

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

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

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

Party Government.

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

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

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

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

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

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

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

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

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

Will the conservative white labour

movement demand the reversal of South Africa's labour reforms? Labour reporter SEGFRIED HANNIG examines

the forces at work, and warns that illegal strikes are expected to encounter very firm opposition from the Government and employers . . .

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

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

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

Becker says.

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

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

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

This may have been the

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

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

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

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

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

White union bars POST

From Page 1
strikers sent back to their homeland or country of origin summarily and that they be prohibited from re-entry into South Africa;

ed) and "parallel" trade unions and federations of unions;

- That the existence of any organisation which appears to be a trade union be prohibited unless it is registered in terms of the law; and
- That the confederation urge the Government to prohibit all foreign labour codes which have not been approved by the State since foreign companies should not up-

set South Africa's social order.

If the confederation, with a membership of 200 000 in the country's key industries, accepts the recommendations it is headed for battle with the Government, the white unions in the Trade Union Council of South Africa, and black trade unions

They are not asking just for the pre-Wiehahn days — they are asking that black unions be outlawed

Post 6/2/50 (136) 243

White union bars POST

THE all-white Confederation of Labour has barred POST from its controversial congress starting in Pretoria today. White newspapers have been invited.

Among the things to be discussed is a report calling for a return to traditional apartheid in labour

The two-yearly congress of the confederation starts at 9 this morning and continues until tomorrow when a report by a committee led by Mr Arrie Paulus is debated

Mr Paulus is secretary of the 20 000-strong Mine Workers Union

The secretary of the confederation, Mr W Bornman, who is also secretary of the 36 000-strong

SA Iron, Steel and Allied Industries Union, yesterday said invitations had been sent out to some newspaper representatives and there was no accommodation for any more reporters

He said he could talk to POST after the congress

When we pointed out that a black newspaper needed to be represented because the Paulus committee's report affects blacks, he said he was merely passing the congress committee's decision on.

There is nothing we can do about it," he said.

Among the recommendations of the five-man committee are.

- That the confederation continue to reject the granting of trade union rights to blacks;

- That the Minister of Manpower Utilisation be seriously requested to restore the principle of job reservation to the statute books, or to provide legislation ensuring security to the white worker;

- That the Minister be requested to prohibit supervision over whites by blacks;

- That the confederation express itself strongly against the training of black apprentices in "white" areas — and consider action to be taken if the Government permits this;

- That the Government be asked to have black

to Page 3

'Govt-labour clash not healthy for SA'

Labour Reporter

South Africa cannot afford the emergence of an unstable government from the existing confrontation between the Government and its erstwhile labour supporters, says political scientist Professor Willem Kleynhans.

He was replying to questions after a controversial speech to the white Confederation of Labour's congress in Pretoria yesterday.

He saw little hope for viable workers' party — one of the options he raised when suggesting that white trade unions should prepare to play a greater political role.

There had been 80 attempts to create political parties in the past 100 years, but only one party had survived this long, the National Party, he said.

CRISIS

He saw room for the restoration of party democracy as a means of overcoming the crisis now existing in the National Party — a crisis which could affect the Government and which South Africa could not afford at this stage.

Professor Kleynhans was congratulated by Mr P.J. "Arrie" Paulus, who took the speech as proof that the labour reforms of the past year were "nothing but treachery against the white worker."

Federation and a member of the Wiehahn Commission, asserted that "we were not even given the time to formulate our views on the changes which were introduced"

De Klerk came to the defence of Botha supporting the new labour dispensation. He pointed out that there were still numerous safeguards to protect the interests of all workers including whites. In addition he asserted "You have the right to protect the interests of your members. But you do not have the only right to decide what is in the interests of the white worker. We are just as concerned about the white worker and if you do not agree with our method of protecting him then let us discuss our differences and avoid confrontation"

However, it appears that the only area for discussion can be the pace of change. De Klerk made it quite clear when he spoke of the mines in BophuthaTswana that changes would be made without agreement from the union if they had to.

BophuthaTswana mines are still governed by South African mine labour legislation so job reservation still applies. But

OLD MUTUAL

In last week's FM Special Survey on the Old Mutual we published a list of the company's directors. However we inadvertently left off the name of Gerry Muller of Nedbank.

The correction appears below.

Gerald Sidney Muller, director Old Mutual since 1974, senior deputy chairman and chief executive Nedbank Group Ltd, chairman Reinsurance Union Ltd, director FPS Ltd, director Rhodesian Banking Corporation Ltd, director Sage Holdings.

the two affected mines, Impala Platinum and Rustenburg Platinum, have asked for exemptions to train blacks. In response, a joint committee of SA and BophuthaTswana representatives drew up draft exemptions, now being considered by the Chamber of Mines and the MWU which is opposed to its members training blacks.

If the two cannot come to an agreement by March De Klerk says he will grant the exemptions anyway - naturally after consideration of any representations I might receive."

Despite the strong criticism levelled at government at the meeting a major confrontation - ie a strike - is unlikely.

In May last year the Confederation of Labour accepted, by a slender majority, changes in labour legislation evolving from the first Wiehahn report. The MWU left the confederation as a result. However, it also lost a strong platform from which to lobby against change and is now back in the Confederation.

WHITE MINERS

Sounding off

At the official opening of the Mine Workers Union general council, white union leaders let fly their complaints about government's handling of labour in the past year. Minister of Mines Frederik de Klerk did not mince his words on government's position regarding black advancement and unionisation. The meeting is significant in that it is a sharp reminder to Pretoria that it will have to tread softly in effecting changes in the mining industry.

The theme of De Klerk's speech was that government was not asking for confrontation with the miners but that changes had to, and would, be made. Changes were needed for the sake of labour peace and the country needed this and economic growth to withstand the total onslaught against SA.

Previous Minister of Mines, now Minister of Manpower Utilisation Fanie Botha, came under fire for not consulting white workers about extending union rights to Africans and scrapping job reservation. Cor de Jager, president of the MWU, claimed that the Confederation of Labour had been assured by Botha that blacks would never be given trade union rights. And Attie Niewoudt, president of the con-

'Profit for all in free enterprise'

By Sieg Hannig,
Labour Reporter

The 1980s can give South Africa increased economic growth (6 to 7 percent) and welfare — provided the entire labour force is drawn into the system of free enterprise

There would be enough for all races in this situation, Professor Geert de Wet, an economist at the Rand Afrikaans University, told the white Confederation of Labour yesterday

The speech — which went unchallenged by the confederation's congress in Pretoria — stressed two conditions of which this high growth would depend

- That blacks be given labour rights previously denied to them; and

- that income be distributed with greater equity.

The professor also stressed that free enterprise was possible irrespective of political poli-

cies

South Africa's political system could be worked out without regard to greater economic freedom

But all groups bargaining on the labour front should take care not to sabotage free competition and thus lower growth and welfare, he said.

A more equal distribution of income was essential to avert the risk of lower income groups venting their frustration on the economic system.

The right way of redistributing income was to train the low-paid for greater production, he said.

Prospects of increased income were needed also for the higher income group — the leaders of industry — otherwise they would lose their motivation and production would drop.

"There is little fear for the white worker as far as his income is concerned," Professor De Wet said.

Black paper barred

Staff Reporter

THE black newspaper, Post, reported yesterday it had been barred from the all-white Confederation of Labour congress in Pretoria

It had been told by the secretary, Mr Wessel Bornman, that some newspapers had been invited and there was no room for more reporters. He would talk to Post after the congress.

The confederation is to discuss proposals rejecting the reforms introduced by the Wiehahn Commission. The proposals have been formulated by a committee under Mr Arrie Paulus, general secretary of the Mine Workers' Union.

Post reported. "When we pointed out that a black newspaper needed to be represented because the committee's report affects blacks, Mr Bornman said he was merely passing on a congress committee decision."

prosperity in the community. In low income areas, the rates of infant and child mortality are extremely high and measures to decrease them have very substantial effects on the average life expectancy of the community. The provision of ante-natal and post-natal clinics, together with a state programme of child care, may have a dramatic impact on the situation. However, there is a great deal of evidence accumulating in developing countries which suggests that the implementation of a widespread nutrition programme may produce even better results than have been achieved to date by the provision of health care.⁴ It has also been argued that in such countries the greatest impact of all upon life expectancy and the overall quality of life probably comes neither from the provision of health care nor nutrition, but may well be achieved by the implementation of substantial programmes to foster agricultural and community development in the widest sense.⁵

Choosing the correct policy package to achieve the social objectives is further complicated by the fact that public policies are often interdependent, in either a positive or a negative manner. The implementation of government projects that are designed to improve the standard of living can, for example, have unfortunate health side-effects. Quite apart from the positive correlation that exists between economic development and environmental pollution, the provision of irrigation schemes in schistosomiasis infected areas can greatly increase the rate of infection amongst the rural population and unless accompanied by spraying campaigns may also increase the level of malarial infestation.⁶

In other instances, the provision of public health services may be a prerequisite for attaining either of the two goals of a higher rate of economic development and the elimination of poverty. Output may be constrained by the lack of a suitable labour supply. The provision of better health facilities may improve the level of the productivity of available labour and open the way for a possible increase in wages.

In countries with supplies of surplus labour, it can alternatively be argued that measures to improve the 'quality of life' instituted 'now' may well lead to further deterioration in the 'quality of life' of future generations. The increased population growth leads to increased unemployment and so to increases in poverty.⁷ In such circumstances, if it is to achieve the wider governmental objectives, a plan to improve health care will have to be linked to the provision of a family planning programme and be backed up by a determined policy of job creation.

It was the interdependence of these factors which led to a plea for international co-operation in the development of health care. The extent of the problem is such that it is necessary to consider the interdependence of health care and economic development. The greatest obstacle to the development of health care is the lack of information on the health care situation. The greatest obstacle to the development of health care is the lack of information on the health care situation.

PROBLEMS OF

These problems are self and the decision-making process. Data Problems: A prerequisite for selected information is itself adequate public sector are extremely high may be very low of accuracy. exception, indeed the

● See Page 5

Decision on Rightwing Labour report deferred

By STEVEN FRIEDMAN
Labour Reporter

THE Confederation of Labour congress yesterday postponed a decision on the controversial Paulus report which strongly opposes recent Government labour reforms.

Some confederation sources claimed the decision to defer a vote was a setback for the more Rightwing unions in the confederation.

They said the Rightwing unionists were unhappy about the decision.

At a Press conference in Pretoria yesterday, the confederation's president, Mr Attie Nieuwoudt, announced that the report had been referred to affiliated unions for study.

It would then be referred to a meeting of the confederation's executive committee, which Mr Nieuwoudt said would be held in two or three months.

All affiliated unions are represented on the executive committee.

A motion on racially mixed trade unions, which called on the Government to ban mixed unions outright, was also referred to the unions for study, according to confederation sources.

Mr Nieuwoudt said the unanimous decision to refer the report to the unions had been taken because unions had not had enough time to study the report.

Sources at the congress said

yesterday, however, that Rightwing delegates had called for an immediate vote on the issue of the Government's labour reforms, particularly on the mixed unions issue.

They quoted one Rightwing delegate as describing the decision to defer a vote as "the funeral of the confederation".

They also said some delegates had tried unsuccessfully to have the report discussed at the confederation executive's next meeting later this month.

The decision to defer a vote does not mean that the proposals have been defeated. The confederation's secretary, Mr Wessel Bornman, stressed yesterday that 'confederation policy has not changed and our

decision will obviously be taken within the framework of our policy".

Confederation policy is opposed to the reform introduced by the Wiehahn Commission.

However, "moderates" in the confederation are happy with the decision to go back to the unions. "They believe the report will now be shelved", said one source.

● A representative of the black newspaper Post, Mr Joe Thloloe, attended yesterday's Press conference. Post reported earlier this week that it had not been allowed to attend the open session of the congress on Wednesday.

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itself provides special problems for decision-makers.

'Party of white workers a threat'

BY GERALD REILLY
Pretoria Bureau

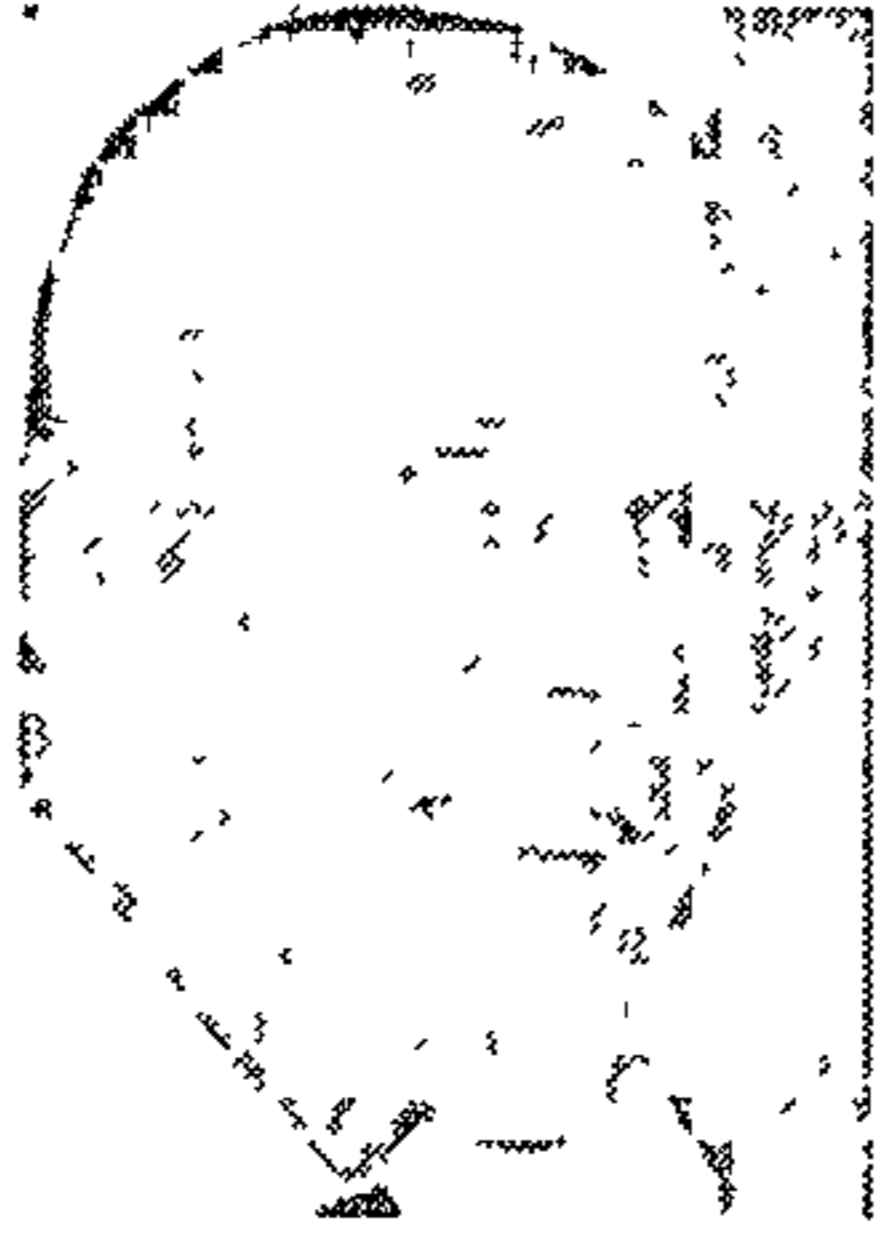
THE formation of a white racist workers party now could do great harm to South Africa, according to Professor Lawrence Schlemmer, head of the Department of Applied Social Science at the University of Natal

He was reacting to a statement by the head of the Political Science Department at the University of SA, Professor Willem Kleynhans, who told the SA Confederation of Labour Congress in Pretoria this week that if the feeling of powerlessness and frustration among Nationalist Party-orientated workers continued they might be forced, among other moves, to start their own white workers party

Professor Schlemmer said SA was going through a period of readjustment, and whites should realise they could no longer hope to defend their interests as whites alone

"While I see the very real need for trade unions to seek to influence political events and processes, I believe that a party set up to advance the interests of white workers only could be a source of great potential conflict"

It would be harmful to SA s

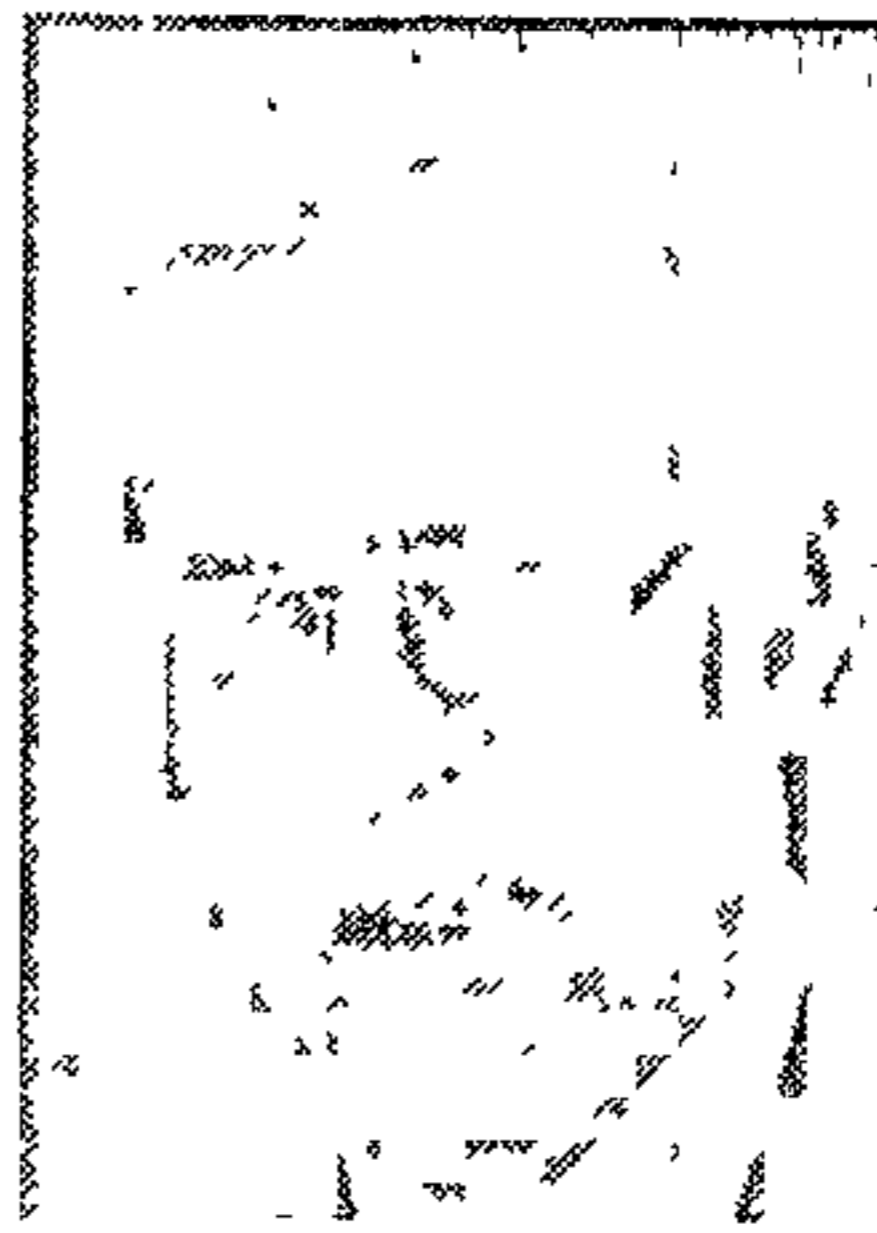


PROF KLEYNHANS
... racism is out

image in other countries if people openly canvassed for a party which was blatantly sectional and racist

"I believe a white workers party would work against the kind of political processes that we need to move into and develop in South Africa in the years ahead," Professor Schlemmer said

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said trade unions should have a stronger political influence



PROF SCHLEMMER
workers may unite

than they have had up to now

He did not believe, however, that a workers party would serve any real purpose

"The unions must work through the existing political parties as pressure groups to advance the cause of workers"

Mr Grobbelaar said during the past 20 years there had been no political party particularly interested in the welfare of workers

In terms of votes the unions should be a powerful force in shaping the policies, particular-

ly the labour policies, of the country

Another factor which had to be taken into account, Mr Grobbelaar said, was that there seemed to be a trend in SA for workers to become aspirant capitalists

However, he believed that the trade unions would play a far more vital role in SA's political life than they had

The president of the Garment Workers Union Senator Anna Scheepers, said she was not opposed in principle to a workers political party

"But I would oppose strongly any party which emanated from the SA Confederation of Labour and its president, Mr Attie Nieuwoudt"

Senator Scheepers agreed that trade unions should exercise a greater influence in SA's political life

"Trade unions in the United States play an important role in national politics, and it is about time our unions made themselves heard on vital political issues"

Senator Scheepers said it was time too that the Government removed political shackles from the trade unions

They should, she said, be allowed openly to support the party of their choice

Confrontation is only postponed

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STAR 8/2/80

By Sieg Hannig,
Labour Reporter

Tempers flared and deep divisions surfaced at the congress of the white Confederation of Labour yesterday after decisions on labour reforms were postponed

In the final stages of the closed debate in Pretoria, frustrated arch-conservatives claimed the Confederation "was dying and attending its own funeral," informed sources said

Unable to get reaffirmation of a long held principle, they scored a technical point by thwarting a proposed increase in membership dues

And no one expected any resignations to result from the congress

But the risk of confrontation has not been averted — only postponed

The crucial debate on

the proposed reversal of South Africa's major labour reforms now will take place in the Confederation's executive committee in a few months' time

Fireworks erupted when a postponement was demanded for a separate motion which sought legislation to ban mixed trade unions

One delegate opposed the motion on the grounds that his union had applied for mixed status

It was clear that the confederation was divided on what was once its fundamental principle

As a result, the Mineworkers' Union withdrew a motion calling for the creation of a full-time secretariat for the Confederation

⊗ Page 6: Don't glorify smoking.

TWO crucial months ahead for workers

By JOE THOLOE
THE next two months are crucial for workers in South Africa.

In these two months the all-white unions in the SA Confederation of Labour will be discussing a report that does not just call for the return to traditional apartheid, but for the outlawing of black trade unions and strong punitive action against black strikers.

The report was prepared by a five-man committee led by the secretary of the Mine Workers' Union, Mr Arrie Paulus, for the two-yearly congress of the confederation this week. The congress referred the report to the affiliated unions — 22 at mid-1979 with a membership of 200 000.

The confederation's executive, which is made up of about 30 representatives from the unions, meets within two months to discuss the report.

But whether the confederation accepts the report or not, the congress has shown that there is now a clear split between the National Party and the trade unions.

Confrontation

Professor Willem Kleynhans, head of the department of political science at the University of South Africa, told the congress that white trade unions were headed for a confrontation with the Cabinet.

If this happens, the white unions will be forced into the political arena, in spite of the Industrial Conciliation Act, by powerlessness and

Prof. Kleynhans said white trade unions would be forced to use one or more of the following:

- Become pressure groups on Cabinet Ministers, Members of Parliament and officials;
- Use their voting power, as they did during by-elections in 1979;
- Start a workers' party;
- Legal and illegal strikes, as they did in 1914.

Prof. Kleynhans argued that up to 1978 the unions in the confederation could stay out of politics because the National Party catered for the interests of the white worker. The interests of the white worker and of the party coincided until the Wiehahn Commission was appointed.

Opinion

He believed the National Party hierarchy was now taking advice from experts rather than from party congresses.

The confederation's president, Mr Attie Niwoudt, later told a Press conference that Prof. Kleynhans was expressing his personal opinion.

But indications are that verkramptes in the confederation are not convinced by Government assurances that the white worker is still well-protected in spite of the concessions to the black worker.

Even if the confederation officially rejects the report of the committee, the conservatives will still take action on their own.

And once the white unions move into politics, the Government's design to keep black unions out of politics will be chal-

RIGHTISTS HIT AT WORK CHANGES

22/10/70 Post 136

A STRONG attack on Government policy changes, particularly in labour relations, marked the opening of the Confederation of Labour congress in Pretoria yesterday.

The attack came from Mr Attie Nieuwoudt, president of the conservative white workers union, who said the Government was saddling a horse it would not be able to ride when it granted rights to blacks in white areas

And he warned that the Government should not expect support from white workers when it possibly tried to take preventive measures against "unheard of demands" from other races

"This is for the simple reason that the white worker was scandalously not considered when such rights were given to other races in white areas," he said

The past year had seen the confederation's fundamental principles of work reservation and of mixed and black unions "striped away".

Mr Nieuwoudt said South Africa was increasingly referred to as a country with a heterogeneous population

"We now find the tremendous anomaly that equal rights must be created for all races in the labour, sport and other fields while the Parliament which made the laws will not allow

integration in its own ranks

"The one concession leads to the other and this was one of the most important reasons which led to the breakdown of job reservation"

"The new laws will have to be changed in years to come when it

becomes apparent that the Government acted too quickly in granting trade union rights to blacks"

A black mass was being mobilised in South Africa for the first time — "What the consequences of this will be, I do not know," Mr Nieuwoudt said

sembly after the Prime Minister, Mr P W Botha, had refused her to ask a question during his speech in the no-confidence debate

Mr Botha was dealing with the Department of National Security when Mrs Suzman rose to ask him a question

On his refusal, Mrs Suzman left the Assembly

Before Mrs Suzman left, Mr Botha spoke about the American CIA secret service and how it had deteriorated after its operations had been exposed

He added "I take that responsibility and will do so before the whole country I will not allow the intelligence service (its operations) to be exposed to unscrupulous thugs (skurke)" — Sapa

Kgabi hangs: grief lives on



The Bible says, 'He who kills shall be killed'

The parents of another victim, eight-year-old Elaine Mokona of Atteridgeville, were at work as usual

Elaine's older brother Victor was playing records after returning from school

The home where little Gemma Shabangu had lived was locked

Mrs Beauty Ramalekane, who lives a few houses from the Kgabi home in Atteridgeville, said

she pitied the killer's family.

She went on: "He lives only a few metres from my house and I could not believe it when he was arrested for the murder of my child"

He was a month-old boy, Tebogo, which means gratitude

"I had planned a family of three children, The first was 10, the second Jeniffer was eight and the last born was six I was happy

"Then Kgabi killed Jeniffer

"Now we have the consolation in the little fel-

low here. That is why we call him Tebogo"

Mrs Annah Kgabi, Phuko's mother, peeped through the door and then shut it when she realised we were reporters

There was no sign of mourning The windows were not painted the traditional white Phuko's teacher-brother Jacob was at the nearby secondary school

On the eve of the execution, Mrs Kgabi did talk to POST: "The law has taken its course What more do you want me to say? You are merciless."

She was crying as she shut the door

Walkout at open trade union talks

By Frank Jeans

Trade union bosses have walked out of talks aimed at opening to blacks the white-dominated unions in the building industry

The talks which had been going on for six months were between the Building Industries Federation (Bifed) and the two National Building Trade Unions led by Mr Gert Beetre and Mr R Beeth

It was a get-together to thrash out a plan for the implementation of the Wiehahn Report recommendations in one of South Africa's most labour-intensive industries

The walkout has also brought nearer a clash between the Building Industries Federation and the unions, with the Bifed president, M. Rob Stevenson, saying Mr Beetre had been "under instruction" to adopt an obstructive attitude

POSITIONS

Mr Blair Ewing, communications director of Schaef Cullum, says: "We face serious problems unless black workers are allowed to play a meaningful role, particularly when the industry is heading for a building programme never seen before"

Mr Stevenson said Bifed had no alternative but to write to the Minister of Manpower Utilization asking him to repeat the Black Building Workers Act, as soon as possible, and meantime grant builders exemption from the Act to train black apprentices in the number required

French Town Bakery in Observator
Checkers and Roma - macaroni, spaghetti, shells, ribbons, rings
Fattis & Montis ice cream cones, wheatie treat flour, Philadelphia Record self raising flour, Gal Ngubani Fattis & Montis? Ufatti
ukuze, kubekho-ime liso, kodwa in Fem bagashe, abasebenzi, abangaba
thengwa ngabanyama njengoko, inkxaso, ankhulu, xa kusit

Ufatti & Montis, uphikele ukuthi akukho ngxabano nakung Bacele ukuba imveliso zakwe Fattis & Montis zingathengwa Abantund base U.C.T. bayenzi, ayabo intlanganisobeb phinde bageshwe. Yaye akufuneki bayithenge imveliso yezonke iziko ezininzi belwano kunye nabo ukuba zixhambutho oyi South African Council of Sports SACOS, uce

awo ukuba angayithengi imveliso yalefektari de bavume. Umbutho oyi Western Province Traders Association, uthengathengwa, mabaphinde bageshwe kungenjalo yonke batha abasebenzi mabaphinde bageshwe kungenjalo yonke U.W.C., Hewat, Bellville Technical College, Peninsula University nakwano kolegi ababafundi kwe - 500, Abab yeentlanganisobasebenzi kwivele-ephelile Ayanda amanani abantu abazibanakanyi leyo nabasebenzi omnye wabo uthi isitapha sonke yaye injongo, zethu

Bala kubantu abamnyama xa bebemngaphandle kwefektari Ngosuku lokupala logwayimbo indoda emele, icala lombasebenzi bamnyama bame dem kwicala lababala, abababantu abamnyama, nangona batha bagogri swa ngokugx Nangona aba bagxothiyayo ingabantu, bebala uninzi lwe yabantu yayo, lento kunyanzeleke ukuba kuphungulwe, e ne Union, ifektari ipalula into yokuba omatshini, ekunokuthi kusetyenzwe phantsi kwazo, ifektari leyo amaphapha anika i-Union igunya lokuba benze uthethi ngokuba yi Food and Canning Workers Union, bathi ab

Abasemaguneni kubutho welunion onamalungu ayi 10 phezu kwamandla yaye ziya kwenza ngushushulu efemi iyure ezisi + 8 ngemini; umpathathi wefektari leyo unonthebtwathethwano lokuba kunyuswe imali ibeyi bahlanu, kukuba bebengamalungu e Trades Unions Le sebenzi abahlanu ebebasebenza nabobathu ubang

inyanga ngoku sele izakuphele abasebenzi abangama - 88 bakwa Fattis & Montis efektari

136 166 Feb 15 / 1960

Custer's last stand

Attie Nieuwoudt glares through his black-rimmed spectacles and speaks in fast, clipped tones. He is angry. "Trade union rights were granted overhastily to blacks to avoid overseas boycotts against us," he says. "What is going to be the next step?"

He answers his own question

"For the first time in SA the black man is going to be fully organised and mobilised. The result will be a tremendous black force. They now have a new weapon. No longer are their weapons the klerie and the assegaai.

"Mixed trade unions will follow with whites in the minority. Then there will be demands for seats in Parliament for blacks. What if the pressure from abroad comes for one man, one vote? Can we stop that?"

His listeners are delegates to the congress, held last week, of the SA Confederation of Labour, of which Nieuwoudt is president. Together they represent the conservative white workers of the country, totalling nearly 200 000.

Similar sentiments were aired at the

official opening of the Mineworkers' Union's general council the previous week.

At the heart of the outcry over registered African trade unions and the erosion of statutory job reservation is the feeling that government is no longer listening to the Confederation. For years, the voices of white workers carried great weight within the National Party. Now, they increasingly feel the door is being shut in their faces. Nieuwoudt and others complain that decisions are taken without consultation. Government, long in tune with white wishes, now appears to be lending an ear towards Africans.

So what can be done?

"We will fight for our rights," promised Nieuwoudt at the congress. "We will use those channels open to us."

Addressing the congress, Professor Willem Kleynhans, Unisa political scientist, outlined four courses white workers could follow to be heard by government. They could form pressure groups to lobby ministers or state officials, use their vote, establish a white worker party, or stage

legal or illegal strikes should matters reach a crisis.

A ballot box revolt by a group of conservative white workers would not seriously dent the NP's power. But a further move to the right in the Transvaal would strengthen Transvaal NP leader Andries Treurnicht's stand — something which Prime Minister P W Botha and his clan would probably want to avoid. So, the ballot box could help the conservative white workers' case for a hearing, particularly if a general election is called this year.

On the issue of a white worker party, Wessels Bornman, general secretary of the right-wing Iron, Steel and Allied Workers' Union, and secretary of the Confederation, says "Up to now we have been steering clear of establishing a workers' party. And we have no intention of doing so at this time. But, depending on developments, it could become necessary. However, I still believe it shouldn't and needn't be necessary."

This probably wouldn't help either, for

such a party could find itself out in the cold, isolated from those who wield the power.

Many assert that a major confrontation with government is not on and a repetition of the 1922 miners' strikes are unlikely.

Granted, the miners are unique in the Confederation, along with a few other semi-skilled workers backing the MWU. Artisans can get protection from African competition by having their unions block black advancement on apprenticeship boards. Scrapping statutory job reservation spells disaster for white miners, since they rely on these mechanisms to ensure job security.

Nor does MWU general secretary Arrie Paulus think much of the Industrial Court — as suggested by the Wiehahn Commission — as a protective device. "Wiehahn is the father of the Commission, so he will not let the Commission down, and the white miner is not the child of Wiehahn. He did not single out the white worker. All workers get the same protection," he asserts.

Nonetheless, the strike, lost by the MWU last year, must still be fresh in the minds of miners. They received a slap in the face from government — something the MWU is unlikely to go looking for again. And Paulus still appears to be in favour of consultation rather than confrontation. "We don't know what the future holds for us. But we have written to government and are waiting for a letter from the Minister of Mines," he says.

In addition, many Confederation affiliates do not agree with right-wing utterances on the plight of the white worker, and are unlikely to rally behind them in the event of a strike. Some believe the new legislation protects white workers' interests, while others have adopted a wait-and-see attitude. Even Bornman's union went along with the Minister of Labour, who said the Industrial Court would protect white workers. It agreed to the scrapping of the job determination affecting its members once "the Industrial Court became a reality."

The test for right-wing support in the Confederation will come when a decision is passed on the so-called Paulus report in May. The report, compiled by a sub-committee set up by the Confederation, calls for the banning of African mixed and 'parallel' unions, the return of statu-

tory job reservation, a law which will send Africans to the homelands for good if they strike, and a ban on black apprentices in 'white' areas. The report was signed by representatives of the MWU, the Iron, Steel and Allied Workers' Union, the White Building Workers' Union and the SA Association of Municipal Employees, of which Nieuwoudt is president.

According to one source, "The report is old hat, whatever you say or do about it. It is silly to adopt resolutions about points the Minister cannot accept. They should



Nieuwoudt drastic steps?

look at other practical ways of dealing with these issues. I think the report will die a natural death, particularly since the rest of Wiehahn will be out by May.

Some unions will find it very difficult to go along with all the points in the report. For instance, how can the Technical Officials Association, which has applied for mixed status, align itself with the report?

However they insist, whether there is consensus or not on the report, a split in the Confederation is unlikely. The majority of unions would not leave the Confederation. Paulus threatened to do so last year over Wiehahn, but the executive ruled against it. Union leaders are aware that leaving means the loss of a strong platform from which they can lobby their

views.

"Words, words, words" is how one unionist has described the last few weeks. It is possible we could be watching something like Custer's last stand. Changes to the Industrial Cooperation Act were rushed through Parliament faster than expected. So surrounded by the changes, with no chance of escape, Paulus and some others are stamping their feet, not knowing they cannot win.

But there could be another good reason for the rhetoric at the moment. The second Wiehahn Commission report, which will have recommendations on two contentious issues — mixed unions, and the future labour structure of the mining industry — is expected to be released by April. Shout loudly enough now about objections to past changes and the way they were rushed through Parliament, and perhaps the Confederation can reckon it won't be completely slighted again. There's always the chance of slowing down the pace of change.

On the issue of consultation, Nieuwoudt says, "Government has been requested that before any more amendments to labour legislation be made the Confederation be given the time and opportunity of making representation in writing. Should government not consult on future major decisions, the Confederation will consider taking more drastic steps."

Government has already said it will listen. At the opening of the MWU's general council, Minister of Mines Frederik de Klerk called on white workers to discuss out differences and avoid confrontation. But it has also indicated it will make changes regardless of agreement between government and a group of conservative white workers. So the only talking point can be the pace of change, rather than change itself. Part of the rhetoric may be aimed at preparing the way to trying to exert some control over this. If this is the intention of the right-wing unions, success will depend largely on how indispensable they are to the National Party.

So far Pretoria has acted as if they are dispensable. But there are signs of P W Botha's government taking a little more note of the right-wing in the party. Witness the about-turn by Pret Kooijhof in dropping the 72-hour curfew in Bloemfontein and Pretoria as an experiment, after an appeal from NP officials in the towns.

Union split over Wiehahn report

Own Correspondent

PRETORIA — The South African Association of Municipal Employees (Saame), yesterday summarily broke away from the right-wing South African Confederation of Labour

Saame officials said last night that the basic reason was the conflict which has surfaced between the Confederation and the government on the implementation of the Wiehahn Commission report and its recommendations

It is understood that at yesterday's meeting of the Saame executive committee the intransigent attitude of Mr Arrie Paulus to the Wiehahn report was condemned

Mr Paulus, the secretary of the Mineworkers' Union, was chairman of a Confederation committee which tabled a report opposing the government's implementation of the Wiehahn Commission's recommendations

The Saame executive unqualifiedly distanced itself from the so-called confidential "Paulus report". The executive claimed that through the report Saame was thrust into the political arena in conflict with its constitution

A second Confederation affiliate, the Johannesburg Municipal Employees Association, yesterday announced that it too would break away if the Paulus report was accepted. Mr Sarel van den Berg, general secretary, said the JMEA agreed with the position taken by the Saame executive

Union pull-out threatens right-wing labour group

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Staw 2/12/80

By Sieg Hannig, Labour Reporter

The right-wing Confederation of Labour today faced the threat of disintegration after the loss of its biggest member union and its president, Mr Attie Nieuwoudt.

people had moved with their cattle, and another piece was cleared and used. Overgrazed, people just moved on to a large supply of land for its success.

This was fine as long as there was plenty of land decreased, and black people farmers moved up from the South, and could no longer move around. As the population on each piece of land grew and veterinary services came with white death rate, and because wars became

With the demand for food growing, that their decision would be supported by Saame's three-yearly conference in Bloemfontein early next month

Spokesmen for other unions in the confederation indicated that there was widespread sympathy with Saame's sentiments

But there was equally widespread regret that Saame's departure had weakened moderates who were determined to fight right-wing extremists in the confederation

Now all eyes are on these moderates — mainly the railway staff associations and the two remaining municipal associations in the confederation

Mr Sarel van den Berg, general secretary of the Johannesburg Municipal Employees' Association (6 000 members), commented. "I see a re-oriented umbrella body for moderate unions as a distinct possibility."

Mr Arrie Paulus, union general secretary, said mine managers had handed white workers copies of a letter outlining the Chamber's assurances, but claimed the assurance is "not worth the paper on which it is typed"

"It is easy to get a good excuse when you want to get rid of a person," said Mr Paulus "If a worker resigns or is sacked it will be very easy not to replace him with another white worker"

Mr Paulus said the white mine worker's job would only remain safe as long as he was working "in the same job on the same mine"

He claimed that a new job for the advancement of the black man was "one job less for the white worker."

By resigning from the confederation immediately in view of its "increasing conflict" with the Government, the 42 000-strong South African Association of Municipal Employees has

- Strengthened the hand of the Government in the face of right-wing confrontation over labour reforms,

- Increased pressure on other moderates in the confederation to follow suit;

- Raised the prospect of the establishment of a new labour federation from the large number of unaffiliated unions which have shunned the confederation and the multiracial Trade Union Council of South Africa.

At its executive committee meeting yesterday, Saame also took decisions which amounted to the effective "huzzling" and censuring of Mr Nieuwoudt, who had come close to confrontation with the Government in recent statements

Mr Nieuwoudt was re-elected president of Saame recently for three years.

The executive committee also reaffirmed a Saame decision to give the Government's recent labour legislation a fair chance of implementation, dissociated Saame from the report by the confederation's special committee which called for the reversal of the major existing labour reforms, and decided to send a deputation to the Minister of Manpower Utilisation in an apparent effort to restore good relations.

Executive committee members approached by The Star were

that the progressive from the back-any black people arateness effectively "economy", consisting rdness of black farming to improve. underdeveloped - writers had underdeveloped, underdeveloping

look at the reasons proved or developed. were thought to be of black farming it more or less like

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e, but as white ves, so the supply le on one piece ad were unable to land grew. This rate at which the se better medical ch decreased the

available to black ove their farming ol gave was that change, and that made improvement s very little mily was entitled cattle and other extra land available, and smaller until

Safeguards for miners 'not enough'

The Chamber of Mines has promised that white mine workers' jobs will stay secure when the Wiehahn and Rieckert reports are applied. But the conservative Mineworkers' Union says present

and so on.

Five more unions may quit Sacla

(136)
~~270~~
~~200~~
~~211~~

RDM 22/2/80

By RIAAN DE VILLIERS
Labour Correspondent

FIVE more trade unions may follow the SA Association of Municipal Employees out of the SA Confederation of Labour

They are the five railways staff associations still affiliated to the confederation with a joint membership of about 50 000

Indications are that the Rightwing faction led by Mr

Arrie Paulus, militant secretary of the Mineworkers' Union, is prepared to drive out all moderate unions in its bid to gain control of the confederation and turn it against Government labour reforms

Unionists and observers believe the break-up of the strife-torn body is inevitable

At the same time a new co-ordinating body for mod-

erate white unions has become, according to several leading unionists, a "distinct possibility"

The impending realignment among the white unions was cautiously welcomed by the Government yesterday

The Minister of Manpower Utilisation, Mr Fanie Botha, said it meant much greater support in trade union ranks for the Government's labour reforms

The warning that the five railways unions could follow the 41 000-strong SAAME out of the confederation came from Mr Brian Currie, chairman of the Federal Consultative Council of Railways Staff Associations and president of the Salaried Staff Association

Commenting on SAAME's sudden withdrawal earlier this week, Mr Currie said "I would have thought the radical element should have been removed, leaving us a more moderate body"

"But SAAME's withdrawal leaves us in a weaker position to contend with the radical element and the possibility cannot be discarded that we will pull out"

Firmly aligning the railways unions with the moderate camp, Mr Currie said he expected all five to oppose the controversial Paulus report which has triggered off the present crisis

All would probably withdraw if the report, which urges the confederation to revert to complete opposition to Government labour reforms, was accepted

"I think other unions will join us too" he said

"Alternatively, if by some miracle the confederation is rid of its radical element, others could possibly be enticed back to it in a new form"

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RDM 22/2/80

Nat split begins on the worker front

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A BREAK-UP in the Confederation of Labour not only seems inevitable but is also pointing to a significant realignment among white workers with far-reaching implications for the country.

Already, other moderate unions are threatening to follow the SA Association of Municipal Employees which broke away from the confederation earlier this week. The other unions, including five railway staff associations, seem set to join in a new moderate union movement after failing to block the confederation's Right-wing members, who appear determined to purge the influential union organisation and unite it against Government labour reforms.

The breakaway by the moderates has ended the false unity the confederation has tried to preserve since the Government first attempted to reform its labour policies. But the divisions in the white union movement also reflect the deep-seated tensions Nationalist Afrikanerdom is already experiencing on political, cultural and church levels under the impact of Mr P W Botha's reformist approach.

Like Nationalists in all walks of life, the member unions of the confederation are being forced to

decide whether they should "adapt or die", or cling to past policies laid down by Mr Botha's predecessors as absolute principles for the protection of the white man.

As Mr S P Botha, Minister of Manpower Utilisation, indicated yesterday, the Government can claim that the breakaway by the moderates shows increasing support for its labour reforms. But while it is encouraging to note that these unions are showing a greater commitment to making concessions on the factory floor, their willingness to support reforms has also laid on the Government an even greater burden of responsibility.

Increased support must mean that the Government should now begin a more determined effort to bring about genuine labour reform. Despite official claims that discrimination is being removed, the fact remains that changes made so far have done little to improve the lot of black workers. There are even indications that the Government will further water down the remaining recommendations of the Wiehahn Commission on labour reform.

If the Government really wants to remove discrimination, the reasons for treading warily must surely be diminishing.

Arrie's dream turns into racist nightmare

24/1/50
S. Post
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THE RIFT that split the 200 000-strong white Confederation of Labour in two this week was caused by one man's impossible dream arch-verkrampste Arrie Paulus thought he could keep trade unions white

While all those around him were bowing to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen: "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr Fanie Botha, of committing treason towards white workers by accepting the recommendations of the Wiehahn Commission.

Now his outspoken determination to oppose the Government has resulted in the almost certain disintegration of the SA Confederation of Labour, the conservative umbrella body whose affiliates are in many instances unions representing either Government or quasi-Government concerns

When Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employees Association, the report was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

Whites back mixed unions

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13—11 in favour of his implementation of the Wiehahn recommendations"

This week the South African Association of Municipal Employees (SAAME), with 41 000 members, summarily withdrew from the confederation

SAAME's president is



Paulus . . . "I'm a racist for my men."

Attie Niewoudt, who has now been forced out of the position of president of the confederation by virtue of his union's withdrawal SAAME has dissociated itself from the Paulus report

There is speculation that the five Railway staff associations affiliated to the confederation will be the next to withdraw They have a joint membership of about 50 000

"This split proves that South Africa's white workers are not all conservative diehards. They are ready to support the Gov-

ernment's efforts to give workers of other races a fair deal," said Andre Malherbe of the Trade Union Council of South Africa.

Mr Brian Currie, a prominent union official, predicted that the certain rejection of the Paulus report by almost all affiliate unions would drive Paulus and his extreme right-wing group away, leaving the confederation more moderate in its make-up — SUN-

DAY POST Correspondent
● See Page 9

this survey. Farmers are asked to detail cash wages, bonuses, rations, meat (valued at R15 a sheep) and milk (valued at 2c a litre for skim milk and 10c a litre for full milk). The estimates do not include clothing, grazing rights, Christmas 'presents' or medical costs, nor do they include housing.

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Deur MARISSA VAN NIEKERK
oor die radikaal-regse verslag van die Paulus-komitee
oor die nuwe arbeidswetgewing is besig om toe te neem onder gema-
tigdes binne die Konfederasie van Arbeid.

Hoewel geen sprake bestaan van eenvormige verset onder die gematigde vakbonde nie, is daar aanduidings dat die konfederasie uitmekaar kan spat voordat die uitvoerende bestuur van die konfederasie op 26 Mei n besluit oor die verslag neem.

Woensdag se besluit van die Suid-Afrikaanse Vereniging van Munisipale Werknemers (SAVMW) is deur mnr Brian Currie, President van die Vereniging van Gesalarieerde Personeel van die Spoorwee en mnr Johan Benadie, Hoofsekretaris van die Unie van Trempersoneel

as „oorhaastig” bestempel. Mnr Sarel van den Berg, Sekretaris van die Johannesburgse Munisipale Werknemersvereniging, het aan RAPPORT gesê sy vakbond kan moontlik op sy April-vergadering besluit om weg te breek.

Ons dink as die SAVMW nie so vinnig opgetree het binne af reggemaak het. Maar ek dink hulle het om goeie redes besluit om weg te breek en dis moontlik dat die meeste denkende vakverenigings gaan wegbreek.

Mnr J J P Stander, Hoofsekretaris van die SAVMW het aan RAPPORT gesê hy dink nie die vakbond het oorhaastig opgetree nie. Ek dink ons het reg opgetree in die omstandighede. Ons het geweet wat ons doen. As daar nou binne die konfederasie minder gematigde verteenwoordigers is om die Paulus-faksie teen te staan, is dit maar daartoe.

Mnr Johan Benadie, Hoofsekretaris van die Unie van Trempersoneel en Bedryfsgrade, het gesê die SAVMW se onttrekking uit die konfederasie kom in „n tyd van

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Paulus-werslag

massahisterie en hoe emosie.

„Dit is realisties om te vra waar ons wil staan, by die Konfederasie van Arbeid of by die SAVMW in die woeslyn?”

Mnr Benadie het gesê vakbonde wat die SAVMW volg sal gekke” wees.

Hy het soos mnr Van den Berg van die Johannesburgse munisipale werknemersvereniging gesê dat „n verandering van beleid eerder van binne die konfederasie bewerkstellig moet word.

Daar is n emosionele veldtog aan die gang om „n uittoeg aan die gang te sit sonder dat enige van die probleme opgelos is. Binne n nuwe organisasie gaan almal met dieselfde probleme sit” sê mnr Benadie.

„n Mens maak nie sommet „n instelling tot niet bloot omdat die arbeidspatroon verby die bestaande konstitusie ontwikkel het nie. Die leiers met die koel koppe moet nou na vore tree.”

Mnr Benadie het gesê as die vyf spoorwegvakbonde wat by die Konfederasie van Arbeid geaffilieer is saam met die SAVMW sou besluit om uit te stap, dit kan lei tot die outomatiese ontbinding van die konfederasie, aangesien die konstitusie bepaal dat as die konfederasie verteenwoordigend van minder as 100 000 werkers is, dit outomaties ontbind.

Volgens mnr Benadie sal die uitvoerende bestuur van

die konfederasie die Paulus-verslag nooit aanvaar nie.

Dit is „n mening wat deur mnr. Brian Currie wat ook vise-president van die Konfederasie van Arbeid en voorsitter van die Federale Raadplegende Raad van Spoorwegpersoneelverenigings is, gehuldig word.

Hy het gesê hy het nie verwag dat enige vakbond van die konfederasie sou wegbreek nie. „Ons het daarin geslaag om Paulus-hulle se poging om die kongres van die konfederasie waar hulle die verslag wou deurding te laat misluk en die kwade dag uit te stel tot in Mei.

Ons het eerder verwag dat die redikales uit die konfederasie sou wegbreek nie die gematigdes nie.”

Mnr Currie het gesê sy vakbond gaan minstens tot die volgende vergadering van die uitvoerende bestuur van die konfederasie in Mei binne die konfederasie bly.

Ons het geen mandaat om weg te breek nie. Maar as Paulus-hulle hul sin gaan kry met die verslag bly vir ons geen ander weg oop as om ook uit die konfederasie pad te gee nie.

Maar ek dink nie, hulle sal hulle sin kry nie” het mnr Currie gesê.

Mnr Eben Jacobs, Hoofsekretaris van die Spoorbond, een van die vyf geaffilieerde spoorwegvakunies, het gesê sy vakunie neem op 10 Maart n finale besluit oor die saak.

onttrek. Ons is nie gedrend met Paulus se houding nie. Dit plaas ons voortdurend in die verteenwoordiging van die derasie-vlak vir Paulus se soort publisiteit gebruik te word.

„Ons probeer met die land- en landsbeleid saamwerk sonder om ons lede te benadeel,” het mnr Jacobs gesê.

Politiek

* **VERVOLG VAN BL. EEN** *
is die boere op hul plase in die omgewing van Oravi vermoor en „n bejaarde vrou en haar twee kleuter-kleinkinders is op „n plaas naby Tsunib met wreedaardig met bajonette doodgesteek.

Elke beskikbare man word op die oomblik deur die veiligheidsmagte ingespan om die langste groep insydelars vas te trek. Dit is n gesamentlike operasie deur die Weermag en polisie „n Groot aantal lede van die polisie se taakmag is vandeeweek van Pretoria af ingevlieg om te kom help.

Die strengste veiligheidsmaatreels word deurentyd in die gebied gehandhaaf. Soldate en polisiemanne bewaak tans sonninge van die plase ten langs die hoofpaatse is padblokkades opgerig om die verkeer te beheer.

Die paatse word deur motorfiets en berde eenhede gepatrolleer. Motoriste word aangehou om nie n verslag te

(136) (173) (22)

ARRIE'S ALL-WHITE DREAM SHATTERED

By MAUREEN GRIFFIN

THE rift that split the 200 000-strong white Confederation of Labour this week was caused by one man's impossible dream: arch-verkrampte Arrie Paulus thought he could keep trade unions white.

This was in spite of the Wiehahn Commission's recommendations and subsequent legislation granting union rights to blacks.

While all around him were howling to the inevitable, the general secretary of the whites-only Mineworkers' Union was announcing to anybody who'd listen: "I'm a racist for my men." He accused the Minister of Manpower Utilisation, Mr Fanie Botha of committing "treason" towards white workers by accepting the recommendations of the Wiehahn Commission.

Never reticent about his feelings, his outspoken condemnation of the Government and his undisguised determination to oppose it have now resulted in the almost certain disintegration of the SA Confederation of Labour the conservative umbrella body whose affiliates are in many instances unions representing either Government concerns

Union leader predicts Paulus extremists will quit Confederation

His union is one of the largest affiliated to the confederation. He enjoyed the support of its head, Attie Niewoudt, and the comradeship of right-wing hardliner Gert Beetge, HNP supporter and secretary of the Blanke Bouwerkers Vakbond (White Building Workers' Union).

Together Paulus and Beetge led the confederation's verkrampte faction with their 18 000 MWU members and about 6 000 BBWV members solidly behind them and the president, "White Attie", firmly on their side.

But when Paulus — a good unionist when it comes to protecting white miners from what he sees as the encroachment by blacks upon once exclusively white-held jobs — drew up a report urging fellow unions to oppose Government labour reforms, the confederation began to crumble.

According to Sarel van den Berg, general secretary of the Johannesburg Municipal Employees' Association,

the report — marked "strictly confidential" — was attached to the agenda of the confederation's annual conference in Pretoria about three weeks ago.

"It urged the confederation to revert to complete opposition to Government labour reforms, and astounded most of us as we had assured the Minister of Manpower Utilisation that the confederation had voted 13-11 in favour of the implementation of the Wiehahn recommendations," said Mr van den Berg.

This week the South African Association of Municipal Employees, with 41 000 members, summarily withdrew from the confederation.

SAAMF's president is Attie Niewoudt, and he has been forced out of the position of president of the confederation by virtue of his union's withdrawal. SAAMF has dissociated itself from the Paulus report.

There is speculation that

the five Railways Staff Associations affiliated to the confederation will be the next to withdraw. They have a joint membership of about 50 000.

Mr Andre Malherne, president of the Grades Union Council of South Africa, said his umbrella body would welcome any unions that broke away from the confederation.

"It is very heartening to me that the executive of SAAME and obviously the membership are enlightened enough to see that change is necessary and inevitable."

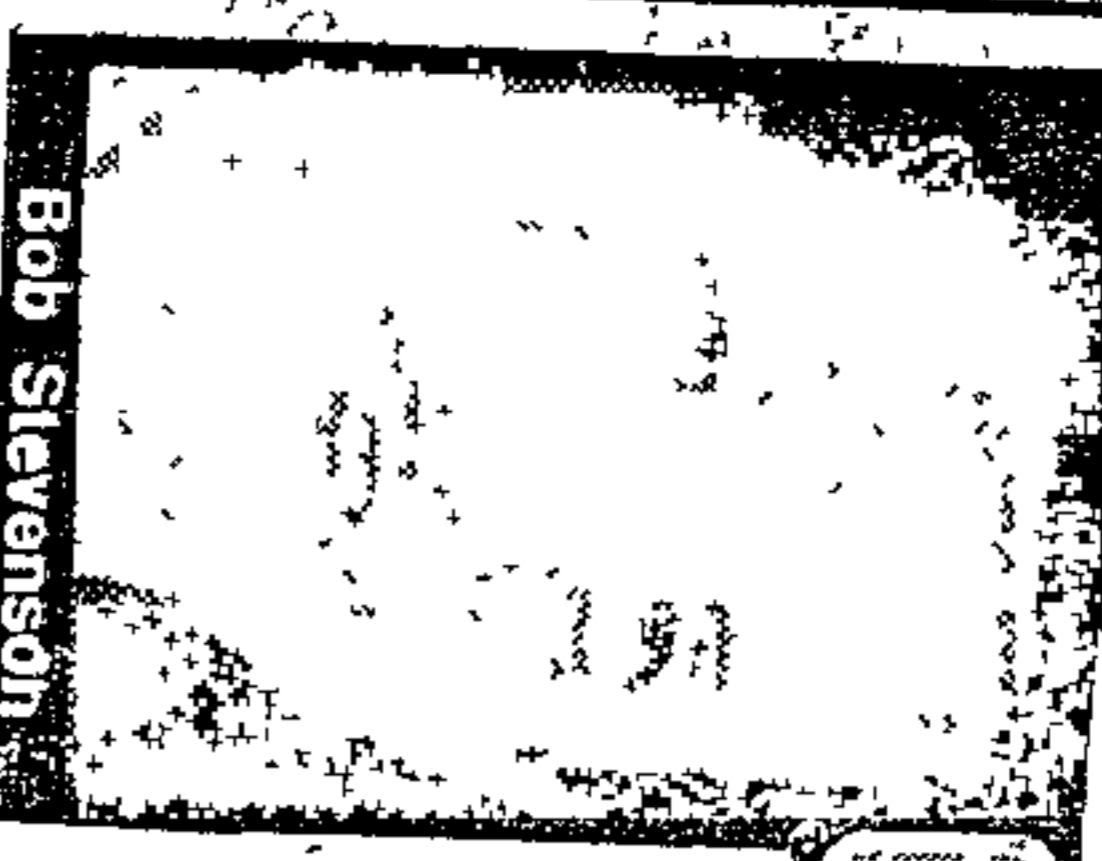
Arrie Paulus, the man who started it all, could not be contacted for comment.

Attie Niewoudt refused to comment when the Sunday Tribune called him at his office.

"There is nothing I can say. I have decided to make no comment at this stage."

See Union leaders walk out on Biffa — Page 1 Finance

LABOUR LEADERS WORRY OVER BEECH TALKS ABOUT MANDATE



Bob Stevenson

... accused of bullying

TWO trade union organisations have torpedoed advanced plans for the introduction of black artisans into the building trade. — despite the huge lack of skilled manpower in the industry.

And now Bob Stevenson, president of the Building Industries Federation of South Africa (Bifsa) says that if the Government does not do something the

building industry will grind to a halt.

Bifsa had been negotiating with the Pretoria-based white Building Workers' Union and the Johannesburg-based Amalgamated Unions of the Building Trade Workers over the past four months on the question of the gradual introduction of black artisans into white areas. It had expected to

reach an agreement at a meeting on February 11, but to its shock and amazement representatives of the two unions staged a walk-out at the meeting.

Stevenson said in an interview the walk-out had put Bifsa in a difficult spot as the building industry was suffering from a huge lack of young men to be trained as artisans. Pressure had increased, especially in the Wit-

watersrand, since late last year.

"I am disappointed they stalled us for four months. I had been pressured by my members that we should go ahead but I wanted to bring in the unions so as to avoid any friction," Stevenson said that Bifsa was under the impression that Gert Beech, president of the all-white Pretoria union,

had come under the influence of the Confederation of Labour and that he was under instructions to adopt an obstructive attitude.

He did not know why R. Beech, president of the Johannesburg-based union, also had the same attitude. He said that because of the "about turn" attitude of the union officials he had no option but to write to the

Minister of Manpower Utilisation asking him to repeal the Black Building Workers Act as soon as possible and, in the meantime, to grant builders exemptions from the Act to train black apprentices.

He said the shortage had come about because white youths were no longer coming forward and there were not enough Coloured youths in the Transvaal with

the required educational standard.

"They were fortunate in Natal because now even unarticulated Indian youths were joining the trade. "We have asked the unions to provide us with white artisans but they have not produced a single candidate," he said. Asked to comment, Beech said he had walk-

ed out because Stevenson had adopted "a bullying attitude".

"He spoke to me as if he was the senior and I was a junior. I am a trade union official and I expect to be treated as an equal," he said. His union had no objection to blacks becoming artisans but they first want a guarantee that white, Coloured and Indian workers would

not be swamped. "Until they show good faith in taking on Coloured artisans I will refuse to negotiate," he said.

The Deputy Secretary, Sakkie Els of the all-white union said: "This union is not prepared to sell out white workers in the building industry or in any other field in the Republic of South Africa."

Paulus claims union wants to gag leader

By RIAAN DE VILLIERS
Labour Correspondent

MR ARRIE Paulus, general secretary of the Mineworkers' Union, has accused the SA Association of Municipal Employees (SAAME) of pulling out of the Confederation of Labour to "shut the mouth" of Mr Attie Nieuwoudt, who had been a potential president.

Mr Paulus, co-author of the controversial "Paulus Report", which is at the centre of a crisis in the confederation's ranks, said Mr Nieuwoudt was a defender of white workers. SAAME had cited the Paulus

Report as a reason for withdrawing from the confederation — but the executive would consider the report only at a meeting in May.

So, he said, the report was clearly not the reason for the action — the real reason was that Mr Nieuwoudt's firm actions had become an embarrassment in "certain quarters".

Mr Nieuwoudt had never hesitated to state or plead the case of white workers, he said, and had even repudiated Cabinet Ministers in public.

"This platform had to be taken away from him, and his

mouth had to be shut," Mr Paulus said.

He added that the MWU would not break away from the confederation, and appealed to other member unions to consider whether such action would not harm white workers.

"I believe unions which don't have the interests of the white worker at heart, or those which support mixed unions, should break their ties with the confederation."

Mr Nieuwoudt, president of SAAME, lost the confederation presidency when his association withdrew membership.

POST

TRANSVAAL

Telephone 27-6081

Blacks are human too

WHEN the Government announced that it had accepted most of the recommendations of the Wiehahn Commission on labour reform, this country was applauded throughout the world.

Almost immediately, right-wing unions accused the Government of "selling out" to the blacks. This, despite the fact that there was back-tracking by the Government on some of the recommendations they had accepted, and the fact that even then, blacks viewed the so-called changes in the labour laws of this country as too little, too late.

The reason for Government back-tracking was obvious: It was fear of losing support from the right-wingers, and most of the previsions attached to the reforms were added to try to appease them.

It is therefore encouraging to see that the SA Confederation of Labour Union member, the South African Railways Police Personnel Association, has rejected the Paulus Committee call for the reimposition of job reservation and withdrawal of trade union rights for blacks.

This follows a similar step by the SA Association of Municipal Employees last week.

People like Mr. Arrie Paulos must know that they cannot expect to be treated better at the expense of blacks. They must know that blacks are human beings, they are entitled to all the freedoms that are the backbone of a democratic society.

We have had this kind of thinking rule us for far too long, and the more people standing up against Mr. Paulos and company, the nearer we will get to working out a peaceful solution to the problems that beset this country.

29/8/80
Municipal workers
(136)
talk to Fanie Botha

Labour Correspondent

THE executive committee of the SA Association of Municipal Employees (Saame), which withdrew from the SA Confederation of Labour last week, held talks with the Minister of Manpower Utilisation, Mr Fanie Botha, this week.

The talks were held on the

eve of the association's congress to be held in Bloemfontein next week.

In a statement released yesterday, Mr J J P Stander, secretary of Saame, said the talks had dealt with various labour matters of common interest and of interest to the country as a whole.

Last week, Saame's executive said their decision to withdraw from the confederation had resulted from the increasing conflict between the confederation and the Government over the recommendations of the Wiehahn Commission on labour reform and amendments to labour laws.

Mr Stander would not comment further on the talks yesterday.

Asked whether the executive's decision to withdraw would have to be re-affirmed by the congress next week, he said this would not necessarily be the case but the issue would probably be discussed.

POLITICAL COMMENT in this issue by Benja

'Crisis hour for white workers'

(136) (146)
RDM 5/3/80

BLOEMFONTEIN — The deletion of Section 77 of the Industrial Conciliation Act meant that the crisis hour had arrived for white workers, Mr Attie Nieuwoudt, president of the South African Association of Municipal Employees, said in Bloemfontein on Monday.

Delivering his presidential address, Mr Nieuwoudt said whites could no longer, as in the past, turn to the Minister of Manpower Utilisation if an employer appointed "a person of a different colour to a traditionally white post."

Such a case would now have to be taken to a conciliation board or an industrial council

or, if necessary, to an industrial court, he said.

"But as a trade union, we will have to stand firm and, whatever the cost, we will have to oppose case after case if there is no merit in the appointment in question."

Mr Nieuwoudt said now that trade union rights had been extended to black workers, he wondered whether the Minister would prohibit unregistered trade unions by legislation.

"This would appear to be the only manner in which the Government can prevent large sums of money from overseas flowing to unregistered trade unions," he added. — Sapa.

(131) (✓)
RDM 5/2/50

'Crisis hour for white workers'

BLOEMFONTEIN — The deletion of Section 77 of the Industrial Conciliation Act meant that the crisis hour had arrived for white workers, Mr Attie Nienwoudt, president of the South African Association of Municipal Employees, said in Bloemfontein on Monday.

Delivering his presidential address, Mr Nienwoudt said whites could no longer, as in the past, turn to the Minister of Manpower Utilisation if an employer appointed "a person of a different colour to a traditionally white post".

Such a case would now have to be taken to a conciliation board or an industrial council

or, if necessary, to an industrial court, he said.

"But as a trade union, we will have to stand firm and, whatever the cost we will have to oppose case after case if there is no merit in the appointment in question."

Mr Nienwoudt said now that trade union rights had been extended to black workers, he wondered why the Minister would prohibit unregistered trade unions by legislation.

"This would open a hole the only manner in which the Government can prevent large sums of money from overseas flowing to unregistered trade unions," he added. — Sapa

b/ 3/80 AD
Union
quits
labour
body

DURBAN — The 4 000-strong Durban Municipal Employees Society has decided to withdraw from the Confederation of Labour.

The decision was taken at a meeting convened to discuss a report of a sub-committee of the confederation, under the chairmanship of Mr Arrie Paulus, dealing with recommendations of the Wichahn Commission.

The secretary of the Society, Mr J Maree, said yesterday the confederation's policy on black trade unions and the training of black workers was irreconcilable with decisions already taken by his society. He said differences of principle had existed since 1973.

Although the society would now be in a weaker bargaining position when making representations to certain bodies, this was preferable to the existing state of affairs in which there was no unanimity.

He said there was no question of black municipal employees joining the society, but if they wanted to establish their own trade union there would be no objection to them enjoying the same service privileges as whites.

He said the Confederation of Labour would be notified of the decision to break membership, and this would take effect in three months' time —
SAPA

L. Thursday, March 6, 1980

City

136

workers

quit

Sacla

NDM
6/3/80

DURBAN — The 4 000-strong Durban Municipal Employees Society (DMES) has decided to withdraw from the Confederation of Labour

This was decided at a meeting called to discuss a report of a sub-committee of the confederation, under the chairmanship of Mr Arrie Paulus, dealing with recommendations of the Wiehahn Commission

The secretary of the DMES, Mr Jerry Maree, said yesterday that the confederation's policy on black trade unions and the training of black workers, was irreconcilable with decisions already taken by his society

Although the DMES would now be in a weaker bargaining position, this was preferable to the existing state of affairs in which there was no unanimity

He said there was no question of black municipal employees joining the society, but if they wanted to establish their own trade union there would be no objection to their enjoying the same service privileges as whites

He said the Confederation of Labour would be notified of the decision to break membership, which would take effect in three months

Mr Maree said closer cooperation might be sought with the South African Association of Municipal Employees which had also withdrawn from the Confederation. — Sapa

Railways staff union backs confederation

By RIAAN DE VILLIERS
Labour Correspondent

THE Spoorbond, one of five SA Railways staff associations within the SA Confederation of Labour (SACOL), announced yesterday it would not withdraw from the conservative white union co-ordinating body

At the same time, it defended the right of existence of black or mixed unions and warned the confederation against trying to infringe on the rights of unions outside it.

The union added it would speak out against confederation decisions with which it disagreed.

It also urged the confederation to collaborate with other co-ordinating bodies and strive towards creating a confeder-

ation enclosing the total South African work-force

"Should this call not be taken heed of we fear that SACOL will be panting its dying breath," the statement said

The union's statement is the latest development in the continuing crisis in confederation ranks which has so far led to the withdrawal of two unions

It has also come in the wake of an announcement by the SA Association of Municipal Employees (SAAME) last week that it would take steps to establish a new co-ordinating body for moderate unions

In a statement issued after an executive council meeting the union said all unions, whether white, black, coloured or mixed, had the right to exist in terms of the Declaration of

Philadelphia, although it felt all unions should be registered

"Should SACOL as a pro-white federation continue to exist, we cannot accept it is its prerogative to come into confrontation with the Minister of Manpower Utilisation about trade unions or federations as that would be interference in their domestic affairs"

Commenting on the controversial "Paulus report" on the Government's labour reforms, which is at the centre of the SACOL conflict, the union said it would not accept it or even discuss it at the scheduled SACOL meeting as it was "untimely" and the Minister of Manpower Utilisation had granted sufficient time for objections before submitting the Wiehahn report to Parliament

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| 1374522 | ALLIX | MARK LUKAINE | 104101 | ARCHAEOLOGY I | ABS | 1374522 |
| 140746K | BOZALILE | ANGREN MICHAEL | 107201 | ENGLISH II | ABS | 140746K |
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| | | | 114201 | RELIGIOUS STUDIES II | ABS | 096717R |
| | | | 911201 | MATHEMATICS IIA M204 | 2- | (68) |
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| | | | 107201 114201 115201 | ENGLISH II RELIGIOUS STUDIES II FRENCH II | 2- 2- 2- | (63) (72) (63) |
| | | | 117101 | POLITICAL SCIENCE I | F | (47) |
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| | | | 107101 | ENGLISH I (PRE-1980) | 3NX | 133140T |
| | | | 106202 | ECONOMICS II | 3 | (52) |

UJCT

organisation

At a meeting on Tuesday, the Durban Municipal Employees Society (DMES) decided to follow the South African Association of Municipal Employees (Saame), which left two weeks ago.

The DMES's move further substantiates predictions of a split in the Confederation. What's more, the general secretary of the Johannesburg Municipal Employers Association, Sarel van den Berg, says "There is a possibility we may leave before May."

In May the Confederation affiliates will cast their vote on the so-called Paulus report which rejects the Wiehahn recommendations and government changes in labour legislation.

Rightwing faction

Saame ostensibly withdrew over the rightwing faction in the Confederation and the Paulus report. Some unionists are sceptical of this citing unhappiness with their president, Attie Nieuwoudt (also president of the Confederation) as the more likely reason. As one put it "Saame had a problem. The union is in favour of Wiehahn but Attie Nieuwoudt (Saame's president) was humouring Arrie Paulus and Gert Beetge." Says another "They dragged the Confederation into their domestic affairs."

But DMES cites the same reasons as Saame for withdrawing. According to DMES chairman Henry Weber "We don't go along with the Paulus report, and last year we decided to accept government's changes. There are other reasons I don't want to comment on." When quizzed on why the union did not stay to vote against the report, Weber replied "We felt it was fruitless pursuing the matter."

Van den Berg says he was surprised at the strong opposition to the report at the Confederation's congress last month. But, he asserts "This does not mean there is a united front." In fact, Van den Berg reckons the Confederation is crumbling, and it is only a matter of time before it breaks up.

Taken control

He adds that the decision to stay, at least until May, does not only depend on using the union's votes against the report. "A small rightwing group has taken control. This may change now that Nieuwoudt is out. So, at the moment we are sitting on the fence watching what develops."

Despite these withdrawals, some still reckon a split before May is unlikely. Many stand firm on staying, at least until they can vote against the report. But as Saame's breakaway has shown, anything can happen between then and now.

Everything hinges on the report. It has driven a wedge into the Confederation. The question is whether it will be strong enough to split the Confederation, and if it is, which side will be driven out?

WHITE LABOUR

Another union out

File 7 13160
A second union has withdrawn from the Confederation of Labour — despite attempts at trying to stop a split in the

Labour break possible

STAR
12/3/80
136

The 6 000 strong Johannesburg Municipal Workers' Association could break away from the South African Confederation of Labour — unless the conservative element in the confederation is "more cooperative" on the new labour legislation.

Indications are that the breakaway could be announced at the next executive meeting of Sacola in May.

Said one member of the association "The attitudes now being displayed by the confederation are completely unrealistic. It is naive to believe that a government which has just bound itself to a new policy and a new concept will simply dispose of these."

It is also useless for the white labour force to call on policies which were appropriate years ago, but which have no place in today's world."

He said the association of municipal workers wished to negotiate — and not necessarily confront — the Government to get the best deal for all workers represented by the confederation.

Ideally, he said, change should come within the confederation. But if this did not happen the association had plans for a breakaway.

STAR 14/3/80
Miners betrayed,
says union boss

Mr Arrie Paulus, boss of the 18 000 strong Mine-workers' Union, last night accused the Minister of Manpower Utilisation of betraying white miners.

"The Minister betrayed us when he said that black trade unions could be registered," said Mr Paulus.

"There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us."

Mr Paulus revealed where his affiliations lay. "I am a member of the white ethnic group, and it is their interests that I will try my best to protect."

His role of protector could be exchanged for that of a hero, but that was unlikely to happen, said Mr Paulus.

"If we go so far as to say that tomorrow we will let blacks join our union, then friends, you will get so sick of reading my name in the newspapers and seeing my face on television I will be a hero."

If blacks were to have

trade unions "and if I try to be honest, then the majority must have the say. Then it would be them saying 'we want this and we want that,' and if what they want is better than we have then they must get it."

Mr Paulus said he knew what was the proper thing to do.

"When in Rome do as the Romans do. If I emigrate to Transkei then I will do what they tell me to do. And if a citizen of the Transkei comes here then he must do what we tell him to do."

"In South Africa a feeling of guilt has now been instilled in the white worker. We are told that everything we do is discriminatory."

We owe the black worker nothing.

"The black worker owes the white worker a lot."

But, said Mr Paulus, being a black miner in South Africa was not too terrible.

"If I were black then I would want to be a black miner in South Africa," he stated.

DD 15/3/80
**Baboon
 tag: (136)
 Paulus
 charged**

JOHANNESBURG — Mr. Arrie Paulus, leader of the Mine Workers' Union, is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons.

Mr. Paulus is to appear before a Johannesburg regional magistrate on April 8. A charge sheet containing the allegations has been delivered to Mr. Paulus.

The first count deals with the alleged "baboons" remark published in a New York newspaper.

The other count deals with a remark which, it is alleged, impaired the dignity of a reporter of Die Vaderland, the editorial staff of Post, Dr Nthatho Motlana and all the black people of South Africa.

Mr. Paulus, meanwhile, has accused the Minister of Manpower Utilisation of betraying white miners.

"The Minister betrayed us when he said black trade unions could be registered," he told an Afrikaans discussion group here.

"There are 100,000 black miners compared with 18,000 white miners and they will just overwhelm us."

He would do his best to protect the interests of his own kind.

"If we go as far as to say that tomorrow we will let blacks join our union, then friends, you will get so sick of reading my name in the newspapers and seeing my face on television."

"If blacks were to have unions, it would be them saying 'we want this and we want that,' and if what they want is better than what we have, then they must get it."

The principle of "when in Rome, do as the Romans do" must apply. "If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do."

Guilt feelings were being installed in white workers. "We are told that everything we do is discriminatory."

"We owe the black worker nothing. The black worker owes us a lot," Mr. Paulus said.

Paulus to face charges for 'baboons' remark

NR 15/3/80

(136)

JOHANNESBURG — Mr Arrie Paulus, head of the Mine Workers' Union, is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons.

The decision to charge Mr Paulus was confirmed yesterday by the Senior Public Prosecutor at the Johannesburg Magistrate's Court, Mr A P de Vries.

Mr Paulus is to appear before a regional magistrate here on April 8.

A charge sheet containing the allegations was delivered to Mr Paulus on Thursday.

The first count deals with the alleged 'baboons' remark published in a New York newspaper.

The other count deals with a remark which it is alleged, impaired the dignity of a reporter of the Vaderland, the editorial staff of Post, Dr Nthatho Motlana, and 'all the black people of South Africa'.

Mr Paulus on Thursday night accused the Minister of Manpower, Utilisation of

betraying white miners. He did this when he said

black trade unions could be registered, he told an Afrikaans discussion group here.

'There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us.'

He would do his best to protect the interests of his own kind.

'If we go as far as to say that tomorrow we will let blacks join our union, then you will get sick of reading my name in the newspapers and seeing my face on television.'

'If blacks were to have unions, it would be them saying "We want this and we want that" and if what they want is better than what we have, then they must get it.'

'The principle of "when in Rome, do as the Romans do" must apply. If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do.'

'We owe the black worker nothing. The black worker owes us a lot,' Mr Paulus said. — (Sapa)

A whole nation takes Arrie to court



ARRIE PAULUS
Double trouble

AT LEAST 17-million blacks are named as complainants in a charge of crimen injuria being brought against Mine Workers' Union secretary Mr Arrie Paulus as a result of his alleged remarks comparing blacks to baboons.

The charge is one of two Mr Paulus will face, both springing from the uproar that resulted after the New York Times reported his alleged remarks in August last year.

He is expected to appear in court on April 8.

In one of the charges "the black people of South Africa" (estimated to number from 17 to 20-million) are named as the complainants.

Boss

This is believed to be the first prosecution of its kind in South Africa, although in America civil actions on behalf of whole sections of the population have become common.

The words that led to Mr Paulus' prosecution were published in the New York Times Magazine in August last year in an article on South Africa by Mr Tom Wicker, an associate editor of the newspaper. Mr Wicker quoted Mr Paulus

as saying during an interview: "You have to know a black. He wants someone to be his boss. They can't think quickly ... You can take a baboon and learn him to play a tune on a piano ... It is impossible for him to use his own mind to go on to the next step."

The quote caused an uproar when it was reported in South African papers, but the Minister of Police, Mr Louis le Grange, said when questioned about the possibility of a prosecution that it was not a matter for the police to decide.

"If a member of the public feels insulted he must lay a charge and the police will investigate," Mr Le Grange said. "The police will not investigate until someone has complained." Charges were subsequently laid by Dr Nthato Mofiana of Soweto

Reporters and editors of Post and Die Vaderland are named as complainants in the second charge against Mr Paulus

The complaint against Paulus led to the resignation of a correspondent of the New York Times who was named to give a lecture at a Johannesburg

By KEVIN STOCKS

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|---------|---------|-------------------------|--------|----------------|--------|---------|
| 1207760 | WIVIER | SHEILA JOSEPHINE HOWARD | 105705 | LATIN HONOURS | 2 | 17000 |
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| 157795R | BARRETT | MICHAEL CONRAN | 117101 | POLITICAL SCIENCE I | UP (59) |
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| 156581X | COHEN | PETER DAVID | 117101 | POLITICAL SCIENCE I | UP (57) |
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| 157855G | DE KOCK | RODNEY JAMES | 105105 | LATIN ELEMENTARY | UP (56) |
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| 153752X | MORRIS | WAYNE MILES LUTHER | 102101 | AFRIKAANS | UP (50) |
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| 154745B | POITTS | MOHAMED FAIQ | 105104 | LATIN I | F (34) |
| 150056R | RUSIN | JOHANNAN GWANT | 102101 | AFRIKAANS | UP (57) |
| 154272M | SHALALA | EDWARD BADOOR PETER | 105104 | LATIN I | UP (50) |
| 154933F | SNITCHER | LAUREN RENEE | 105104 | LATIN I | UP (50) |

STAR 24/3/80
Meeting is watershed

By Elizabeth Wilson
Labour Reporter

The Minister of Manpower Development, Mr Fanie Botha, has called leaders of the two national building unions to a meeting in Cape Town on Wednesday. This is believed to be in response to a letter sent to the Minister by the two trade unions in which they expressed grave concern at rumours of the "imminent removal of the Black Workers' Act from the statute book."

Mr Richard Beech, general secretary of the Amalgamated Building Trade Workers, said today that his union planned to submit a memorandum outlining its opposition.

Mr Beech said he would be attending Wednesday's meeting. It was possible Mr Gert Beetz would represent the White Building Workers' Union. Mr Beech said he viewed Wednesday's meeting as "a watershed", crucial to the future of the building industry.

UCT

189 138 140A 151 134 135 136

Race split in metal workers

By Sieg Hannig

South Africa's most widely representative body of trade union opinion, the local Co-ordinating Council of the International Metalworkers' Federation (IMF), has ceased to function.

This was confirmed last night by the man who founded it in 1974, Dr Werner Thoennesen, assistant general secretary of the 14-million-strong IMF.

Dr Thoennesen described the crisis in the 85 000-strong council as serious, damaging and very painful to the IMF.

The council's split, along mainly racial lines, became apparent yesterday when the predominantly black

metal-unions of the Fosatu group stayed away without explanation from a council meeting held in Dr Thoennesen's presence.

Only the predominantly white and coloured unions belonging to the Confederation of Metal and Building Unions were present.

One of the Fosatu unionists, Mr Bernie Fanaroff, attended the meeting as secretary of the council but not as a representative of his union.

At a Press conference after the meeting, Dr Thoennesen said he was meeting the Fosatu faction separately in Port Elizabeth today.

"The council will not function as long as both groups are not sitting

around the same table," he said.

But he stressed that yesterday's meeting was unanimous in its attitude that the council should survive.

Co-operation across the colour line was particularly necessary in the present "challenging" situation for South African workers. He would retain his mediating role, but could not "push" the factions together.

Dr Thoennesen described recent labour reforms as an important step forward but said it would be some time before the consequences could be seen in full.

personal profit.

The boat is declared public property for public. Scene Three of our saga opens with the public

Public, Communal Property

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have fishermen, he (the employer) bears the risk for the day on which he has guaranteed the fishermen at least four fish. Why do we emphasize "day"? To see, look again at the rental case: The rent set the following day for use of the boat will be adjusted to match the expected net catch. If the rent is set per day, the fishermen lose only one day's error in estimated catch. But the boat owner will suffer or enjoy the entire future projected changes in catch, as profits or losses in the value of his boat. The boat owner cannot escape projected future change—not even by selling off his ownership, because the new buyer will adjust his offer price to take all that into account. By making short-term rental arrangements, the renters who use the boat avoid being stuck with an unexpectedly bad future. As employees, on the other hand, they are always guaranteed four fish, which they could always catch from shore, regardless of the fortunes on the ocean deep. You can probably conjecture that if the boat were for sale it would be bought only by a person who was more optimistic about the potential catch, or who thought he knew better than anyone else how to use the boat so as to get the largest catch—or maybe the best kind of fish.

Uncertainty about the prospective catch introduces a ma...

But someone must bear the consequences of mistaken estimates of the catch, and that does make a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainly about performance. *there is certainly about the output performance.* same income in either case? No difference, if the total daily sales—leaving the clerks with the (and inventory-use costs) to the owners out of Macy's building and facilities and paying rent hiring clerks as employees or the clerks renting is there, then, no difference between Macy's boat owner hiring fishermen as employees! ample between fishermen renting the boat or the ing him 14 fish. There is no difference in this ex- paid four fish, a total wages bill of 20 fish, leaving a total catch of 34 fish with five people, each is he keeps the total catch, minus those wages. Of emidgion of fish each to fish on his boat while in the latter case, he must pay them four plus a we could say the boat owner hires the fishermen. only. Instead of saying fishermen rent the boat, The same situation could be described differ-

Employees or workers? detail later. socialist countries and will be examined in more vate ownership of firms is dominant in most non-property scenario permits those conditions. Pri- to the boat, and (c) keep the receipts. A private- and (b) he is allowed to charge a price for access is used, that is, how many are allowed on board,

AFRICAN BUILDERS Bricked up

Government's ruling that Africans in the building industry can do skilled work anywhere in SA will have very little effect if registered building unions dig in their heels

All government has done is show where its sentiments lie and stepped out of the firing line. The battle over employing skilled African labour is now between employers and the registered unions. And unless the two parties can come to some agreement, Pretoria's decision will only affect Africans who have the qualifica-

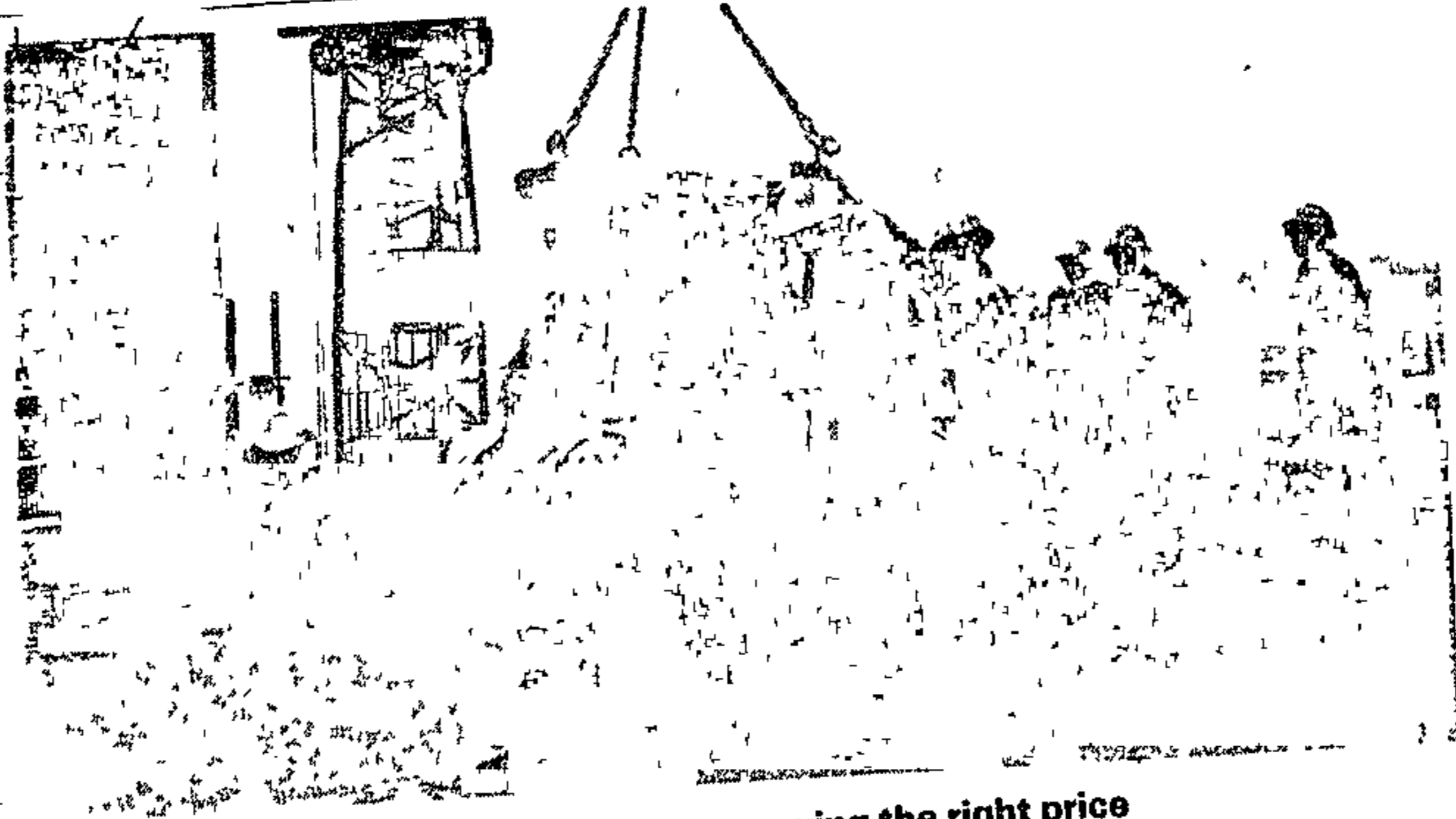
tions to become apprentices — a handful of the African workers employers hope to train for skilled jobs

On African apprentices, Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, says "We have got to accept government's decision. But we will control this through the Apprenticeship Board by making sure that Africans without the legal qualifications are not allowed to be indentured as apprentices." Working to the letter of the law would drastically cut down on the number of potential African apprentices.

On the other side, Lou Davis, executive director of the Building Industries Federation (Bifsa) says "We have got to de-

pend on the goodwill of trade unions in not blocking the influx of African apprentices."

But the bulk of the industry's African skilled labour will not be apprentices or artisans, if Bifsa has its way. Davis says it hopes to step up "modular training," which means employees without the qualifications to train as artisans will do only part of an artisan's job. "Once a person has become skillful in a particular section he can move on to another, ultimately qualifying for a whole trade." But, unless such an employee performs full artisan work for a number of years, he cannot become an artisan — and so will not be entitled to earn the artisan rate.



Building workers . . . paying the right price

However, Bifsa is tied by industrial agreements, so the fate of its "modular training" plans — which the unions claim is purely job fragmentation under another name — is in the hands of the unions. Says Beech "They (employers) can say what they like. But, unless the trade unions agree to fragmentation of artisans' jobs, they can do nothing. And my union will be totally opposed to any fragmentation. They are just doing it to get cheap labour."

He adds "To prove my point, in 1975 the unions agreed to allow Africans to do 99% of painting at 90% of the artisan's wage because of a shortage of painters. Within two weeks, the employers complained that they couldn't pay them that wage. Today they are paid 60%-65% of an artisan's wage."

Frank Mohlala, national organiser for the unregistered Building Construction and Allied Workers Unions, notes "Quite a number of our members are doing almost a full artisan's job, but they are not even earning a third of the supposed artisan's salary."

Davis insists cheap labour is not the issue. "They (the unions) are playing with numbers. It is unfortunate that public attention is being focused on the apparent anomaly of operatives receiving lower wages than a skilled artisan might receive, without taking into account the proven fact that the productivity levels of those operatives is, in most cases, far below that of a skilled artisan."

He adds "Bifsa wants the establishment of a free enterprise system which enables the forces of supply and demand to dictate the economic requirements for our industry."

If Bifsa can convince the unions of a skilled labour shortage — which the unions dispute — it might win some concessions from them. A spokesman for the White Building Workers Union says "I still maintain there are enough skilled workers, providing the bid is high enough. But employers are not prepared to pay the

right price." Beech points out that the industry has lost 40% of its builders since 1974, and 1 500 artisans are presently unemployed.

But Davis says that those who left the industry during the recession have either emigrated or have found other jobs, and many will be unwilling to return to building. The unemployed 4% of the total artisan complement, he says, is a perfectly acceptable level in terms of normal economic principles.

Davis says that "according to surveys, there is a shortage of about 2 700 competent, trained and willing skilled workers. And that will worsen unless an intake of 1 500 skilled workers a year can be maintained until 1985."

The unions reckon artisan salaries are too low, employers are looking for cheap labour, and there is no skills shortage. Employers, on the other hand, reckon artisan rates are pitched too high, they do not want cheap labour, and there is a skills shortage.

With this huge gap between the two parties' stands, it will not be easy to reach a compromise. Bifsa will have to offer some attractive concessions if "modular training" is to be theirs.

INSIDE MAIL

23/4/80

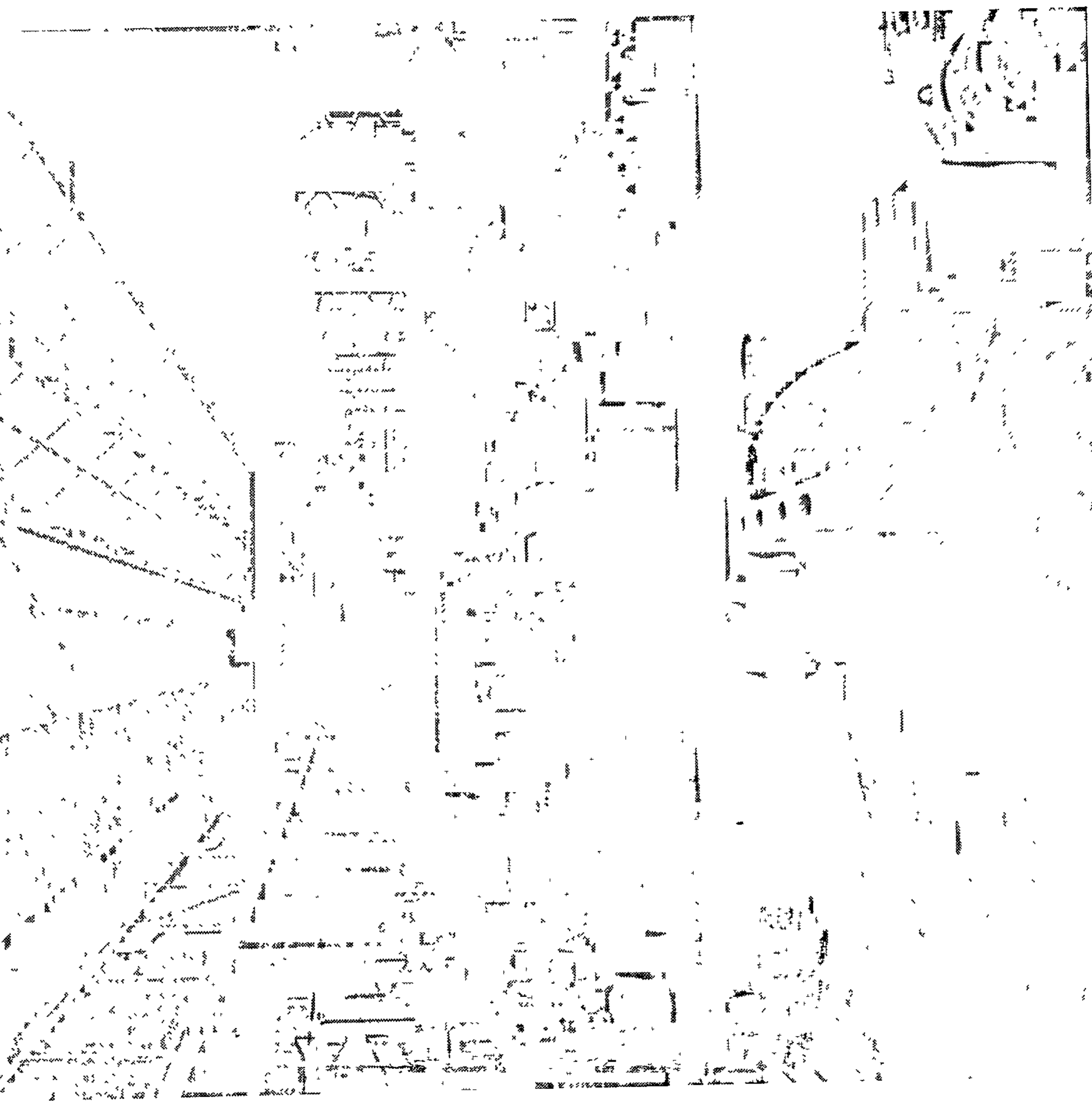
DE unions in the metal industry are currently at loggerheads, locked in a dispute which has far-reaching implications.

The feelings among the members of the metal unions about the question of across the board — and across the colour line — unionisation, run high, Labour Reporter STEVEN FRIEDMAN reports on the struggle for a standpoint.

At dispute, you ask? After most people not directly involved in labour are probably aware of who is fighting, let us see what they are fighting for. The issue of which is a pity. The dispute between metal unions is important. It has far-reaching implications for the union movement for labour in general, and, perhaps, even for South African politics. The issue is a decades-old one with African problems, which is becoming increasingly important.

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SA metal unions feel the strain



black worker opinion as one could hope to find. The very fact that it got off the ground at all was hailed as a victory for co-operation between unions with widely differing interests. If white and black unionists, with their widely differing perceptions and interests, could co-operate, well, then everybody could, said some observers.

Fosatu unionists argue, controlled by them. Registered unions who organise "parallels" say they are doing so in order to involve black workers in "responsible" trade unionism, but Fosatu and other predominantly black union bodies see "parallelism" as an attempt to bring blacks into unions which are firmly supervised by non-black unionists.

system which, unionists believe, has been created to weaken unions. They argue that they are confronted with an attempt to ease out representative black unions and replace them with "fame" rivals.

to draw blacks into the kind of unions that won't really represent their views. "Another Urban Bantu Council," as one union puts it. Some claim that "parallelism" is simply an attempt by non-black unions to control the pace of black job advancement.

But the cynics who argued that it couldn't work were soon proved correct. When a Fosatu union struck legally at Eveready, it approached the Council for help. Although an IMF delegation saw the then Minister of Labour about the strike, Fosatu unions claimed that they got little support from CMBU unions.

They say a number of the "parallels" receive active support from employers or are invited to recruit workers by them, and add that the "parallels" often recruit at plants where existing black unions have members.

The black unionists believe the whites are prepared to deal with them only on their own terms to allow them to become skilled, but only if they take a back seat to military trainees, to allow them unions but only the sort they don't really want.

The white unionists are equally angry. They believe the Fosatu group is refusing to talk. They are tired of being "rebuffed", they say.

Whatever the truth of that, the council brought together as representative a spectrum of black and non-black unions and, the

Other tensions were to surface later. Soon after the Western Commission reported, a number of CMBU unions began organising black workers into "parallel" unions.

Most CMBU unions have worked for decades in the Government-approved bargaining system. It is a highly legalistic system, which encourages unions to represent their members through complex red-tape. Unions are tightly controlled and complex and extremely

All the old South African conflicts are present. Are real black leaders to be allowed? But, more importantly, the dispute reveals totally different conceptions about trade unionism.

The shopfloor is integrated, but the unions largely are not — the dilemma of black members is one causing concern in the metal industries right now

Last week, when the Fosatu unions boycotted a meeting of the Council. They have since withdrawn from it.

This has inevitably given rise to accusations that these unions aren't prepared to co-operate across the colour line and are seeking "polarisation".

Mr Ben Nicholson, the CMBU's director, argues: "If we disagree, let's attempt to persuade each other. We need an exchange of views, not a boycott."

But the predominantly black group insist that their position has been misunderstood. They want more co-operation, not less, they argue.

But what they want, insists a Fosatu metal unionist, is co-operation on the factory floor, at grass roots level.

They want union shop stewards to co-operate on common problems; to support each other in approaches to management, to work together from the bottom up.

This does happen at present, but only with the Boilermakers and, to some extent, Mr Neethling's Amalgamated Engineering Union. The others either refuse co-operation or lay down their own terms, the Fosatu unionists claim.

Essentially, the Fosatu unions claim that most of the CMBU group are prepared to sit around a table with black unions, but not to work together with them. They want practical co-operation, not cosy chats, they say.

"The council was premature. It assumed we were co-operating, but we weren't yet," says a Fosatu man.

And Fosatu unions insist that they will seek greater shop-floor links. If that succeeds, a rejuvenated Council becomes a possibility, they argue.

Some CMBU unionists believe that the Council should continue to operate. "We have the majority of members. Just because they walk out doesn't mean the Council should fall to pieces," says Mr Neethling.

Mr Nicholson adds: "We could always draw our own black unions in and continue." But he concedes: "there is little point in carrying on without the Fosatu group."

Mr Ike van der Watt, Council chairman and general secretary of the Boilermakers, accepts that it has ceased to function and hopes to mediate.

He is confident that he can reconcile the parties, particularly now that they are not scoring debating points off each other at meetings.

But a reconciliation may not be that easy. The dispute has bared deep conflicts between (largely) black and (largely) non-black union groups.

The Eveready dispute is seen by Fosatu unionists as evidence that "whites" are not prepared to support independent black worker action.

The apprenticeship issue is vital. While non-blacks fear for their future as they see protection eroding, blacks demand full skilled worker status.

The "parallel" union dispute is seen as an attempt by whites

to resolve disputes. It is a system which, as any Government labour man will tell you, has "ensured decades of industrial peace."

It is this system which most CMBU unions have known for decades and want black unions to enter. Because it is a highly complex system, they insist that the black unions must be guided by their knowledge of it. "They must realise we have more experience," says Mr Nicholson.

But the system only worked for so many years because blacks were not allowed to participate in it. A small portion of the workforce, earning relatively high wages and doing skilled work, were the main participants.

What's more, the members of registered trade unions were protected by a host of job reservation measures. There was no reason for them to fear unrest from their members — they had more or less what they wanted. Speed in resolving their grievances was not vital.

It is a different matter with the emerging black unions. Their members are close to the breadline, mostly unskilled and lack the relative privileges other workers enjoy. If they operated in the old way, they would lose their members.

Trade unionism is changing radically, because the biggest and most disadvantaged section of the workforce is taking part in it. The metal dispute is one sign of that change.

"It's about control and power. Will unions continue to operate through the old system or demand a new one? Will the whites accept that black workers have different problems?" says a labour observer.

Mr van der Watt is near the middle of the dispute. He says unions have competed for members for decades and sees no reason why the "parallel" union trend should cause a breakdown. But he adds, "We must realise that the black unions have been disadvantaged and cannot compete equally yet."

He argues that the Fosatu reaction to events is "over-emotional" but adds that is opposed to "parallels".

He understands white worker fears about black apprenticeship and argues that "a formula must be worked out. But in the interim, there is no harm in allowing black apprenticeships."

And he adds that "the areas of co-operation are there and they can be built up." One example, he says, is the growing possibility of a dual skilled training system for whites and blacks. "We should fight that together."

And Mr Neethling says his union will continue to co-operate with other metal unions "because our door is always open."

But mediating between the two parties will be no easy matter. If it succeeds, it will be an important step towards a united union movement. And that, of course, will have implications far beyond unionism.

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Guidelines for steel workers may be eased

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13/5/80

By STEVEN FRIEDMAN
Labour Reporter

DEMANDS by registered trade for changes in controversial black labour guidelines formulated by the Steel and Engineering Industries Federation (Seifsa) will be discussed at two-day negotiations starting in Johannesburg today.

The Rand Daily Mail understands that Seifsa will agree to changes in the guidelines, which have been attacked bitterly by unionists.

The guidelines will be discussed at a meeting of the industry's council called to review the agreement which lays down minimum wages and work conditions.

The agreement, which affects about 500 000 workers, is renegotiated annually.

Wage demands by the unions will also be a key point in the talks, which will be attended by about 200 delegates, including black liaison committee members.

The Seifsa guidelines were slammed by unionists as "an attempt to forestall black unionisation". They advise employers not to allow unions to have access to their factories, and not to deal with them unless they are members of the industry's industrial council.

It is learned that Seifsa will

agree to some changes to the guidelines. In particular, one which will make it easier for unions with black members to have union dues deducted for them by employers.

The wage talks are expected, by employers and unions, to be less controversial than for some years.

Registered unions, represented by the Confederation of Metal and Building Unions, have put in demands calling for a 20% increase in minimum wages.

Employers have not yet responded formally to these demands, but were meeting yesterday to discuss a counter-offer, according to Seifsa's director, Dr Errol Drummond.

A prominent CMBU unionist, Mr Ike van der Watt, said yesterday that he expected the negotiations to be completed within the two days. In previous years, deadlocks between employers and unions have led to protracted negotiations.

Mr Van der Watt said, however, that unions were "a little worried" by the fact that employers had said they had a number of suggested changes to the agreement which they would raise at the meeting.

"We are not very happy about them raising issues which we have not discussed with our members," he said.

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Reasons under which this forecast operates:

- The economy cannot be at full employment level. If the economy was at full employment, any increase in consumption (ie. people start spending more) would just lead to increases in the price level which will generate inflation. This comes from the restricted supply curve. Before the full employment level, firms are allowed to be hired and demand stays, according to Keynes.

Metal Unions Vow 14% Rise — and a Deal

346 (136) 133 (184) (DM) 14/6/80

By STEVEN FRIEDMAN
Labour Reporter

ABOUT half a million workers of all races were awarded a 14% wage increase in negotiations between metal industry employers and registered trade unions yesterday.

Workers' holiday leave bonuses will also rise by 14%. The new rates will come into effect on July 1.

And, in an important development at the negotiations, the Steel and Engineering Industries Federation agreed to soften its controversial black labour guidelines, to make it easier for unions with black members to bargain with metal industry employers.

The negotiations were attended by 250 delegates, according to a statement issued last night by the metal industry's industrial council.

The changes to the Seifsa guidelines follow demands by registered unions, which complained that they were an attempt to "forestall black unionisation".

Registered unions were concerned about the guidelines because a number of them are now organising black workers.

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advised guidelines originally
for employers not to
register their factory
sources through their
agreed individual unions
will be allowed to deal
with them provided the
unions meet certain condi-
tions.

- That the union should have applied for Govern-
ment registration
- That the union's constitu-
tion should be approved by
the Industrial Registrar
- That the registration
application must have been
published in the Govern-
ment Gazette.

If these conditions are
complied with it will be the
individual employer's pre-
rogative to decide what rec-
ognition to grant the union
involved.

Employers will also be
able to deduct union dues
for unions which have com-
plied with the conditions.

These conditions will
make it easier for unions to
win recognition, but they
are likely to favour black
unions organised by the
existing registered unions in
the industry.

The wage award which
covers all workers in the
industry raises minimum
wages by 14% and provides
for a 14% increase in actual
wages.

Unions and employers
have also agreed to set up a
training board which will
co-ordinate the various
training schemes operating
in the industries and de-
vote attention to planning
and co-ordinating skills
according to the industrial
council's strategy.

The agreement will also
increase workers' holiday
leave bonuses by 14% and
increase employer and
worker contributions to the
industries' pension funds in
order to increase the bene-
fit offered by firms.

Mr Ben Nicholson direc-
tor for the Confederation of
Metal and Building Unions,
said it might be that unions
had wanted to raise mini-
mum wages.

He said the minimum
rates in these units were
substantially lower than the
actual rate paid and that
this meant that employers
were undercut skilled work-
ers already employed by
paying new workers
lower rates.

Paulus objects to 'baboon' charges

Staff Reporter 21/5/80

AN APPLICATION has been made to declare the two charges of crimen injuria against the Secretary of the Mine Workers Union, Mr Arrie Paulus, 50, null and void, a Johannesburg Regional Court heard yesterday

Mr M Mentz (for Mr Paulus) handed a written application to the court in which he objected to the charges on the charge-sheet as they did not include any offence

Mr Paulus is appearing on a charge relating to an instance in which he allegedly said "All blacks are baboons"

His alleged remarks appeared in a New York Times report on June 3 last year under the headline "Should American Business Pull Out of South Africa"

On another charge, Mr Paulus allegedly impaired the dignity of a Vaderland reporter, Mr Matthys Verster, and members of the editorial staff of Post

It was also alleged that he impaired the dignity of Dr Nthatho Motlana, chairman of Soweto's Committee of 10

Mr Paulus has not pleaded to the charges

According to Mr Mentz, the newspaper report did not contain full extracts of what Mr Paulus said and the charge-sheet contained only extracts of the alleged statement

Mr Mentz said, on a point of law, it was impossible to have injured dignity of the people mentioned, or of the blacks of South Africa, or of a group of blacks

The hearing was postponed to August 15 and 16 for trial

Mr F Z Krynen was on the bench, and Mr F Strydom prosecuted

Building unions in 'change of heart'

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By Sleg Hannig
Building trade unions in the Transvaal have admitted a number of blacks into semi-skilled positions in spite of an employer spokesman's claim that they are refusing to do so. The claim by Mr Z L "Basie" Pretorius, director of the Witwatersrand Master Builders' Association, was disproved on Friday.
"Contrary to all expectations, we had reasonable co-operation from the trade unions on Friday," Mr Pretorius confirmed today.
He said nine employers' applications for the use of

semi-skilled "Grade I" operatives were passed and three were rejected. He attributed this to a change of heart among the unions.
Mr R Beech, general secretary of the Amalgamated Union of Building Trade Workers, said employers had decided on confrontation with the unions and were using every possible means to achieve this. He admitted that the unions had had a 'heated' meeting with employers the night before Mr Pretorius issued his statement on the subject.

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Mr Cornelius

Mr Andries Cornelius will not lose his job as a freelance news reader on SABC-TV now that he has become an official of the controversial Mineworkers' Union.

Asked how his new job affected his position at the SABC in view of the fact that the union has featured prominently in past news bulletins, SABC spokesman Eric van der Merwe said

"Mr Andries Nornehus is employed for his ability as a news reader

"Because he is a free-lance we are not interested in what he is doing for a living"

Mr Cornelius has succeeded the Mineworkers' Union's recently retired welfare officer and will also act as legal adviser to the union.

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MWU is heading for clash — expert

Pretoria Bureau

Confrontation between the Bophuthatswana Government and the white Mineworkers' Union was predicted in Pretoria today

Strong retaliations to union "blusterings" were predicted by Mr Jeremy Nel, general manager of manpower resources of the Johannesburg Consolidated Investment Co, Ltd

He was addressing a seminar on black labour advancement organised held by the University of South Africa School of Business Leadership.

Mr Nel said that following Bophuthatswana's independence, Rustenburg Platinum Mines would negotiate with the homeland government for a new order with the various trade unions

Mr Nel said that black leaders, although educated and responsible, might not have enough industrial relations experience to realise that union leaders "are merely playing to the gallery"

"The Mineworkers' Union leaders, on the other hand, cannot allow themselves to be seen to be capitulating to the black leaders." Mr Nel said

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Arrie in the lions' den

Arrie Paulus, head of the 18 000 strong Mineworkers' Union, is one of the most powerful of the ultra-right-wing whites. In the eyes of many blacks he is also the most notorious. His reported comparison of blacks with baboons led to massive anger in the black press, and has now landed him in an historic criminal prosecution — he is being charged with insulting the entire black population of the country. How does his line go down with the Afrikaner intelligentsia?

The Rosebank Hotel doesn't look much like a lions' den, but it must have felt like that to Arrie Paulus after he ventured there one evening last month to preach the gospel of white resistance to a group of mainly Afrikaans-speaking professional people and businessmen.

Paulus got an even rougher ride than the Soweto Committee of Ten and the Teachers Action Committee did when they spoke to the same group just before the big '77 crackdown.

His basic story was straightforward. The capitalists and the liberals were after only one thing: cheap labour.

In the old days this plot had been foiled by the labour legislation. But now — he says it as an accusation — there is the same protection for everyone. 'There is no, I repeat no specific law which protects the white worker.'

The government claimed to protect white workers by banning unjust employment practices. But this was no help. An employer might indeed be penalised if he dismissed a white worker *because* he was white for the sake of replacing him by a lower-paid black. But if the employer was slim — 'and there are many slim people these days' — he would get around this with no difficulty.

Already the Anglo-American Corporation had drawn up a set of future job scales, which were lower than current rates, proving that they intended to get rid of whites and take on blacks at cut pay. (Anglo sources confirm that some future scales are lower than at present but say this is because those rates are artificially high — all new future employees black or white, would be on the same rates.)

These things had gone from bad to worse, said Paulus. The draft bill for last year's new labour laws had allowed white unions to veto blacks from getting on to Industrial Councils. But that had been overtaken by a right of appeal.

Legalising black unions was in itself treason, he said, not for the first time. (But whereas when you read this 'treason' line in the newspapers it sounds like mere

rhetoric when you hear him say it you realise he means it.)

The government gave the excuse that this brought black unions into the framework of labour control. But this was hollow. There was no law to compel black unions to register or to force them to disclose overseas funding. Mangoch and Matanzima prohibited trade unions but SA allowed workers from these 'countries' to join trade unions. Next they would also admit workers from Mozambique. 'What is the difference between Transkei and Mozambique?'

The government was allowing more and more mixed unions. Blacks would inevitably dominate these. Employers would listen to them and 'die blanke werker moet onder'.

If unions had black members then the blacks would say they wanted to change in the same changeroom as the whites. What could you say to that — 'He's paying your salary. You have to be honest and say Yes and fight for his rights.'

Paulus' entire argument rested squarely on the existence of the homelands. His repeated rationalisations were all based on the ability of blacks to enjoy their own rights in their own homelands. 'If I immigrate to the Transkei I will do what they tell me to. If they immigrate here, they must do what we tell them. But *all* blacks in 'white' South Africa were only there as guest labourers.

Then the questions. None of these were supportive, which was maybe not surprising — these were lawyers and university lecturers in there. But what was surprising was the degree of total rejection.

If employers want to get rid of whites, is that because blacks will do the same job at less than a fair wage, or because white workers are demanding a premium which they only command by excluding blacks? What do you do about blacks who have no homeland identity? What is 'white South Africa' anyway? What ethnic group are you from — shouldn't you go

back where you came from? Why allow whites and not blacks? What do you do about a Frenchman — why not the same about a Transkeian who is also as you see it a citizen of an independent State? What about a Black Frenchman and a White Transkeian? How would you feel if you were told you had no rights in the only country you had ever known?

Paulus maintained a calm face through it all but the answers grew increasingly muddled and the logic based on separate homelands collapsed into sheer racism. Simultaneously, the polite hearing he received at first drifted more and more to loud open ridicule.

Sure, he said, whites could hold their own in the job market, without union protection, as long as employers were honest. But honesty, it seemed, was difficult to define. Since 'the white' was more efficient than 'the black' employers should pay whites more. But in virtually the next breath he says that honest employers should pay the same rates, and not undercut.

The problem was not that whites were not pulling their weight, or that they had unionised themselves into premium rates. They did their duty but employers could get 'two or three or four' blacks to do the same job as one white miner, at less total pay.

The black states looked after themselves but excluded whites. Whites were entitled to do the same in their country.

The problem with work integration was that it would lead to social integration and that would lead to general integration. So what was wrong with that, several people asked. Paulus evidently had difficulty with the question, as if he'd been asked why it was a good thing to be honest. 'Then we are all at the same level' he replied, in the tone of one stating the obvious. Much of the audience applauded. Some shouted 'So what?'

All blacks had a homeland, said Paulus. They all identified with one or other tribe. ('They are South Africans', shouts someone from the floor, to general applause.)

Under heavy cross-examination from a



well-known advocate, the last vestiges of the citizenship, separate freedoms rationalisation disappeared entirely. Paulus conceded eventually that it all boiled down to nothing but colour. Black Frenchmen and white Transkeians were both red herrings. Colour counted and only colour.

Afterwards, the bar is open outside 'Dankie my ou arbeider', says one of the audience as he gets his drink from the barman, apparently trying to impress the others around him with some kind of irony. The barman doesn't seem to take notice.

Conversation is largely about how out-of-touch Paulus is, and about whether a predominantly Afrikaner group could have expressed such rejection of the Far Right, or such lack of faith in homelands, ten years ago, five years ago, two years ago.

The only black couple in the audience are frequently asked what they thought. The man says he's glad of the critical re-

sponse. The woman says Paulus' problem is that he hasn't met any educated blacks. He thinks all blacks are like the people he meets down the mine.

In the middle of all the discussion about him stands Arric glass in hand, back against a wall calmly and quietly fielding further attacks. He looks far from an ogre, more like a cross between the girl next door's favourite uncle and the guy you'd pick first to be on your side in a fight.

He is locked in a time-warp of history, his legitimate fears of undercutting and exploitation so blurred by the blatant racism that the sympathy his position actually deserves is lost beneath a blanket of automatic rejection. His real fight is with the employers. By making it look as if it is with blacks he loses.

As amiable as a Dr Jekyll he continues pressing his lost cause to an audience where volk has become verraaier and the people who by rights should give him the best hearing are so offended by his racism that they give him none at all. All the sociological schizophrenia of white South Africa is buttoned up beneath that neat, dark suit.



Frontline

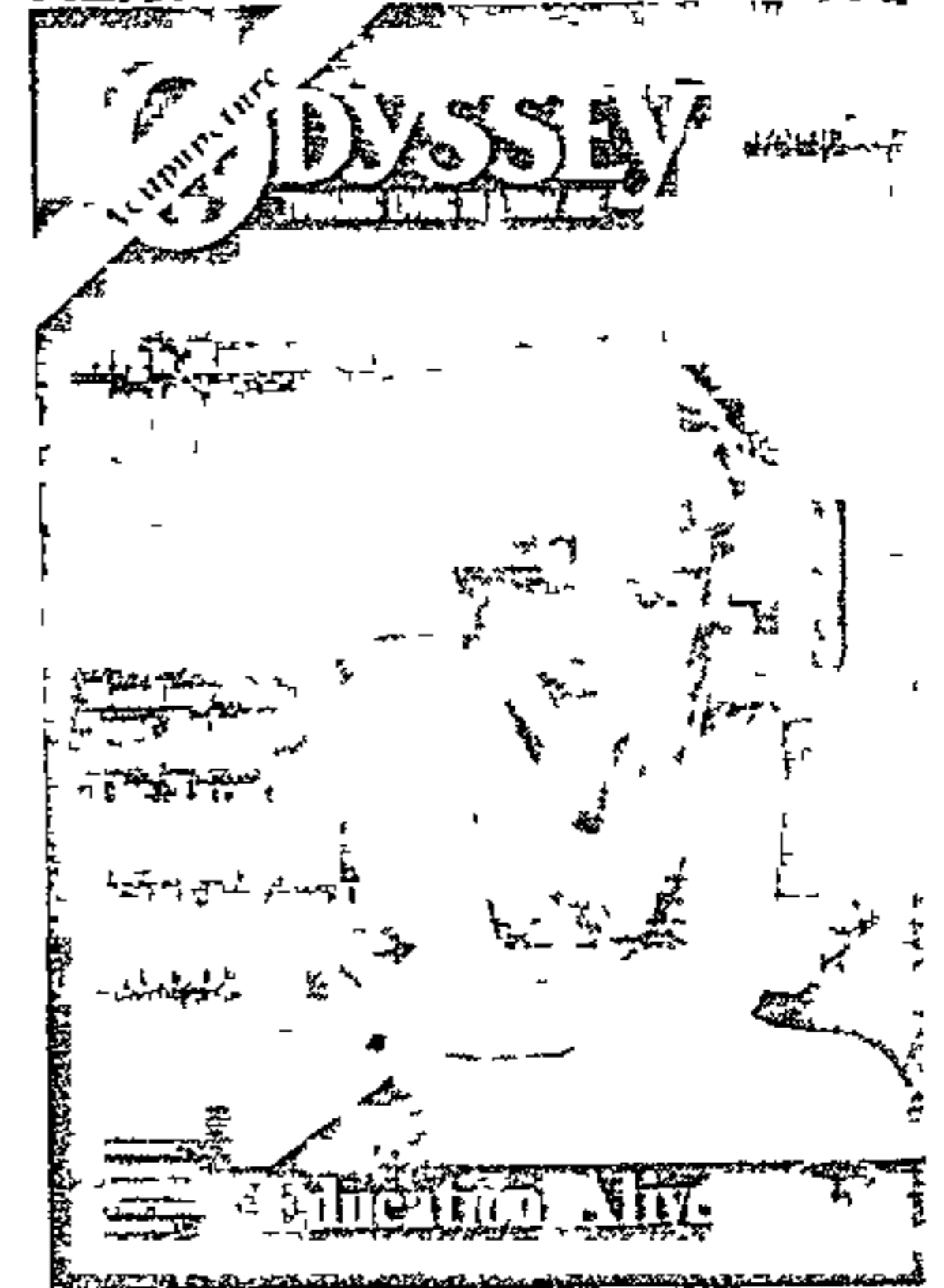
Vol 1 No 3

May/June 1980

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PUBLISHED by Saga Press (Pty) Ltd, 402 Dunwell, 35 Jorissen Street, Braamfontein. Postal address P O Box 32219, Braamfontein 2017. Telephone 39 6831, 39 2748.
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Right-wing bows to Wichahn reports

By Sieg Hannig

The right wing South African Confederation of Labour has bowed to the Government's strategy in accepting a conference over the Wichahn reforms.

This emerged from a brief statement issued yesterday after Sacla's executive committee debate on a report calling for the complete reversal of the major Wichahn reforms.

The statement said "After discussion of the report, the committee (which compiled it) was thanked for the work put into it and the matter was regarded as being closed.

Matters of importance are to be taken out of the report and discussed with the relevant Minister at the appropriate time."

One of the executive committee members who took this decision, Mr Sacla, a Boer of the Johannesburg Municipal Employees' Association,

commented "The effect of the resolution is that the report is dead."

Mr P J 'Arrie' Paulus, the most outspoken opponent of the Wichahn reforms and the convenor of the five man committee which compiled the confidential report, expressed his satisfaction with the outcome of yesterday's meeting.

The decision is not expected to win back the 42 000 strong South African Association of Municipal Employees, which resigned from Sacla a few months ago and is now trying to form an alternative body.

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Unions

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Paulus

report

ruling

By RIAAN DE VILLIERS
Labour Correspondent

IN WHAT appears to be an attempt to defuse conflict within its ranks, the executive committee of the conservative SA Confederation of Labour yesterday avoided a firm decision on the controversial "Paulus report", which led to the withdrawal of two unions and the threatened withdrawal of several more earlier this year.

The widely expected confrontation between moderate and Rightwing factions did not materialise, and spokesmen for both sides said they were "happy with the outcome of the meeting"

It seemed last night that the meeting avoided either firmly accepting or rejecting the report, drawn up by a sub-committee under the chairmanship of Mr Arrie Paulus, the Mine Workers' Union secretary, which urged the body to revert to total rejection of the Government's new labour dispensation.

Mr Wessel Bornman, the Sacol secretary, said yesterday that the meeting had "taken note" of the report and accepted that the matter was now closed. It further decided that relevant parts of the report would be brought to the attention of the authorities when the need arose.

Mr Brian Currie, president of the Federal Consultative Council of Railways Staff Associations, and one of the men who foresaw a showdown with Rightwing unions at the meeting earlier this year, said he was "happy with the outcome"

Railways unions would no longer consider withdrawing from Sacol, and his impression was that no other unions would either.

Mr Paulus also expressed his "satisfaction" with the outcome

Meanwhile, the SA Association of Municipal Employees, which withdrew from Sacol earlier this year, has not yet taken steps to implement a congress decision to form a new trade union co-ordinating body.

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(130) DM 4/6/80

Zurich: Beware the hungry

Pretoria Bureau

THE background for a further round of substantial wage demands was building up, the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said in Pretoria yesterday

Much of the benefit of the 12% wage increases granted to the country's 26 000 railway workers had been whittled away by the series of shock food price rises during the past four months, he said in a statement

Mr Zurich, who represents seven railway unions, said that by the end of the year, if the price spiral continued — and there were no signs it would

not — railway workers would be worse off than they were before the recent increases were granted

The past four months had seen increases in all Government administered food prices

"We estimate that this has eroded away at least 40% of the increased earnings," Mr Zurich said

He warned that the current unrest could be seriously aggravated by higher food prices. There were more than a million unemployed blacks in the country

"An idle, hungry labour force is an obvious threat to security and we believe the Government should devote more funds to bringing down the price of ba-

sic foods"

This, he emphasised, would be an investment in security, while at the same time making the high middle income groups give a bigger contribution through taxation to the basic welfare of the poorer section of the community

The secretary of the Artisan Staff Association, Mr Wally Grobler, associated himself with Mr Zurich's statement

He agreed that too little effort was being made to halt or slow down the price spiral

"Trade unions — and certainly the railway trade unions — must continue to press for increases to compensate for the spiral."

New demands, he said, could be expected next year

RDM 11/6/80 (270) (136) (176)

Rail unions bid for multiracial council

By GERALD REILLY
Pretoria Bureau

EFFORTS are under way to integrate coloured, Indian and white Railway trade unionists in a representative multiracial umbrella body

This was disclosed in Pretoria yesterday by the president of the Salaried Staff Association, Mr Brian Currie, who is convener of the special committee investigating closer contact with the Indian and coloured staff associations

He said "We are looking for a workable arrangement whereby we can eliminate the isolation of the seven white Railways staff associations

from the two coloured associations and the Indian association"

His committee will meet representatives of the coloured and Indian associations in Johannesburg on June 25

Mr Currie said the aim was to have recommendations on closer contact ready for submission to the half-yearly meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg early in July

An acceptable solution could be the extension of the federal council to include the three staff associations, he said

Depending on the council's

reaction, a meeting with Railways management would be held to discuss the final arrangement

At present the Railways has 25 000 coloured and 15 000 Asian workers

Asked whether there was any intention of closer liaison with the 126 000 black Railways workers Mr Currie said "Ultimately this is the intention

"But unlike the coloured and Indian workers, they are not organised into recognised staff associations"

The black workers had works committees and this made representative talks difficult, he said

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7/2

Next at a higher level.

Do they need that if arrangements is not equal to conditions that will be certain forces, forcing it towards equilibrium.

Racial crisis hits A labour body: 100 coloureds have enrolled

S TAK
11/7/80
136

By Sieg Hannig

A new crisis has erupted in the "white" South African Confederation of Labour (Sacla) with today's announcement that one of its member unions has enrolled 100 coloured members

This means that Sacla has to take the unprecedented step of expelling the union or, that it must amend its white constitution.

Either way, the move would resurrect the strong divisions which eased in May when Sacla's executive committee sidestepped a firm decision on a report calling for the reversal of the major Wiehahn reforms.

The union concerned is the 3 000-strong South African Technical Officials' Association.

Its assistant general secretary, Mr D J Bester, said today that the union had obtained the approval of the Registrar of Trade Unions to amend its constitution to admit coloureds "throughout the mining industry."

He said about 100 coloured members had been enrolled, so far.

No official comment was available from Sacla which lost its biggest member union earlier this year because of its right-wing stand.

CAPE TIMES 12/7/80
Amendment approved

JOHANNESBURG — The Industrial Registrar has approved the South African Technical Officials' Association's application to amend its constitution in order to accept coloured and Asian membership, the association's general secretary, Mr Harry Mallet-Veale, said here yesterday

Announcing the approval, which brings to an end the association's 56 years of exclusive white membership, Mr Mallet-Veale said 'This is the happiest moment of my life. We have been battling for this permission for the past three

years. ~~134~~ 136 ~~137~~
'Our entire membership is very pleased about the move to accept coloureds and Asians. What is more important is the fact that our coloured and Asian colleagues now have proper representation.'

Satoa caters for technicians in the mining industry and has a registered membership of more than 3 000 — Sapa

Political comment by A H Heard, G E Shaw, R A Norval, J V Scott, M P Acott and W P Harris, headlines and sub editing by A J Moth and V Alhadef, cartoons by A Grogan, all of 77 Burg Street, Cape Town

(136)
ADM 14/7/80

Labour group is under pressure

By STEVEN FRIEDMAN
Labour Reporter

THE all-white South African Confederation of Labour is faced with a dilemma which will place new strains on the organisation — one of its affiliates has received Government registration to recruit coloured workers and already has coloured members.

Most Rightwing unions belong to the confederation and its constitution stipulates that it is an all-white body. It must now either expel the union, the SA Technical Officials Association, or become a mixed federation.

Yesterday Satoa's general secretary, Mr Henry Mallett-Veale, said he could "only speculate" about the confederation's reaction to his union's new status.

He added, however, that the confederation said previously that it would "kick us out if we became registered for coloured workers."

Satoa, which represents about 3 000 workers, represents officials on the mines. Recently, the Underground Officials Associations, received Government permission to organise all races, but into separate branches.

Recently, a former secretary of the confederation, Mr Wallie Grobler, predicted that other confederation unions would be forced to consider organising black and coloured workers if they wanted to survive.

Mr Grobler, whose union has left the confederation, predicted that the confederation could go out of business if it stuck to its whites-only policy. He said that the confederation's constitution stipulates that it must be disbanded if its membership falls below 100 000.

The confederation was recently rocked by the decision of the giant South African Association of Municipal Employees to withdraw SAAME's president, Mr Attie Nieuwoudt, was also the confederation president.

White union group delays decision

Labour Reporter

A MEETING of the all-white SA Confederation of Labour's management committee yesterday briefly discussed the fact that one of its members has admitted coloured workers, but did not take a decision on the matter.

Observers regard this as a crucial issue which could further split the white trade union movement — which was wracked by dissension earlier this year.

Sacla's secretary, Mr Wessel Bornman, said yesterday that the issue would probably be discussed at the confederation's next executive committee meeting, which is due in late August.

The confederation, which has major Rightwing unions in its ranks and regards itself as the spokesman for white workers, is facing a dilemma posed by the fact that one of its affiliates, the SA Technical Officials' Association, has begun recruiting coloured members.

Sacla's constitution restricts it to white workers only and the organisation will now either have to change its constitution to open the organisation up to other races or expel the technical officials.

Railway unionists in the confederation have suggested that they have no objection to a confederation union admitting other races, while Rightwing unions like the Mine Workers' Union are sure to object.

Mr Bornman said the issue had been raised at the management committee's meeting, but said this committee was unable to decide on the issue because it involved a decision on Sacla's principles, which could only be taken by the organisation's executive.

He said he expected the issue to be discussed at the next Sacla executive meeting.

He also said the confederation had not yet been officially notified by the union that it now had coloured members. "All we are aware of is what has appeared in the Press," Mr Bornman said.

He added that he could "not even begin to speculate" on the executive's likely reaction to the technical officials' move.

The Technical Officials' Association's general secretary, Mr Henry Mallet-Veale, has said that his union will not alter its decision to admit coloured workers, whatever the confederation decides.

Clash looms in labour group

By STEVEN FRIEDMAN
Labour Reporter

A CLASH appears to be looming in the white labour movement over the decision by a member union of the South African Confederation of Labour to admit coloured workers.

Recently, the SA Technical Officials' Association announced that it had begun recruiting coloured workers after receiving Government permission to do so.

The Rand Daily Mail reported at the time that this placed the confederation — to which only white unions may belong — in a dilemma with far-reaching implications for white labour.

Now Mr Arrie Paulus, general secretary of the Mine Workers' Union, has warned that his union will leave the confederation if it allows a multiracial union to remain a member.

He called on the technical officials to leave the confederation of their own accord before the issue came to a head.

However, the Technical Officials' Association's general secretary, Mr Harry Mallet-Veale, said his union had no intention of leaving the confederation voluntarily. "We will wait and see what happens," he said.

The technical officials' decision to admit coloured members leaves the confederation with two alternatives.

It can either expel the union, thus retaining its all-white status, or agree to become *de facto* a multiracial body by turning a blind eye to the technical officials' new status.

Railway unions in the confederation have already indicated that they will not object to a multiracial union belonging to the organisation and the mine workers' warning raises the

possibility of a new conflict in the confederation.

The confederation's executive will discuss the issue on August 26.

In the latest issue of his union's journal *The Mineworker*, Mr Paulus refers to speculation that his union and the White Building Workers Union, led by HNP stalwart, Mr Gert Beetsge, would leave the confederation if the technical officials were allowed to stay.

"We do not know what the white building workers will do if multiracial trade unions are allowed unconstitutionally to stay members of the confederation but the white Mine Workers Union's position has not changed.

Whether it is discrimination or not, we serve and represent the white man and will not belong to a multiracial organisation," Mr Paulus wrote.

The confederation's constitution restricts it to white workers and only a congress of the organisation could change that.

The day the technical officials received permission to admit coloured workers they should have realised that they are no longer welcome in the confederation and could not constitutionally belong to it," Mr Paulus said in his article.

He appealed to the union to "withdraw from the battle with honour" by leaving the confederation before the executive meeting.

Mr Paulus accused the Press of trying to destroy the confederation and added: "These days it is a scandal to be white and the white man is expected to play the scapegoat for all problems in the labour field where those of another colour crop up."

Sacla expels mixed union without voting

(136) STAR 26/8/50

By Sieg Hannig, Labour Editor

The "white" South African Confederation of Labour (Sacla) will remain white — at least for the time being.

In a major victory for arch-conservatives within Sacla, the executive committee today expelled a member union which had enrolled coloured workers.

The powerful and reputedly verligte railway unions made no move to oppose the expulsion of the 3 000-strong SA Technical Officials' association.

The decision was not put to the vote.

Indications are that there are still divisions on aspects of the Wiehahn reforms within Sacla.

But the verligte faction clearly decided today to leave these in abeyance for the present.

The general-secretary of the SA Technical Officials' Association, Mr H Mallet-Veale, said: "We have been expelled."

He reserved further comment until he had discussed the matter with his executive committee.

Two conservatives, Mr P J "Arrie" Paulus and Mr Gert Beetge, declined to comment as they left today's meeting in Pretoria.

Sacla's secretary, Mr Wessel Bornman, said: "Mr Mallet-Veale's case was not heard as his organisation was considered as no longer being a member of the confederation in terms of the (white) constitution."

He said there were no proposals to ammend the constitution.

Mr Bornman confirmed that "there will be no policy changes."

Asked to comment on a claim that Sacla's membership had fallen below 130 000, Mr Bornman said: "After the resignation of

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the South African Association of Municipal Employees (Saame) our membership was still close to 200 000

Saame, which represents 42 000 workers was the first of four unions which resigned from Sacla voluntarily this year. The second was the Durban Municipal Employees' Society and two more followed during the past week — the National Association of Furniture and Allied Workers, and the Johannesburg Municipal Employees' Association (JMEA)

Informed sources say moves are afoot to form a new labour federation, but so far nothing concrete has emerged



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Strength drains from Sacla

By Sieg Hannig,
Labour Editor

Another resignation from the "white" South African Confederation of Labour (Sacla) came today on the eve of a crucial meeting which is almost certain to lead to further losses of membership

The National Association of Furniture and Allied Workers is leaving Sacla to merge with the mixed (coloured and black) National Union of Furniture and Allied Workers

Tomorrow Sacla's executive committee meets to decide whether to call a congress which would adapt its exclusively

"white" constitution to recent labour reforms, or expel the SA Technical Officials' Association which has opened its ranks to coloured members

A decision to adapt could result in the immediate resignation of the Mineworkers' Union (MWU) whose leader is Mr P J "Arrie" Paulus

If the MWU leaves, the equally conservative White Building Workers' Union is almost certain to follow suit, causing a total loss of about 25 000

But the losses resulting from failure to amend the constitution are thought likely to be far greater —

possibly enough to reduce Sacla's ranks from about 140 000 to below 100 000, the point at which its current constitution calls for Sacla's dissolution

Already Sacla has lost its biggest union, the 42 000-strong South African Association of Municipal Employees, because of Sacla's "increasing conflict" with the Government

The outcome will have a crucial effect on the confrontation which Mr Paulus saw as likely to develop this year between the white worker and the National Party

⊙ Page 23 — We are here to stay, says union leader.

26/8/60 RDM (136)

A crucial decision for confederation

Labour Reporter

A MEETING of crucial importance to the future of the white labour movement takes place today.

At the meeting, the executive of the all-white Confederation of Labour will have to decide whether to expel a union which has decided to admit coloured members. Some sources believe the meeting could be "stormy".

If it does not expel the union, the 3 000-member SA Technical Officials' Association, the confederation will have become multiracial, at least *de facto*.

Labour observers regard the meeting as crucial for the white labour movement as they believe white unions will increasingly have to consider admitting members of other races or face the threat of becoming unrepresentative in their industries.

A former secretary of the confederation, Mr Wallie Grobler, said recently that white unions would increasingly have to consider opening their doors.

The issue could also lead to a further split in the confederation, which lost the 42 000-member SA Association of Mu-

nicipal Employees earlier this year.

The Mine Workers' Union's general secretary, Mr Arrie Paulus, has already made it clear that his union will leave the confederation if it sanctions the Technical Officials' move. It would probably be joined by the White Building Workers Union, whose general secretary is HNP veteran, Mr Gert Beetge.

Railway trade unions have, however, indicated that they have no objection to the Technical Officials remaining part of the confederation.

It is likely that the confederation's leadership will make an attempt to avoid a split at the meeting. The organisation's constitution compels the confederation to dissolve if its membership falls below 100 000.

Recently, the Technical Officials' Association announced it had received Government permission to enrol coloured workers on the mines. This meant that it no longer conformed with the confederation's all-white constitution.

Its announcement re-opened tensions between white confederation unions, which have existed for some time, and came to a head again when the municipal employees left.

Since then, the confederation has tried to avoid division in its ranks but the dilemma posed by the Technical Officials cannot be resolved in this way.

"A decision can't be avoided. Either we agree to change our constitution to go multiracial or we don't," a confederation source has said.

Mr Paulus has already called on the Technical Officials to leave the confederation of their own accord. He argued that the union had violated the confederation constitution and should therefore withdraw "with honour".

A small union, the 700-member National Association of Furniture Workers, which announced earlier this year that it would merge with a coloured union, has decided to take this course and has withdrawn from the confederation.

But the Technical Officials' Association's general secretary, Mr Harry Mallet-Veale, has made it clear that his union will not leave voluntarily, thus posing the confederation with a crucial decision today.

Sacla faces collapse over squabbling on mixed unions

STAR
136
27/8/80

By Sieg Hannig,
Labour Editor

Sudden death threatens the South African Confederation of Labour after yet another postponement of a verligte/verkrampte showdown

"I cannot see the confederation surviving another congress without amending its constitution to admit multiracial unions," Sacla's top office bearer, vice-president Mr Brian Currie said today.

His statement takes the sting out of the major victory won by the right wing yesterday when the SA Technical Officials' Association was expelled from Sacla for admitting coloured members

Indications are that the verligtes failed to stand up for the expelled union because recent resignations from Sacla have whittled them down to a minority

The question now is

whether the verligtes can establish a majority for their point of view

If not, they could decide on a mass resignation which would kill Sacla.

Now all eyes are on the five railway unions which account for an estimated 56 000 workers and are known to be seeking closer ties with organised workers of other races on the Railways

It is thought unlikely that such ties are possible as long as they belong to Sacla with its "white" constitution

Clearly they must put the interests of their industry before those of white labour, it is argued

The Star has established from two reliable sources that Sacla's membership has dropped below 130 000 — dangerously close to the 100 000 mark where its constitution compels it to dissolve

Crisis continues in white labour body

136 Rom 28/12/60

By STEVEN FRIEDMAN
Labour Reporter

THE crisis in the white labour movement continued yesterday as the South African Confederation of Labour's secretary, Mr Wessel Bornman, acknowledged that Sacla's membership had been seriously depleted and that it could be forced to dissolve.

However, Mr Bornman vowed to continue the fight to keep the all-white confederation alive and suggested that the clause in its constitution, which forces Sacla to dissolve if membership falls below 100 000, could be scrapped.

This would enable the organisation to continue even if more of its members admit other races and are forced to leave.

Mr Bornman said yesterday that recent withdrawals had reduced Sacla's membership to "around 137 000" from a high of 200 000 some time ago. If this number fell to below 100 000, Sacla's constitution compelled

it to disband.

On Tuesday, the SA Technical Officials Association was forced to leave Sacla because it had decided to admit coloured workers in violation of the confederation's constitution.

Two other unions have left the organisation recently and some reports have claimed that Sacla may collapse because Tuesday's decision may force further resignations.

Most sources agree, however, that no new withdrawals from Sacla are likely. "Verligte" unions within Sacla acknowledge that Tuesday's decision was constitutionally correct and say they have no plans to leave the organisation voluntarily.

However, they add that other all-white unions, particularly those on the railways (who make up a significant part of Sacla), may soon be forced also to admit workers of other races for fear of losing their representativeness and would thus

be forced to leave the organisation.

As a result, Mr Brian Currie, a Sacla vice-president and prominent railway unionist, has said he will attempt to change the all-white clause in Sacla's constitution.

Informed sources also said yesterday that there appeared to be no new plans to form a rival conservative union body. The 42 000 member SA Association of Municipal Employees said earlier this year that it was planning to form such a body, but nothing appears to have come of this move.

Mr Bornman said yesterday that Sacla had been "reduced considerably" by recent withdrawals. "There is no point in hiding the situation," he added.

The SA Technical Officials' Association had been faced with "a genuine problem" and other unions could also be "pressed" in this way.

His own union, the 37 000-member SA Iron and Steel

Workers Union, had decided "never to consider admitting other races because multiracial membership creates a lot of problems." Mr Bornman said.

Other unions, however, particularly those in the public sector, could well be forced to open their ranks, thus depleting the confederation further.

One way out of this dilemma would be to scrap the rule that Sacla had to dissolve once its membership dropped below 100 000.

"This rule is a nuisance and I have campaigned for it to be scrapped. The unions who have left could return and I see no reason why we should disband because our numbers have temporarily fallen," Mr Bornman said.

He said he and his union would fight to continue the confederation. It has done a great deal for white workers and it would be sad to see it collapse now.

Paulus lashes out

FM 29/8/80

Moves by white unions to open their doors to black coloured and Indian workers have highlighted the conflicts in the white

labour movement. Not surprisingly, Arrie Paulus is once more in his role of leading the right-wing backlash.

Events this week pointed to the growing dissent between white unions who feel a need to "move according to the times" and those who are determined to remain exclusively white.

On Tuesday the South African Confederation of Labour (Sacla) expelled one of its affiliates, the SA Technical Officials Association, because the TOA had received government permission to open its ranks to coloured members. Sacla's constitution is restricted to whites only.

Although Paulus, general secretary of the 19 000-strong Mine Workers Union, welcomed the expulsion, it was not greeted with unanimous enthusiasm. The only unions to support the move whole-heartedly were the MWU, Die Blanke Bouwerkersvakbond and the Transvaalse Transportwerkersunie — out of a total of 20 unions.

Says Henry Mallet-Veale, TOA general secretary: "If the decision had been left to a vote, we would never have been expelled. The result was inevitable because the constitution had to be implemented, but the majority of the executive would have stayed the decision had it been possible."

Constitutional change

According to vice-president Brian Currie, steps to amend Sacla's constitution will be taken at the organisation's next congress. The chances of this appear high as Sacla's membership has shrunk from 250 000 three years ago to a meagre 119 000. Sacla's constitution states that the organisation must dissolve if it represents less than 100 000 workers.

At the beginning of the year the Durban Municipal Employees Association and the SA Association of Municipal Employees — with a total membership of 45 000 — withdrew their membership.

Mallet-Veale says the *verkrampte* elements within Sacla have forced affiliates to leave the umbrella body. He says white unionists, on the whole, are becoming more and more aware of the need to organise "the entire work force — irrespective of colour."

Meanwhile, Paulus has been baring his teeth in the MWU's mouthpiece *The Mineworker*. He attacked Boelof Coertze, general secretary of the independent Underground Officials Association because the union has opened its ranks to all black workers.

By opening the UOA's ranks, Coertze has paved the way for the abolition of the last remaining job reservation — Determination 27 which restricts the jobs of surveyor, sampler and ventilation official to whites.

The repeal of Determination 27 is presently being discussed by the Chamber of Mines.

"It's been apparent for some years that this association was prepared to surrender to a black majority," charged Paulus. "We are told that our officials are not happy with the mixed status of the UOA. Some shift bosses say nothing will come of it because the MWU members will refuse to work under black bosses."

Responding to the attack Coertze says: "People claim to be protecting the interests of the white worker. But we are convinced the only way to ensure the white man retains his position is to treat blacks in exactly the same way. We have to employ the whole labour force to survive. Wanting reservations is just foolish."

Knives out in labour battle

S. Times
136 3/16/60

By MARION SPARG

THE stage is set for one of the fiercest battles yet on South Africa's labour front between extreme right-wingers and so-called moderates who want to admit coloured people and Indians to South Africa's last all-white trade union body.

A split in the all-white South African Confederation of Labour (Sacla) is inevitable after the expulsion this week of one of its founder members, the South African Technical Officials Association (Satoa), because the association had gone multiracial.

Right-wingers like the controversial Mr Arrie Paulus and the veteran Herstigte Nasionale Party supporter, Mr Gert Beetge, are preparing to "fight all the way" for the survival of a white confederation



ARRIE PAULUS
"We'll stay white"

would be resurrected as a "radical right-wing organisation"

However, Mr Paulus was adamant that the confederation would remain white and would not dissolve.

"Why should I have to worry about a congress in 1982," he told the Sunday Times.

"The confederation will remain white in spite of all the threats"

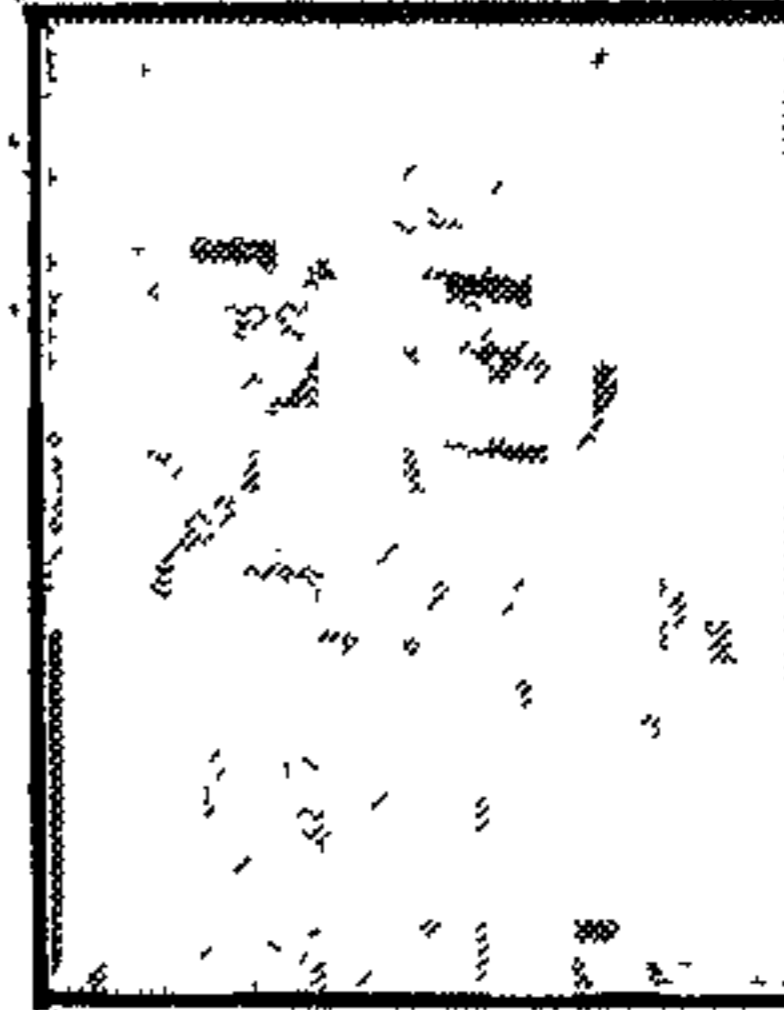
Mr Paulus said the unions who were considering admitting coloureds and Indians were "committing suicide and they know it"

"As far as the Mine Workers' Union is concerned we are white and will remain white. No one is going to tell us what to do"

"We will fight our way right to the end."

The secretary of the expelled technician body, Satoa, Mr Harry Mallet-Veale, said a new moderate, multiracial trade union body was "definitely on the cards"

Mr Mallet-Veale's 3 000-member union was expelled after it received Government permission to admit coloured people and Indians to its ranks



GERT BEETGE
Right-wing leader

He said the new trade union body would be middle-of-the-road.

"It's definitely on the cards and people like Mr Arrie Paulus will not be allowed to join," Mr Mallet-Veale said.

Moderates still appear confused about the actual support of right-wingers like Mr Paulus and Mr Beetge

Effort

Mr Currie said he thought he could count on about the support of half of Sacla's members in his effort to change the constitution.

However, Mr Mallet-Veale said the right-wingers were a "very small minority", even in their own unions

"Our expulsion was not an issue of voting at all"

"We were expelled on a technical matter regarding the constitution. If it had been put to the vote, we would have won."

He said it was "very sad that even in 1980 there are some people incapable of recognising that if men work side by side, they are entitled to equal representation."

Relax

However, Mr Brian Currie, Sacla vice-president, himself a leading railway unionist, said the all-white status of the confederation was "strangling it to death"

"As the shoe starts pinching, union after union will have to relax and give up its pure whiteness"

This meant that the unions would eventually be forced to leave the confederation

The obvious next step in the drama, says Mr Currie, is to change the constitution of the confederation to admit other races, or else move towards the formation of an alternative trade union body for moderates

Another danger facing the confederation is more unions quit was that it would have to dissolve itself if its numbers fell below 100 000 as stipulated in the constitution

Scrap

The "verkramptes" are, however, considering a move to scrap this clause from the constitution, thus effectively maintaining a white confederation, however small.

Although the moderates are to propose at the next confederation congress, about 18 months from now, that the body should reassess its white status, Mr Currie said he was "very dubious" that this tactic would succeed

He said moderates would probably be forced to quit Sacla, and the confederation

RDM

Writings is on the wall for white trade unions

2/19/80
136

Last week, the all-white Confederation of Labour lost a union which had decided to admit workers of other races. As a result, the white labour movement is under new strains. Labour Reporter STEVEN FRIEDMAN asks whether all-white unionism can survive.

Men like Mr Paulus argue that none of this would have happened if the white unions had forcefully blocked change. But his critics in the union movement argue that this strong stand is impossible. Even his own union, they say, once controlled 57 jobs and now have a monopoly over only nine.

CAN THE white labour movement survive?
The question is cropping up increasingly this year. And last week, new attention was focused on it by a small association of mine officials.
A short few years ago, the question seemed insane. All-white unions enjoyed the ear of the Government, the protection of legislation and a powerful bargaining position in many of the country's major industries.

They had ridden to power shortly after the war, when zealous groups of "Reformers", backed by the Afrikaner Nationalist movement, had launched raids on the then established union movement, attacking "liberalists" and "anti-Afrikaner elements".
The white worker had played his part in bringing the National Party to power and the reign of the white unions seemed unchallenged for as long as the NP continued to rule.

A great deal has happened since then, however, and now white unionists themselves are seriously asking whether the days of all-white trade unions, and with them the idea of a "white labour movement", are numbered.

Recent events in the all-white SA Confederation of Labour have, of course, served to raise the issue again in a fairly dramatic way.

Last week, the SA Technical Officials' Association, a 2,000-member union representing mine officials, had to leave the Confederation because it had begun recruiting coloured members.

The Confederation's constitution restricts it to white workers and, at a meeting last week, the union was told it had violated the constitution and could no longer remain a member.
The incident attracted a fair amount of publicity, but was only the latest in a series of

setbacks for the Confederation this year.

At the same meeting at which the Technical Officials left, the resignations of two other small unions, one in the furniture trade, the other representing Johannesburg municipal workers, were accepted.

The furniture union had left because it, too, was opening its doors to other races by merging with a coloured union.

Earlier in the year, the 42,000-member SA Association of Municipal Employees had left together with a union representing Durban municipal workers.

The Confederation's problems have been compounded by a much-publicised clause in its constitution which compels it to disband if the unions within it represent less than 100,000 workers.

Membership estimates at present range between 140,000 and 120,000 — both figures close to the ominous 100,000.

Even Confederation stalwarts like its secretary, Mr Wessel Borman, have acknowledged that the organisation is in deep trouble. And there are other senior Confederation men, like vice-president Mr Brian Currie, who believe that a change in constitution to admit workers of other races is inevitable.

Both accept that more and more white unions will have to open their doors to other races, thus falling foul of the organisation's constitution.

The Confederation's crisis is, really, the white union movement's crisis.

It has been the chief white union mouthpiece and was once a powerful force in backing job reservation and opposing black trade unions.

And, for much of its existence, it has been the labour grouping which is closest to the Government. For many years, its leaders could rely on a sympathetic ear in the corridors of power on issues ranging from black unionism to pensions.

Increasingly, however, developments have undermined the Confederation's position and that of the white labour movement generally.

The growth of the economy, and the skilled manpower shortage that went with it, made job reservation progressively less tenable.

There were simply not enough white hands to go around in most industries as the economy grew and whites moved off to more appealing jobs.

Employers were forced to promote black workers — not to compete with whites, but to

fill the gaps they had left. Often, they simply ignored the job reservation regulations that prevented them doing so.

At the same time, these developments began to drive a wedge between the Government and the white labour movement. Officials began to turn a "blind eye" to contraventions of the law and, by the early 1970s, Prime Minister John Vorster was prepared to say that the Government would not stop black job advancement in industries where the trade unions agreed to it.

White unions were increasingly faced with employer demands that they agree to allow blacks into previously "white" jobs.

In many cases, the unions could simply not find whites to occupy those jobs and were forced to agree.

New tensions grew up in the white union movement between those unions who were prepared to accept "controlled and orderly change", and those who favoured a united stand against any concessions.

The first group argued that the erosion of "white" jobs was inevitable and that, by agreeing

to negotiate on this issue, white unions could safeguard their future by controlling the pace of change.

The others — men like Mr Arrie Paulus — argued that change could be blocked permanently, as long as the white unions were resolute.

These divisions caused tensions within the Confederation. Two "verligte" rail unions left, saying the Confederation was too conservative. Then the White Building Workers' Union was forced to leave because unions feared the politics of its secretary, HNP man Mr Gert Beelge.

The same tensions were later to surface on the issue of black unionism.

While job advancement was proceeding apace, black unionism was taking off slowly but surely as black workers became more established in the urban work-force and began to see their bargaining-power growing.

All this was to culminate in the late seventies in the report of the Wiehahn Commission, which advocated the abolition

of job reservation and the registration of black trade unions.

The Government accepted the recommendations, telling white workers that they had nothing to fear. Nobody would take their jobs, and the new system had introduced new mechanisms to safeguard the position of "minority groups".

Minister Fanie Botha argued repeatedly that job reservation hadn't worked and that something more realistic was needed. Black unions, he said, were being registered to bring them under official control.

The report prompted new tensions in the Confederation. Once again, unions were split between those who did not fear the "new dispensation", and those who saw it as the end of the white worker.

In a stormy meeting, the Confederation's executive agreed to go along with the report by the narrowest of margins and an angry Mine Workers Union stormed out of the Confederation, but returned a few months later.

Very often, the divisions were based on the level of skill of the unions' members. Those with skilled members felt confident that they could compete. Those with semi-skilled members feared that their members would lose their one sure source of protection.

They had a point. The Government appeared to have decided that adjustments had to be made to protect the system — and that white workers were the people who would have to make those adjustments.
White workers who had been told for decades that they did

So the white union movement will increasingly adapt and will increasingly become part of a multiracial movement.

Many unions are, however, likely to seek to protect their position by constitutional mechanisms which seek to keep the unions under white control.

To name but one crucial example: Present industrial legislation lays down that established unions who become multiracial can do so in one of two ways.

They can apply for an exemption from one section of the Industrial Conciliation Act so that they can have workers but only if they are organised into separate branches and are not allowed to serve on the union executive.

They can also apply for a second exemption which allows them to have mixed branches and a mixed executive, which the Government appears prepared to grant.

But most unions which have become multiracial have not asked for this exemption and appear to want to maintain control by keeping executives in non-black hands.

Other unions have adopted clauses in their constitutions which forbid a worker to serve on the executive unless he has belonged to the union for a specified time. Some believe this is a device to deny the levers of power to the newer black members.

And some unions may even consider a device which has been tried by South West African unions which organised all black members into one branch

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2/9/80

not have to increase their skills because job reservation would protect them were suddenly told the Government would not support them any longer.

By removing the legal barriers, the Government had also increased the role of black workers in industry and allowed them to organise — albeit in a controlled way.

The very real threat of an ever-smaller and less representative white union movement began to loom. One of a union's most important functions is to control entry to jobs and this was now in danger.

The white union movement could either fight the trend and risk extinction, or try to incorporate black workers into "white" unions.

The dilemma has parallels with that faced by British trade unions during the last century. Then, the small "craft unions" were also faced with an influx of new workers who were becoming established in the factories.

Some took the "verkrampte" approach and simply tried to keep the new workers out. Eventually, they perished. Others decided to let the new workers in, thus remaining representative and keeping control.

It is precisely this choice which confronts the white union movement today. And it is for this reason that an increasing number of Confederation unions see organising other races as inevitable.

Once black unionism is officially approved and blacks are permitted to move into skilled jobs, those unions who do not respond by admitting blacks are going to speak for an ever-smaller section of the workforce.

while white workers belong to several branches. Each branch has two votes, thus giving whites — a minority in the union — a voting majority.

Even if constitutional mechanisms are not used, however, many white unions who are admitting black workers are obviously relying on the greater experience of the white leadership to maintain control over the union.

After all, the official bargaining system is extremely complex and bureaucratic and union leaders who have been operating within the system for decades obviously have an in-built advantage.

The hard-liners like Mr Paulus, however, argue that all these devices are doomed to failure. Some white unionists, they believe, are living in a fool's paradise, admitting black workers while believing they can retain control.

"Do you think those other races will be happy to let whites run the union?" one supporter of this argument says, going on to argue that the only guarantee of white worker security is an all-white union.

His question is a valid one. Black workers are not going to accept membership of unions in which they have no say.

The issue will increasingly become whether the white leadership of those unions is prepared to adapt to the new situation and share power — or run the risk of black workers losing interest in their unions.

The writing is on the wall. The days of an all-white labour movement are numbered. And, while the Confederation may survive as an all-white body, it can only do so at the risk of increasingly losing influence over labour affairs.

Trade unionist warns of strike danger in SA

MBV
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SAR
11/9/80

By Sleg Hannig
Labour Editor

Strikes would become a way of life in South Africa just as they were in England, Mr Gert Beetge, one of South Africa's most conservative trade unionists, predicted in Johannesburg today.

The last big strike in the building industry was 33 years ago and labour

peace had been maintained since because of South Africa's excellent Industrial Conciliation Act.

This legislation now had been replaced by new legislation for political not economic reasons and South Africa would pay the price, he told a productivity conference of the Building Industries

Federation.

The new legislation would not work and would have a big effect on productivity, Mr Beetge said.

He also attacked black pay increases which he said, had been out of proportion to productivity in recent years.

Mr Frans Barker, an assistant director of the National Manpower Commission, said the trouble in England was that labour relations were decentralised to the factory floor, unlike South Africa.

Seeing the advent of labour unrest, the Government had decided to extend the Industrial Conciliation Act to all races, because it had worked well.

There was no "new" labour law.

Mr Barker said that while black pay increases were high in percentages, the actual wage gap had increased from about R150 to more than R400 from 1970 to 1979.

Equal pay
call to
Railways

Labour Editor

DURBAN — The Railways' 22 500-strong Artisan Staff Association has called on the Railways to introduce "equal pay for work of equal value"

It would cost R200-million to close the racial wage gap immediately

That was why his union had given the Railways five years to close the gap, Mr Jimmy Zurich, president of the ASA, said in an interview yesterday

He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before

The decision was in line with the labour changes in South Africa

"We see the rate for the job (equal pay) as protection for whites and blacks alike," Mr Zurich said

But the "exploitation of black workers was our primary concern," he added

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial Trade Union Council of South Africa, Mr Zurich said

Both Mr Zurich and the ASA's general secretary, Mr Walho Grobler, are observers at TUCSA's annual conference here.

Another Railway union leader at the conference is Mr Piet Roodt, general secretary of the 9 200-strong Footplate Staff Association

"The question of joining TUCSA will be considered by the union's executive at a later stage," Mr Roodt said

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GENERAL NEWS

S.M. 8/10/50

Labour men walk out

By Sieg Hannig
Labour Editor

Racial differences between trade unions led to the walkout of three labour leaders from a multiracial trade union meeting in Johannesburg this week.

The clash of opinions has caused the suspension of a programme to promote understanding between leading employers and trade unions at consultations under the auspices of the Graduate School of Business Administration of the University of the Witwatersrand

The walkout took place after black labour leaders had held that blacks should be organised only by black trade unions, said the first man to walk out, Mr Ike van der Watt

Mr van der Watt, general secretary of the non-racial SA Boilermakers' Society, said. "They ask us to understand the problems of the black worker, but they don't want us to organise blacks non-racially.

"They have as much right to do this as white unions have to organise

whites exclusively.

"But they are not going to do this with my help."

Two others who walked out were Mr Jimmy Zurich of the Railways Artisan Staff Association and Mr Piet Roodt of the Railways Footplate Staff Association

They were among 42 unionists from 15 unions who attended the meeting at the graduate school on Monday

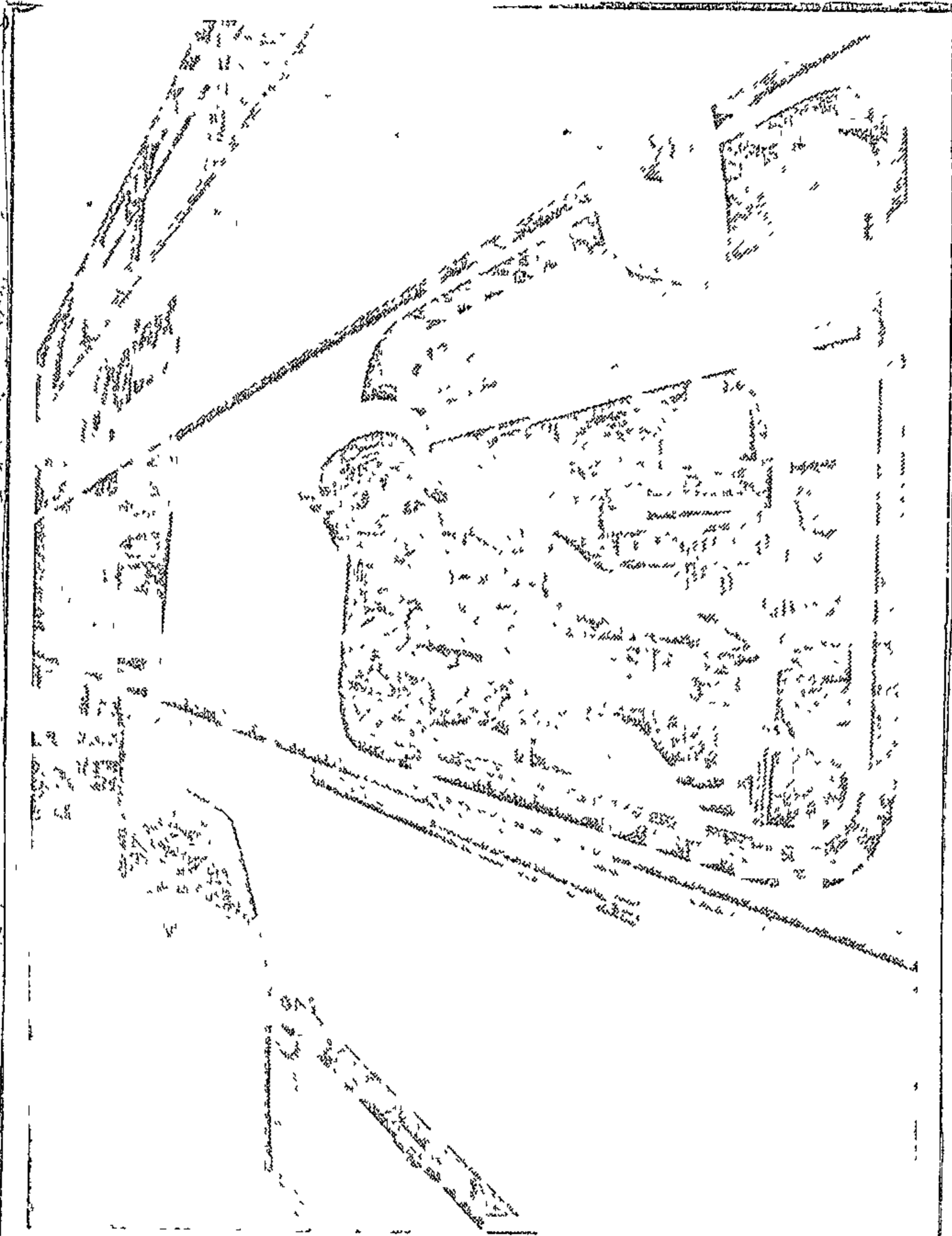
The purpose of the meetings was to exchange ideas and arrive at consensus on issues of com-

mon concern

In February considerable agreement had been reached on the regulation of industrial relations.

But it had been agreed that the two union groups should meet to clarify the apprenticeship question before a further consultation was arranged.

At the union meeting "it became apparent that not enough understanding had been reached on the different historical backgrounds and perspectives of the two groups," said the statement



Women bus drivers will have to fill in during Pretoria's driver shortage because the white union is blocking employment of blacks. Mrs E L S de Lange is one of 10 learner drivers about to complete a crash course

Picture ERICH HEINZE

Women bus drivers to keep union white

By JOUBERT MALHERBE
Pretoria Bureau

THE PRETORIA City Council has employed 13 white female bus drivers in spite of opposition from the drivers union and a serious unemployment problem in the city.

Mr Phillip Nel, chairman of the council's management committee, said yesterday that the white Transport Workers Union would block any attempt by the council to employ black drivers to overcome the shortage.

But Mr Nel added that if the driver shortage in the Pretoria transport department got worse, the council would definitely have to consider employ-

ing blacks.

In the meantime, 10 white learner drivers are completing a crash five-week or six-month course. Three have already qualified and are working schedules on Pretoria's 17 bus routes under the supervision of an experienced driver.

Commenting yesterday on the appointment of the women drivers, Mr D J Breet, secretary of the union, said he was opposed to the appointment of the women drivers. "It is not a woman's job," he said.

Mr Breet said the union would oppose any moves to appoint black bus drivers because they want to keep the union white.

The women were appointed following the "drastic staff shortage" experienced by several departments of the city council. Mr W H S van Niekerk, industrial engineer in the council's transport section, said yesterday.

Regarding the appointment of black bus drivers, Mr Van Niekerk said such a move was never considered by the transport section. It was a policy matter and the council had to decide on it.

Mr Nel said the main problem in the appointment of black bus drivers was that the union involved would not accept such a move.

"I can foresee no other problems in this regard," he said.

Union's leader favours all-race policy

By STEVEN FRIEDMAN
Labour Reporter

THE all-white South African Confederation of Labour (Sacla), to which major Rightwing unions belong, yesterday elected as president a unionist who favours opening Sacla's ranks to racially mixed unions.

He is Mr Brian Currie, president of the Salaried Staff Association, which represents railway workers.

Mr Currie was elected at a Sacla meeting yesterday. He is widely regarded as the unofficial leader of the moderate group within the organisation and his election is likely to be seen as a victory for Sacla's verligte wing.

It could also strengthen the position of those within Sacla who want to remove the decades-old, all-white membership stipulation in its constitution. Sacla is now the only union federation open to all-white unions only.

At the same time, however, Mr Arrie Paulus, general secretary of the Mine Workers Union, was elected senior vice-president of the confederation.

Mr Paulus is the leader of the Rightwing group within the organisation and has publicly stated in the past that his union would quit the confederation if it opened its ranks to multiracial unions.

Mr Bennie Reynecke, general secretary of the SAR and H Police Staff Association, was elected to the junior vice-presidency.

Earlier this year Mr Currie backed the idea of opening the confederation's constitution in order to allow unions with racially mixed membership to affiliate.

The confederation's present constitution restricts it to all-white unions and this clause was used earlier this year when a union which had admitted coloured workers was forced to leave Sacla.

Mr Currie and other white unionists have argued that white unions will increasingly have to admit members of other races and that Sacla could face extinction if it continues to bar mixed unions.

Mr Currie said yesterday that he did not believe his election held any significance for Sacla's future policy direction.

Confederation sources said yesterday, however, that his election "indicates that the majority of the confederation back the more moderate group."

The confederation has been particularly concerned over the past year to conciliate between its opposing factions, and the election of Mr Paulus to the No 2 post may be a further attempt to keep both viewpoints within the organisation.

The confederation's former president, Mr Attie Nieuwoudt, was forced to resign his post earlier this year when his union withdrew from the confederation.

(136) STAR
6/12/80
**Union conflict,
'change or die'**

By Drew Forrest
Two conflicting labour views came to the fore last night when the elections were held for the leadership of the all-white SA Confederation of Labour.

Mr Ben Currie was elected president of Sacla at the executive committee meeting in Johannesburg. The controversial right-wing unionist and secretary of the white Mine Workers Union, Mr Arrie Paulus, was elected vice-president.

Mr Currie, who is on the SAR and H Salaried Staff Association, told The Star the confederation "must change or die".

Sacla's constitution dictates that only all-white unions may belong to it and the body has been racked by division over

the Government's recent dispensations for black workers.

"Our affiliates can open their membership and still serve the white worker," Mr Currie said. "I see no clash of interests."

Already this year several unions which wanted to open their ranks to black workers have had to withdraw from Sacla or were forced out.

Mr Currie also said that the majority of Sacla members had shown by his election that they "would lean in the direction of change."

But Mr Paulus told The Star last night that Sacla would grow stronger as a result of the growing insecurity of white workers, especially in the light of intended reforms in labour laws.

INDUSTRIAL RELATIONS —

WORKERS ORG. — Confed.

18/11/82 — 18/21/18

RDM 28/1/81

Rightwing unions warn Govt of 'new 1922 revolt'

By ARNOLD GEYER

RIGHTWING white trade unions have warned the Government that there will be a repeat of the 1922 Rand Revolt if more rights are granted to blacks during the present Parliamentary session

Yesterday they told the Government any further "tampering" with white workers' rights in favour of blacks, and the scrapping of apartheid on any level, would be strongly resisted and would force them to resort to a general strike

These attacks emerged from the Mineworkers' Union annual general council meeting in Johannesburg yesterday

Officially opening the meeting, Mr Louwrens Muller, former Minister of Transport and Leader of the House of Assembly, said political power over South Africa, as well as the

Southern African sub-continent, should remain firmly in the hands of the Afrikaner and be defended "at all costs"

He also said Afrikaners had to be prepared for the day when negotiations, reasonableness and honesty no longer achieved this political goal

"The Afrikaner seems to have lost the desire to carry on the fight for that which is dear to him," he said

The acceptance by Mr Muller — an arch-enemy of the Prime Minister — to open the extreme Rightwing union's meeting has raised speculation as to his present political loyalties

The most fiery and outspoken address yesterday came from Dominee H B Senekal, the controversial Nederduitse Gereformeerde Kerk (NGK) minister from Bronkhorstspuit

In his speech, which was enthusiastically received and is bound to cause an uproar in the NGK, Ds Senekal urged all Afrikaners to 'fight to the bitter end' to resist integration in the labour, church, sport, cultural and public spheres

He added that any changes to present influx control and job reservation legislation would lead to the downfall of the Afrikaner, who had "shed precious blood for the country"

Warnings of the far Right's collision course against the Government were made by

● Mr P C C de Jager, president of the Mineworkers' Union, who urged all whites in the industry to join a general strike if blacks were granted blasting certificates, if mixed unions were forced on whites, and if more rights were grant-

ed to black workers as a result of amendments to the Mines & Works Act and further Wiehahn Commission reports

● Mr Attie Nieuwoudt, president of the South African Association of Municipal Employees (Saame), who told the meeting mixed unions would always be "strongly and actively" opposed. He urged all whites — not only the workers — to join all-white unions to fight for the "survival of the Afrikaner".

● Mr B S J Remecke, vice-president of the South African Confederation of Labour, which represents 18 all-white unions, who urged white workers to engage in an "all-out battle" against any further "integrationist" legislation passed by Parliament, particularly any further 'betrayals' coming from such commissions as the Riekert and Wiehahn ones

28/1/81
 Capitalists
 are given
 preference,
 miners told

If black mineworkers were ever allowed to qualify for blasting certificates in South Africa, the Government alone would be held responsible for the consequences — and I'm thinking in particular of 1922 — the president of the Mine Workers' Union told the general council of the union's congress in Johannesburg yesterday

Mr P C C de Jager reminded delegates that the sixth report of the Wiehahn Commission into Labour Affairs — he referred to it as "Wiehahn treason" — was due for release in Parliament in the near future and said delegates would be expected to take the lead on the various mines on reaction to the report.

"If the careers of white miners are to be jeopardised, they will look to you for leadership.

"And if you fail them, you will have disappointed our people in their most desperate hour."

CHEERED

Mr de Jager was cheered when he added "If legislation is amended to allow blacks to have blasting certificates, the Government alone will be responsible for the consequences.

"And I'm thinking in particular of 1922

"If blacks are given blasting certificates they will soon be mine captains and shift bosses and no job will be safe any more

"If you don't fight for your future nobody else will do it for you," Mr de Jager said

CAPITALISTS

He accused the Government of being unsympathetic to white miners and said the Minister of Manpower Utilisation, Mr S P Botha, apparently preferred to listen to capitalists and trade unions which insisted on favouring blacks.

This was in contrast with the Government which had assumed power in 1948 with the help of white mineworkers and which had taken note of what was said by white workers

He said the Wiehahn commission's reports had resulted in numerous amendments to labour legislation — all aimed at giving more rights to blacks.

"And we have heard that yet more amendments are to come before

R A van Rosenfeld.
 For the best work in third year.
 John Perry Prize

D H Pryce Lewis
 For the best work in fourth year.
 Osbourn Prize

S A Read
 For the best final year student.
 General J B M Hertzog Prize

D H Pryce Lewis
 of Professional Practice.
 Architecture (or Quantity Surveying) in the subject
 For the best student of
 David Haddon Prize

Miss C Tredgold
 in third year.
 For the best woman student
 Molly Gohl Memorial Prize

P A Rappoport
 1st, 2nd and 3rd major courses.
 satisfactorily completed
 For a student who has

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resulted in numerous amendments to labour legislation — all aimed at giving more rights to blacks.

"And we have heard that yet more amendments are to come before Parliament this session to give yet more power to blacks"

Mr de Jager said he had concluded that to live well in South Africa one needed a black skin

He warned that blacks would not be satisfied with a string of concessions until they had achieved political mastery of the country.

ARC

Miners see MWU as obstacle—survey

30/1/81 STAR
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By Bob Davies

Most of South Africa's white miners do not want their sons to work on the mines and accept that blacks will have blasting certificates although the miners say safety standards may suffer as a result.

This is the consensus of opinions of white miners with blasting certificates and white trainee-miners in the Transvaal and Free State on both gold and coal mines.

They told The Star in a series of informal interviews that they had accepted what they regarded as being the inevitable — that the tide could not be turned.

Interviews were conducted in change-rooms, working places underground, at meals and social gatherings in the past 1½ days in anticipation of a decision which has now been announced by the Mine Workers' Union after its General Council Congress which ended in Johannesburg yesterday.

Not one miner, with the notable exception of General Council delegates, said he believed blacks would not have blasting certificates.

All the miners asked not to be identified.

At its Press conference yesterday, the Mineworkers Union announced it would go on strike if

blasting certificates were granted to blacks in terms of the Government's labour reform programme.

The strike decision was unanimous by the 52 General Council members who were told by MWU president Mr P de Jager that white miners would look to them for leadership if the Wiehahn Commission's sixth report should recommend that job reservation be scrapped on the mines.

It was assumed at the conference that the commission's report would be tabled in Parliament in the near future.

However, in view of the April General Election,

the NWU yesterday urged the Government to release the report at once, "so that white miners know where they stand".

Mr Arrie Paulus, general secretary of MWU said if the Government accepted a recommendation that blacks be granted blasting certificates, "we will do everything in our power by peaceful means to persuade the Government to desist".

"But if we fail, we will immediately go on full strike".

In its interviews with white miners, The Star asked:

● Do you think black miners will ever have blasting certificates in South Africa?

● If so, will it be during your working life?

● If so, would the safety standards of mines be affected?

● Who or what is the obstacle preventing blacks from qualifying for blasting certificates in the near future?

● Would you let your son work on the mines?

The consensus of opinion was that blacks would sooner or later have blasting certificates.

Many miners admitted in some stopes blacks were already doing many jobs actually reserved for whites while the white miner spent most of his time at his "xox" box.

Many said the cream of the black workers now employed on the mines would be able to qualify for the certificates.

And the obstacle to blacks qualifying was seen by all to be the MWU. Arrie (Paulus) won't let it happen, they said.

Second Year

J A L Chapman

First Year

course.

For the best student in each year of study of the degree

Book Prizes

For the Building Industry National Development Fund

M R I Ness

structure and design.

For the best project in

R Stubbs Award

J G Kirkman

design work.

best use of bricks in his

For the student who has made

S A Brick Association Prize

Miss M F J Sandilands

first year.

For the best work in

Mrs. Thornton White Prize

(Continued)

ARCHITECTURE

RDM 5/2/81 (187) (35) (136)

Steel unions ask for immediate 20c rise

By STEVEN FRIEDMAN
Labour Reporter

REGISTERED trade unions in the steel and engineering industries have asked employers for an immediate 20c an hour increase for all workers — a move which could alter wage bargaining in the industry

The demand has been spurred by sharp rises in the cost of living and fears that lower-paid black workers may 'take matters into their own hands' if the increase is not granted, according to union sources

This call for an immediate increase also forms part of a proposal by the unions to restructure wage bargaining in the industry in an attempt to 'give credibility to' the official negotiating system

Steel and engineering industries employ about 500 000 workers. The unions' demand for an immediate 20c rise, which would raise the industries minimum wage by about 25%, will be discussed next week

Minimum wages in the metal industries are usually negotiated in the first half of each year. The new minimum comes into effect in mid year

But unionists say employers usually complain they have already granted increases at the beginning of the year and that the negotiated increase should be reduced to take this into account

They argue that this diminishes the credibility of industrial councils, key elements in the official bargaining system, because increases are seen to stem from a unilateral decision by employers

It is also claimed a "rigid" system of bargaining at a set time each year does not take account of swift changes in the cost of living

'Our mid-year demand is for rises ranging from 50c to 30c an hour. But employers could reduce this by the amount granted now,' a union spokesman said

'The difference would be that they would be reducing the mid year amount by a negotiated rate, not one they had unilaterally decided on'

Some critics argue that the industrial council system is too cumbersome to deal with the problems of lower-paid workers

'We support the existing system,' a unionist said. 'But if it

is to maintain credibility, it must be modified to suit changing circumstances. We see this more flexible system as a way of achieving this'

The unions are also suggesting that this year's wage agreement last for 18 months — until next December — rather than the usual year, and that automatic increases for next January and June be built into it

Both sides would have the right to call for a renegotiation of the wage rates while they were in operation. This would enable unions to call for new increases if members found themselves hard pressed, and employers to call for an adjustment if there was a downturn in the industry

A union spokesman said union demands were also aimed at narrowing the gap between the minimum wages agreed at industrial councils and the rates actually paid

'We hope by next year to be bargaining on actual wage rates, rather than on minimum rates which often have little to do with reality,' a union source said

This is also seen as an attempt to strengthen the credibility of bargaining within the official system

Although the law does not specifically deny teachers, nurses and police the right to join trade unions, it has been the custom in the past for them to belong to associations. Labour observers say that the difference between the two is one of semantics — no more

Paulus refuses to comment, however, on whether he has started recruiting members from these areas

White unionists are also speculating that Paulus may de-register the MWU and form a breakaway union outside the government's official industrial relations structure. This would allow him greater movement as he would then not be limited to one area of recruitment

But Paulus vehemently denies this. On his own home front he has launched

jobs "

He goes on to invite "those unhappy members to approach us. We want to help you to break away without endangering your present jobs "

One of only two remaining job reservation clauses on the statute books bars anybody but a white from doing work connected with sampling, surveying and ventilation. But, says Doc Coertze, general secretary of the UOA, companies may apply to the Minister of Manpower Utilisation for exemption from these job reservations. "If employers are certain that there are no whites to carry out the jobs, they may apply for exemption. Any union or association can object to these exemptions if they feel there are whites to fill the posts "

There is clearly a broader ideological battle being fought between the UOA and the MWU. Paulus accuses the association of failing to protect the jobs of the white workers because it is a "mixed union". He says he has had a good response from dissatisfied UOA members, and adds "We don't see why blacks should be brought into jobs for whites. There are enough whites and why when we have used blacks as labourers all along do we have to use them as anything else now?"

Coertze, however, says "Any sensible man accepts that change must come and that the mining industry cannot survive on white labour alone." He says the members of his association, with a few exceptions, accept this reality

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WHITE WORKERS

Solidarity? FM 6/2/81

Arrie Paulus, general secretary of the militant white Mine Workers Union (MWU), has called on "all whites to join one union". Paulus tells the FM that this is the only way "we can protect our jobs" and he says he intends organising teachers, police and nurses

Paulus's call was issued in the same week as the MWU's threat to government that white miners will strike if all discriminatory legislation is removed from the laws affecting the mining industry, and the week in which he directly attacked the Underground Officials Association (UOA) for failing to protect its white workers

Paulus faces certain constitutional problems should he try to break new ground in union organisation. According to the registration procedure, he may only sign up members in different areas of interest, other than the industry he is registered for — in this case the mining industry — if he applies for an extension of scope

This, he says, he will do. "Once we have 75% representation in any of the areas we will apply to the registrar for extension of scope. If no objections are placed and if no other union proves that it has greater representation, the registrar will have to accept the MWU is the representative of these people "

Paulus says he will approach white teachers, nurses and police because the law discriminates against them. "There are whites in this country who cannot join a union but government is going to extend trade union rights to migrant workers — black workers who come from communist states. If this isn't discrimination we don't know what is," thunders Paulus



Paulus . . . white workers of SA unite

a full-scale membership war for white mineworkers. Although it has been an ongoing battle in the industry, Paulus issued a direct threat to the UOA — one of three associations organising mineworkers — in the MWU's mouthpiece, *The Mineworker*, this week

He was once more objecting to the threat black workers pose to whites on the mines. In the lead article he referred to a recent notice issued at Western Deep Levels Ltd which states that "It has been decided by management in collaboration with the UOA to introduce Black Ventilation Recorders to work underground. It is anticipated to use these trained recorders with effect from January 8, 1981 "

He says "The time has come for the white members of the UOA to wake up. It must have dawned on them by now that their association will not protect their

'Unite like Poles' he tells mine workers

By Bob Davis

"White workers of South Africa, take note of what was achieved by workers who stood together in Poland," says Mr Arrie Paulus, MWAU general secretary

In The Mineworker, his union's journal, he says "Three cheers for the workers of Poland They achieved what others said was impossible

"And their message to the white workers of South Africa is that unity is strength."

He says Polish workers risked their lives for their cause and the results were the granting of free trade union rights, the rights to put their case on the news media, freedom of religious belief and a five-day working week

"Their only weapon was unity. Why cannot we in this country stand together to protect the white workers from the threatening dangers?"

White workers in South Africa must unite over the five-day week, the meagre pension of mining "oudstryders" (veterans), and the dangers awaiting in the Witswatersrand number six.

It is not yet known what recommendations the report will make, but we know that the other reports all pointed in the same direction — namely complete work integration.

It is probable that "scheduled person" will disappear from the Mines and Factories Act, meaning "that any person, also a black, will be able to obtain a certificate of competency."

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Davidson (Silver Medal)

Davidson

Davidson (Gold Medal)

Large Menzies Prize

Results of final

to the best male and Surveying or

ring.

Memorial Prize

student with the in Engineering

highest average year student

CHEMICAL

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I would like to thank the following people for their help:

Dr M.Hurwitz, Dr L.Irwig, Dr Pullinger, Dr N.Saxe, Mrs A. Ratcliffe, Professor L.Webster and Professor S. Zwi.

About 18000 Escom and Iscor employees are expected to join the all-white Mineworkers' Union because their jobs are open to all races.

Mr Arrie Paulus, general secretary of the Mineworkers' Union said yesterday the Industrial Registrar of Trade Unions had given permission for the MWU to receive members who were not miners

White workers from the Grootvlei, Arnot, Hendrina, Komati,

Highveld, Taaibos and Vaal power stations and from Iscor, Vanderbijlpark, had approached the MWU for membership after their own unions had agreed with employers in the engineering industry to scrap race differentiation in apprentice training.

Permission for Iscor workers to join the union had not yet been granted, but Mr Paulus expected soon to be able to announce the authorities had given consent.

Mr Paulus said "no comment" when asked whether his union would try to have job reservation restored in the engineering industry

"We now have official permission to extend the scope of our union which means all white workers in Balfour, Sasolburg and Middelburg, Transvaal can now join the MWU"

Requests had also been received from other power stations

Job bars scrapped so some apply to join all-white union

216
189
280
5/10/78
17/2/81

Railway police union to go multiracial

RDM 17/2/81

251
270
136

By RIAAN DE VILLIERS
Labour Correspondent

WHITE railway police are opening their trade union, the SA Railways Police Staff Association, to coloureds, Asians and blacks

The association is affiliated to the all-white SA Confederation of Labour and the move is likely to spark renewed conflict in strife-torn Sacla

In another development, a second of the seven railway staff associations, the SA Footplate Staff Association, disclosed yesterday that it had already attained official non-racial status and was recruiting workers of other races

It is one of two associations which disaffiliated from Sacla several years ago

Mr Bennie Reinecke, secretary of the police association, disclosed yesterday that it had taken a decision in principle to allow members of other races at its congress in April last year. This was not made public at the time

Constitutional amendments are to be presented to mem-

bers for ratification at a special congress next month

If these are accepted, the association will apply to the Minister of Manpower Utilisation for necessary exemptions

Mr Reinecke was reluctant to comment on whether the association aimed at becoming fully non-racial or maintaining separate branches for members of different races. He said he did not want to anticipate the constitutional amendments

But he said the constitution provided various sub-categories for officers, non-commissioned officers and other members and it was likely that further categories for members of other races would be added

The association has 2 900 white members and could recruit 3 000 policemen of other races if it opens its ranks

Mr Reinecke described the association's Sacla affiliation as a "difficult issue" and said it would have to disaffiliate from the co-ordinating body unless its constitution were changed to allow affiliates with mixed memberships

The association's move is likely to spark off renewed controversy within Sacla to which major Rightwing unions, including the Mineworkers' Union, are affiliated

Tension has been growing recently in Sacla as several of its unions have opted for multiracial status, thus falling foul of its constitution. The Railways Police Staff Association's move is likely to increase this tension

Some white unionists have argued that Sacla faces extinction if it does not allow multiracial unions to join. However, Rightwing unionists would rather it continue as a smaller, but uniracial, body

Meanwhile Mr Piet Roodt, secretary of the SA Footplate Staff Association, disclosed for the first time yesterday that the union had received Government permission to become fully non-racial in October last year and was recruiting members of other races

The 9 300-strong association's added membership potential is about 350

CHEMICAL

B F McLeland
J H Rens
D P Weeks
T J Cumming
P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

FACULTY OF ENGINEERING

Colour issue

threatens labour body

S.A. Industrial Worker 29/2/81

136

By Lynn Carlisle

COLLAPSE threatens the most powerful all-white labour movement in the country — the South African Confederation of Labour (Sacol) — and if the strife-torn co-ordinating body is forced to disband it will seriously weaken labour ranks

Informed sources say a showdown seems inevitable after the automatic forfeiture of affiliation from the 140 000-strong Sacol by several unions which opted for multiracial status

Regarded as the last bastion of all-white trade unionism, Sacol must automatically disband if its membership drops below 100 000 and sources point out that already "about half" the affiliates favour "mixed" unionism

Tension has again surfaced after Sacol vice-president Bennie Reinecke "crossed the floor" with his 3 000-strong SA Railways Police Staff Association last week. In December, the Mine Surface Officials Association had to disaffiliate for doing this

"If seems likely that other unions will ultimately do the same," says one source

With this threat looming clearer a congress is likely to

Therefore one of the biggest and oldest umbrella organisations in labour faces extinction while white unionists diehards are expected to continue as a much smaller unracial body.

"This will weaken the labour movement considerably," says another source, "it's the old adage divide and exploit."

It requires a gear change in the way the gearboxes are put together. It is a kind of token gesture for final assembly, a Karbonad (a kind of token) is passed to the gearboxes. When a component like a gearbox is called for, a component like a gearbox is called for. When a component like a gearbox is called for, a component like a gearbox is called for.

style in the care of able, outgoing, but otherwise unqualified, African women. Again, as in the experiment in mothering described in very young infants, children who had appeared mute and apathetic and even mentally defective when confined to their cots were soon walking, talking and assertive.

4. Social Interviews.

It seemed irresponsible and certainly ineffectual to discharge children into conditions which were likely to cause relapse without the most stringent precautions. To this end a careful, informed interview, time consuming though it was, was regarded as an integral part of the realistic management of malnutrition.

Such an interview helps to define children at risk who need specially close supervision and may suggest helpful actions such as applications for old-age, disability, widows or foster grants and maintenance from errant fathers.

Social aid is unfortunately limited by an inadequate social budget, so that grants can only promote recipients from destitution to poverty. There are long waiting periods after application for grants, and their administration is often arbitrary and easily abused.

This interview also offers an opportunity for contraceptive advice.

5. Contraception.

Childhood malnutrition is often ascribed to big families and contraception prescribed as its main remedy. This is an over-simplification.

Thus in the Ciskei the average number of living children in MN and UN groups was 3,5 (3,1 in the UN group) and six out of ten children were either first born or had no more than two siblings (seven out of ten in the UN group). Interestingly very big families with six or more children occurred with almost equal frequency in all groups (one in six) and probably reflects the need for a certain degree of family integration and support to achieve such a big number. Any meaningful discussion about malnutrition and family size must obviously take into account farming resources. Thus in the recent past, families of eight or ten children were commonplace in prosperous communities but malnutrition was not. Conversely families with malnourished children are usually so poor that they cannot even feed one or two children adequately.

Malnutrition is however associated with unwantedness, if illegitimacy, desertion by at least one parent, and failure to provision for the care of a child, are accepted

illegitimacy and malnutrition are strongly associated simple casual relationship. Illegitimacy results casual, careless sexual relationships and malnutrition irresponsible and negligent parenting are each the disorganisation and the basic solution for each. Nevertheless contraception can independently block economic disruption and prevent their escalation. malnourished children are unwanted and the product it is only necessary to prevent these to bring me

Unfortunately, while stable families in which children unlikely readily accept and even seek contraceptive and persuade people outside a supportive family are likely to become malnourished. In these circumstances a demonstration of real interest of the client offers the best hope of acceptance to be to co-ordinate nutrition and contraceptive child's nutritional status and needs and the mother at regular intervals. The provision of milk for incontrovertible evidence of interest in her child climate for acceptance of contraceptive advice.

Thus in a nutrition service caring for about 100 accompanied their children were using contraceptive important to provide contraception on the day we set later appointments as many then did not return because less than half of malnourished children are mostly in the care of relatives past reproduction Malnutrition results from the failure of parents for their children. When this happens the wider willing to fill the gap. Thus hospitals, as age do not admit malnourished children, although with There is an extreme shortage of children's homes abused and neglected children, and those that do because society does not vote them sufficient fu

'Whites suffer as black wages rise'

Labour Reporter

Bridging the wage gap between black and white workers was being done at the expense of the white worker whose standards of living were suffering as a result

This was said in the editorial of the February issue of "The Indicator," which is the journal of the SA Engine Drivers', Firemen's and Operators' Association

The association's general secretary, Mr T C Becker, said they did not begrudge other racial groups achieving increases in wages and living standards, but they did object that it was being

done at the expense of the white worker

Association members were tired of hearing that inflation resulted from wage increases without an increase in worker productivity, because black workers recently had major wage hikes without any corresponding productivity increase while white workers had no suitable increases

"The workers are in any case, sick and tired of the allegation that the worker and his wages are the main cause of inflation, whereas we know that the worker is only the victim of inflation," the editorial states

STAK 26/2/68

Blacks being trained to take over, says Paulus

5/14
9/3/81
D.A. 136

By Bob Davis

Black team leaders are being groomed by Anglo American Corporation for jobs from which they can be promoted to take over responsibilities from whites

This claim has been made by the Mineworkers' Union, which says the move is under way at the President Steyn gold mine and is being undertaken "in preparation for the recommendations of the sixth Wiehahn Commission report"

Anglo American chair-

man, Mr H Oppenheimer, is on record as saying no white jobs would be taken over by blacks on any of the corporation's mines

MWU general secretary Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production

He says the union was alerted to the situation by members at President Steyn gold mine who were invited to help grade team leaders with a poten-

tial for mining operations

Selections were made on the basis of question-and-answer sessions. White miners quizzed blacks on what they would do in given circumstances

The questions included theoretical problems on increasing production

The MWU claims it learnt that black team leaders selected by white miners were to be placed with miners who had poor production records

The mine manager said no one was better quali-

fied than white miners to select promising black team leaders, Mr Paulus says

"It is certain that if production is increased, the honour will go to black team leaders. The black worker will then be regarded as some sort of expert on increasing production"

Mr Paulus says there are situations in which even the most competent miners cannot produce well. He claims mine management is using a ploy to place blacks with the most competent whites so that blacks may benefit from the experience

"This will open the way to using blacks in place of white miners — in the very place where they were trained," he said

"Mine management will put it to us that one of our own MWU members declared the black to be competent"

Mr Paulus warned miners to be on the alert for attempts by mine managements to prepare for black advancement after the sixth Wiehahn Commission report had been tabled

587 (24/10/12) (136) SUMMITAN 10/3/87

'It's a black takeover'

BLACK team leaders are being groomed by the Anglo American corporation for jobs from which they can be promoted to take over responsibilities from whites.

This claim is made by the Mineworkers Union, which says the move is underway at the President Steyn Gold Mine and is being undertaken "in preparation for the recommendations of the sixth Wiehahn Commission report."

Anglo-American chairman, Mr H Oppenheimer, is on record as saying that no white jobs would be taken over by blacks on any of the corporation's mines but MWU General Secretary, Mr Arrie Paulus says selected black team leaders are to be placed in positions from which they are to help white miners increase production

He says the union was alerted of the situation by members of the President Steyn Gold Mine who were invited to help

select team leaders with a potential for mining operations

The selections were made on the basis of questions and answers sessions (in which the white miners quizzed blacks on what they would do in given circumstances or crises in actual mining operations.

The questions include theoretical problems on increasing production.

On investigation, the MWU claims it learnt that the black team leaders selected by white

miners were to be placed with miners who had poor production records.

The mine manager pointed out that no one was better qualified than white miners to select promising black team leaders, Mr Paulus says

Mr Paulus said yesterday he respected Mr Oppenheimer's right to his own point of view as stated, but he remained convinced that the management at the President Steyn Mine were preparing for black advancement

Inter-union tension erupts in public row

RDM 18/3/81 (129) (136)

By STEVEN FRIEDMAN
Labour Reporter

GROWING tensions between white and mixed unions came into the open yesterday as two of the country's most influential registered trade unions clashed publicly

Yesterday, the general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers Union that white boilermakers wanted to leave the union because it had opened its doors to black workers

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that

white workers are becoming increasingly unhappy with other established unions

The Boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union, of telling Boilermakers' members that "the union is no longer interested in white members and that it is concentrating exclusively on blacks"

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, *The Mineworker*, by its general secretary, Mr Arrie Paulus

Mr Paulus asked whether all the Boilermakers white members were happy to belong to a

mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines

This agreement gives registered unions in the mining industry a "closed shop" — workers in specific jobs must belong to one union

Mr Paulus said this would make it possible for "unhappy" members of the union to join another, all-white, union

Mr Van der Watt replied yesterday that the Boilermakers were perfectly prepared to accept Mr Paulus's challenge if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race"

He also accused Mr Paulus of using "belittling language about some population groups" which "must arouse the resentment, not only of members of our union, but of all South Africans"

But Mr Paulus rejected this yesterday "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said

Yesterday's statement by Mr Van der Watt is the latest salvo in a battle between the Boilermakers and all-white unions in which it has said that the heads of its Rightwing opponents "seem to have been screwed on with a left-handed monkeywrench"

The union has said that non-racialism is the only "realistic" union policy. It said other unions were "worried" by "our stand against a couple of compromises (offered by employers) which (they) were prepared to accept"

Last week Mr Paulus re-

sponded by saying that it was "merely a matter of time" before black workers "take over" mixed unions "They will become the majority and black domination will simply be a matter of time"

He challenged the Boilermakers to let their members "decide for themselves whether they like fruit salad"

He also attacked the union for calling him "Brother Paulus". He said he was thankful he was not called "Comrade Paulus" and added "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system"

He also demanded that "Mr Paulus state unequivocally what his objectives are in organising an exclusively white union". Such a union "cannot be a trade union" and members could not derive benefits from it, he added

He also attacked the MWU's stated goal of representing "all white workers in whatever industry they may be employed" asking how this could be reconciled with "the special interests of each industry"

Mr Van der Watt warned that "the course being advocated by Mr Paulus can only seriously harm the position of all workers at a time when unity is of the utmost importance irrespective of race"

He said Mr Paulus's "policy of fragmentation" could "only be explained in political terms" and was "working in the interests of employers alone"

Mining unions wage war of words on race issue

211 125 136
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18/3/51

By Drew Forrest

The war of words between two powerful mining unions over the organisation of black and coloured workers has become more heated, with acrimonious statements from both sides.

Simmering conflict between the multi-racial SA Boilermakers' Society and the all-white Mine Workers' Union broke into the open in January, following an editorial in the Boilermakers' journal, *The Crucible*

It accused the MWU of "excluding all but whites from the good life our country can offer," and of "peddling ideological clap trap".

Responding in the latest edition of *Die Mynwerker*, controversial MWU general secretary Mr Aime Paulus suggested that white members of the Boilermakers' Society were unhappy with its mixed status

He challenged the society to scrap the "allocation according to occupation" rule, which required workers on the

mines to belong to the appropriate craft or industrial union

"Why must unhappy workers be forced to remain members of the Boilermakers' Union," he asked

He also asserted that "it is only a matter of time" before the Boilermakers' Society was taken over by black members

The challenge was taken up in a statement released yesterday by the Boilermakers' general secretary Mr A J "Ike" van der Watt

The union would agree, to the scrapping of the "closed shop" on the mines, he said, as long as it was replaced by an industrial council system representing the interests

of all workers, regardless of race

He warned the MWU that its policy of racial fragmentation was in the interests of employers alone

"Mr Paulus's statement can only bring the established union movement of which the MWU forms part, into disrepute," he said

DD 19/3/81

Tension erupts as trade unions clash

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JOHANNESBURG — Growing tensions between white and mixed unions came into the open this week as two of the country's most influential registered trade unions clashed publicly.

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers' Union that white boiler-makers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with their established unions.

The Boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union of telling Boilermakers' members that "the union no longer interested in white members and that it concentrating exclusively on blacks."

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, The Mineworker, by its

general secretary, Mr Arrie Paulus

Mr Paulus asked whether all the Boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining industry a "closed shop" — workers in specific jobs must belong to one union.

Mr Paulus said this would make it possible for "unhappy" members of the union to join another, all-white, union.

Mr Van der Watt replied that the Boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race."

But Mr Paulus rejected this. "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said.

The statement by Mr Van der Watt is the latest salvo in a battle between the Boilermakers and all-white unions in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench."

The union has said that non-racialism is the only "realistic" union policy.

Last week, Mr Paulus said that it was "merely a matter of time" before black workers "take over" mixed unions.

He challenged the Boilermakers to let their members "decide for themselves."

He also attacked the union for calling him "Brother Paulus." He said he was thankful he was not called "Comrade Paulus" and added: "I would like to know if the writer uses the word 'brother' when he talks to other races?"

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system"

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for not moving to a town, 16 said they had

Seventeen out of 44 workers gave these as their reasons

2) that towns are dangerous places, with 'rough' people.

paid for, and

1) that it is more expensive - cash wages may be higher but everything, from houses to meat and even firewood, must be

workers' perceptions of town life were:

thought of moving to a town? If so, why don't you? that

It seems, from answers to questions like 'Have you ever

Many workers are probably not attracted to the towns.

below.

for agricultural labour in the area and will be discussed

The terminology adopted here for the three main race groups will be 'white', 'coloured' and 'African', the term 'black' being used to refer to both 'coloured' and 'African'.

PAPT I TIERSDORP*

Tiersdorp is a small Free State town serving a farming community of some 7 000 people, of whom about 1 000 are white and 6 000 black, mainly Tswana and Sotho speaking. (1)

Racial tensions flare in trade unions

By STEVEN FRIEDMAN
Labour Reporter

TENSION between registered trade unions in the mining and metal industries on racial issues came out into the open again yesterday when the white Amalgamated Engineering Union sharply criticised the multiracial SA Boilermakers' Society

The AEU's criticism, contained in the latest edition of its journal, The Metalworker, comes shortly after a heated row between the boilermakers and the Mine Workers' Union - also over racial issues

Both the AEU and the boilermakers are members of the Federation of Mining Unions and the Confederation of Metal and Building Unions. The clash indicates tension in these bodies between the boilermakers and white unions

During their exchange with the MWU, the boilermakers accused the AEU of attempting to recruit white boilermakers

It claimed AEU organisers were telling workers the boilermakers were no longer interested in white workers since admitting black workers last year

In The Metalworker, Mr Tom Neethling, AEU general secretary, accused the boilermakers of "playing a very dangerous game by dragging political and racial matters into the trade union arena"

He also accused the union of launching an attack which was "totally unjustified, based on weak and fallacious arguments"

Mr Neethling charges the boilermakers with making "propaganda to recruit members"

He said its attack was "detrimental to good race relations and to the brotherhood of trade unions"

The AEU made no apologies for being a white union. It had been attacked for being "an elite, racist white union" but had also been accused of "handing over to the blacks"

The general secretary of the boilermakers Mr Ike van der Watt, could not be reached for comment yesterday

RDM 22/4/81

136
VUK
MOR

for persons in receipt of...
the town a district...
and old surgeries for which there was usually a long queue.

A new doctor had just arrived in Tiersdorp and opened his surgery at the time the survey was being carried out, in his first 20 hours ways he saw 6000 patients from district...
V.D., to be subjected to B, and 12 cases of malnutrition...
12 had some sort of infarction with...
but...
patients - but it gives some indication of prevalent complaints.

PRIMARY HEALTH CARE IN TWO FARMING AREAS OF SOUTH AFRICA

Introduction

It seems that while the health problems of cities have been reported from year to year by Medical Officers of Health, and those in the Scheduled areas/homelands by magistrates and mission doctors stationed there, the extent to which health needs are being met in farming areas has to my knowledge received very little systematic consideration

enforced) also leads to poor life-styles and problems...
of these problems also having been experienced by white settlers in days gone by. (2)

Thus it may be valuable to look at farming areas as well as those whose needs are more dramatically obvious, to see whether health care resources are adequate in these areas and how effectively they are distributed and utilized.

The two areas chosen were...
reason than that the author...
assist in the study, and to...
statistically representative...
of two different and...
service which illustrate...
return of disturbing...
they will show where there is a need for more thorough investigation.

* Areas where farming is the main source of income.

Mining CT 24/4/81 unions in pay (136) dispute (27)

Own Correspondent (15)

JOHANNESBURG — Pay negotiations between the Chamber of Mines and all-white trade unions in the giant mining industry have broken down

The unions have now declared a dispute on the issue — a move which is the first step on the way to a strike in the industry

While a strike remains unlikely at this stage, union sources said on Wednesday that a "bitter battle" lay ahead

"Our members are pretty cheesed off and they simply won't accept the Chamber's offer," said one unionist

The Chamber refused to comment. A spokesman said the Chamber did not comment on negotiations while they were in progress

The breakdown came after the unions represented by the Council of Mining Unions, rejected a 14.4 percent wage and fringe benefit offer from the Chamber

This does not even cover the rate of inflation. The Chamber seems to have set itself up as the saviour of the nation, imposing financial discipline on workers. But its member mining houses aren't subject to this discipline. Mr Ben Nicholson, a prominent unionist, said

The unions are demanding a 20 percent wage increase, together with an employer agreement to contribute two percent more to the industry's pension fund

The Chamber has argued that the unions' claims in wages and fringe benefits amount to a 43 percent increase but unionists say this is "misleading" because it includes union claims which have already been dealt with and "long-standing claims which we have been introducing repeatedly"

Unionists say the Chamber originally offered a 12.4 percent pay increase together with an extra one percent employer contribution to the pension fund and a 0.6 percent contribution to the death benefit fund

However the unions would have had to agree that workers increased their contributions by the same amount. Later the Chamber increased its offer by another 0.4 percent

"This, too, was obviously unacceptable. The inflation rate rose by 16 percent last year. Their offer would have meant that workers' real pay actually dropped," Mr Nicholson said

In terms of labour law, the Minister of Manpower Utilization must now appoint a conciliation board to resolve the dispute. Only if that fails can a strike be called — and then only after 30 days

Unions vie for members

Volume 26/4/81

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Finance Editor

THE big guys in the trade union movement are putting the squeeze on the small unions in the race to sign on members

The Federation of South African Trade Unions (Fosatu) has built up paid membership this year from 32 000 to 40 000 in 11 unions. The other big unions are also pushing membership and by the end of the year the 205 unions with 838 000 members will have nearly one million members.

Tucsa, the largest union group, is boosting membership to well over 300 000 of whom 75 000 are whites. It has 60 affiliated unions. One of these unions, the South African Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society, which has 11 500 white and 6 900 coloured members, is signing on Indian members in the sugar milling industry.

Although Joe King of the Boilermakers' Union denies poaching members from other unions, Mr W. R. Pillay, of the small Natal Sugar Industry Employees' Union, has reacted sharply. "If they interfere with us we will get help from outside," he says.

Pillay's union recently resigned from Tucsa and he may have to seek an alliance with Fosatu to keep his organisation alive.

Percy Harris, area organiser of the Boilermakers' Union, says it is fair game to sign up workers in the sugar industry. "The workers must have freedom of association," he says.

Alec Erwin, general secretary of Fosatu, attributes the general upsurge in trade union activity to the general plight of workers in the inflationary environment.

He says small unions with limited resources will have difficulty competing for members with the larger more vigorous union groups. Fosatu claims to have gained the support of the majority of workers in a second sugar mill in Natal and is negotiating with the employers for recognition.

Tucsa's Arthur Grobbelar says unions are always in competition for members and this may be sharper now than before. Growth in his group's membership last year was 20 percent and he expects a 25 percent growth this year.

The big unions are muscling in to sign on workers

Union reforms surge ahead

STAR
2/5/81

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Labour Reporters

The South African Railways Artisan Staff Association is to become multiracial

It was decided yesterday at its 50th annual congress to admit black apprentices, to press for new wage increases and not to go ahead with a one day strike protesting the cost of living

According to the president of the association Mr Jimmy Zurich, this was a result of economic forces and black apprentices would receive the same wages as their white counterparts, probably before September

White coal and gold miners are to receive a 13.9 percent wage increase effective from this month

This was announced yesterday by the Council of Mining Unions and the Chamber of Mines and will affect about 20 000 white workers

Black mine workers will get increases in July. They are expected to be higher than those of whites to close the wage gap

The all white South African Confederation of Labour (Sacla) has removed the "dissolution clause" from its constitution. This clause required the confederation to disband if its membership fell below the 10 000 mark

Only all-white unions may be affiliated to Sacla, and the body has been steadily undermined by the defection of affiliated unions who opened their ranks to other races

The Black Allied Workers' Union (Bawu) has announced its intention to launch a teachers' union

Three bank unions representing bank officials have agreed to amalgamate

The SA Society of Bank Officials (Sasbo), the SA bank Employees' Union (Sabeu) and the National Union of Bank Employees (Nubesa), representing white, black and coloured officials respectively, are amalgamating under Sasbo

CT 5/5/91
294 139
**Domestic workers
want legal reform**

Own Correspondent

DURBAN — Domestic workers are the most exploited worker group in South Africa and have no labour legislation protecting them, according to Mr Matthews Oliphant, the general secretary of the newly-formed National Domestic Workers Union.

He was speaking to hundreds of domestic workers at a mass meeting held at the University of Natal in Durban at the weekend.

Reform had to come soon, he said. The time for talking had passed and workers wanted action.

"Domestic workers are not protected under the Unemployment Act or the Workmen's Compensation Act, they are not entitled to sick leave, medical aid, pension schemes and some earn as little as R20 per month.

"We are no longer prepared to sit back and watch our people being ruthlessly exploited," he said.

In order to make workers aware of the union's activities and aims, its committee has organized action groups and regular discussions, which take

place in the townships or hostels.

"The social and political foundations of this country are based on the policy of apartheid and this has led to intense competition between the race groups with blacks always the losers," Mr Oliphant said.

Tracing the history of labour legislation regarding African workers in South Africa, he concluded that no provision had been made for domestic workers.

In 1924, the government's Industrial Conciliation Act excluded Africans completely and in 1956, when that was amended to admit whites, Coloureds and Indians, it made no mention of Africans. A year later, the Wage Act, which laid out conditions of employment for various categories of workers, failed to recognize the position of the domestic worker. Even in 1973, when the Black Labour Relations Regulation Act was passed, it left out domestic workers, he said.

He said the workers wanted action.

"We are prepared to fight this oppression with whatever means possible."

Union decision on blacks delayed

DAIC7 DISP
16/5/81

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EAST LONDON — The South African Railways and Harbours Salaried Staff Association has deferred a decision on whether or not to open its ranks to blacks

Mr B L Currie, the president of the association, said after its biennial congress was concluded here yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the Executive Council

"The congress asked the Executive Council to look into this matter with a view to making representations to a special congress which could be held in about a year's time," he said

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution

"One doesn't take a decision of this

magnitude without considering the consequences. We need a little bit of time to think the matter over"

The South African Railways and Harbours Salaried Staff Association represents mostly clerical and administrative staff and is the biggest of the seven white railway associations, with a membership of about 28 000

The congress re-elected Mr Currie as president for the sixth successive term. Mr Currie who serves on the Prime Minister's Economic Advisory Council and on Mr Fanie Botha's manpower commission, is also president of the South African Confederation of Labour

Mr J F Viljoen and Mr M Lombard were re-elected as vice-presidents

— DDR

Pictures page 4.

RDM 16/5/81
No all-race decision

Own Correspondent (136)

EAST LONDON — The South African Railways and Harbours Salaried Staff Association has deferred a decision on opening its ranks to blacks

Mr B L Currie, the president, said after the association's congress ended in East London yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the executive council

"The congress asked the executive council to look into this matter with a view to making representations to a special congress which could be held in about a year's time

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution"

The association represents mostly clerical and administrative staff in the SAR and H and is the biggest of the seven white railway associations

One more Railways union to go non-racial?

STAK
16/5/81

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By Tony Davis
Labour Reporter

The 28 000-member Railways Salaried Staff Association — Salstaff — is considering opening its membership to all races.

A resolution was taken at this week's annual general meeting of the union in East London to remove the word "white" from membership requirements.

Salstaff is an affiliate of the all-white SA Confederation of Labour.

A Salstaff spokesman said the meeting had decided to defer acting on the resolution and a study group would be appointed to look into the matter.

If the union decides to go ahead and open its membership to all races this would be a serious blow to the Confederation

of Labour whose numbers are rapidly dwindling.

Earlier this year the SA Railways Police Staff Association with about 3 500 members withdrew from the Confederation of Labour after opening its membership.

LEFT

Last year four unions left the confederation after deciding to go multiracial. They are:

① The SA Association of Municipal Employees with 41 000 members.

② The Johannesburg Municipal Employees Association with 6 000 members.

③ The Durban Municipal Employees Society with 4 000 members.

④ The National Association of Furniture and Allied Workers with about 800 members.

At the confederation's conference last year the SA Technical Officials Association (3 000 members) was expelled.

PRAGMATISM

The move by the white exclusivist unions to a multiracial membership is seen by labour experts as simple pragmatism — the diminishing ranks of skilled white workers need to be augmented with skilled black workers.

Last month the unaffiliated Artisan Staff Association of the Railways opened up its membership.

The loss to the confederation of Salstaff would diminish membership around 100 000.

But a recent congress of the confederation scrapped its constitution's "dissolution" clause which provided that the body would disband if its membership fell below the 100 000 mark.

Stay away

call to white miners

STAR
29/5/81
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By Bob Davis

White miners are being urged to refuse to work on Republic Day.

In a message to 18 000 white miners whose presence vitally affect operations on gold, coal and base mineral mines, Mr. Arré Paulus, general secretary of the Mine Workers' Union, said miners should stand together "and refuse to work on June 1, Republic Day."

He said on that day South Africa would celebrate its 20th anniversary of being a Republic, a treasured event and a day on which miners should be with their families.

Mr Paulus said managers on a number of mines were trying to get workers to go on shift on Republic Day with the excuse that the mines lose too much if mining operations cease."

LURE

He said the lure of double pay was being offered to miners.

"As far as the mines are concerned, it would appear that gold and money is more important than the founding of the Republic of South Africa."

Mr Paulus said it was time the Government looked into the matter because mine managements used the same tactics year after year.

"We cannot imagine that it is good for our children's respect for our Republic if their fathers work on Republic Day as if it is just another working day."

He said existing legislation permitted employees to volunteer to work on Republic Day but no one could be forced to work on that day.

The Mine Workers' Union felt the law should be amended to forbid all but essential services to operate on Republic Day.

A spokesman for the Chamber of Mines said the employer organisation had no comment to make on the MWU message to its members.

He said the Chamber's Labour Relations Department did not do its negotiating through news papers.



**UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK**

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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| | Internal | External |
| (1) | (2) | (3) |

All answer books must be numbered

Number of books handed

MINING INDUSTRY

Aggro over assistants

~~136~~ ~~136~~ 136 FM 5/6/81

More fuel has been added to the simmering row over government plans for labour reforms in the mining industry. Angry white mineworkers have again accused Anglo American Corporation of training blacks for posts which are presently reserved for whites only but which the government may open to blacks in the future.

Anglo American however strongly denies this is happening. We train blacks and whites but we have never ever trained any man to undertake a job to

which he is barred by law says a spokesman for the corporation.

The row has its origins in white mineworkers' suspicions that the government intends abolishing job reservation on the mines. In March the Herstigte Nasionale Party issued pamphlets which claimed that a still secret Wichitza Commission report recommends just this. A major fear of white mineworkers is that the government will allow blacks to have blasting certificates and the militant Mineworkers Union (MWU) has threat-

ened to call a general strike if this is permitted.

The latest development in the controversy arises from a report in the *Witbank News* in March that a black miner, Frans Zungusa was being trained as a mine captain to replace a white miner on Anglo's Bank Colliery near Witbank. The newspaper later denied that there was any truth in the report which had apparently resulted from a hoax. Anglo also made a similar denial and says that the man had in fact been attending a first-aid course.

There the matter may have rested but in the latest edition of *The Miner*, official organ of the MWU, rather allegations are made about Zungusa. Unnamed informants who are quoted by the publication claim they were informed by the Anglo public relations division that the statement that Mr Frans Zungusa was appointed as a mine captain was untrue, he was only being trained for such a position.

Claims *The Miner* makes. It is obvious that the Anglo American Corporation is in possession of information pertaining to the Wichitza report. That is why the corporation is training blacks for future developments. AAC is not going to be caught napping. When the whistle goes the corporation will be ready with trained blacks.

The Anglo PRO concerned tells the FM he was misquoted. He says he merely told *The Miner's* informants that Zungusa was being trained and he definitely did not say the black miner was being

Degree/Diploma/Certificate for which you are registered (e.g B.A, B Sc)

B. Comm.

Subject ECONOMICS IA (to be copied from the heading on the Examination Paper)

Paper No (to be copied from the heading on the Examination Paper)

Examine Init

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering

WARNING

- 1 No books, no material may be taken unless candidate

trained for the position of mine captain. Despite all the emphatic denials from Anglo MWU general secretary Arrie Paulus is still very suspicious. When asked by the FM if he had any other grounds for believing that blacks are being trained for white-held jobs he said blacks were being trained to assist white miners who are experiencing production problems at Anglo's President Steyn mine. Paulus fears a logical consequence of this will be that the assistants will edge their way into jobs held by whites.

An Anglo spokesman replies. The training which team leaders are undergoing at President Steyn is part of the employee development programme (EDP) being introduced on all AAC mines and at all job levels. The programme is aimed at improving labour productivity in a period of severe skills shortage by making employees better at their jobs. The team leaders are undergoing training which will develop them into better team leaders. It is not promotional training aimed at preparing them for jobs presently held by white miners. Training modules are being introduced for the engineering, mining metallurgical personnel and financial fields all with the purpose of improving employee productivity and efficiency.

In the mining sector for example white stoppers and developers will undergo training to make them better stoppers and developers. The programme has received the support of the miners and the white stoppers and developers who supervise the team leaders have helped select suitable team leaders for the course which is being run at President Steyn and other AAC mines.

But the white mineworkers' suspicions are bound to continue and could influence the course which the white Right as a whole seems now set to follow (see next story).

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RDM
2.5/6/81
Black unions 'should not be'

(36)

By RIAAN DE VILLIERS
Labour Correspondent

THE Iron, Steel and Allied Industries Union has reaffirmed its view that black trade unions should never have been allowed in South Africa, because they could be used for political purposes

It also believed the extension of trade union rights to blacks would inevitably be followed by political demands.

These are two major points in a policy statement by Mr Wessel Bornman, secretary of the union and of the Rightwing SA Confederation of Labour, published in the union's magazine 'SA Worker'.

The 36,000-strong union — the largest white union in the country — was among those which seemed to moderate their attitudes in the wake of Governmental labour reforms

However, observers believe its latest policy statement points to re-hardened attitudes

Mr Bornman said the union had again appealed to the Government for black unions to be made to register to bring them under control.

"The situation has now developed in which black unions no longer want to register and do not want to be under control. This is clear proof to us that we have been right all along," he said

Dealing with allegations that the union had "done nothing" to oppose Government policy, Mr Bornman said the union did not make the laws and, if it had, they would have been very different

There were many laws unacceptable to the union that could not be altered, so the union council had had to choose between direct confrontation — with all the consequences this would have entailed — or taking its rightful place around the table to continue protecting white workers

KENNISGEWING 662 VAN 1981

Onderstaande kennisgewing word vir algemene inligting gepubliseer.

Landmeter-generaal
Kantoor van die Landmeter-generaal
Pretoria

Kragtens die vereistes van artikel 26bis (2) (c) van die Opmetingswet (Wet 9 van 1927), word hiermee bekendgemaak dat versekeringsmerke in die ondergenoemde dorp amptelik opgerig is ingevolge daardie subartikel Die amptelike koördinaatwaardes van die versekeringsmerke is verkrygbaar van die Hoofdirekteur van Opmetings en Kartering, Privaatsak, Mowbray, Kaapprovinsie

Elke landmeter wat 'n opmeting van grond in die dorp uitvoer een maand na publikasie van hierdie kennisgewing is verplig om die opmeting te baseer op daardie versekeringsmerke soos voorgeskryf in artikel 26bis (2) (c) van die Wet en regulasie 10 (1) van die Opmetingsregulasies

Dorp waar versekeringsmerke opgerig is.

Witbank (Tvl.)

D J GRUNDLINGH, Landmeter-generaal
(28 Augustus 1981)

NOTICE 662 OF 1981

The following notice is published for general information

Surveyor-General
Surveyor-General's Office
Pretoria

Notice is hereby given in terms of section 26bis (2) (c) of the Land Survey Act (Act 9 of 1927), that reference marks have been officially established in terms of that subsection in the undermentioned town. The official co-ordinate values of the reference marks are available upon application, from the Chief Director of Surveys and Mapping, Private Bag, Mowbray, Cape Province

Every land surveyor performing a survey of land in this township one month after publication of this notice will be required to base his survey on such reference marks as prescribed in section 26bis (2) (c) of the Act and regulation 10 (1) of the Survey Regulations

Town where reference marks have been established

Witbank (Tvl.)

D J GRUNDLINGH, Surveyor-General.
(28 August 1981)

KENNISGEWING 665 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

INTREKKING VAN REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat aangesien ek rede het om te vermoed dat die National Association of Furniture and Allied Workers of South Africa gelikwieders, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

M W J LE ROUX, Nywerheidsregistrateur.
(28 Augustus 1981)

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NOTICE 665 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE
UNION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the National Association of Furniture and Allied Workers of South Africa has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice

M. W. J. LE ROUX, Industrial Registrar
(28 August 1981)

KENNISGEWING 666 VAN 1981

DEPARTEMENT VAN POS- EN
TELEKOMMUNIKASIEWESE

WYSIGING VAN TARIEFLYS VIR
TELEKOMMUNIKASIEDIENSTE

Ek, Henry Odendal Bester, Posmeester-generaal, handelende kragtens artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), bepaal hierby ooreenkomstig die onderstaande Bylae die gelde wat op die betrokke telekommunikasiedienste van toepassing is

Hierdie wysiging word kragtens 'n algemene magtiging van die Administrateur-generaal vir die gebied Suidwes-Afrika ook ten opsigte van daardie gebied gedoen en is in daardie gebied van toepassing

H O BESTER, Posmeester-generaal

NOTICE 666 OF 1981

DEPARTMENT OF POSTS AND
TELECOMMUNICATIONS

AMENDMENT OF TARIFF FOR
TELECOMMUNICATION SERVICES

I, Henry Odendal Bester, Postmaster General, acting under section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), hereby determine in accordance with the Schedule below the fees applying to the telecommunication service concerned

Under a general authority by the Administrator General for the territory of South-West Africa this amendment is being effected also in respect of that territory and applies in the said territory.

H O BESTER, Postmaster General.

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Unions meet on job reservation

SOUTH AFRICA'S mining unions met in Johannesburg yesterday to discuss the Wiehahn Commission's report on the mining industry which was tabled in Parliament on Wednesday.

The meeting was one of a number of scheduled meetings held this year by the mining unions which have been trying to resolve issues posed by the Wiehahn report.

Unions at the meeting represent over 100 000 mine workers and involve unions belonging to the Federation of Mining Unions as well as unions representing mine officials.

Mr Ben Nicholson, chairman of the Federation, said that the Wiehahn report on the mines would be discussed.

"Now we have to regulate our own affairs and we have been given something concrete to work on," Mr Nicholson said.

He warned that unless the industry came up with some formula the Government could take unilateral action.

The general secretary of the S A Boilermakers Society, Mr Ike van Der Watt, said the industry now faced the task of having to come up with some kind of "machinery" to run its affairs.

"A tremendous amount of responsibility is being placed on the shoulders of

the unions and industry," Mr Van der Watt warned.

But while unions meet to discuss issues such as safeguards for white mine workers and the removal of job reservation on the mines, underground workers in the Western



ARRIE PAULUS: They wait for him.

Transvaal and Orange Free State are said to be "furious" about the Government's acceptance of many features of the Wiehahn report.

Organisers for the all-white-member Mine Worker's Union (MWU) and shift representatives at a number of mines said mine

workers were waiting for the union to call a meeting to decide on what course of action to take.

"We're waiting for Arrie (Arrie Paulus, secretary of the MWU) to call a meeting," one union organiser said.

Asked whether strike action was being considered, a shaft representative said, "That's one of the options we will have to consider, but this time we'll be organised."

The MWU is scheduled to hold new elections next week and Mr Paulus yesterday described the elections as the most important in the union's history because of the issues involved.

He said he would not comment at this stage on pending negotiations with the Chamber of Mines on the issue of black workers being admitted as "competent" workers on the mines.

However, shopkeepers in Westonaria, Welkom and Carletonville have welcomed the proposed changes to the industry as they anticipate a new wave of prosperity and spending by black mine workers in new posts.



What about closed shops?



The job exclusivity and security given to white miners is one of the most emotional social issues in this country. It grew out of the bloody Rand revolt of 1922 and is at the heart of our apartheid laws.

But it is not only a privilege entrenched by legislation. Trade practices long woven into the fabric of the mining industry are also involved.

Whatever the justice of the security government gave to white miners 60 years ago, it was done in very different circumstances to those prevailing now. Technology has advanced, skills are now in short supply and racial attitudes have changed.

In these circumstances, the FM believes that government's response to Part Six of the Wiehahn Commission Report and its willingness to eliminate statutory job reservation are, generally speaking, very welcome. But do they go far enough to be effective?

The non-statutory barriers to equality of opportunity in this industry are possibly greater than the legal ones, which were bad enough despite the fact that there is overwhelming evidence that its growth will be retarded if blacks are not allowed into skilled jobs. There has been an acknowledged shortage of skilled workers since 1964 and since that time there have been contraventions of the law in allowing "non-scheduled" people to do skilled work. Indeed, the overall employment of white union men in the industry has declined by about 37% since 1960.

A recurring theme these past 60 years has been tension between employers and white employees who fear job insecurity if there should be a significant inflow of cheap black labour. Today it might be largely groundless, but it most certainly exists.

The commission points out that a consequence of the Rand revolt was government intervention to introduce statutory work reservation "and thus to settle what the employers and employees seemed unable to settle themselves." There is a rich irony, therefore, in the fact that both government and the commission have pushed responsibility for dismantling effective job reservation on the shoulders of employers and the white unions.

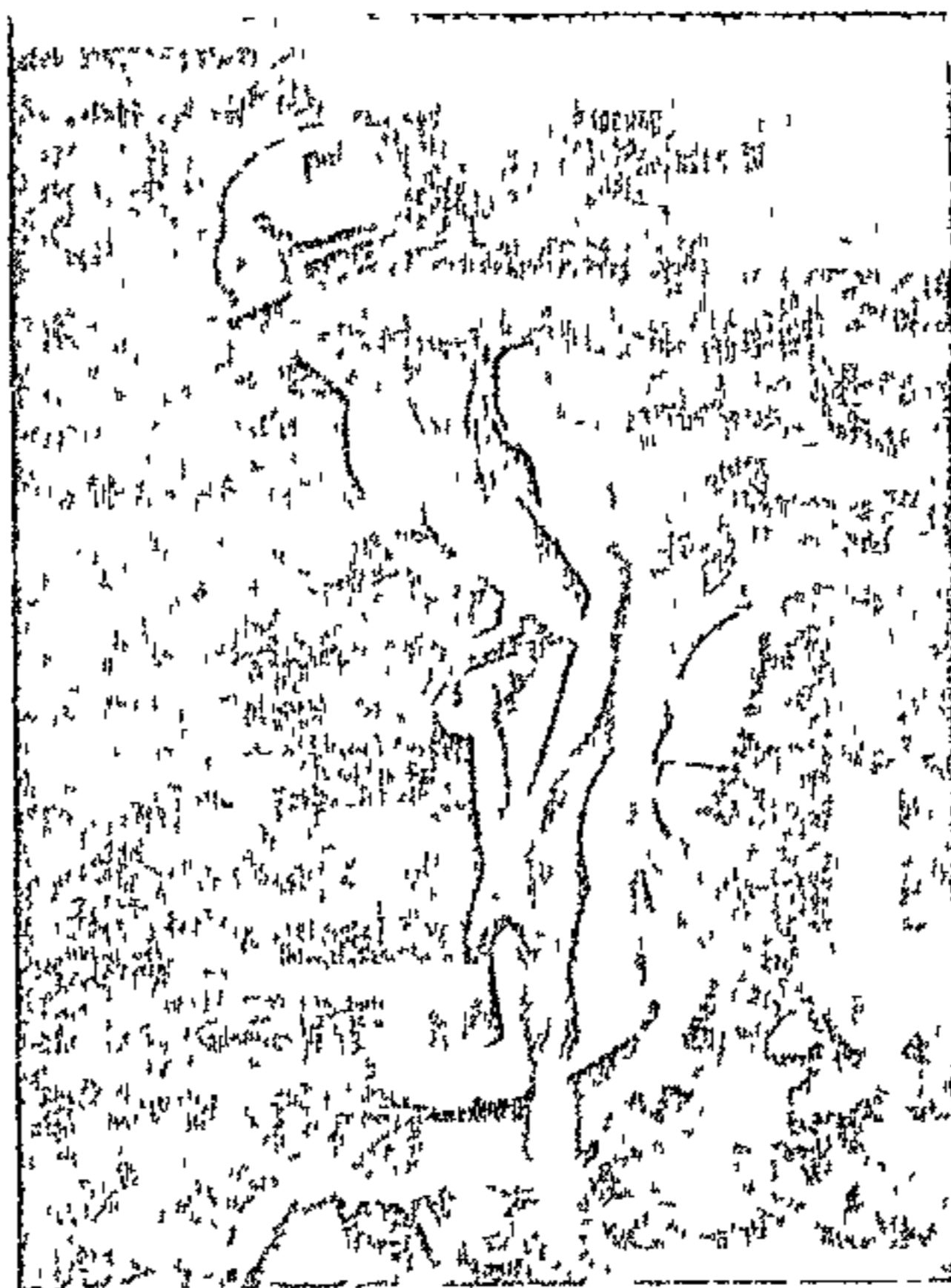
In the past, statutory job reservation on the mines has been regulated by the definition of a "scheduled person" contained in mining legislation. Only such "scheduled" people — whites or coloureds — have been allowed to hold skilled jobs. The commission proposes that this definition should be replaced by that of "competent person" — a

definition which does not take race into account — subject to a number of conditions. These are that:

- Adequate measures are taken to allay white workers' fears for their job security.
- Standards of work are rigorously maintained.
- All workers are required to achieve the same level of proficiency as regards training and experience before being appointed to a post.
- The principle of equal pay for work of equal value is maintained.
- Changes in work practices and conditions of employment are not introduced unilaterally by employers, but rather with due regard to the process of consultation and negotiation with the employee organisations concerned.
- Adequate job security measures are incorporated in collective agreements.
- Adequate protection against racial victimisation is provided for all groups.

Government has approved the commission's recommendation, but emphasises that the employers' organisation (the Chamber of Mines) and the trade unions must in the first instance take the initiative to reach an accord through negotiation and co-operation "within a reasonable period of time." Only after these two parties have reached agreement will government adopt the necessary legislation.

There is a fair measure of support among both employers and white unionists for government's insistence that new legislation to abolish statutory job reservation should be preceded by intensive negotiations between them. There are highly complex issues with which they have to deal.



Black mineworker ... becoming a 'competent' person

But no-one doubts that the negotiation process will be a rough one. "I believe that agreement can be reached, but it is going to be a hell of a job," says Henry Mallett-Neale, general secretary of the SA Technical Officials Association.

It is significant that, in their minority recommendation, commissioners Neethling and Nienwoudt (both of whom are white trade unionists) do not totally reject the redefining of a "scheduled person." They do, however, propose that the definition of "scheduled person" be retained until such time as the industry has registered an industrial council or similar body that would be able to ensure that agreements are legally enforceable.

Bearing in mind how easy it can be for either employers or unions to retard negotiations, government has stated that an accord must be reached within a reasonable period. Arrie Paulus, general secretary of the ultra-conservative (white) Mineworkers' Union (MWU) has reacted to this by declaring that his union will not be "intimidated."

One of the most tricky issues it will have to negotiate is the one of existing closed shop agreements in the industry, for these are associated with agreed allocation of occupations.

The commission has found that these "constitute a privately arranged form of work reservation." Coupled with the allocation of occupation agreement which prescribes the occupations to be represented by each union, and therefore the nature and extent of their membership, the closed shop is the ultimate barrier to the advancement of blacks into skilled positions.

The commission proposes that the parties in the industry be urged to negotiate the removal of this work reservation by devising a better basis for the recognition of trade unions than that of the closed shop agreements in association with the allocation of occupations agreement within the existing unions.

Government's response has been to point out that it has endorsed the National Manpower Commission (NMC) recommendation that the closed shop should be retained. But it indicates that further recommendations on the closed shop are still awaited from the NMC. Government says somewhat vaguely, that the various parties in the mining industry should take note of its position on the closed shop and take the initiative to adopt appropriate measures "where necessary" through consultation and negotiation.

Senior industrial relations managers the FM spoke to welcome the fact that the commission has found that the closed shop promotes job reservation, but are extremely disappointed that government has not taken concrete steps to eliminate this practice. They point out that

CAUTIOUSLY FORWARD

FM 27/11/81

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2/11

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Employers and unions in the mining industry have made a very cautious start to the difficult task of reaching agreement over recommendations made in the final report of the Wiehahn Commission.

The report proposed the abolition of job discrimination on the mines. Government accepted these recommendations but emphasised that the employers and trade unions should themselves reach accord through negotiation "within a reasonable period of time".

It is going to be extremely difficult to reach an accord. The militant (white) Mineworkers' Union has in the past threatened to call a general strike if blacks are given blasting certificates. In addition, closed shop agreements, when

coupled with allocation of occupations agreements, present a formidable barrier to black advancement.

It appears that employers and the unions have decided to adopt a cautious approach towards the Wiehahn recommendations. Instead of addressing themselves directly to the recommendations, they are holding a series of weekly meetings at which a variety of labour issues are being discussed. The recommendations will be dealt with as they arise in the course of these discussions.

Sources in the industry concede that this approach might result in it taking a great deal of time to reach an agreement. 'But it's a way of getting there,' says one.

Five whites join Fosatu union

CAP-TRIALS 15/12/81

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Own Correspondent

JOHANNESBURG — At least five white workers in Uitenhage who belonged to one of the country's most powerful rightwing unions — open to whites only — have resigned to join a predominantly-black union affiliated to Fosatu

Fosatu claims another 70 have been attending meetings of its union, the National Automobile and Allied Workers' Union, in Uitenhage's KwaNobhule township

The workers are employed at the Volkswagen factory in Uitenhage where the NAAWU (formerly known as the National Union of Motor Assembly and Rubber Workers) is recognized. NAAWU is a registered non-racial union, formed out of a merger between one black and two coloured unions

The union the whites have left is the SA Yster en Staal Unie, a power in the right-wing SA Confederation of Labour, which is open to all white unions only. Its general secretary, Mr Wessel Boonman, is also Confederation secretary

Fosatu's annual report, released yesterday describes the white workers' decision as "perhaps the most striking development" thus far in its attempt to create a non-racial union movement

Resolved

The report claims that the Yster en Staal members became interested in NAAWU after NAAWU shop stewards at Volkswagen had resolved their work problems

It says "about 75" white workers then decided to leave Yster en Staal and join NAAWU and that these workers were attend

ing union meetings in KwaNobhule

Mr Boonman said yesterday "I know nothing about any resignations. I would not know if these workers joined another union but I would know if they resigned from ours. We haven't been told anything"

However, in response to a query a spokesman for Volkswagen said yesterday that five of the company's white workers had asked it to stop deducting union dues for Yster en Staal and to deduct NAAWU dues instead

Dues

Volkswagen automatically deducts dues on behalf of both unions and must be informed when workers decide to pay dues to a new union

The spokesman added that the five workers were paying dues to NAAWU

While the other 70 may have decided to back NAAWU they had not told management they wished to stop paying dues to Yster en Staal

In its report, Fosatu also claims success in recruiting coloured and Asian workers into its predominantly black Fosatu union

It claims that most coloured workers in the Eastern Cape have resigned from Tunesa unions to join Fosatu affiliates

In Natal it says its National Union of Textile Workers has won support from Indian workers

"In the 15 plants in which it has majority membership the bulk of Indian workers involved have joined the union and several have been elected in non-racial shop steward and executive elections," Fosatu claims

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Rail union opens up

ONE of the most conservative of the white Railways trade unions — the 6 500-strong Spoorbond — has amended its constitution to allow for African, coloured and Indian members.

The 50-year-old union, which caters for railways construction workers and road transport drivers, was the first formed on the Railways for Afrikaaner workers, and is affiliated to the all-white SA Confederation of Labour Spoorbond's general

secretary, Mr Eben Jacobs, said that the union would not withdraw from Sacla, as it had decided not to recruit workers of other races at this point.

'Africans, Indians and coloureds have their own staff associations,' he said. 'We will have to negotiate with these unions to take over workers eligible for Spoorbond membership.'

Explaining Spoorbond's decision to open its constitution, taken at its quadrennial conference late last year, Mr Jacobs said 'More and more blacks are working shoul-

der to shoulder with our members — and we negotiate on items which affect them.'

Three other formerly white Railways unions, the Artisan Staff Associa-

tion, the SA Footplate Staff Association and the SA Railways Police Staff Association, last year opened their constitutions to allow for open membership.

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'White miners' fears realised'

By Bob Davis

The day most feared by white mineworkers is said to have dawned

That was the gist of the message from Mr Cor de Jager, president of the Mineworkers' Union, to delegates at the annual congress in Johannesburg today.

Mr de Jager accused the Government of "steamrollering" labour relations legislation through Parliament, "in order to give to blacks that which traditionally belonged to white workers"

He said "What we

have feared has come to pass.

"In terms of a Government White Paper on the sixth report of the Wiehahn Commission, blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine."

The Government had given mine employer and employee groups the opportunity to come to terms on the matter "within a reasonable period".

"In other words they expect us to hand over our birthright in ex-

change for a mess of pottage."

He wanted to warn the Government "You must look at the African states and what is taking place there, across our borders.

"The blacks are not interested in power sharing or confederation, they want to rule. They want to be the lone bosses"

He said blacks had proved, since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance. "If they cannot

have their way, they simply go on strike.

"I think by now the Government is aware of having a tiger by the tail"

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant.

"I fear the day when they start demanding a share of our suburbs, facilities and other privileges now enjoyed by whites

"Woe the day they ask also for one man one vote"

Bid to settle mines dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Chamber of Mines and unions representing white miners meet at an official conciliation board today in a new attempt to settle the dispute over white wages in the industry

The unions, represented by the Council of Mining Unions, have declared a dispute with the Chamber. The conciliation board has been appointed by the Minister of Manpower in terms of the official disputes-settling machinery in labour law

If the conciliation board fails to settle the dispute within 30 days, unions may call a legal strike ballot

The two sides deadlocked after the Chamber offered white union men a 5% increase — the CMU is demanding 15%

Unionists say the Chamber said it was not prepared to negotiate further unless unionists dropped their demands to substantially below 9,5%, and that the appointment of a conciliation board was therefore "the only way to get

the Chamber back to the negotiating table"

At a recent meeting, the Chamber indicated to unionists that 5% was not its final offer, thus raising hopes of a settlement

"At the same meeting they repeated that they wanted us to drop below 9,5%. That means they are clearly still thinking about an increase of 6%-8% — which is totally unacceptable," a CMU unionist said

Informed sources say it is unlikely that the dispute will end in a strike by white workers. They point to the fact that previous wage disputes in the industry — in the Seventies — were settled despite tough bargaining stances on both sides

It is not clear at this stage what effect the deadlock will have on the mines' annual increase for black workers

There is no negotiation on the gold and coal mines over black wages — the increase is determined by the Chamber. But the increase, which is normally announced in mid-year, is usually determined with the white increase in mind and is not usually announced until negotiations with the unions have ended

- S.A. Canvas & Ropeworkers Union (Cape)
- S.A. Canvas & Ropeworkers Union
- South African Allied Workers Union (SAAWU)
- National Union of Textile Workers
- National Union of Leather Workers
- National Union of Clothing Workers
- General Workers Union of South Africa
- General Workers Union
- Garment Workers Union (Western Province)
- Garment Workers Union of South Africa
- Garment Workers Industrial Union (Natal)
- Black Allied Workers Union
- African Trunk & Box Workers Union
- African Leather Workers Union (Transvaal)
- African Garment Workers Union (Natal)

Textiles, Clothing, Leather and Footwear

- African Tobacco Workers Union
- National Union of Cigarette & Tobacco Workers
- Rustenburg Tabakwerkersvereniging

Tobacco

- Sweet Workers Industrial Union (Natal)
- Sweet Workers Union
- Sugar Industry Employees Union
- South African Allied Workers Union (SAAWU)
- S.A. Boilermakers, Iron & Steelworkers, Shipbuilders and Welders
- S.A. Electrical Workers Association
- Western Province Sweet Workers Union
- Witwatersrand Baking & Confectionery Industrial Union
- Witwatersrand Brewing Employees Union

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Hopes rise in mines dispute

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Labour Correspondent

HOPES of a settlement of the wage dispute between the Chamber of Mines and unions representing white miners rose yesterday after a conciliation board meeting between the two parties

A Chamber statement afterwards said the two sides had agreed to continue talks at "a later date"

No date has been set for a second meeting but a union source said he expected it "very soon"

He added "I think it is likely we will soon be able to agree on a new wage increase"

Unions represented by the Council of Mining Unions declared a dispute after rejecting a 5% pay offer. The unions want 15%

Meanwhile, the three mine officials associations tabled their own wage demands at a meeting this week. The Chamber will respond at a meeting planned for June 11

Mr Robert Botha, general secretary of the Tucca-affiliated Mine Surface Officials Association, said yesterday his union had demanded a 16% pay increase. The other two want a 15% rise

In a memorandum tabled at the talks, the MSOA said an increase of about 16% "will at least accommodate the rate of inflation expected in 1982". Anything less would "involve members of the association in a most difficult position in the year to come"

It said inflation had eroded real earnings of union members "to the point where employers will have to revise earnings more fundamentally".

Registration:
 Founded: 1939
 Area of Operation:
 Officials: Sec
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 Address: 201/4

Telephone: (021) 433658

| Year | Membership | | |
|------|------------|-----------|-------|
| | African | Asian and | White |
| 1980 | | | 460 |
| 1979 | | | 445 |
| 1978 | | | .. |
| 1977 | | 347 | 377 |
| 1976 | | 201 | 222 |
| 1975 | | 305 | 331 |
| 1974 | | 294 | 322 |
| 1973 | | 320 | 418 |
| 1972 | | | |
| 1971 | | | |
| 1970 | | | |
| | | | Total |

Report
 Fosatu Annual
 1980/81

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Bid to end white union dispute

Labour Correspondent

THE Minister of Manpower, Mr Fanie Botha, has appointed an official conciliation board in an attempt to settle the pay dispute between white mine unions and the Chamber of Mines

This means both parties will have to return to the negotiating table while the conciliation board is in operation. If the board fails, unions may call a legal strike ballot.

Unions on the mines, represented by the Council of Mining Unions, declared a dispute with the Chamber after rejecting its offer of a 5% increase for white workers. The unions want 15%.

A CMU source said yesterday the unions had learnt Mr Botha had agreed to set up a conciliation board, and the unions would now have to decide on its first meeting — hopefully by next week “at the latest”.

In terms of labour law, a conciliation board must bring both parties to a dispute back to the negotiating table.

If negotiations collapse at the conciliation board, unions may hold a legal strike ballot after 30 days.

Union sources said yesterday the Chamber had said at a recent meeting it was willing to negotiate on white workers' pay demands.

“But they went on to tell us that they would only do this if we agreed to drop our demands substantially below 9,5%. We could never take that back to our members,” the source said.

Chamber of Mines comment was not available yesterday.

The dispute over wages does not affect pay for black workers. The black wage increase is determined separately.

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Major metal unions face international expulsion

ROH Labour Correspondent 14/5/82

SEVERAL major registered metal unions may face expulsion from the powerful International Metalworkers' Federation when they attend an IMF meeting in Rome next month, local union sources say.

The meeting is to discuss allegations against the established unions by two Fosatu-affiliated unions — the Metal and Allied Workers' Union and National Automobile and Allied Workers' Union — which unionists believe could lead to the expulsions.

The IMF represents metal unions throughout the West.

The unions affected are the SA Electrical Workers' Association, Engineering Industrial Workers' Union, Amalgamated Engineering Union and the Radio, Television, Electronics and Allied Workers' Union.

Another established union which belongs to the IMF, the SA Boilermakers' Society, is not faced with an expulsion threat.

Delegates from all IMF-affiliated local unions will be attending the Rome meeting, scheduled for June 10-11.

The charges against the four unions are a

sequel to long-simmering tension between them and the two Fosatu unions, which has already led to the collapse of the IMF's South African committee, on which all the unions were represented.

After the collapse of the IMF committee, the Boilermakers' General Secretary, Mr Ike van der Watt attempted unsuccessfully to play a mediating role.

Mawu's General Secretary, Mr David Sibabi, yesterday confirmed the Rome meeting would discuss Mawu and Naawu allegations against the four unions, but refused to give further details.

The President of the all-white Amalgamated Engineering Union, Mr Tubby Faure, declined comment, saying the issue was "sub-judice". But he confirmed charges would be levelled against his union at the meeting.

A local union source said there was "a great likelihood" the IMF would attempt to expel the unions. "My impression is that a lot of IMF people have decided to back expulsion already, but we will have to wait and see."

Apart from the AEU, none of the unions affected could be contacted yesterday.

Diamond

ruling

crucial to

industry

By Drew Forrest

The South African Diamond Workers' Union has again taken employers in the diamond-cutting industry to the Industrial Court and the case could have crucial implications for South African labour law

In a case heard in Johannesburg this week, the all-white union alleged the employers had circumvented an industrial council agreement which protects skilled white workers in the industry

The agreement provides that where skilled workers are put on short time because of poor business, unskilled workers in the same factory must not cut stones above a certain size.

To circumvent the agreement employers are establishing separate plants for unskilled workers, the union claims

The union is asking the court to amend the agreement or make a parallel determination to prevent the alleged practice

It is understood the employers are arguing that the court has no right to interfere in "domestic legislation" by amending a promulgated agreement at the request of one party

Said one source: "What is at stake is the future of the industrial council system. If the court rules that it has jurisdiction to amend industrial agreements at the request of one dissatisfied party, the effects will be very wide-ranging"

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BY CHARLENE BELTRAMO
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WORKERS from South Africa's two biggest industries are testing the economic maxim that allows unions to squeeze employers during boom times but expects them to temper their demands during recessions

Mine and metal workers, currently negotiating pay increases, are refusing to moderate wage demands

The Chamber of Mines has offered a maximum 5% increase to mineworkers who are asking for 15% — far lower than garment and certain chemical industry workers, who want a 50% increase, and automobile workers, who are pressing for 75%

The anger at the Chamber of Mines' "ridiculous offer" could lead to the first national white mineworkers' strike since 1922

Mineworkers quote a recent financial article that revealed South African gold mines were earning as much an ounce produced as they were at the beginning of February last year, when the gold price was just below \$500

It shows that the 30% devaluation of the rand against the dollar in recent months has proved to be an unexpected boon to the teetering profitability of gold mines

It has also proved to be an unexpected ally of the mine unions

Mr Arrie Paulus, controversial leader of the whites-only Mine Workers' Union, said miners wanted a pay increase of 15%. In addition they had asked for an extra seven days' leave on top of the 35 days they received normally

Wage war near as workers get tough

S. Express 2/5/82

Mineworkers are also demanding an increase in overtime pay of 1% to bring the percentage to 6%, and for weekday and overtime pay to go up two notches to 8% when they work a Sunday or statutory public holiday and sundry bonuses to be increased by about 25%

Mr Paulus said the Chamber of Mines, which refused to comment, did not argue that their inability to meet the miners' demands was due to the low gold price but to the general state of the South African economy

"It's not the Chamber's problem to worry about the economy. We have a good example by increasing their own salaries 15% and their allowances 20%"

A prominent economist who specialises in gold analysis said that the moment the gold price drops, a higher grade ore was mined to ensure the survival of the gold mines. This meant less labour was needed and fewer hours worked than during low-ore mining operations

He said five mines applied for R26.9 million in State assistance last year compared to only R1.5 million in 1980. The mines that claimed assistance produced 25 tons of gold worth R362 million

in foreign exchange. He also said that eight mines were under the "red line" — it cost them more to produce gold than they could sell it for

Examples he gave were
• Wit Nigel's current production cost is \$495.44 an ounce
• At ERPM the cost is \$384.46
• At Western Areas it is R342.66 an ounce

The gold price last week averaged about \$350 an ounce. Employers say the criteria is higher wages or worker security

Mine and metal workers declared disputes last week — the first steps on a road that could end in strikes which would cripple the country.

Once white mineworkers' wages are determined, those of black mineworkers, who do not yet have a union, will be fixed in June or July.

Between 1970 and 1980 black mineworkers' wages were raised by 879% in an effort to narrow the pay gap between the races and rely less on foreign mine labour. However, according to the Institute of Industrial Relations, the gap remains

indeed, inflation's healthy appetite has meant the real wages of blacks

mineworkers have risen by only 250% during the past decade — not much when one considers they started at a base of about R22 a week

A leading stockbroker said mines would not be able to maintain their high wage increases this year

International repercussions over the declining gold price and the downswing in the economy could mean that South African gold shares will become unattractive because mine costs are rising

Genrec, a major construction company, has retrenched workers at two of its East Rand plants and is considering doing the same at a third factory

The retrenchments are unlikely to be the last

The next few weeks will see hard-nosed negotiating from employers and workers, not only in the gold and coal mining sectors, but in the metal, garment, laundry, chemical and vehicle manufacturing industries

The general secretary of the Steel, Engineering and Allied Workers' Union, Jane Hongwane, said there were between 400 000 and 450 000 workers in the steel industry. About 300 000 are black and, according to Ms Hongwane, work an average 45-hour week in unskilled positions.

She claimed that about 75% of those workers earned below the household subsistence level. The HSL is the basic level a family can survive on. It does not take into account anything more than fuel, food, rent and transport

As an example the HSL for the East Rand, an area where worker pressure is building up strongly, has risen by 20% in the past year — an increase in living costs well above the inflation rate

The HSL for Johannesburg black families is R256.53 while on the East Rand it varies from R222 to R242.57

The metal workers declared a dispute with the Steel and Engineering Industries Federation of South Africa last week. They will meet again on May 11 around a conciliation board, which workers and employers have complained is essentially a forum for both to rehash old complaints in the hope that a settlement can be reached on the brink of a legal strike.

The workers are asking for a minimum increase of 50c an hour. The present minimum rate is R1.13 an hour, which they want to be R2 or R2.10 within the year

An industry spokesman said "It can be paid in one of three ways, either by reducing employment numbers, increasing prices or going into deficit."

"No one wants to retrench and that is why we are trying to hold costs. Employers are walking a tightrope — we want to increase wages but remain competitive"

The other aspect of the tightrope is the increasing strength of unions. In a worsening economic climate, they seem to be an interesting

Mining council to take Botha to court

By STEVEN FRIEDMAN
Labour Correspondent

THE Council of Mining Union is to take the Minister of Manpower, Mr Fanie Botha, to court in a case which could have important implications for labour law, a CMU source said yesterday

The Council represents all white workers on mines which belong to the Chamber of Mines

The CMU's decision stems from an application for a conciliation board it made to the Minister in December

In it, the unions alleged the mines committed an unfair labour practice by discriminating between different classes of workers on sick pay

This, the source, said, had arisen out of claims that some mine managers "arbitrarily" docked the pay of workers who had been sick

The term "unfair labour prac-

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30/4/82 ROOM

... was introduced into labour law after the first Wiehahn Commission report and is designed, Government spokesmen say, to protect workers. The law allows the Minister to take action on various disputes if an unfair labour practice is alleged

Earlier this week, the council received a reply from the Department of Manpower which, CMU men believe, rejected the view that discrimination between workers on sick pay could be an "unfair labour practice".

"The department agreed to appoint a conciliation board, which means that they recognise that a dispute exists. But the Minister stipulated that the board would not be discussing anything which is an alleged unfair labour practice

"We have consulted lawyers on the issue and they believe that the Minister is therefore saying that discrimination of this nature could never be an unfair labour practice, even if the allegations are true

"Our lawyers believe that we have good grounds for arguing that the Minister has not properly applied his mind to this issue and we are therefore going to court," a CMU unionist said.

He argues that the issue is not whether the mines did discriminate as the unions allege they did, but whether the alleged action could be an unfair labour practice

The case could, therefore, enable the courts to spell out further what constitutes an unfair labour practice



MR FANIE BOTHA
faces court action

Telephone: (011) 211 494

| Membership | Year | 1977 | |
|------------|------|---------|--------------------|
| | | African | Asian and Coloured |
| | 1977 | 197 | .. |
| | 1971 | 288 | .. |
| | 1972 | 288 | .. |
| | 1973 | 439 | 270 |
| | 1974 | 309 | 262 |
| | 1975 | 177 | 975 |
| | 1976 | 196 | 964 |
| | 1977 | 774 | 620 |
| | | 774 | 650 |
| | | 939 | 758 |
| | | 991 | 678 |
| Total | | | |

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Raw deal for the aged say Sacol

Industrial Week
27/4/82
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By Lynn Carlisle
GOVERNMENT is to be asked by the powerful all-White SA Confederation of Labour (Sacol) to resuscitate the controversial legislation for the preservation of pension benefits — even if it affects only White employees.

Disclosing this to Industrial Week, Sacol president Brian Currie

Marine firm grabs CT contract

LAND & Marine and Salvage Contractors has been awarded a R6-million contract by the Cape Town City Council for the construction of the marine sewer outfall at Green Point Cape Town

L&M&S have already handled underwater pipe-laying projects at Oranienburg Cape Town and Durban

This experience enabled them to offer a price 4% below their competitors tenders

For the project the company has taken over staff from both their associate civil engineering company Murray & Roberts Civils and from their partner company, SA Diving Services

says the matter is likely to be discussed in depth by an executive committee of the 125 000 strong umbrella union along with other requests

These include the "partial re-introduction" of rent control affecting pensioners and a comprehensive State-owned housing project for the aged

"We see no benefit to workers nor the taxpayer when employees are paid out their pension contributions willy nilly

We believe pension

preservations should apply to all race groups, but misunderstanding over and opposition to the preservation of pensions by Blacks should not stop Government introducing it to Whites if it does not see its way clear to enforce it on all employees," says Currie

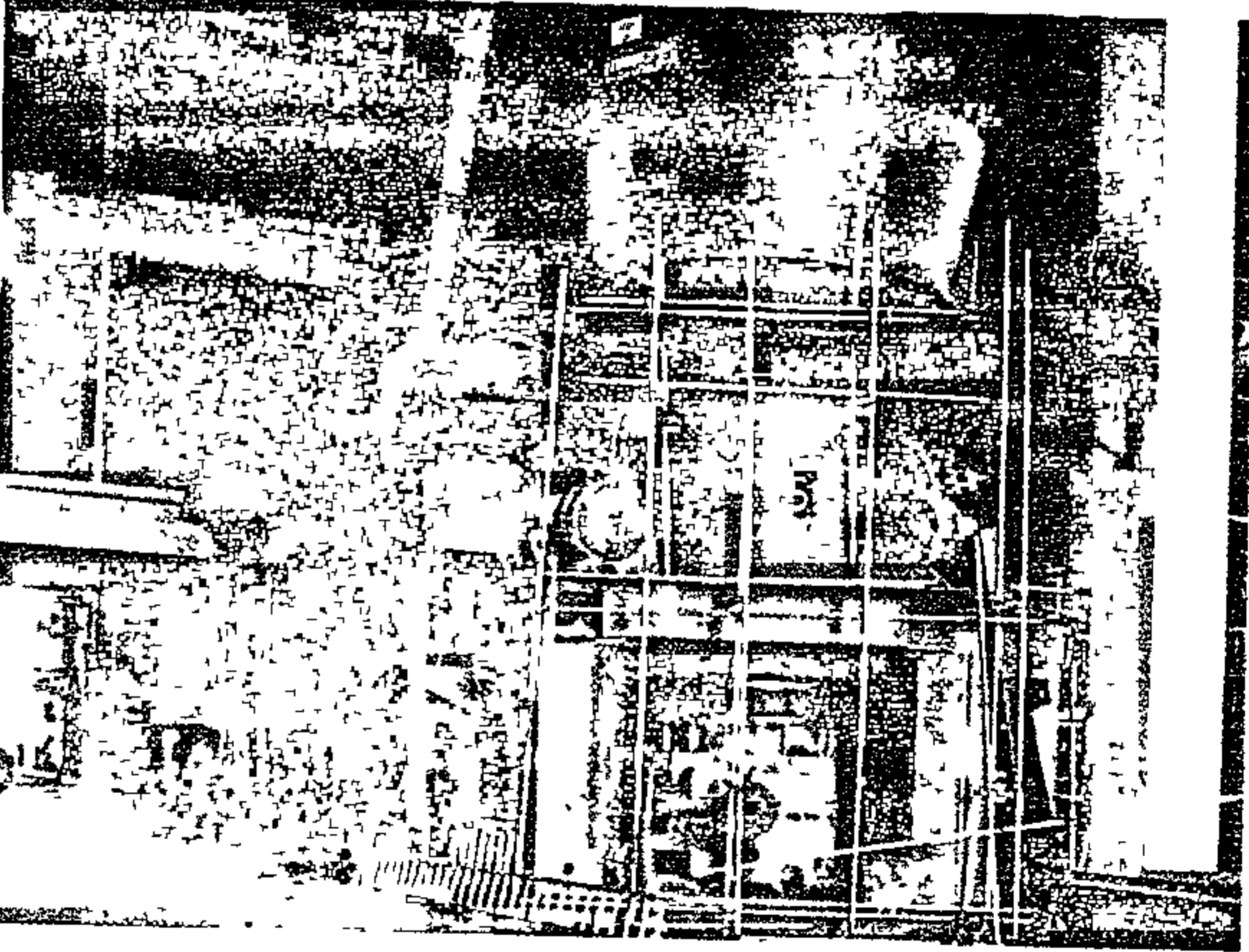
The proposed legislation was shelved for three years following opposition to it which resulted in widespread strikes by non-White workers — mainly in the Eastern Cape

While any blanket re

vival of rent control would seriously discourage entrepreneurs from building accommodation for tenants concedes Currie many cases of aged tenants being exploited by landlords have been evidenced

"Government should look at the partial re-introduction of rent control where hardships affecting aged tenants are involved and comprehensive State projects on housing for the aged should be tackled," adds Currie

First of a dozen Duvha mills



THE first of 12 coal pulverising mills which Loesche SA is supplying to Escom's Duvha power stations is nearing completion. Each mill will weigh about 200 tons and be capable of grinding 100 tons of coal an hour.

Forthcoming events

- ACADEMY of Applied Technology — two day Extractive Metallurgy Symposium Sandton Holiday Inn June 9 - 10
- THE Instruments division of Telkor — Vibration Course June 14 - 16 and 21
- 23 — Kyalami Ranch Hotel
- THE Institute of Lighting Engineers of SA — Outdoor Lighting Seminar, Pretoria, Cape Town and Durban, June 3, 16 and 17 respectively
- HEWLETT Packard seminars — Business Applications, June 24, Rosebank Hotel Johannesburg
- Graphics, Cape Town April 30, Computer

MULTIWELD
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Seychelles plane delay holds up hijack trial

Own Correspondent

MARITZBURG — Ten of the 43 accused in the Maritzburg hijack trial were told today by Mr Justice James

management has to

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500 000 are waiting for outcome of pay talks

By Tony Davis

Labour Reporter

More than 500 000 workers are waiting for the results of annual wage negotiations in four of South Africa's major industries

In two of the negotiations — those in the mining and metal industries — trade unions have declared disputes and have refused to accept terms offered by employers

The disputes will lead to the formation of Government-appointed conciliation boards

If this remedy fails miners and metalworkers are legally entitled to strike.

DISPUTE

The mining negotiations, affecting about 25 000 white miners, broke down after two days of talks last week when the Council of Mining Unions declared a dispute.

Unions in the metal industries, representing about 500 000 workers nationwide, declared a dispute with employers last Wednesday.

Negotiations for some 15 000 automotive industry workers in the Eastern Cape get underway next month.

One major union is demanding a 75 percent increase.

In the garment industry talks affecting 25 000 workers are expected to end later this week

The annual wage and working conditions talks come at a time when, according to financial experts, the

economy is experiencing a downswing.

Mr Jan de Jager, head of the intelligence and research unit of the influential Federated Chamber of Industries, said this week the country was experiencing a downturn in the economic cycle

This meant lower growth and an increase in unemployment

These conditions would also be affected by increases in the cost of living concerning petrol, railway tariffs and higher interest rates, Mr de Jager said

The disputes in the mining and metal industries are the results of wide gaps in employer offers and union expectations.

BOTTOM RATE

Mining unions have asked the Chamber of Mines for a cost of living increase of 15 to 16 percent

The employers replied with counter-offers of three to five percent

The 14 union member caucus in the metal industries has demanded a bottom rate of R1,63 an hour, from its initial demand of R1,75 hourly rising, over a period, to R2.

Industry employers offered artisans a 14,6 percent increase — from R3,62 to R4,15 an hour — and 22,1 percent to lowest grade workers, from R1,13 to R1,38 an hour

In the garment industry talks, which started late last month, unions are hoping for

an average 30 percent increase with increases from 21 percent to more than 60 percent for various grades of workers

Unions were also hoping for an increase in attendance bonuses

The annual negotiations for motor firms in the Port Elizabeth area are scheduled to start on May 4

COUNTER-OFFER

One of the two unions involved in the talks, the Fosatu-affiliated National Automobile and Allied Workers Union (Naawu) has demanded a 75 percent increase, with a starting wage of R3,50 an hour.

The three area employers — Ford, General Motors, and Volkswagen — are all represented on an industrial council and have yet to make their counter-offers public.

NATIONAL

The Naawu is asking for the minimum wage of unskilled workers to go up from R2 to R3,50 an hour, semi-skilled workers to go up to R4 and skilled workers to R4,50 an hour

Naawu says its demands are national

It claims to represent about 40 percent of the motor industry workforce countrywide.

The union is also currently holding talks on behalf of its 4 000 workers at Sigma near Pretoria.

5 for 20/4/82

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Mining union declares dispute

Wage talks in Johannesburg between mining unions and their employers broke down yesterday with the unions declaring a dispute.

The Council of Mining Unions which represents about 25 000 white miners, announced that it would apply for the establishment of a conciliation board to arbitrate in the wage dispute.

In a statement, the Chamber of Mines stated that it had asked the council to "substantially lower" its wage demands of 15 percent for the year and that it was willing to consider increasing its offer of five percent on standard rates

The breakdown in talks appeared inevitable in the light of earlier talks on Tuesday when the employers offered three percent to the council's demands for 16 percent

A spokesman for the unions who attended yesterday's talks said the Chamber of Mines opened the short meeting by giving a "lengthy lecture" on current economic difficulties

"They told us they wouldn't even meet us half-way on our wage demands," the spokesman said.

"In light of their statement that they couldn't even meet us half-way, we declared a dispute"

A similar dispute was declared two years ago but was resolved before a conciliation board was established

17/4/82
S. van



Strike on mines looms as talks fail

A CONFRONTATION between white miners and their employers loomed yesterday as the Council of Mining Unions declared a dispute with the Chamber of Mines over pay demands.

Disputes have now been declared in the country's two biggest non-farming industries this week.

Registered metal unions declared a dispute with employers on Wednesday.

A dispute is the first step towards a legal strike

Yesterday unionists described the chamber's pay offer — 4% according to the unions and 5% according to the chamber — as ridiculous and accused it of taking its toughest stance in living memory on pay demands.

They said it was "throwing down the gauntlet" to union men and one source said workers were set on holding a strike ballot unless the chamber changed its stance

But a chamber statement suggested the deadlock had been caused by the refusal of the CMU, which bargains white wages, to moderate its demands.

The decision to declare a dispute — it will be declared formally on Monday — came after talks yesterday at which unionists demanded a 15% increase after originally demanding 16%.

The chamber's first offer was 3%.

One unionist said yesterday:

"They took an extremely tough line. They offered 4% and then told us they were not even prepared to talk further unless we agreed to drastically drop our demands. They made it clear that unless we demanded less than 9%, they would not negotiate."

Another source said the chamber indicated it would offer 5% if unions agreed to slash their demands

A chamber statement yesterday confirmed it had asked the CMU to substantially lower its demand for a 15% increase in standard rates of pay.

But, the statement said, the chamber indicated it was willing to consider increasing its offer of 5%.

"No reciprocal gesture was made by the CMU, which then declared that a dispute existed," the statement said

10/11
12/4/82
BY STEVEN FRIEDMAN
Labour Reporter

136
22

Talks on mine pay may hit deadlock

By Drew Forrest

Crucial talks on wages for about 25 000 white workers on South African mines reopen in Johannesburg today — and the parties seem to be heading towards a deadlock

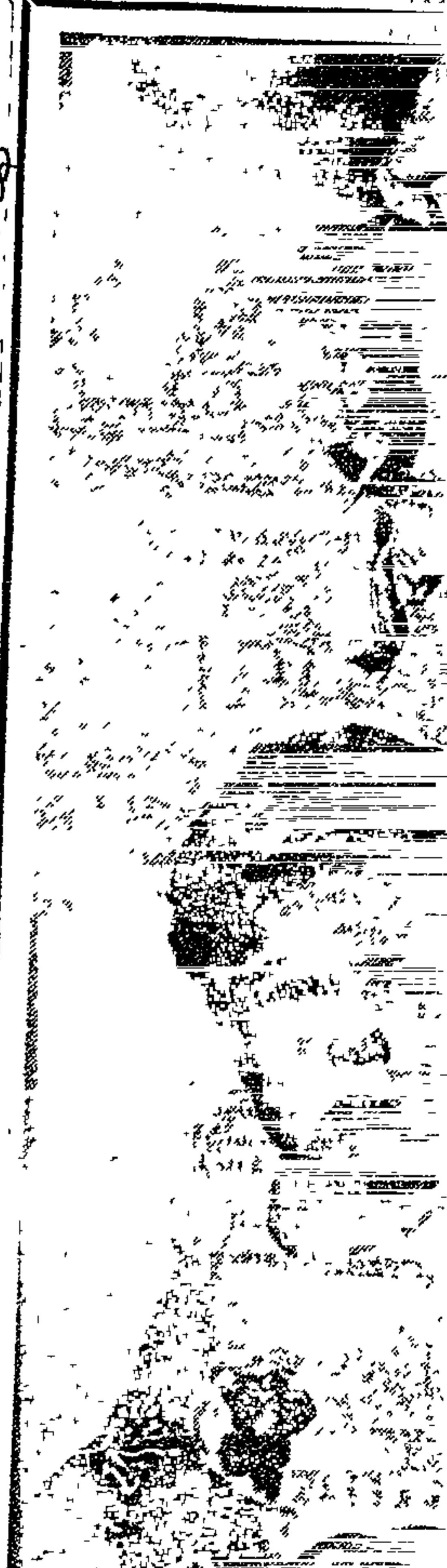
In negotiations with the Chamber of Mines, the Council of Mining Unions — which embraces unions for artisans on the mines and the Mine Workers Union — has demanded a 16 percent pay rise and improved fringe benefits

Employers offered 3 percent on Friday

Describing the offer as a "kick in the teeth" union sources indicated that a deadlock was likely at today's meeting and a formal dispute could be declared

Industry sources said the low offer was because of the downturn in the economy and worsening of general economic conditions

A dispute was declared during last year's wage talks in the mining industry, but settlement was reached finally without recourse to the Government's conciliation machinery.



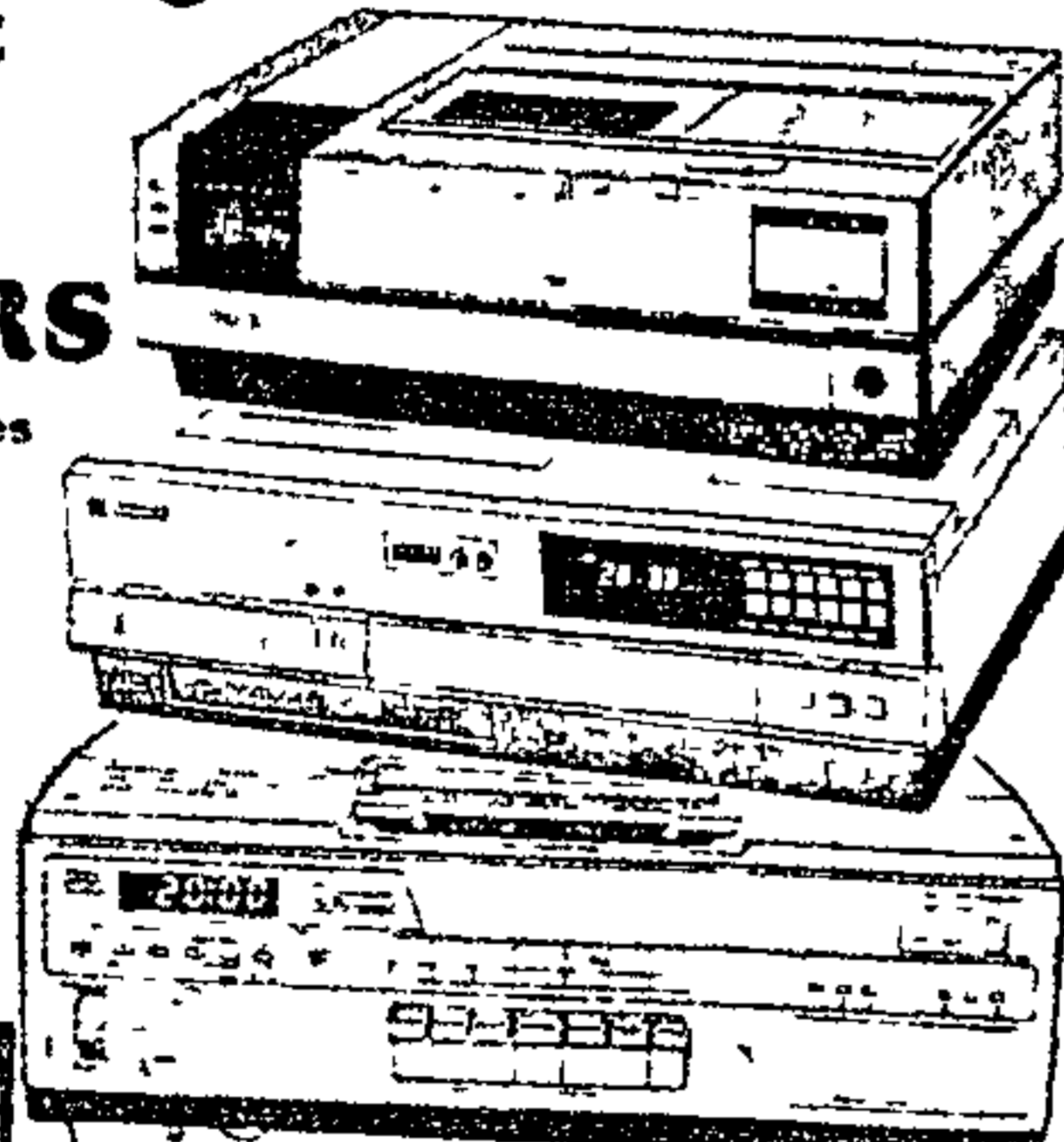
STICKY END . . . Mrs Merle Be a mouse her son Jonat



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UNITED PAVING

SACLA CONGRESS 'Spirit of unity'

136

FM 2/4/87
Leaders of the all-white SA Confederation of Labour (Sacla) are confident that their organisation will survive the crisis it has faced during the past two years. They emerged from their bi-annual congress this week claiming that a strong spirit of unity prevailed in the confederation.

Sacla's problems have been provoked by government labour reforms which have granted trade union rights to blacks. Divisions in the ranks of the conservative union grouping over how to respond to these reforms provoked speculation that it was in danger of disintegrating.

During the past two years the confederation has lost eight of its 21 affiliated bodies. Member unions left because they either wanted to open their ranks to workers of all races, or because they disagreed with the Sacla's opposition to many of the Wiehahn Commission's proposals.

The confederation then faced a crisis because of a clause in its constitution which required its automatic dissolution if membership dropped below the 100 000 mark. The loss of about 60 000 members brought its remaining membership dangerously close to this figure. About a year ago a special congress was held to remove this clause.

When he addressed this week's congress, Sacla president Brian Currie sounded a conciliatory note which was a contrast to the angry criticism of government which has come from some confederation members in recent years. He said Sacla should "react positively to the well-intended and increasingly more urgent legislation which the worsening race relations of our country necessitates." But at the same time he reaffirmed Sacla's policy of guarding the interests of white workers.

Prospects

3 + He complained of the "somewhat vague labour policies of a government all too conscious of its dissident rightwing." He was certain that Sacla members had not drawn any satisfaction from the recent crisis in the National Party. However, if this led to a more confident implementation by government of its policies this would "place us, as trade unionists, more fully in the picture." Sacla would then be able to assess more accurately the prospects confronting it and the stance it should take.

Currie and other Sacla leaders stressed the need for the confederation to increase its membership, which is about 130 000 at present.

Sacla general secretary Wessel Bornman told the FM he was extremely pleased with the spirit of unity shown at the congress. He said tensions between the Mine Workers' Union (MWU) and the SA Iron and Steel and Allied Industries Union — both key Sacla members — had been eliminated. Relations

between the unions deteriorated when the MWU applied to the Department of Manpower for permission to represent steelworkers.

"That problem has been solved. A proper understanding has been reached," said Bornman.

Among the resolutions adopted at the congress were

- An appeal to government to implement the Preservation of Pensions Bill which was shelved due to opposition from black unions,
- A request that a period of 60 days should be given to unions and other interested parties to react to draft legislation or National Manpower Commission proposals

Keep Pensions Law—Sacla

W. S. S. (136) Star 1/4/82

total membership of some 124 000. At least eight unions have withdrawn from the federation in the past two years after opening their ranks to other races. On the labour front the confederation expressed its support for the industrial council system and called on the Government to maintain the closed shop principle. It urged the Government to double the current 30-day period during which

By Drew Forrest
The exclusively white SA Confederation of Labour has called on the Government to re-introduce its legislation for preservation of pensions, shelved last year after bitter opposition from black workers.

At its seventh bi-annual congress, held in Pretoria this week Sacla held that the pensions law should not be halted.

Mr Arrie Paulus of the Mine Workers' Union, a prominent Sacla member, said even if the law was not acceptable for blacks, it should be implemented to cover white workers. Twelve affiliates were represented at the congress, with a

interested parties cannot respond to proposed legislation. Sacla is also considering proposed amendments to the Workmen's Compensation Act, including a raised incomes ceiling of R15 000.

Other resolutions aimed at bettering the lot of white workers, were

● Sacla would ask for interest on mortgage bonds to be tax-free

● A call for the Government to raise the annual earnings ceiling in regard to sub economic housing for whites from R7 800 to R15 000

Bring back the Pensions Bill, says congress

136

Pretoria Bureau
THE South African Confederation of Labour yesterday called on the Government to implement the Preservation of Pensions Bill which it earlier shelved in the face of mass black opposition

And at the bi-annual congress in Pretoria yesterday, the president of the all-white confederation, Mr B L Currie, urged members to accept changes in the labour laws and "react positively" to them

The congress later issued a statement expressing its "dismay" at the shelving of the Pensions Act and calling for its implementation

This was the only way white pensioners would be assured of a living pension when they retired, Mr Arrie Paulus, vice-president of the confederation, said

The confederation also appealed to the Minister of Manpower to retain closed shop agreements and industrial councils

The Government was

urged to double the existing period of 30 days during which parties can react to proposed legislation or amendments

The confederation announced that its ad hoc committee on price increases which was convened in 1978 would become a full-time independent body

It called for the reinstatement of a form of rent control in cases of tenant exploitation and for the lifting of the ceiling on economic housing to at least R15 000 a year. At the moment, only those earning less than R7 800 are eligible to buy economic houses

The confederation also announced

- It was considering proposals on amendments to the Workman's Compensation Act to allow the R12 000 ceiling to be lifted to R15 000
- It would ask for overtime pay to be exempted from tax or else for other concessions in this area
- It would appeal for interest on mortgage bonds to be exempted from tax

Talks to reassure white miners

HA

E. Post 136

31/3/82

JOHANNESBURG — The mining industry has embarked on a series of discussions with trade unions and officials' associations in an attempt to provide white employees with a greater feeling of job security without which an improvement in the utilisation of other employees cannot be achieved

This emerges from the chairmen's reviews for 1981 of Western Deep Levels, Elandsrand and Vaal Reefs gold mines

The talks were initiated after the publication of the Wiehahn Commission's final report

According to the three chairmen, Mr Gerald Langton, Mr H F Oppenheimer and Mr Dennis Etheredge, their respective companies have, for many years, been engaged in improving communications and relationships with their employees and creating better living and working conditions

"A system of industrial relations audits which determines the extent to which a mine has achieved the targets it sets for itself has been introduced

"Slow progress is being made in the sensitive interference areas of our industrial relations because of inherent conservatism and the fact that there are such large numbers of workers on the gold mines who come from diverse parts of Southern Africa with different languages and cultural backgrounds, the majority of whom, generally, have not been afforded the opportunities of more than primary education

"Nevertheless, important changes have taken place on these mines and in the mining industry as a whole over the last few years and a good foundation is being laid for the future," the chairmen point out — Sapa

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(136) Star 30/3/82

Sacla congress begins

By Drew Forrest

South Africa's most conservative trade union federation — the all white SA Confederation of Labour — meets for its bi-annual congress in Pretoria today after a period of declining influence and membership.

Since its last congress in 1980, eight affiliates with a membership of more than 60 000 have withdrawn from Sacla after opening their ranks to other

racers. The federation now has 12 affiliates with about 124 000 members.

Once a major influence on the Department of Labour, it is now out of step with the Government's post-Wiehahn labour policies

One interesting item on today's congress agenda is a call by the Federation of Mine Production Workers — which embraces the rightwing Mine Workers' Union — for

the Government's shelved pensions law to be re-introduced for white workers.

The mining unions have also proposed the appointment of a committee whose job it would be to extend Sacla membership among white workers

The 40 000-strong Yster en Staal Unie has asked the congress to make strong representations to the Minister of Manpower for the maintenance of the closed-shop and indus-

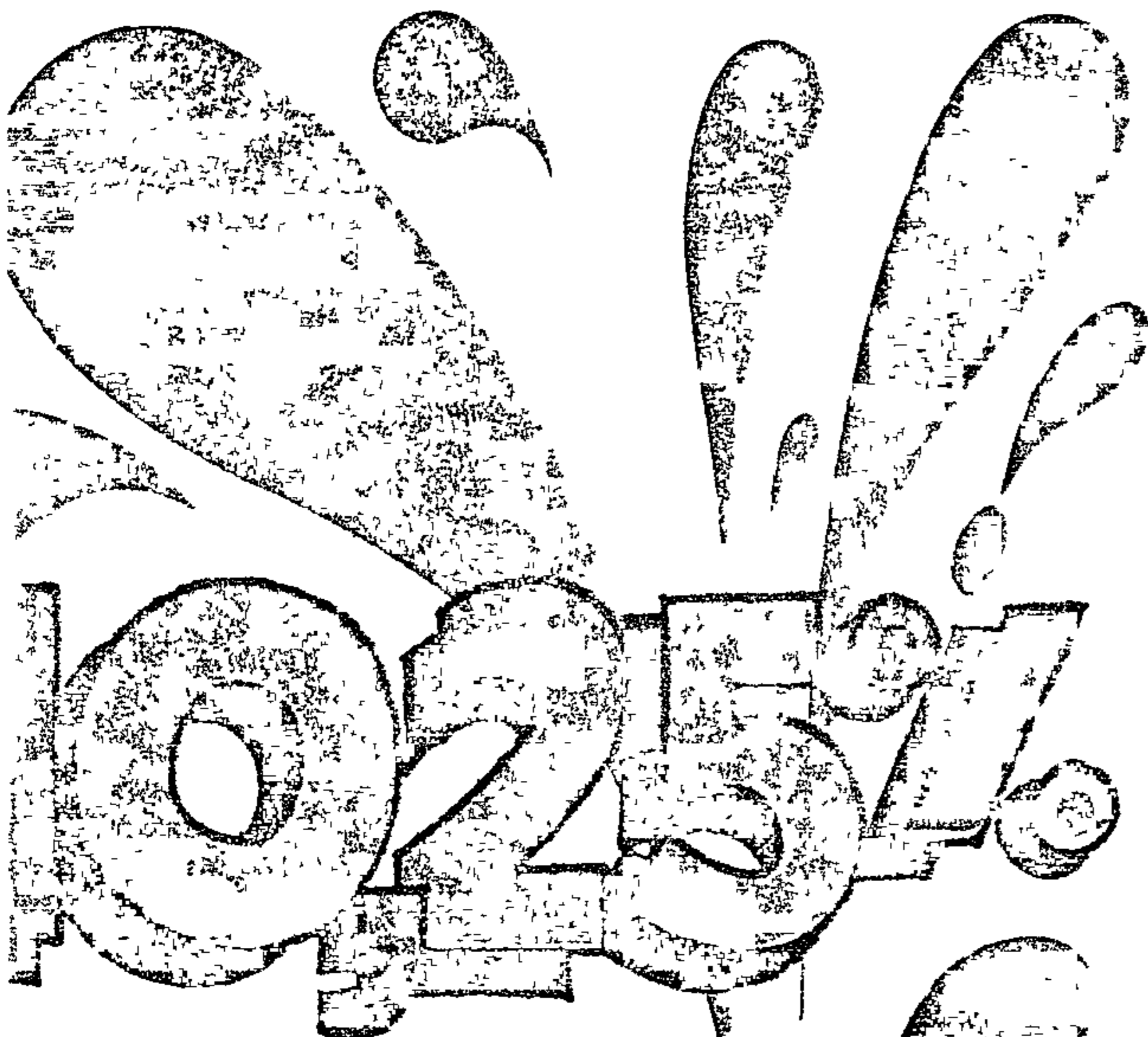
trial council systems.

Other items on the agenda proposed by Yster en Staal include.

- Amendments to the Workmen's Compensation Act, including the extension of cover to workers earning up to R15 000 a year

- The introduction of a State lottery

- The raising of the income ceiling in regard to sub-economic housing for whites



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NEWS

Labour

mobility

freeze

judged

'unfair'

A "freeze" imposed by employers on the movement of skilled workers in the diamond cutting industry has been ruled an unfair labour practice by the Industrial Court.

The application, heard in Johannesburg on March 8, was brought by a tenacious white union, the SA Diamond Workers' Union.

It centred on a rule adopted in 1961 by the industry's employer body, the Master Diamond Cutters' Association, which required employers to go through the association for all labour needs.

The court upheld the union's contention that the rule had been unfairly used to freeze labour mobility in the industry. It ordered that the rule be deleted from the association's constitution.

It also ordered the association to pay damages to a worker, Mr B C Bonthuis, who the union said had been frozen out of employment for a two-week period last year.

The general secretary of the union, Mr Robin Rich, said the judgment had "smashed a 20-year-long Draconian practice". He added that when the industry moved out of its current recession the ruling would strengthen the bargaining position of workers.

An employer spokesman said the judgment "would have little effect" as there was already a termination of employment agreement with the union which precluded the free movement of labour in the industry.

WHAT'S ON

TODAY

Sandton City invites

Mineworkers ~~18/3/82~~ riot over Saturday off (36)

By Bob Davis

About 700 black mine-workers rioted for three hours yesterday at the Ermelo coal mine. Unrest also threatened this morning before the early shift went underground.

The riot was over demand that the last Saturday of the month be a free day so that workers could visit their home.

Yesterday afternoon and this morning workers agreed to go underground only after they had received assurances from the mine management that negotiations would be held with white unions over the free Saturday.

During the riot yesterday workers damaged mine property. The damage was described by Gencor, owners of the mine, as "minimal".

A senior official said "It was the worst I have seen".

Mr Arrie Paulus, general secretary of the Mineworkers' Union, said that the management of the mine phoned him this morning to negotiate changes in shifts to enable all workers to have the last Saturday of the month free.

Mr Paulus said that the management had offered a five-day week from now on, which alternate Saturdays would be off for half the workforce. Half the workforce had been negotiated with managements and the only change his union would favour would be a five-day week.

Industrial sources predicted that there would be riots at other mines over the same issue unless a solution acceptable to both white and black workers were found.

In an official statement, Gencor said "A minor riot took place at the Ermelo mine yesterday afternoon involving black workers wanting to work in time to have the last Saturday of the month free."

"Management is negotiating the matter with white unions."

Railway union opens its doors to all races

One of the most conservative of the white Railways trade unions — the 6500-strong Spoorbond — has amended its constitution to allow black, coloured and Indian members.

The 50-year-old union, which caters for SAR and H construction workers and road transport drivers, was the first formed on the Railways for African workers, and is affiliated to the all-white SA Confederation of Labour (Sacla).

Spoorbond's general secretary, Mr Ebon Jacobs, said, however, that the union would not withdraw from Sacla as it had decided not to recruit workers of other races at this point.

"Blacks, Indians and coloured people have

their own staff associations," he said "We will have to negotiate with these unions to take over workers eligible for Spoorbond membership."

Explaining Spoorbond's decision to open its constitution, taken at its quadrennial conference late last year, Mr Jacobs said "More and more blacks are working shoulder to shoulder with our members — and we negotiate on items which affect them."

Three other formerly white Railways unions, the Artisan Staff Association, the SA Footplate Staff Association and the SA Railways Police Staff Association, last year amended their constitutions to allow for multiracial membership.

APR 17/3/82 136

Spoorbond opens its membership to blacks

ARCUS CORRESPONDENT **SPOOBOND'S** **GENERAL**
JOHANNESBURG **SECRETARY** **MR EBEN**
One of the most conserva- Jacobs, and however that
tive of the white Railways the union would not with-
trade unions — the 6,600 draw from Sacla, as it
strong Spoorbond — has had decided not to recruit
amended its constitution to allow for black, white
to allow for black, coloured workers of other races at
and Indian members this point.

The 50 year old union, Planning Spoorbond's
which caters for railways decision to open its con-
and harbours construction stitution, taken at its
workers and road trans- quadrennial conference
port drivers, was the first late last year, Mr Jacobs
formed on the railways said: "More and more
for Afrikaner workers, blacks are working shoul-
and is affiliated to the der to shoulder with our
all white SA Confedera- members — and we nego-
tion of Labour (SACLA) tiate on items which
affect them."

By Bob Davis
The Mineworkers' Union has accused the Chamber of Mines of turning a blind eye to illegal strikes by black mineworkers

Mr Arrie Paulus, secretary, claims the union's general that at certain coal mines black workers refuse to work on the first Saturday after payday.

"Managements at these (unnamed) mines are frightened of a confrontation with the black miners," Mr Paulus said.

"They re-arrange shifts to kowtow to the blacks and so inconvenience our members, who are expected to work double shifts in some instances or to work on Saturdays when they should be off."

Mr Paulus said re-arranging shifts was a contravention of the 11-day fortnight agreement between white unions and employers in

MWU row over Saturday shifts

terms of which alternate Saturdays were off days

He said an appeal had gone out to all members of the MWU to refuse to change shifts to suit black workers

A spokesman for the Chamber of Mines said black miners on a number of coal mines had asked to be given a free weekend after being paid each month and "as far as possible mine managements have tried to accommodate them"

He said there had not been any collective action by black workers and nobody had refused to work on the Saturdays in question.

136
10/3/82

Labour 'freeze' alleged

The Industrial Court sits today to hear a fresh unfair labour practice case brought by the S. Diamond Workers' Union

The union will argue that the employer body, the Master Diamond Cutters' Association, has through one of its by-laws unfairly restricted the free movement of labour in the industry

The rule, enacted in 1961, requires member

companies to contact the association for all their labour requirements. The union alleges that it has been used to block the employment of certain workers and thus "freeze" labour mobility

It will ask for the deletion of the rule from the by-laws, and damages for a worker. Mr B C Bonthuis, who it claims was unemployed during last year because of a freeze applied

ly the Association

Last year the union won a major unfair labour practice case in the Industrial Court, which effectively strengthened job reservation in the diamond cutting industry

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Note 1:

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(2) Premiums Treated as an Asset - Cont'd:

Solution to GL5 (Cont'd)

Tighten up race acts, urges Sabra

27/1/82
ROM Labour Reporter

THE director of the Right-wing SA Bureau for Racial Affairs (Sabra), Dr Chris Jooste, yesterday told white mineworker leaders that the Government should consider tightening the Group Areas and Immorality Acts, rather than "watering down or scrapping them"

He also called for the reversal of the flow of blacks to the cities and said the recent court judgment establishing the right of migrant workers to permanent city residence rights would "make nonsense" of the influx control system

Sabra was the centre of a storm last year when it was revealed that it received money from black administration boards

Dr Jooste also described the Mine Workers' Union as "our own Solidarity" and said that it was inevitable politics and trade unionism would mix

He was addressing the MWU's annual general council meeting in Johannesburg at a time when the union is pledged to fight proposed labour reforms on the mines

Dr Jooste told the meeting he believed in "the sovereign continued survival of the Afrikaner and the white in Southern Africa" and that he was convinced it was "urgently necessary that

our society be fundamentally changed"

Fundamental

He asserted Afrikaners and whites were subject both to a "foreign onslaught" by, among others, overseas unions, and to "internal circumstances which affect the Afrikaner and the white".

The "fundamental issue" was the "permanent presence of citizens of neighbouring states in our country to whom RSA-citizenship cannot be granted"

The number of blacks entitled to live permanently in "white" South Africa was growing

Proof of this trend was the recent court judgment giving a contract worker the right to permanent residence — a reference to the landmark Rikhoto case last year which upheld the right to permanent city residence of contract workers who have worked for the same employer for 15 years

This trend meant that a manpower shortage developed and it became essential to employ blacks in skilled jobs and to grant them other rights

Job reservation to end in City

CAPE TOWN 19/7/82 (777)

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Political Correspondent
JOB RESERVATION in Cape Town's municipal traffic police, ambulance services and fire department is to be abolished today.

The move, which has been called for by Cape Town City Council and the Progressive Federal Party labour and health spokesmen, is to be promulgated in today's Government Gazette.

It follows negotiations, initiated by the Department of Manpower between the City Council and the South African Association of Municipal Employees, a white union which had resisted opening these jobs to other races.

There has been increasing concern recently at delays in the ambulance service caused by a shortage of white drivers.

Two in force

Since job reservation was abolished in 1979, only two of the 28 job reservation determinations are still in force — Cape Town's emergency ser-

vices and some positions on the mines.

Announcing the decision yesterday, the Minister of Manpower, Mr Fanie Botha, said government policy was to cancel determinations only after consultation with all the parties concerned.

He said the result is a further example of what can be achieved through mutual co-operation in the field of labour relations. He said in a statement: 'Negotiations with the parties concerned for the cancellation of the only remaining determination, which applied to ambulance services and consultation on mine...

'Sound relations'

Mr Botha expressed the hope that the parties concerned in Cape Town would do all in their power to ensure that sound labour relations continued after job reservation was abolished.

The move was warmly welcomed last night by Dr John Sonnenberg, PFP health spokesman in the Provincial Council and a member of the City Council's Amenities and Health Committee.

He said: 'It is tremendous news for the ambulance service. It is long overdue but welcome because an artificial situation was created by ideological legislation. We can expect an immediate improvement in the ambulance service to the good of everybody.'

He said the increasing staff shortage had forced the service to employ medical students on a temporary basis during the recent holiday. There would be no problem in recruiting suitable staff.

Temporary basis

Dr Alex Poraine, the Opposition labour spokesman, said last night that job reservation in Cape Town's cities was denying people employment and affecting welfare, safety and even lives in the City.

He said last night that he was delighted at Mr Fanie Botha's announcement and called on other ministers to take a leaf out of his book.

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LECTURES AND EXAMINATIONS

Although attendance is not compulsory, students are strongly advised to attend all lectures. Evaluation of students' work is based on a combination of class tests, assignments, essays, and University examinations.

The mid-year and year-end University examinations are organised by the University Administration, and any problems which you may encounter with respect to these should be taken to the Examinations Officer, Bremner Building, without delay.

READING

While the Department will try wherever possible to facilitate reading by placing texts in the short loan section of Leslie Library and distributing selected prescribed articles, you are strongly advised to make the fullest possible use of the Library. It would stand you in good stead to attend an orientation course conducted during the first

your address (Room 431).

THE president of the Mine Workers' Union, Mr Cor de Jager, yesterday threw down the gauntlet to the Government and mine employers who have said they want to end racial job bars on the mines through negotiation.

Addressing the Rightwing MWU's annual general council meeting in Johannesburg, he also urged white miners to resist attempts to open skilled mine jobs to all races.

Mr De Jager rejected negotiations aimed at ending job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of len-

til soup".

In doing so, he rejected the Government's White Paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire "blasting certificates"

Mineworkers may not perform skilled work without these certificates, which have been denied blacks since shortly after the turn of the century

The MWU said last year that its members would strike if blacks were allowed to acquire them

The White Paper endorsed the commission's proposal, but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time".

Hopes

Since then, mine employers have been pinning their hopes on negotiations with white miners' representatives to end job reservation on the mines

Some mining sources have also suggested the Government could intervene in the issue if the negotiations do not produce changes.

In his address yesterday, Mr De Jager quoted verbatim from the White Paper and added "According to the White Paper, the Government is generous enough to give an opportunity to employer and worker organisations to reach an agreement within a reasonable time

"In other words, your trade union is expected to exchange even your birthright, namely your trade and future, for a bowl of lentil soup"

He said the general council — the MWU's policy-makers — would discuss fully the Wiehahn report and its consequences

He told members "You must give instructions to the executive as to what it must do in this regard"

Fears

The Wiehahn report on the mines had "confirmed our worst fears," Mr De Jager said

Acceptance of the recommendation that blacks be entitled to blasting certificates would mean they could "occupy any post on a mine"

Quoting a poem by Langenhoven, he said that miners must not allow that "the labourer (jong) one day becomes the boss of the farm"

In a reference to past resistance among miners to changes in racial job patterns — which culminated in a strike in 1979 — Mr De Jager said "The members of this union have shown, and if necessary will again show, that unfair legislation will not get the better of them"

He added "For the sake of the money bosses and the blacks, the white workers are to be placed on an altar for sacrifice"

But he warned the Government that blacks were "not interested in power sharing or confederations, they want to dominate"

'Tiger'

By registering black unions, the Government had "a tiger by the tail"

Mr De Jager also discussed increases in the inflation rate and predictions of a recession, claiming that the recent boom was "artificial" and was created by the "money power" to bring about a shortage of skilled labour and to make the Wiehahn proposals acceptable

But he warned that the drop in the gold price would make it more difficult for miners to win improvements in their living standards

MWU Over job bars

DOM 27/1/82
BY STEVEN FRIEDMAN

136

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(136) star 27/1/82

Miners warned on blacks

By Bob Davis

The liberals are the verkrampies and not the conservatives, who are actually verlig, says the chairman of Sabra.

Dr Chris Jooste told the annual congress of the Mineworkers' Union in Johannesburg yesterday that liberals were those Afrikaners who were satisfied both when they were in the lead and when they were being trampled on.

"I call them verkrampies because they are not fighting for change."

He said the changes Afrikaners and all whites should be fighting for involved the position of blacks with the right of permanent residence in white South Africa

The number of such blacks was on the increase and a recent court decision granting the right of permanent residence to a contract labourer who had worked for the same employer for 10 years made the matter worse.

"There are about 100 000 such migrant workers and if they win the right of permanent residence it will soon become a million."

Dr Jooste said the result of allowing so many blacks to live permanently in white South Africa was bad for whites as it forced the authorities to allow blacks to do skilled jobs.

He said that when blacks performed skilled jobs in white South-Africa it was a victory for the country's enemies.

Dr Jooste said the blacks constituted a threat, because, historically, workers had an influence on politics and it was becoming clear black trade unions would become involved in politics.

He sympathised with white miners in their struggle to retain their historic rights and called on them to help preserve the ideals of "our Voortrekker forebears to have a pure, white, self-respecting South Africa."

The mineworkers' 'most feared day has dawned'

136
Murray 27/1/82

JOHANNESBURG—The gist of the message from Mr Col de Jager, president of the Mineworkers' Union, to delegates at the annual conference in Johannesburg yesterday was 'The day most feared by white mineworkers has dawned'

Mr de Jager accused the Government of 'steam-rolling' labour relations legislation through Parliament in order to 'give to blacks that which, traditionally

belonged to white workers'

He said 'What we have feared has come to pass. In terms of a Government White Paper on the sixth report of the Wiehahn Commission, blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine'

He said the Government had given mine employer and employee groups the opportunity to come to terms on the matter 'within a reasonable period' 'In other words, they ex-

pect us to hand over our birthright in exchange for a mess of pottage'

Mr de Jager said delegates to the congress would have to instruct the Mineworkers' Union on a course of action

He said the one ray of hope was the Mineworkers' Union — 'our record speaks for itself'

Mr de Jager said he wanted to warn the Government 'you must look at the Africa States and what is taking place there, across our borders'

'The blacks are not interested in power sharing or confederation, they want to rule, they want to be the lone bosses'

He said blacks had improved, since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance

'If they cannot have their way, they simply go on strike. I think by now the Government is aware of having a tiger by the tail'

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant. — (Sapa)

D. Dispatch (247) 27/1/82

Resist lifting of job bars miners told *136*

JOHANNESBURG — The president of the rightwing Mine Workers' Union threw down the gauntlet yesterday to the government and mine employers who have said they want to end racial job bars on the mines through negotiation

At the MWU's annual council meeting here, the president, Mr Cor de Jager, also urged white miners to resist attempts to open skilled mine jobs to all races

Mr De Jager rejected negotiations on the end of job reservation in the mines, saying this meant the union was expected to exchange the future of white miners for "a bowl of lentil soup"

In doing so, he rejected the government's white paper reacting to the sixth Wiehahn Commission report

The commission recommended that blacks be allowed to acquire blasting certificates. No mine

worker can perform skilled work without this certificate, which has been barred to blacks since shortly after the turn of the century

The MWU said last year that its members would strike if blacks were allowed to acquire these certificates

The white paper endorsed the commission's proposal but added that employers and worker organisations on the mines "should take the initiative themselves" by negotiating an end to job bars "within a reasonable time"

Since then, mine employers have been pinning their hopes on negotiations with white miner representatives to end job reservation on the mines

Some mining sources have also suggested that the government could intervene in the issue if the negotiations do not produce a change in racial job bars on the mines

The Wiehahn report on

the mines had "confirmed our worst fears," Mr De Jager said yesterday

The recommendation that blacks acquire blasting certificates would mean that they could 'occupy any post on a mine', he added

The director of the rightwing SA Bureau for Racial Affairs Dr Chris Jooste, told the mine leaders that the government should consider tightening the Group Areas and Immorality Acts, rather than "watering down or scrapping them"

He also called for the reversal of the flow of blacks to the cities and said the recent court judgment establishing the right of migrant workers to permanent city residence rights would "make nonsense" of the present influx control system

Dr Jooste also described the MWU as 'our own Solidarity' and said it was inevitable that politics and trade unionism would mix

— DDC

Day SA miners feared 'is here'

ARGUS
26/1/82

136 ~~27~~

Argus Correspondent
JOHANNESBURG. — The day most feared by white mineworkers has dawned. That was the gist of the message from Cor de Jager, president of the Mineworkers' Union, to delegates at the annual conference here today.

Mr de Jager accused the Government of 'steam-rolling' labour relations legislation through

Parliament, 'in order to give to blacks that which traditionally belonged to white workers.'

He said: 'What we have feared has come to pass.'

WHITE PAPER

'In terms of a Government White Paper on the sixth report of the Wiehahn Commission, blacks will be allowed to have blasting certificates and will be able to occupy any position on a mine.'

He said the Government had given mines employer and employee groups the opportunity to come to terms on the matter, 'within a reasonable period.'

'In other words, they expect us to hand over our birthright in exchange for a mess of pottage.'

INSTRUCTIONS

Mr de Jager said delegates to the congress would have to instruct the Mineworkers' Union on a course of action.

He said the one ray of hope was the Mineworkers' Union. 'Our record speaks for itself,' he added.

Mr de Jager said he wanted to warn the Government: 'You must look at the African states and what is taking place there, across our borders.'

'The blacks are not interested in power sharing or confederation. They want to rule, they want to be the lone bosses.'

SA ECONOMY

He said blacks had proved, since 1979 when they were allowed to have trade unions, that the South African economy was of secondary importance.

'If they cannot have their way, they simply go on strike.'

'I think by now the Government is aware of having a tiger by the tail.'

He said if blacks were allowed to have positions of authority in the mining industry, backbone of the economy, they would become increasingly militant, 'and I fear the day when they start demanding a share of our suburbs, facilities and other privileges now enjoyed by whites.'

'Woe the day they ask also for one man one vote.'

Job bars the key issue as miners meet

LEADERS of the Rightwing Mine Workers Union will meet in Johannesburg today for the union's annual general council meeting — at a time when the union's support for job reservation on the mines is facing one of its severest tests

Today's meeting is the first since the Wiehahn Commission, in its sixth report, said blacks should be allowed to acquire 'blasting certificates' on the mines after this change had been negotiated with white worker representatives

No miner can perform skilled work without these certificates, which have been barred to blacks since the early years of this century

At its last general council meeting, the union took a decision to strike if blacks were awarded certificates and it is certain that the Wiehahn report — which was bitterly attacked by the MWU's general secretary Mr Arrie Paulus — will be discussed at the meeting

In its response to the report, the Government said the issue of black blasting certificates should be left to workers and employers to negotiate — a move which was seen at the time as a block to scrapping mine job bars

But there have been suggestions in mining circles that the Government could intervene in the issue again if it appears that the Chamber of Mines and the unions cannot reach agreement, and some mine companies are confident that the end of mine job bars is on the way

Difficult

In a recent report, the joint chairmen of Anglo American's Free State gold mines Mr Dennis Etheredge and Mr Gerald Langton, acknowledged that negotiations with the unions would be "protracted" and "difficult", but said they would eventually lead to a nonracial mine labour force

But the MWU has stuck firmly to its view that only whites should do skilled work on the mines and has warned repeatedly of 'another 1922' if blacks are allowed into skilled jobs — a reference to

By STEVEN FRIEDMAN

the 1922 strike by white miners

Today's meeting may give an indication of the MWU's plans to fight attempts to remove mine job bars

Other issues which may be discussed at the meeting are the union's operation in 'independent' homelands — it is known to be uneasy about the position of its members on Bophuthatswana platinum mines — and its attempts to recruit non-mining white workers

The general council is the union's supreme policy-making body comprised of delegates from a wide range of areas, and its decisions reflect official union thinking

White union acts to beef up bargaining

136 9/1/82 RDM

By JOUBERT MALHERBE and STEVEN FRIEDMAN

THE country's biggest white trade union is taking steps to beef up its bargaining muscle — now that job reservation no longer protects white workers — and believes other unions will follow its lead

The Iron, Steel and Allied Workers Union announced in Pretoria this week it would be running a course for union officials and shop stewards aimed at upgrading their bargaining skills and knowledge of unionism

It believes the course is the first of its kind to be run by a white union

The union, with 79 000 members in 770 industries is a power in the all white SA Confederation of Labour and its general secretary, Mr Wessel Bornman, is secretary of the confederation

At a meeting in Pretoria this week to announce the course Mr Bornman said the white worker had always been protected by job reservation

But since that had been abolished officials of white unions had to be trained on how best to bargain on behalf of their members, he added

Informed

Developments in the labour field meant that officials of the union would have to be kept continually informed about the latest aspects of trade unionism Mr Bornman said

Independent — mainly black — unions have long placed a strong emphasis on workers' education and on building up shop stewards' bargaining skills

But because white workers have been protected by job reservation their unions have generally not relied on tough bargaining on the shop floor and have paid little attention to bargaining skills

The Iron and Steel unions' announcement could therefore herald a new move by these unions to bargain more actively

A spokesman for the union told the Mail that the course was the first of its kind. We are sure other unions will follow suit, he added

CAPE TIMES 8/1/82 (136)

Trade union course

Own Correspondent

JOHANNESBURG — The white Iron, Steel and Allied Workers' Union announced in Pretoria yesterday that it would involve several academics in a course later this year to upgrade their officials' knowledge of trade unionism

At a meeting, Mr W Bornman, the union's chief secretary, said developments in the labour field necessitated that officials of the union were kept informed about the latest aspects of trade unionism

The white worker always used to be protected by job reservation but since that had been abolished, union officials had to be trained in how best to bargain on behalf of their members, Mr Bornman said

A course would be given in June this year for full-time officials of the union, as well as representatives on the shop floor level

The Iron, Steel and Allied Workers' Union had about 39 000 members, who represented more than 770 industries, Mr Bornman said

172 178 136

TWO men have effectively put a stop to the Verwoerdian philosophy that blacks in "white" South Africa should only work in unskilled jobs

Mr Andrew Mkoko has qualified as a die and tool press maker and Mr Headman Makasi as a motor mechanic.

Until 1979 it was official policy that black artisans should only be employed in the homelands

They were seen as a threat to the position of white artisans, and it was believed that, if they were allowed to do skilled work in "white" South Africa, they might start claiming permanence in the inner sanctuary

But the shortage of skilled manpower became critical, retarding economic growth, and the Government was forced to change

This "change of heart"

came in the wake of the publi-

cation of the first report of the

Commission (1979)

which recommended that

any person should be eligible

for indentureship as an apprentice in the Republic of

South Africa

Discriminatory labour legis-

lation and most job reserva-

tion determinations were sub-

sequently revised or

abolished by the Government

in an effort to make the coun-

try's labour laws colour-blind

But the commission men-

tioned in its first report the

paradoxical fact that the Ap-

prenticeship act of 1944

was replaced (along with other

Acts) by the Manpower

Training act of 1981 "as

it did not place any restric-

tion on the indenturing of ap-

prentices on the grounds of

colour or race

But blacks ex-

cluded from becoming arti-

sans if the act was in fact

infracial?

Simply put, it was not

government policy. All appli-

cations to indenture blacks

submitted, and probably were

referred by the Department of

Labour before 1980

And many applications for

work to be indentured never

reached the department

because of strong white union

opposition

The appies who left a Verwoerd dream in tatters

TRAILBLAZERS .. Mr Andrew Mkoko, left, and Mr Headman Makasi

Volkswagen has thus embarked on a year long pre-apprentice programme in the company for those who fall just short of required standards

And what about the men who became the country's first black artisans?

Both are 27, matriculated from the New Brighton Technical School in 1975, where they had been close friends since primary school, and have parents with only primary school education

Both were lucky to miss the 1976 school riots, and the 1980 school boycotts in the Eastern Cape, which had crippling effects on the school careers of many thousands of pupils. Both joined Volkswagen straight after school

Mr Mkoko said in an interview he was glad when he heard he could start training as a toolmaker at the company's apprentice training centre. He always wanted to "make things" and to work with metal

Difficult

But the boot is now on the other foot since the Government changed its policy, making it difficult for conservative trade unions to block the indentureship of blacks if they conform to the requirements for apprenticeship.

The power of this change of policy is well illustrated at Volkswagen, where the large union affiliated to the conservative South African Confederation of Labour, the SA Iron, Steel, and Allied Industries Union, had been unable to veto black indentureship.

Iron and Steel has 36 000 members countrywide, and is outspokenly against training blacks as artisans.

Says its general secretary, Mr Wessel Boinman, "Our union has always been against the training of black apprentices here. We believe it could only bring problems. It is not for me to accept the fact that the Government accepted the Wilhelm Commission's recommendations, but I take cognizance of it. Our views on the training of blacks remain the same."

Mr Boinman did not indentureship of blacks at Volkswagen in the apprenticeship committee, he said. "We cannot veto the Government's decisions."

According to Mr Brian Smith, education and training

manager at Volkswagen, Iron and Steel accepted the indentureship of blacks well. "I imagine it could have been fairly traumatic for them," he said.

The two newly qualified artisans, Mr Mkoko and Mr Makasi, started their training in the company's apprenticeship centre early in 1978, more than two years before they could be officially indentured.

"They were for all practical purposes apprentices, although no contracts had been signed," he said.

The company felt that because of the skilled manpower shortage the Government had to change its policy to allow managements to indenture blacks.

Even if the policy had not been changed, Volkswagen believes, their black trainees could have become artisans without undergoing an official trade test.

In September 1980 the Department of Manpower start-

ed indenturing blacks, and the department was willing to backdate Mr Mkoko's and Mr Makasi's applications to June 1979, making it possible for them to write their trade tests in October and September respectively, he said.

Since the Government agreed to indenture black apprentices, the biggest stumbling block has been the fact that theoretical training facilities been largely segregated.

In the main, therefore, black apprentices must receive this training at a black technical institute (which are few and far between) or by some other arrangement, such as a correspondence course.

Another problem, said Mr Smith, was that there were not enough blacks who met the apprenticeship requirements.

For example, apprentices must have a minimum educational level which most black factory workers do not have.

Technical

He would like to study further on technical lines, and intends to follow a correspondence course in metallurgy through the Technikon RSA "because I want to know more about metal." The PE Technikon does not offer part-time courses.

He would like to progress beyond a toolmaker, but would not like to be a foreman.

His father, who spent his life as a labourer, had always encouraged him to study further. "If you study you will have money," his father said.

Now Mr Mkoko's advice to young people is "Stay at school as long as you can, so that if a good job crops up you can be the one to fill the position."

Newly qualified motor mechanic, Mr Makasi, was also influenced by his father, who was a backyard mechanic.

His parents battled to keep him in school, and money was always scarce.

He started at Volkswagen as a repairman assisting a motor mechanic on the assembly line.

He, too, would like to improve his education by following a correspondence course in technical engineering through a technikon, and has also set his sights on becoming a foreman.

His advice? "Don't give up."

FM 25/6/82 136

Showdown on the mines

A serious showdown between mining houses and white miners is looming following a decision by unions representing 22 000 of these miners to hold a strike ballot on July 7. Should the miners vote in favour of a strike — and union leaders predict overwhelming support for one — almost all of SA's gold and coal mines will be affected by a legal strike.

The eight unions which constitute the Council of Mining Unions (CMU) agreed unanimously to hold the ballot after wage negotiations with employers reached deadlock at a conciliation board hearing this week. Employers, represented by the Chamber of Mines, made an offer of a 9% wage increase plus the offer of productivity negotiations, which could lead to further improvements of employment conditions later in the year.

The CMU, however, rejected this, saying that its members want a 15% increase — a clearly unacceptable figure to the chamber, which made an opening bid earlier this year of a 3% pay rise.

The unions say their members are insisting on a 15% increase, which will match the rise in the cost of living, as well as pay hikes granted to civil servants and artisans in other industries.

Employers have rejected the CMU demand for the dispute to be settled through arbitration. They insist that the 9% offer is the very maximum they can make in the light of the perilous state of the mining in-



Paulus ... confident that 90% will vote to strike

dustry. They also point to the slowdown in the national economy which, because of the drop in the gold price, is facing the prospect of a zero growth rate.

Although the unions have opted for a strike ballot, there are still official mechanisms which can be used to try to avoid a showdown. The conciliation board chairman has to report to the Minister of Manpower, who can suggest three further courses of action — arbitration, mediation

or even referral of the issue to the industrial court. However, at this stage it seems unlikely that any of these mechanisms will be effective in bridging the substantial gap between the chamber and the CMU.

CMU leaders have been particularly critical of the chamber's refusal to consider arbitration. But some employer sources argue that this mechanism is not an appropriate one to use in the mining industry.

There are hopes that many members of artisan unions in the CMU might vote against a strike, creating disunity within the miners' ranks which could pave the way for further talks. However, the vehemence with which the chamber's pay offer has been rejected at recent meetings of union members indicates that a large number of rank and file workers are in a militant mood. CMU chairman Arrie Paulus says he is confident that 90% of the members of the eight unions will vote in favour of a strike.

One factor which cannot be ignored is the extreme hostility of many white mineworkers towards government attempts to phase out race discrimination on the mines. They believe that a decision by them to give way on the pay issue will be seen as a sign of weakness by employers who are negotiating with union leaders about the phasing out of job reservation measures.

There is little doubt that the mining industry could be heading into a clash which will be far greater than the abortive

Mineworkers Union (MWU) strike in 1979. No other unions supported the MWU in that conflict, but now there is the prospect of a further seven unions being involved. This is the first time the CMU has decided to hold a strike ballot. In addition, the possibility of two officials associations, which have not yet reached wage agreements with the chamber, being drawn into the dispute cannot be excluded.

Unions affiliated to the CMU are the Amalgamated Engineering Union, the Amalgamated Society of Woodworkers, the Amalgamated Union of Building Trade Workers, the Iron Moulders' Society, the Mineworkers' Union, the Boilermakers Society, the Electrical Workers' Association and the Engine Drivers, Firemen's and Operators Association.

Wage deal still in the balance

ROM 1/7/82 (36) 2/11 2/11

Labour Correspondent

WHITE miners' wages at Rooiberg tin mine will still depend on the outcome of the current dispute between the Chamber of Mines and the Council of Mining Unions (CMU)

This is in spite of an agreement between Rooiberg and the mine unions on Tuesday, CMU chairman Mr Arrie Paulus said yesterday

Mr Paulus said the CMU's decision to settle with Rooiberg would have "no effect at all" on the current dispute, which will culminate in a union strike ballot next Tuesday

Rooiberg and the CMU have agreed that any rise mooted between the chamber and CMU will be passed on to Rooiberg workers if it is higher than 9%. It will also be back-dated if that is agreed between CMU and the

chamber

On Tuesday Rooiberg, owned by the Gold Fields group, announced the CMU had accepted its offer of a 9% rise on standard pay rates

The announcement was seen by some observers as a pointer to the dispute on the gold and coal mines where the CMU called the strike ballot after rejecting a 9% offer by the chamber

But Mr Paulus said yesterday that the CMU settled with Rooiberg only "because they have agreed that whatever we get from the chamber will be passed on to our members at the mine"

"We decided to settle with Rooiberg because it is a small tin mine outside the chamber and we have a bigger issue on our plate at the moment"

He said their battle with the Chamber of Mines for a 15% increase would continue

Mine unions clash on strikes

By Drew Forrest

An inter-union row has erupted over the refusal of a mine officials' association to back mining unions in the event of a lawful strike

At the centre of the rumpus is the Underground Officials Association (UOA), which last week broke ranks with other officials' bodies and the Council of Mining Unions (CMU) by accepting a Chamber of Mines offer of a nine percent

increase in minimum pay rates

The CMU is in dispute with the Chamber, which has offered white miners an eight percent rise. A failure to settle at a conciliation board meeting on June 24 could lead to a lawful strike on the mines

The UOA general secretary, Mr Doc Coertze, said he would not advise his members to refuse miners' work if they struck

"The CMU is making

a big mistake in demanding 15 percent when the industry is in the doldrums," he said

"We feel we are doing the CMU a favour by settling early. Now the Chamber can't offer it less than the nine percent we received"

In an angry reaction, a CMU source branded the UOA leadership "scabs who obviously don't know the first thing about trade unionism"

At a meeting in

Klerksdorp last night, the CMU chairman, Mr Arrie Paulus, told about 1800 miners — who unanimously rejected the Chamber's offer — that the UOA had not done its arithmetic if it thought a 15 percent demand unreasonable

Members of the UOA claimed after the meeting there was widespread rejection of the settlement in the Klerksdorp area.

Most officials would not do the work of strikers, they said

Dispute declared in mine pay deadlock

208 136

Tin mine offer of 9% accepted

By STEVEN FRIEDMAN
Labour Correspondent

THE 15 000-member Mine Surface Officials Association (MSOA) has declared a dispute with the Chamber of Mines over the Chamber's wage offer, which has been accepted by the other two officials' associations

The MSOA will now apply to the Minister of Manpower, Mr Fanie Botha, for an official conciliation board to attempt to settle the dispute and may take the Chamber to the industrial court if efforts to reach a settlement fail

The move comes as mining unions, represented by the Council of Unions, prepare for a strike ballot over their wage dispute with the Chamber

And the MSOA's general-secretary Mr Robert Botha, said that the union was also planning separate action against the Chamber over alleged violations by mine managements of an agreement on the promotion of white, coloured and Asian workers to officials' posts

The declaration of a dispute is usually the first step on the route to a legal strike But Mr Botha said yesterday that the MSOA did not plan to strike if the conciliation board failed to resolve the deadlock

"The declaration of a dispute merely enables us to carry out our stated intention of taking industrial court action against the Chamber," he said

Mr Botha said the MSOA had declared the dispute because it believed that the Chamber's offer of a 9% increase on

minimum pay rates was "incomplete" as it did not cover the majority of jobs represented by the union

A Chamber spokesman would not comment yesterday

The outgoing president of the Chamber, Mr Lyn van den Bosch, said yesterday at the Chamber's annual general meeting

"During the past decade, the mainly skilled white workforce in the industry has enjoyed a real increase in wages and, taking into account subsidised housing and other generous benefits, has probably fared better than employees in any other sector"

But, "given the extremely serious plight of the mining industry and the national economy" it was not possible "to maintain the high level of wage increases to which employees have been accustomed Mr Van den Bosch added

Labour Correspondent

THE Council of Mining Unions, which is to hold a strike ballot on its dispute with the Chamber of Mines over white wages on gold and coal mines, yesterday accepted an offer of a 9% wage increase from the Rooiberg tin mine

A statement by the Goldfields group, which owns the Rooiberg mine, said the CMU had accepted an offer of a 9% increase on "standard rates of pay" at a meeting with the board of Rooiberg Tin yesterday The CMU has rejected the chamber's offer of a 9% increase on gold and coal mines

CMU spokesmen could not be contacted last night but are likely to argue that an agreement with the tin mine does not affect their stance on the gold and coal mines, where conditions may be different

The agreement is thus unlikely to have a direct affect on the unions' stance towards the chamber's offer They are demanding a 15% rise Rooiberg is the country's biggest tin mine and is situated in the Waterberg area

Relaxing of racial job bars 'a priority'

Labour Correspondent

TALKS between the Chamber of Mines and white unions on relaxing racial job bars and a new labour relations system for the mines have made only "slow" progress, the chamber's outgoing president, Mr Lyn van der Bosch, told it's annual meeting yesterday

And a mining house executive, Mr Basil Hersov of

Anglo Vaal, yesterday called for the removal of all racial labour bars on the mines and said this should be treated as "a priority" by the chamber and unions in the year ahead White workers' fears would have to be allayed, he said

The chamber is holding talks with the unions on a new labour relations structure

Mining is the only major private sector industry which

still has statutory bars on black job advancement

Mr Van den Bosch yesterday revealed that the talks centred around key issues such as the present bargaining system, "freedom of association and the future of the closed shop, and the need to allay employees' fears about future job security"

"To date a number of meetings have been held with the 11 employee organisa-

tions but progress in reaching a consensus on the resolution of these major issues has unfortunately been slow," he said

In his speech replying to Mr Van den Bosch's presidential address, Mr Hersov said the removal of all racial labour bars was "essential not simply on moral and political grounds but to ensure the efficient allocation of human resources"

~~134~~ 138 ~~132~~
22,000
Staw ~~24~~
for strike
2/7/82 ~~2/3~~
— Paulus

Labour Reporter

Nearly 22 000 white miners would vote "yes" in the strike ballot being held next week, Council of Mining Union chairman, Mr Arrie Paulus warned today.

Speaking after an executive meeting he said more than 90 percent of the members of the eight white unions would support a "yes" vote

But he accused mine managements and the Chamber of Mines of intimidating miners and even trying to prevent them voting

Mr Paulus said mine managements had threatened that if there was a strike, all the strikers would be dismissed. Some would be taken back selectively

Mr Paulus said that if one worker was not taken back in such a situation the strike would go on

The Chamber of Mines stated that managements might have drawn workers' attention to the consequences of a strike, but it was wrong to say they were threatened.

Damaging strike looms



Much more will be at stake than wage rates when the 22 000 white miners represented by the Council of Mining Unions (CMU) hold their strike ballot next week. The future structure of labour relations in SA's gold and coal mines could be determined by that trial of strength between mining employers and white miners.

The immediate *casus belli* is a deadlock in wage negotiations. The eight unions affiliated to the CMU decided on a strike ballot after employers rejected their demand for a 15% pay hike. Employers, represented by the Chamber of Mines, proposed a 9% increase at a conciliation board hearing last week — well up on the 3% offered earlier this year.

CMU chairman Arrie Paulus predicts an overwhelming vote in favour of a strike — and recent union mass meetings indicate that miners feel strongly about the pay issue. Their work is more arduous and dangerous than that in other industries where substantial increases have been granted.

However, there are broader issues which have led to the pay talks taking place in a troubled atmosphere. In the background are efforts, prompted by government, to reform the way in which labour relations have traditionally been conducted on the mines. Conservative elements within the

CMU are extremely hostile towards proposed changes.

Statutory job reservation and other practices which ensure the job security of white miners — and half black advancement — originated in the bloody Rand revolt of 1922. Sixty years have passed, but the issue remains emotionally charged. The Mineworkers' Union (MWU), which is led by Paulus, has, for example, threatened to strike if black workers are granted blasting certificates.

In October last year, government accepted the Wiehahn Commission recommendation to eliminate job reservation in the mining industry. An important proviso was that there should be adequate measures to allay white workers' fears for their job security. Government instructed employers and the white unions to reach accord on this within a reasonable period.

Talks to pave the way for a serious discussion on dismantling discriminatory practices have been held. Although most of the unions favour scrapping the job barriers, the MWU, which represents more than half of the CMU's numerical strength, has been putting up a tough rearguard action. The pace of the talks has been slow and there appears to be the prospect of lengthy filibustering. Meanwhile, the MWU, through its newspaper, has maintained a stridently bellicose attitude towards reform.

Paulus and leaders of the artisan unions in the CMU insist that it is only pay — and not reform — that is the issue in the cur-

rent dispute. However, some observers say that many rank and file union members are not drawing such a distinction. They feel that a backdown on the pay issue may be seen by employers as a sign of weakness.

Some employers claim that the uncharacteristic militancy displayed by some artisan leaders stems not only from the pressures they feel from their members over the pay issue, but also from their fears of losing members to the MWU. They deny this — but they cannot, for example, draw much comfort from a letter which appeared in a recent edition of the MWU newspaper. It came from 45 artisans at a colliery, who claimed to be members of several unions. They expressed fears about the future of whites in the mining industry and asked to become members of the MWU. "We do not want any longer to be members of unions who, without consulting us, take very important resolutions and undertakings without consultation to sell out their members in favour of the blacks," they said.

Some employers believe Paulus has been spoiling for a fight since the abortive MWU strike in 1979. They claim he wants to restore prestige which was lost in that debacle and is trying to build a powerful alliance of white workers on an issue where not only the MWU, but the entire CMU, takes on the employers.

Some unionists, on the other hand, insist that employers have been seeking a confrontation. They claim that within the Chamber there are hardliners who believe the low current demand for gold provides an ideal opportunity to break the power of the MWU.

There may be truth in both of these viewpoints. But where some on both sides of the fence do agree is that the outcome of the dispute will probably have a profound effect on how and when the reform initiatives are introduced. If the employers cave in, the chances are that the negotiations to end job reservation will become even more protracted. If, however, the unions are defeated — and their funds depleted by a lengthy strike — employers will be in a far stronger position to press for prompt reform.

It is, of course, still possible for a compromise to be reached. Ike van der Watt, general secretary of the SA Boilermakers Society, expresses the hope that further negotiations will take place after the strike ballot. The CMU continues to offer the alternative of arbitration to the Chamber. Employers however, reject arbitration because they believe that it has a poor history in SA, with arbitrators frequently plumping for a figure midway between what the two parties have demanded. "The fact of the matter is that with the gold price as low as



CMU's Paulus ... expects an overwhelming vote

“EARLY BIRD” REGISTRATION FORM

Miners told: Strike will hurt SA

By KEVIN DAVIE

THERE can be no winner if South Africa's mines shut down

That is the warning published in a Chamber of Mines newspaper to white miners on Wednesday's strike ballot.

Mining News states "Miners should think extremely carefully before contemplating strike action"

The industry's newspaper says that "a strike now can only further damage the country's ailing economy and do added harm to a mining industry already battered by depressed mineral prices"

Union leaders claim there will be an overwhelming "yes" vote to strike, but sources on both sides say that they are close to a compromise

"There'll be a settlement," one senior source in the mining industry told me

Mining News reports that many miners have already lost their jobs cut-backs of almost half the labour force at Wit Nigel and 3 500 redundancies at West Rand Consolidated

Danger point

A front page editorial in Mining News — the only official comment from the employers' side apart from a short Press release after talks broke down last week — says union leaders "have engaged in some exceptionally hard and successful bargaining on behalf of their members in the past couple of months"

"But it is equally their duty to act responsibly and recognise the danger point beyond which they can venture only by putting the interests of their own members in peril"

The present dispute — which some observers say is more a test of strength between management and unions — began in March

Originally, the Chamber of Mines offered 3 percent, but later increased this to a 9 percent increase on basic salaries

The Council of Mine Unions initially asked for 16 percent, but later dropped its demand by 1 percent.

There is speculation that a compromise will be reached at 12 or 13 percent.

211 (136) Star 24/7/82

Mining union deserters sank raise

Labour Reporter

A break in the ranks of mining unions helped ruin a position of strength during recent wage negotiations with the Chamber of Mines.

The chairman of the eight-member Council of Mining Unions, Mr Arrie Paulus, has accused two mining officials' associations of breaking ranks in the wage negotiations with employers.

The dispute between the council and the

Chamber of Mines was resolved on the brink of a strike vote by miners with a settlement of 12 percent.

The wage negotiations had started out with the mining union asking for a 15 percent increase for the new agreement, but employers offered only three percent.

The chamber's offer was rejected, as were subsequent counter-offers to five percent and eight percent.

But then a nine percent offer was accepted by two mining officials' associations, the SA Technical and Underground Officials.

Mr Paulus described the two bodies as "handsupper unions" who deserted the other unions and helped keep them from reaching 15 percent.

He was, however, full of praise for a third officials' association, the Mine Surface Union, which also declared a

dispute with the chamber after rejecting the nine percent offer.

Recently the three associations also received the 12 percent increase.

Mr Paulus rejected the Chamber of Mines argument that wage demands endangered a shaky industry.

The upgrading in wage offers proved the chamber was like an orange "The more you squeeze it, the more juice you get," Mr Paulus said.

The chamber's rejection of a union call for arbitration in the dispute proved that the employers' story of increased wages threatening the national economy was untrue, he added.

Mining unions and officials' associations had to stand together in negotiations with the chamber if they wanted to work from a strong bargaining position and win a fair increase, Mr Paulus said.

36/7/82 (170) (136) (137) (138) (139) RDM

Railwaymen will stick to pay demands

Pretoria Bureau

RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday

The union men are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on

next year's pay increases

The one black, one Indian, two Coloured and seven white unions are expected to press for increases which will match the inflation rate

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders

The "no redundancies" assurance was given the country's 280 000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had

been discussed with them

The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession

"We are in the red for the first three months of the financial year to the extent of R85 000 000. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis."

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D. Dispatch
5/8/82

CDA, unions close to agreement

EAST LONDON — Management of the CDA motor assembly plant here yesterday moved significantly close to a new labour agreement with both the South African Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers' Union, a statement issued by the company's public relations consultants said

trucks, and the unions, said in a joint statement last night they had reached a "tentative agreement on most points in their negotiations".

They added "Further points and confirmation of the agreement will be finalised in the next few days"

CDA is the largest employer here, with a total workforce of some 2 600

CDA, which assembles

SALE

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— pumped to another tanker —
the Jobs Stove

Labour deal 'close' in EL

Post Reporter
CDA, which assembles Mercedes-Benz cars and trucks in East London, moved significantly close today to a new labour agreement with both the SA Iron, Steel and Allied Industries Union and the National Automobile and Allied Workers' Union

In a joint statement last night, the unions said they had reached "tentative agreement on most points in their negotiations" and that "further points and confirmation of the agreement will be finalised in the next few days"

Naawu officials said there were certain points to be resolved which the union's membership had asked the negotiators to query

The fact that several fishing trawlers had an- ation would cost in the re- gion of R1 million

White union leader joins Naawu in 'lock-out' claim

By SANDRA SMITH

THE closure of plants by Ford, General Motors and Volkswagen for more than a week last month after a strike by about 11 000 workers was "an illegal lock-out", Mr H Ferreira, deputy general secretary of the South African Iron, Steel and Allied Industries Union, said in an interview last night.

The union, one of the more conservative white unions, is negotiating wages and working conditions at the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape, which meets today

Also represented are the three motor manufacturing companies and the National Automobile and Allied Workers Union (Naawu)

Mr Ferreira said the SAISAIU had asked the employers to pay its members for the period when the plants were closed. Its members did not take part in the strike on July 15 by members of Naawu

Naawu has also demanded payment for the period the plants were closed

The motor manufacturers refused to pay SAISAIU

a one-party state parliament Under the constitution, new

concept we envision Zimbabwe became inde-

members for time not worked, and the union has demanded the matter be placed on the agenda for today's meeting

"We will go all the way if necessary to get payment for our members," Mr Ferreira said

The union had previously not made public its wage demands, as statements to the Press "could jeopardise negotiations and confuse the workers", he said

"We have now been accused by our membership of being inactive for not making statements," added Mr Ferreira

The union, a SA Confederation of Labour affiliate, has a white membership in job categories three to eight

The union put forward proposals for a minimum hourly wage for artisans in grade seven of R4,37, increasing to R5,10 by January, 1984. The employers have offered a minimum hourly wage for grade seven A of R3,80, increasing to R4,06 in August and to R4,22 in February, 1983

Mr Ferreira said "We are not satisfied with the employers' offer and think a compromise can still be reached"

The union supported Naawu's demand for severance pay on the basis of one month's pay for every completed year of service

Treason trialist tells why he

became a 'soldier'

PRETORIA — Convicted high treason trialist Thelie Simon Mogoerane, 23, told the Pretoria Supreme Court today that he had decided to become a "soldier" to help in the armed struggle to free blacks from their oppression

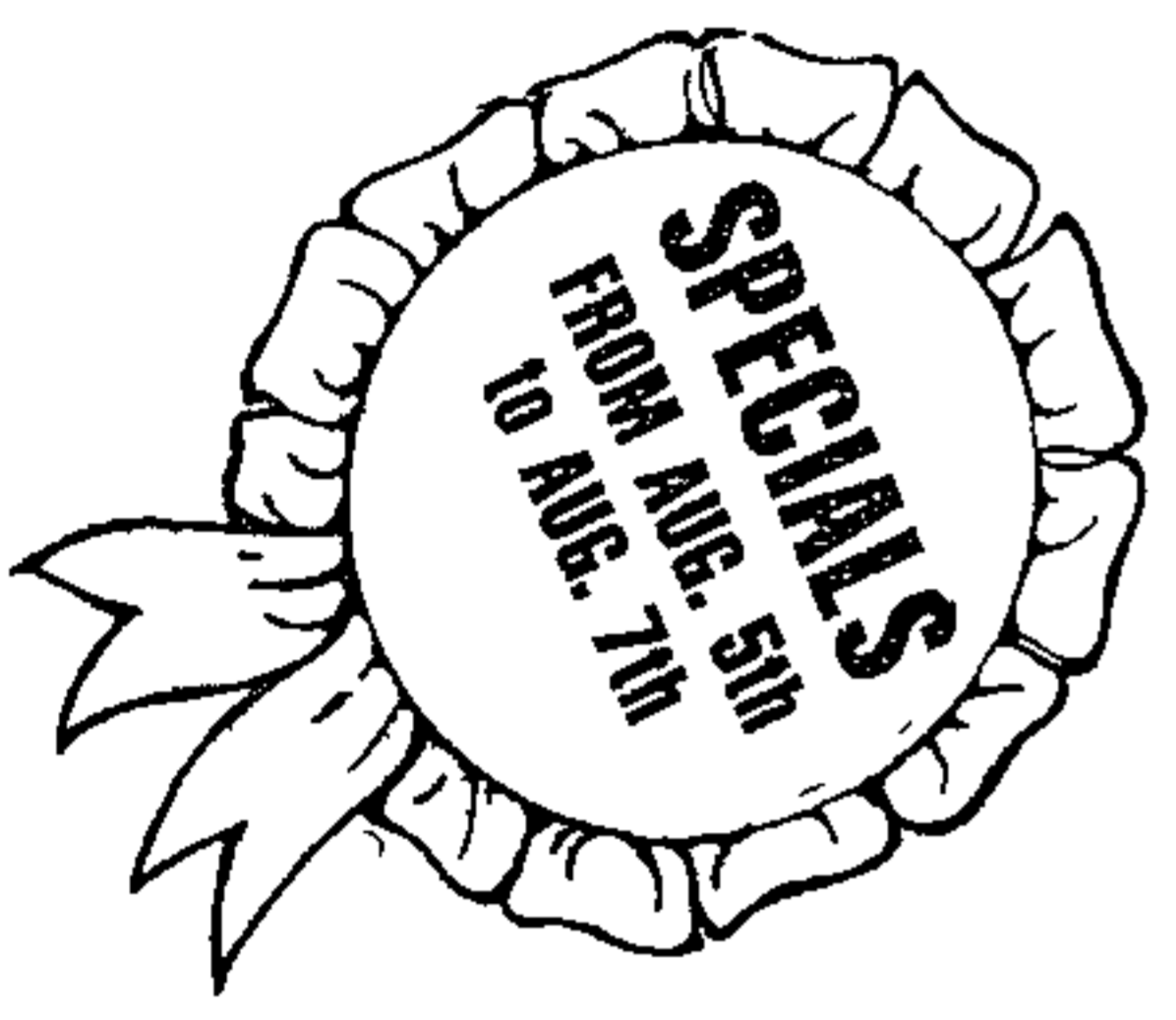
Mogoerane, Jerry Semano Mosioli, 25, and Marcus Thabo Motauung, 27, were found guilty yesterday of high treason and alternative charges of murder, attempted murder, robbery and contravention

Mogoerane gave an account of his participation in the attacks on the Moroka, Orlando and Wonderboom poort police stations. He said he had not killed anyone in any of the attacks

Speaking in a mixture of Sotho and English, he told how his frustration and confusion at the injustices suffered by black people in South Africa led him to leave school in 1976, when he was in Standard 9, and go to Botswana

MEATWORLD

YOUR FAMILY BUTCHERS



HALF or WHOLE

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- Chical
- Coperl
- Dublin
- Frankl
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- Helenl
- Hongl
- Jerusa
- Labbor
- Londo
- Los An
- Madrid
- Miami
- Montel
- Moscow
- New O4
- New Y6

Lay-off offer hailed

136
E. Post
6/8/82

Post Reporter

THE senior regional secretary of the SA Iron, Steel and Allied Industries Union, Mr Lieb Pretorius, has described the new Eastern Cape motor employers' offer on lay-off pay as a move which could lead to greater stability in the industry.

Calling the offer a "major breakthrough", he said one effect could be to attract more black artisans to the industry

The new employers' offer on short time payment and a new separation allowance system was also very important, he said

Under the present system workers contribute a certain amount every year, depending on their grade, and are then entitled to draw maximum benefits a year in the event of a lay-off

The new system is the latest management offer in the Industrial Council negotiations. It would allow employees a certain number of days basic pay in lay-off compensation, depending on the worker's length of service

Mr Pretorius said the effect would be to give substantially greater benefits

Under the present system a person in one of the top categories with more than 10 years service would contribute R52 during the year in order to qualify for a maximum benefit of R104

Under the proposed new system an employee on the same grade and with the same number of years of service would qualify for R413 with no contributions

At the lowest grade a person presently contributing R17,94 has a maximum benefit per year of R36. Under the new system he would qualify for R84,6 with no contributions

The lay-off schedule as presented by the employers offers workers with fewer

than two years service four days basic pay lay-off compensation, those with between two and five years service five days pay, those with more than five years seven days pay, and those with more than 10 years service 10 days

Another management offer introduces the idea of a separation allowance to be payable by employees in the event of permanent lay-off (retrenchment)

The allowance varies from 10 days at basic rates to 35 days pay depending on years of continuous service

Mr Pretorius will be holding a report back meeting to union members this evening. The union represents more than 2 000 members on the Industrial Council

Ford truck plant is closed

By SANDRA SMITH

THE Ford truck plant ceased production today when about 300 workers were sent home after refusing to work. Some workers in the Neave plant also downed tools and left the plant

This follows a rejection by thousands of Ford, General Motors and Volkswagen workers at meetings last night of new wage proposals made by employers at yesterday's sitting of the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape

Ford spokesman Mr Fred Ferreira confirmed the stoppages but said the Neave plant was still in operation

The Industrial Council declared a formal dispute in wage talks last month, but after

sporadic stoppages at the motor plants and a shut-down of Volkswagen in Uitenhage, the employers upped their offer

In terms of their new offer, while the hourly minimum wage for grade one workers already in the employ of all three companies will be R2,15, they will receive a 5c increase this month to R2,20

This will increase by 10c in February and August next year and in February 1984, bringing the hourly minimum to R2,50

The employers' previous offer was for an increase from R2 to R2,15, increasing to R2,25 in February next year

Members of the National Automobile and Allied Workers Union (Naawu) have demanded a minimum hourly wage of R2,50, increasing by 25c every six months to R3,25 in February 1984

Unions differ: whites clinch pay deal

Post Reporter
THE SA Iron, Steel and Allied Industries Union, representing more than 2 000 white automobile workers in the Eastern Cape, yesterday clinched an interim pay agreement with employers at the Industrial Council meeting

The agreement was reached after the National Automobile and Allied Workers' Union (Naawu) — one of the other parties in the council — had pulled out

According to Mr Lieb Pretorius, senior regional secretary of the union, the industrial council will meet again on August 16 to negotiate a complete agreement and to decide on the date of implementation for the increased wages

He said the union had decided — in the interests of stabilising the labour situation — to continue with mediation over pay issues rather than to opt for arbitration

Iron and Steel is also to push for an immediate implementation of the package agreement worked out at the Industrial Council meeting last week

The new interim scales range from R2,15 minimum an hour on grade one (up 15c on the current minimum rate) to R4,43 an hour on grade 8 (up from R4,06)

Across the board increases range from 15c in grade one to 30c in the top grade

136 (132) (52) Star.
**White workers in web
of car row seek aid**
August 1982

PORT ELIZABETH — Hundreds of white workers have been made the "unfortunate victims of circumstances" by the continuing wage dispute which has disrupted production at the three giant motor factories in the Eastern Cape

Mr Henry Ferreira, deputy chief secretary of the white Iron, Steel and Allied Industries Union, said white workers had found themselves in an impossible situation in which they had played no part.

"They want to work but are prevented from doing so. They are suffering through no fault of their own," he said.

The workers have been without income while the factories have not been producing, which has resulted in financial hardship for many families. Many have had to turn to welfare organisations for aid.

Dr M H Vorster, director of social work services for the Christelike Maatskaplike

Raad in Port Elizabeth, said yesterday that the families of motor firm employees had come to them for help, Sapa reports.

"We have had to help these people with food, pay their lights and water bills, and even — in some cases — their rent. There most certainly has been an increase of people from motor firms asking for help since the start of the dispute."

His organisation is concerned that the laying off of workers by Ford last week will result in more requests for aid.

"When we budgeted for this year, we obviously did not know there would be these problems at the motor firms. I don't know if we have budgeted enough money," he said.

Spokesmen for two of the three Eastern Cape motor firms were reluctant to comment on what effect the prolonged dispute was having on white workers.

Mr Fred Ferreira,

director of industrial relations for Ford, said the dispute was affecting all workers who wanted to continue working — not only white workers.

"About 2 000 black workers, as well as a few hundred coloured and a few hundred white workers, are affected. It is not only the white worker who is suffering."

Mr Bob Kernohan, Press relations manager for Volkswagen, said it was his company's policy not to practise discrimination between workers of different races.

When those who wanted to continue working were affected by strikes, Volkswagen tried to provide them with alternative employment. This was done irrespective of race, he said.

The Star's Labour Reporter writes that the Eastern Cape industrial council for the motor industry met yesterday but postponed any decision to call for the appoint-

ment of an arbitrator in the wage dispute.

Since the National Automobile and Allied Workers Union (Naawu) withdrew from the council in protest over the deadlock, only the three motor employers and the Iron, Steel and Allied Industries Union have been taking part in the talks.

The council's chairman, Mr Fred Ferreira, said there would be informal and formal meetings in the near future to discuss negotiations.

Naawu has announced that it would seek negotiations with individual employers and has criticised the laying off of about 500 workers by Ford.

Ford plans to restart production only on Friday. General Motors and Volkswagen are still producing cars.

The recent unrest in the Port Elizabeth area has seen more than 10 000 workers on strike and numerous closures of the three auto giants.

136
E. Post
16/8/82

Whites are unpaid victims of car strikes

By JERRY McCABE

THE continued wage dispute which has disrupted production at the Eastern Cape's three motor giants has also disrupted the lives of hundreds of white workers who have become the "unfortunate victims of circumstances"

Mr Henry Ferreira, deputy chief secretary of the white Iron, Steel and Allied Industries Union, said white workers had found themselves in an impossible situation in which they had played no part

"They want to work, but are prevented from doing so. They are suffering through no fault of their own," Mr Ferreira said

These workers have remained without income during the time the factories have not been producing and this has resulted in financial hardship for many families

Many hard-pressed families have turned to welfare organisations for aid

Dr M H Vorster, director of Social Work Services of the Christelike Maatskaplike Raad in Port Elizabeth, said today families of motor firm employees had come to them for help

"We have had to help these people with food, paying their lights and water bills and even in some cases their home rentals. There most certainly has been an increase of people from motor firms asking for help since the start of the dispute"

He said his organisation was concerned that last week's laying off of workers by Ford would result in more requests for aid

"When we budgetted for this year we obviously did not know there would be these problems at the motor firms. I don't know if we have budgetted sufficient funds," Dr Vorster said

Spokesmen for two of the three Eastern Cape motor firms were reluctant to comment on the effect the prolonged dispute was having on white workers alone

Mr Fred Ferreira, director of industrial relations for Ford, said the dispute was affecting all the workers who wanted to continue working and not only white workers

"About 2 000 black workers as well as a few hundred coloured and a few hundred white workers are affected. It is not only the white worker who is suffering," Mr Ferreira said

Mr Bob Kernohan, Press relations manager for Volkswagen, said it was his company's policy not to practise any discrimination between workers of different races

When workers who wanted to continue working were affected by strikes Volkswagen tried to be there with alternative employment. This was done irrespective of what race the workers were, Mr Kernohan said

By Melody McDougall,
Vereeniging Bureau
The SA Defence
Force Fund has
received its largest do-
nation so far from em-
ployees of a single or-
ganisation — R103 275.

Mr John Riddell,
general works manager
of Iscor's Vanderbijl-
park works, presented
a cheque for this
amount to the chief of
the SADF, General
Constand Viljoen, yes-
terday

Mr Riddell opened a
"fund for our men on
the border" late last
year and employees
voluntarily contributed
for six months.

The employees have
requested that the do-

~~182~~ ~~134~~ (136) Star
R100 000 boost
26/8/82
for defence fund

nation be used to pro-
vide sport and rec-
reation facilities for
men serving on the
border.

General Viljoen said
the contributions re-
flected the people's in-
volvement in the de-
fence effort

"I appeal to em-
ployees of other large
organisations to follow
the example set today,"
he said.

General Viljoen said
the Defence Force
Fund's activities were
primarily aimed at
members who were not
professional soldiers.

"This is because our
defence force is a
people's army, of which
about 80 percent are
not professional sol-
diers," he said

"The Defence Force
Fund's activities are pri-
marily aimed at the

needs of people invol-
ved in an insurgent
struggle and of their
dependants who suffer
hardship as a result of
that service."

General Viljoen said
the Fund was the only
one which provided for
the needs of men ren-
dering service of an
operational nature and
for their dependants

Over the past three
years almost R1 million
has been paid out an-
nually by the fund for
facilities — especially
to provide welfare aid
to dependants of nation-
al servicemen

The fund depends on
voluntary contributions
and no aid is received
from the State

Naawu is ^{E. Post} 'shocked' at VW attitude

By SANDRA SMITH

THE National Automobile and Allied Workers' Union (Naawu) today described Volkswagen's announcement that it is to shelve a R70-million expansion programme as an attempt to counter the wage demands of workers.

Naawu's general secretary, Mr Freddy Sauls, said VW was attempting to gain maximum public support for its position in negotiations with the union.

He also said veiled threats that the company may have to move to another centre was a contravention of a declaration at the International Labour Organisation (ILO) convention in Geneva in 1977.

Naawu believed the West German Government was a signatory to the declaration of principles concerning multi-national enterprises and social policies, by which the Government and employers undertook not to pressurise any union into accepting conditions under threat of a company moving its plants.

"We are shocked and disillusioned at the attitude of VW management," Mr Sauls said.

In view of statements made to Naawu by the chairman of the Board of Management of Volkswagenwerk AG, Dr C H Hahn, in July, the union intended to contact the company in Germany.

It would also request the International Metalworkers Federation and the German trade union movement to raise the matter with the ILO on the basis that an ILO declaration had been contravened by a German multi-national company.

"It is unfortunate that this exercise by the company will only have negative results and workers will be all the more adamant about reaching a finalised agreement with VW," Mr Sauls said.

The deputy general secretary of the Iron, Steel and Allied Industries Union, Mr H Ferreira, said today VW's decision must have been effected by "the instability of the workforce in the Eastern Cape at the moment".

He said in view of high unemployment in the area, he was sorry the company had not gone ahead with expansion plans, and hoped it would reconsider soon.

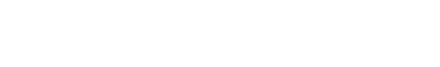
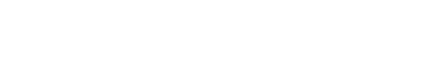
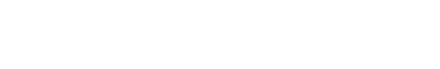
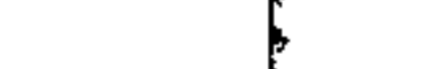
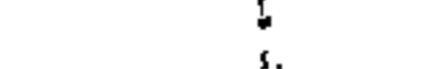
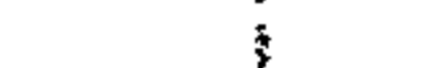
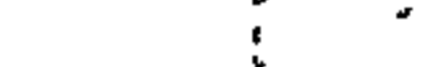
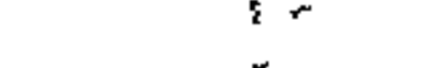
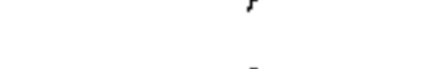
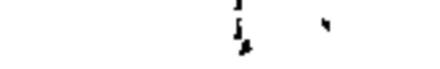
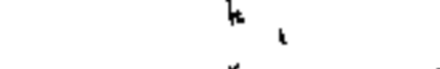
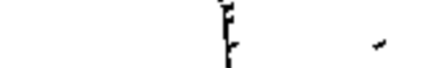
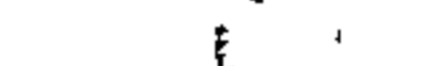
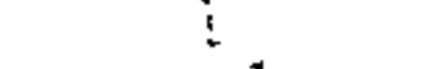
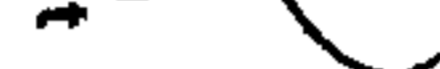
R2m to assist non-striking motor workers

Govt in shock

move on strikes



By **STEVEN FRIEDMAN**
and Own Correspondent



IN a shock move, the Government is to set aside R2-million from the Unemployment Insurance Fund to help motor workers who refuse to join strikes but are unable to work because their factories are strike-bound.
The move comes in the wake of strikes in the motor industry in which

plants closed because black and coloured workers downed tools. White workers said they wanted to work but were prevented by the strike, and the bulk of the scheme's beneficiaries are likely to be white workers.

Although the industry's all-white union welcomed the move, it was immediately slammed by both the National Automobile and Allied Workers, which represents black and coloured motor assembly workers, and motor employers.

It is believed that moves by a Government to intervene in strikes by assisting workers who refuse to join them is unprecedented both in this country and abroad.

Announcing the move in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, said that during the recent strikes "responsible workers" were prevented from working "by a disruptive work stoppage caused by other workers in the same undertaking".

An initial R2-million would be set aside to "combat unemployment" by placing these workers in jobs and ensuring that they received their normal income.

The money had been made available in terms of Section 46 of the Unemployment Insurance Act, which provides for special relief for the jobless. It would apply to future strikes but not to those which have already occurred.

Mr Botha described the scheme as "an indication of the sincerity of the Government to workers who 'act responsibly and, through no fault of their own, lose earnings'".

The NAAWU immediately attacked the move as "one-sided", accusing the Minister of siding with the employers in the strikes and accepting only their account of the strikes.

Throughout much of the dispute, NAAWU insisted its members were willing to work but were unable to because the employers had locked the factory gates.

And General Motors' Mr Rod Ironside — who is also chairman of the Federated Chamber of Industries' labour affairs committee — said the proposal was "alarming" and would set a precedent which would be costly.

He backed the principle of aiding "unwilling victims of strikes" but said employers would have to assess who genuinely qualified and this would be difficult.

The industrial relations director of the Ford Company, Mr Fred Ferreira, said the proposal was "undesirable".

And a Johannesburg management man who declined to be named said the proposal would damage the Government's credibility.

Mr Botha's announcement follows a speech by him on Wednesday in which he appealed to employers to support their "loyal" workers and not to "bow down backwards to militants".

The move also follows complaints by the all-white Iron, Steel and Allied Workers' Union — which represents white workers in the industry — that its members were in dire financial straits and had had to be assisted by charities because of the strike by black and coloured workers.

3/9/82

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20 M

Union chairman accused in court

Mail Reporter

THE chairman of the executive committee of the Johannesburg Municipal Combined Employees' Union (JMCEU) has been accused of an unconstitutional attempt to oust a committee member so he (the chairman) would have majority support on the committee

The committee member, Mr Gavin Harris was granted an interim interdict in the Rand Supreme Court yesterday restraining the chairman, Mr George H M Huntley, and the union from holding a special general meeting at which, Mr Harris claims, it was intended to elect someone in his place

In his application before Mr Justice Curlewis, Mr Harris said the meeting, called for yesterday, was illegal and would create tension between the blue and white collar workers represented on the committee

Mr Harris, of Westbury Extension 2, said the meeting was a manoeuvre to elect one of Mr Huntley's supporters, Miss I Philips, to ensure he had majority support

Mr Harris said his supporters, blue collar workers from outlying areas, would be unable to attend the meeting, unlike those of Mr

Huntley, who lived in Johannesburg

The saga began on August 14 when Mr Harris was elected to the committee

Despite assurances by election scrutineers, his election was drawn into question, Mr Harris said in papers before the court

He said he was informed on August 17 that a meeting would be held that day to discuss his election. No notice was issued

The meeting was attended by Mr Huntley, Mr Harris, six members of the executive committee and an ordinary union member

Mr Huntley and a Mr B Isaacs, a member of the executive committee, told the meeting that the latter had opened the field ballot boxes and recounted the ballots

Mr Isaacs claimed Mr Harris had tied for 10th place with Miss Phillips. Miss Phillips claimed that a re-election should take place. Mr Huntley then declared the meeting to be a special meeting of the executive committee despite several objections, the court heard

Mr Harris said he was accordingly removed from his office and it was decided to hold a special general meeting on September 2 to elect someone in his place

The interim interdict issued by Mr Justice Curlewis yesterday prevented this meeting. The return date is September 15

Site of murder, 2 000 years ago, is found

ATHENS — The theatre where Alexander the Great's father was assassinated more than 2 000 years ago has been unearthed by archaeologists, Greece's Minister of Culture, actress Melina Mercouri, has announced

Professor Manolis Andronikos, who also found the royal

tombs of the family of the great conqueror, said the theatre was discovered at Vergina, 160km from Salonica

Historical accounts say King Philip II of Macedonia, father of Alexander the Great, was assassinated in 336 BC as he celebrated the wedding of his daughter, Cleopatra, in the theatre

The theatre was located near the Royal Palace of Aegae in the ancient capital of Macedonia

"Theatres were usually located close to royal palaces in ancient Greek cities," Prof Andronikos said

"In Pergamum, the theatre was next to the palace" — UPI

Societies take a fresh aim

Financial Reporter

IT WAS inevitable that building societies would now concentrate their funds and efforts at the lower end of the housing market, Mr John Bennett, managing director of the Natal Building Society, said yesterday

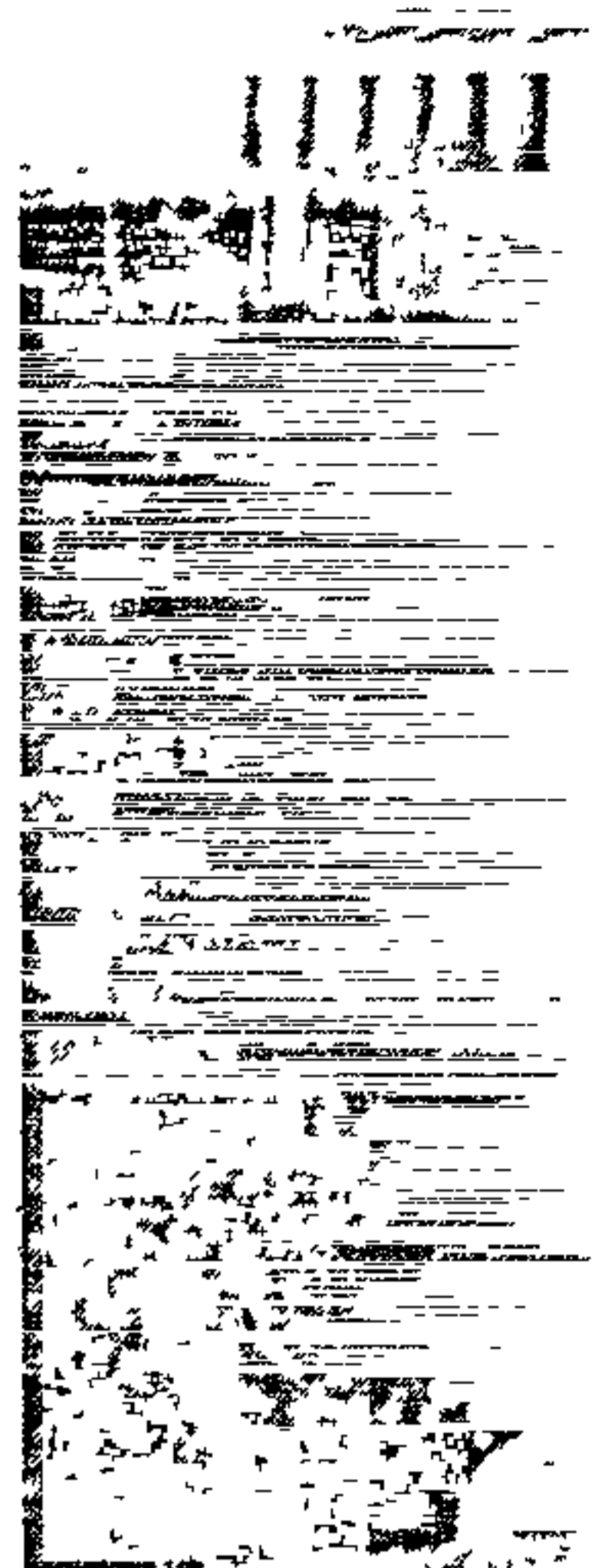
Commenting on Barclays Bank's entry into the home loan field, he said the banks would attract wealthier people who could afford their higher rates of interest and who would buy more expensive houses

"This will leave us more funds to assist first-time buyers who are not looking for luxury accommodation"

Mr Hendrik Sloet, president of the Association of Building Societies, said on Wednesday the societies could not allow banks to take away the most profitable sector of the market

If the upper end of the market was willing to pay higher rates, the societies would be wise to charge higher rates too, Mr Sloet said

But in Mr Bennett's view, while funds remained in short supply, the societies must employ their funds at the lower end of the market



A delighted Mrs Marion within 24 hours by Ba

Bank ho

Mail Reporter

A RANDBURG woman and were granted a home R35 000 in less than 24 hours

Mrs Marion Houston, of told the Mail yesterday granted the bond from National Bank after paying al rent in the townhouse for months

OK Prices are Every-Day Low



Mum 21
Body Spray

R1,65

80 g



Mum For Men
Aerosol
Deodorants

R1,35

100 g



Hulett
Diamond
Heavy Foil

5 m x 450 mm

Nestlé or
Gold Cross
Condensed Milk

397 g

Fatti's & Moni's
Spaghetti or

White union behind workers' aid move

By STEVEN FRIEDMAN
Labour Correspondent

THE Government's controversial R2-million plan to compensate "loyal" motor workers who don't want to join strikes was introduced at the express request of the country's biggest all-white union

The union, the SA Iron, Steel and Allied Workers' Union, is a power in the Rightwing Confederation of Labour

But neither employers nor the National Automobile and Allied Workers' Union, which represents about 11 000 black and coloured motor assembly workers, were consulted

In other developments yesterday

● A spokesman for the Unemployment Insurance Fund said the authorities had not yet worked out how the scheme would be implemented, and,

● Mr Bopha's move was attacked by the SA Allied Workers' Union and criticised by the chief manpower spokesman of the Progressive Federal Party, Dr Alex Boraine

The scheme will set aside R2-million

from the UIF for workers who want to work but cannot because plants are closed by strikes

Yesterday Mr H Ferreira, general secretary of the SAISAWU, said he had asked the Government to introduce the scheme because of its experience in the Eastern Cape motor strikes when its members had wanted to work but had been unable to, because the plants had been closed

Mr Ferreira said he had specifically drawn the Government's attention to Section 46 of the Unemployment Insurance Act, which provides for relief for the jobless in this connection

"We want to insure that innocent workers do not suffer for the actions of others," he said

But Mr Rod Ironside, who chairs the Eastern Cape Motor Employers' Association, said yesterday employers had not been consulted

"We had an inkling through the grapevine that something like this was coming, but that is all," Mr Ironside said

He said employers were waiting to see how the fund was to be adminis-

tered, before taking the matter further

"This is crucial. However worthwhile the principle may be, there is no way we can decide which of our workers want to work and which don't," he said

It was established yesterday, however, that details of how the fund is to be run have not been worked out

"All we have done is set aside the money. We are waiting for suggestions from the Department of Manpower on how the fund is to be administered," a UIF spokesman said yesterday

Dr Boraine yesterday urged the Government to reconsider the move

He said it was "understandable" but would "seriously affect relations between management and worker and between worker and worker"

If workers affected by lock-outs did not also benefit from the scheme, it would seem to be "one-sided", he said

And Saawu said that, instead of the fund, the Government should ensure that black workers who had difficulty drawing unemployment benefits because they were homeland citizens were helped to do so

Union breakthrough in gold mining industry

By STEVEN FRIEDMAN
Labour Correspondent

FOR the first time in the history of the country's gold mining industry a union representing workers other than whites has been granted bargaining rights by the Chamber of Mines

Yesterday the Chamber of Mines signed a recognition agreement with the Federated Mining, Explosives and Chemical Workers union, granting it the right to bargain on wages and work conditions with Chamber mines

The 600-member union established by the Tucs-a-affiliated SA Boiler-makers Society, is registered to represent coloured and Asian workers. But it has already begun recruiting black workers and the agreement will enable it to negotiate on their behalf when it is sufficiently representative of them

In terms of the agreement, the union

will initially be allowed to negotiate on behalf of specific categories of workers at two West Transvaal gold mines,

Anglo Vaal's Hartebeesfontein and Anglo American's Vaal Reef. It will be granted similar bargaining rights at any mine where it signs up a significant number of workers

The Chamber has also granted access to its mines for recruitment purposes to the Black Mineworkers Union and is considering a similar request from the Cusa-affiliated National Union of Mineworkers

The agreement indicates that the Chamber has sharply modified its guidelines on union recognition, a first draft of which said that unions could only be recognised when they represented 30% of workers in the entire industry

Until now black mine wages have been set unilaterally by the Chamber. Though most will still have their pay set in this way, the agreement opens the way to bargaining rights for a growing

number of black mine workers

In a statement yesterday the Chamber said it was the first time in its 90-year history it had "formally recognised a union representing employees other than whites"

It said the union would initially be granted bargaining rights for vehicle drivers, handymen and painters at the two mines

In terms of the agreement Chamber mines where the union is representative will grant it "stop orders" and negotiate a range of issues with it including pay, shop steward recognition, redundancy procedures and training

The union's general secretary, Mr Ike van der Watt, said yesterday that recognition negotiations while initially tough, had gone surprisingly well over the past three months

"They now appear to have accepted that it is enough for a union to be representative in a particular mine, rather than in the industry as a whole before winning bargaining rights," he said

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10/9/82
ROM
**Don't talk to GWU,
Schoeman warned**

Pretoria Bureau

THE Artisan Staff Association yesterday warned the Minister of Transport Affairs Mr Hendrik Schoeman of "serious trouble" if he attempted to negotiate with the General Workers' Union in Port Elizabeth

Asa president, Mr Jimmy Zurich said in Pretoria the GWU was seeking recognition from the Minister and Railways management

Its aim was the right to

negotiate directly with the Minister This was totally opposed by Asa - "and we told this to the Minister yesterday"

"If the Minister agrees to talk to these people it could be the start of a chaotic period in labour relations on the Railways"

Mr Zurich said he told the Minister that the GWU Port Elizabeth harbour workers could be adequately catered for by the existing black Railways union

(11) (13) (136)
Rightwingers likely to oppose move

Union bids to join all-white group

RDM 11/9/82

By STEVEN FRIEDMAN
Labour Correspondent

A UNION for coloured, Asian and black mineworkers, which won recognition from the Chamber of Mines this week, is seeking membership of the all-white Council of Mining Unions

Its application to join the council is certain to spark a major controversy as the Rightwing Mine Workers Union, which rejects cooperation with black or multiracial unions, is a major CMU member. Its general secretary, Mr Arrie Paulus, is at present chairman of the CMU.

The union, the Federated Mining, Explosives and Chemical Workers Union, this week became the first union for workers other than whites to be granted bargaining rights by the chamber.

It was established by the SA Boilermakers' Society — the biggest trade union in the country — which is affiliated to the Trade Union Council of SA.

The union is registered to represent coloured and Asian workers, but it has begun recruiting black members and is seeking registration to represent them as well.

Speaking after the FMECWU signed a rec-

ognition agreement with the chamber this week, the union's general secretary, Mr Ike van der Watt, said he thought it was "appropriate" that the union should seek CMU membership.

"Although we have not formally applied for membership, we did indicate to the CMU at a recent meeting that we would like to join."

"The Mine Workers Union's attitude was that we should raise it once the FMECWU had received its registration for black workers," he said.

The MWU has thus far refused to comment publicly on the possibility of the FMECWU joining the CMU.

However, the union has always refused to belong to any body which has black, coloured and Asian members.

Although several CMU unions are multiracial, their coloured, Asian and black members work in industries other than the mines and their mining membership has so far been restricted to white workers.

But any agreement by the MWU to belong to the same council as a union which represented mining workers who are not white would be a major shift in MWU policy and most observers expect the union to oppose the FMECWU's membership bid.

Govt to fund courses in labour relations

136 10/18 Mercury 28/9/82
Mercury Correspondent

PRETORIA—The Minister of Manpower, Mr Fanie Botha, announced in Pretoria yesterday the Government would make funds available for training in labour relations

Launching a training course for officials of the S A Iron and Steel and Allied Trades Association, the minister said the basis on which grants would be made was still being considered and he hoped to make an announcement soon

He said the Government was disappointed that organised labour and industry were so sluggish in making use of the invitation made possible by manpower training legislation to embark on training programmes on labour relations

In terms of the Manpower Training Act, the minister said, he was empowered in consultation with the Minister of Finance to grant allowances to registered trade unions and employers' organisations and federations which held labour relations training courses

Mr Botha said labour relations was a sensitive issue which could be the forerunner not only of unrest, but also of economic growth and welfare

Productivity and labour peace were to a great extent dependent on the effective maintenance of sound labour relations

Bad labour relations potentially could lead to conflict. Training of all interested parties was essential, Mr Botha added

TRAINING FM 8/10/82
Shop steward focus

Shop steward training has been a key element in the emerging unions' increasingly sophisticated approach towards industrial relations (IR) training. However one of the country's largest established unions now appears to have taken a leaf out of their book.

The 39 000-member SA Iron Steel and Allied Workers' Union, an affiliate of the all-white SA Confederation of Labour is preparing a comprehensive training programme for its shop stewards. It wants to give them a thorough knowledge of many aspects of collective bargaining and subjects they will be taught include economics, industrial sociology, psychology and labour law.

This shift of emphasis to training shop stewards (the union has already provided IR training for its full-time organisers and officials) is significant. Established unions have in the past paid relatively little attention to upgrading the IR skills of their shop stewards. One reason for this is that collective bargaining agreements have been centralised at national or industry level. The task of monitoring and administering such agreements has tended to be carried out by officials employed by the unions.

Emerging unions, however, have recognised shop stewards as a vital leadership group. These unions have lacked the resources to employ many fulltime officials and have placed great emphasis on plant-level bargaining. Their shop stewards have, therefore, constituted the unions' frontline of leadership in day-to-day dealings with employers over a wide range of issues. Much attention has been paid in providing them with the necessary IR skills.

This approach has yielded dividends and officials of the SA Iron Steel and Allied Workers' Union say they now realise that shop steward training has become essential in the new labour relations dispensation.

GENERAL NEWS

A guide to South African trade union federations

136
 [Handwritten initials]

By Tony Davis, Labour Reporter
 More than one million workers in South Africa are members of trade unions.

This figure is constantly on the increase as there are still many, unorganised workers throughout the country.

The trade union movement is an old institution in South Africa but it was only after trade union rights were opened to black workers in 1979 that membership bloomed.

There are four major trade union federations. These are:

- The Trade Union Council of South Africa (Tucsa).
- The South African Confederation of Labour (SACL).
- The Federation of South African Trade Unions (Fosatu).
- The Council of Unions of South Africa (Cusa).

TUCSA

Tucsa has the largest membership of the trade union federations with about 432 000 members in 57 affiliates.

Tucsa is a co-ordinating body for its affiliates and is managed by a national executive committee and appointed sub-committees.

The federation was formed in 1954 and has a history of vacillation over membership for black unions and registered or unregistered unions.

Tucsa's growth has been rapid over recent years — from 283 000 in 1980 to 361 000 in 1981 and 432 000 in 1982.

Critics have said that the large membership is in part due to the fact that Tucsa affiliates can be found in industries where there are closed shop agreements and workers have no choice other than to belong to the Tucsa union.

Tucsa has lost some of its more black member unions in recent years and its membership has been boosted by largely white-member unions.

SACL

The federation's major affiliates are the SA Boilermakers Society, the SA Typographical Union, the Garment Workers' Unions, the Artisan Staff Association and the SA Society of Bank Officials.

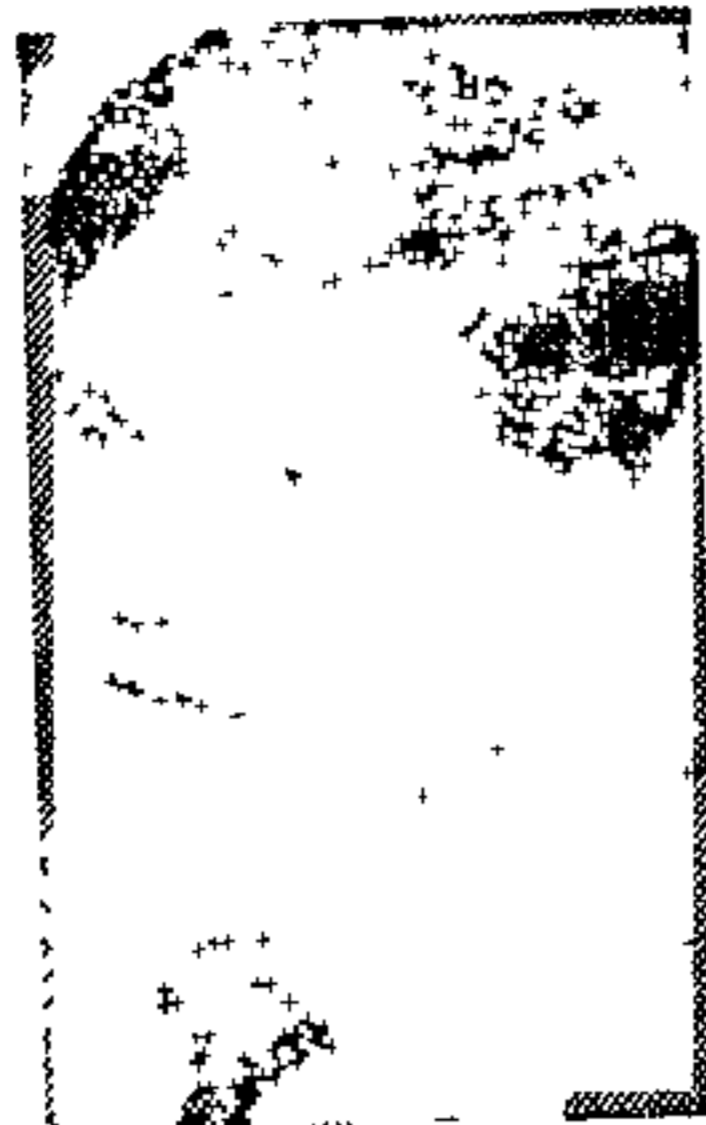
The SACL's membership has been steadily dwindling over the last few years.

During the last 10 years, its membership has shrunk from close to 200 000 to 119 000 this year.

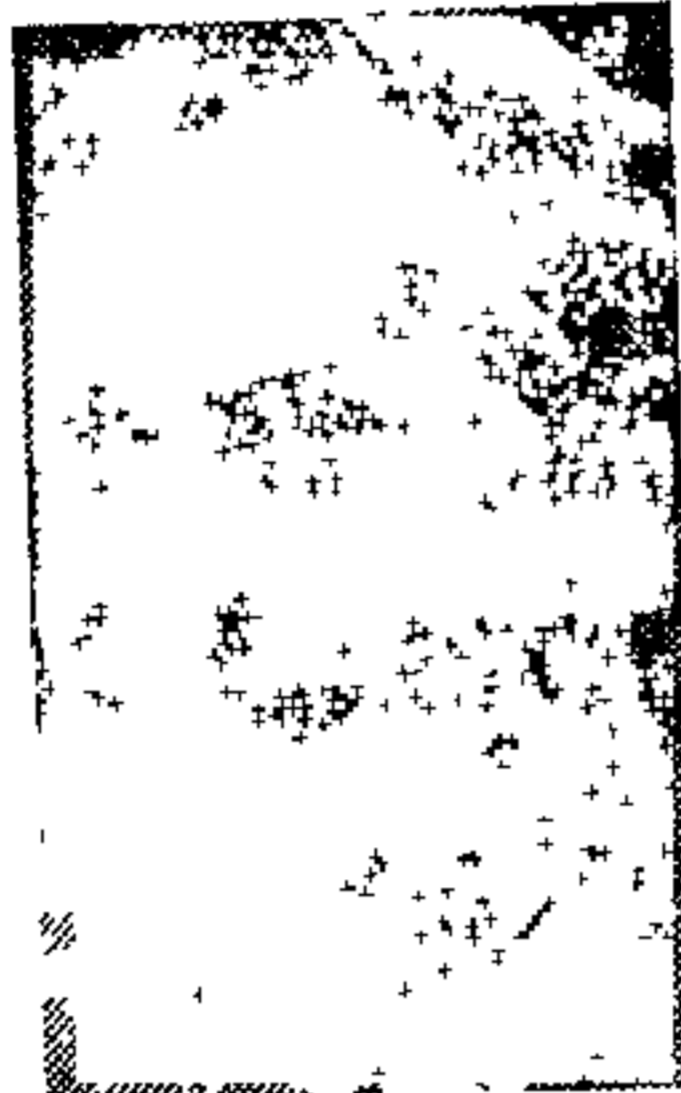
FOSATU

A major reason for the loss of about 60 000 members was the SACL's opposition to the recent Wiehahn labour reforms and the opening of union membership to black workers.

The SA Technical Officials Association was expelled in 1980 for its



Mr Arrie Paulus, general secretary of the SACL's Mineworkers Union.



Tucsa's general secretary, Mr Arthur Grobelaar.



Fosatu's general secretary, Mr Joe Foster.

decision to open its ranks to coloured workers.

The SACL's strength lies largely in several affiliates: the Mine Workers Union, The SAR & H Salaried Staff Association and the SA Iron, Steel and Allied Industries Union.

Fosatu was founded in early 1979, a product of several worker advisory bodies that had been in existence throughout the 1970s.

The federation has about 100 000 members.

AFFILIATES

Fosatu has been at odds with the Department of Manpower over racial registration and recently resolved to take interest in community issues which affect workers.

Fosatu affiliates are largely concerned with organising and negotiating at the factory-floor level as opposed, for example, to the Tucsa view of industrial council bargaining.

The federation's fastest growing affiliate is the Metal and Allied Workers Union.

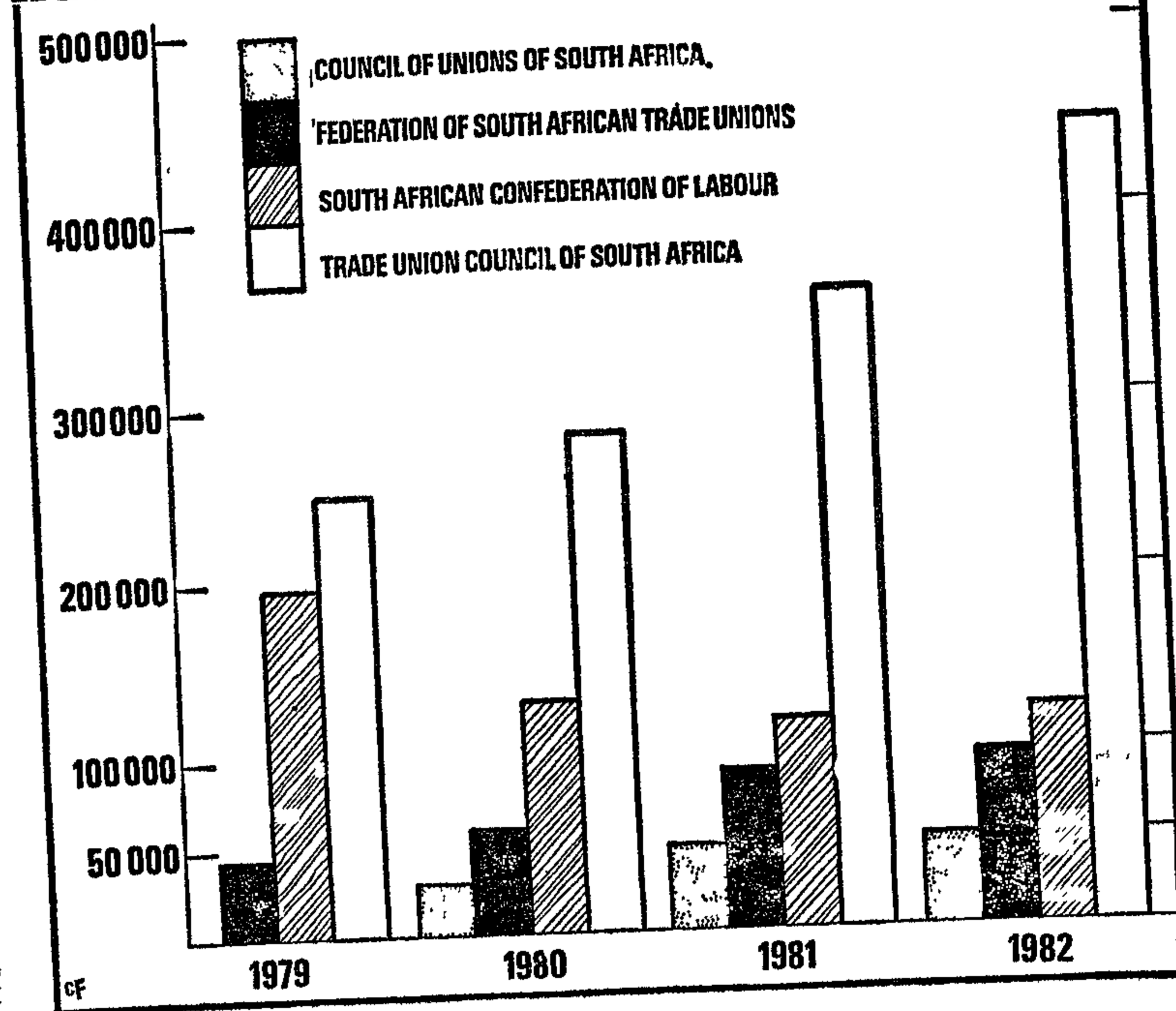
Other large Fosatu affiliates include the National Union of Textile Workers and the Chemical Workers Industrial Union.

CUSA

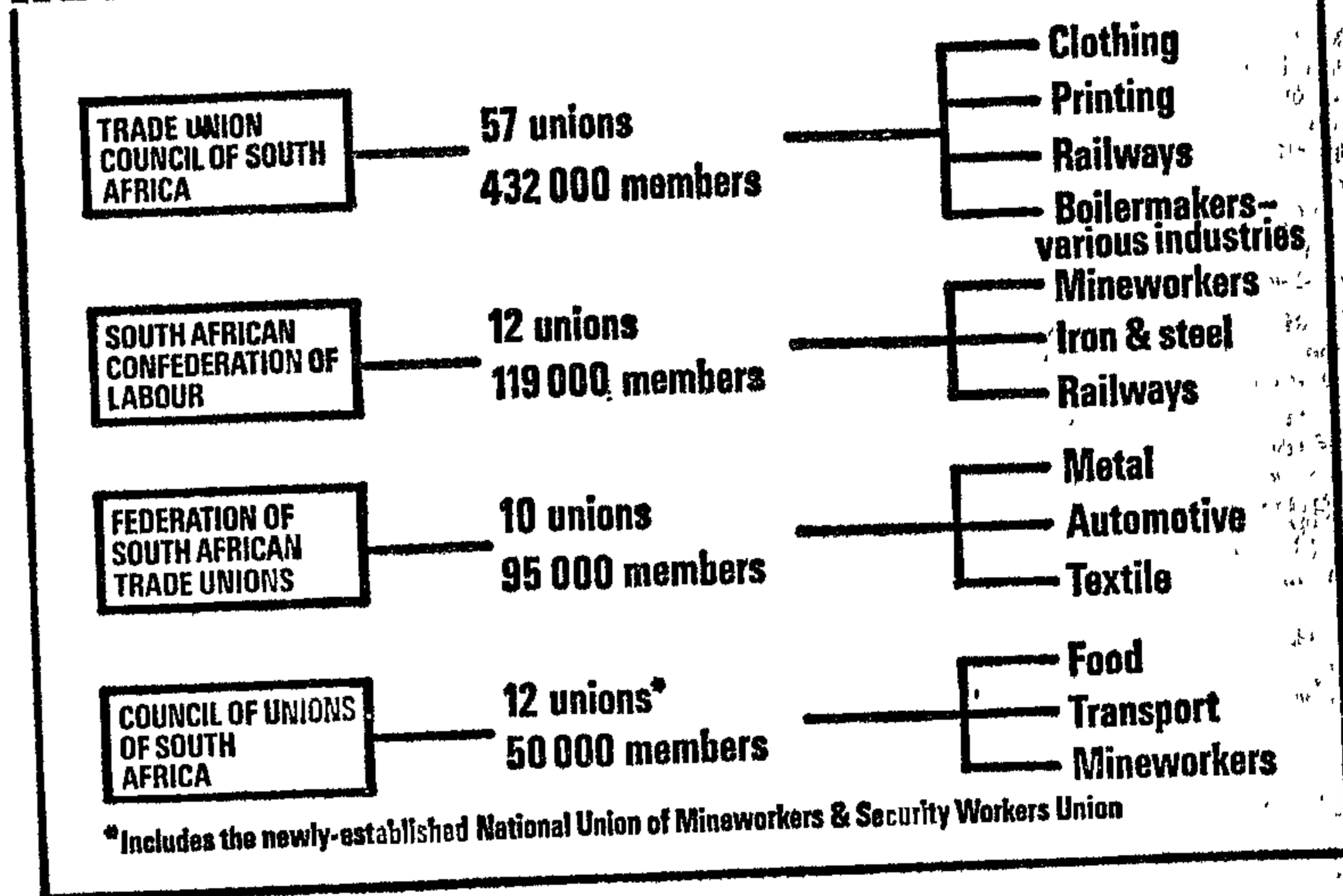
The Cusa federation was established at the end of 1980 and has more than 50 000 members.

This study of trade unions in South Africa is meant to be a general guide for the man-in-the-street. Some of the figures may be open to question, but are the best available. Not all aspects of the current trade union scene could be covered in this study.

HOW THEY'VE GONE UP... AND DOWN



HOW MANY... AND WHERE THEY ARE



Cusa is concerned with labour and community issues and is active in the transport, food and beverage and mining industries.

Two new affiliates were established at the end of Cusa's annual conference in August this year — a mineworkers and a security workers union.

The federation has strong links with overseas union federations.

The Black Allied Workers Union was formed in 1972 and adopted a black consciousness platform. Bawu claims 51 000 members in 15 affiliated unions.

Its strength lies in Natal where it is active in the collieries, but Bawu also has a Johannesburg branch.

Internal feuding within Bawu led to the formation of several other union bodies, including the South Afri-

can Allied Workers Union (Saawu), the General and Allied Workers Union and the National Federation of Workers.

SAAWU

Saawu has 26 affiliates and claims a membership of 94 000.

The Federation has adopted a non-racial stance and has a strong base in East London, with Johannesburg and Durban its other major centres.

Saawu's leadership has come under close security police scrutiny and most of its officials have been detained, though usually released without being charged.

Saawu organises unemployed workers with the aim of strengthening its ranks when such people are employed.

There are more than 100 unaffiliated, registered trade unions with a combined member-

ship of about 300 000. There are more than a dozen unaffiliated and unregistered trade unions which are involved in organising workers.

Among the largest of these unions are:

- The General Workers Union
- The African Food and Canning Workers Union.

● The Media Workers Association of SA.

● The Motor Assemblers and Component Workers Union of SA and its sister union, the General Workers Union of SA.

● The Commercial, Catering and Allied Workers Union of SA.

● The Municipal and General Workers Union (formerly the Black Municipal Workers Union).

These unaffiliated unions are, with few exceptions, opposed to registration and prefer

collective bargaining at the factory floor level.

The proliferation in recent years of "general" unions is seen as a means of organising the unorganised.

The National Manpower Commission is investigating the possibility of trade union rights for farm and domestic workers.

Organising black mineworkers has recently become a reality and several unions have been granted access by the Chamber of Mines to recruit members.

These are: Cusa's National Union of Mineworkers, the Black Mine Workers Union and the Federated Mining, Explosives and Chemical Workers Union.

Trade unions have encountered difficulties in trying to organise workers in Transkei and Ciskei.

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Star 6/11/82
**Paulus may
head mixed
labour body**

Labour Reporter

Mine Workers' Union secretary Mr Arrie Paulus may be chairman of a new mining union confederation which could include black members

The Confederation of Associations and Mine Unions replaces the eight-member Council of Mining Unions and includes three mine officials' associations

The confederation allows for membership of black and coloured miners in its constitution, which is a significant departure for some of the member unions.

The open ranks of the confederation allow two distinct possibilities that black or coloured-member mine unions will seek to join it or present member unions will start organising black and coloured miners.

The Federated Mining, Chemical and Explosives Workers Union has applied for membership of the confederation. It is basically a coloured union but it recently received the go-ahead from the Chamber of Mines to recruit black miners.

Mr Paulus has not changed his views about keeping the ranks of the Mine Workers Union white.

Asked if the MWU may start recruiting black and coloured miners, his response was a direct "no."

It will be up to the confederation's executive committee to decide on admitting black and coloured mine unions.

The MWU has caused a row in Bophuthatswana where the union is allpowerful and will allow only white members on the platinum mines despite their situation in a black state.

Life insurance

Labour Week By STEVE FRIEDMAN

Behind the jobs problem

WITH retrenchments becoming commonplace, it was only a matter of time before estimates of black unemployment appeared in the Press

The other day, Professor Jeremy Keenan of Wits and pioneering unemployment researcher Mr Charles Simkins of the University of Cape Town put the figure at between 2 800 000 and 3 300 000 — and growing

Now, unemployment is only noticed in the cities during economic hard times

But Mr Simkins makes a point which is too often forgotten — that we would still have growing unemployment even without a recession

Sure, recessions add significantly to the jobless. They hit the unskilled — the workers with least chance of finding new jobs — hardest and weaken the bargaining power of city workers

But researchers say black unemployment had topped one million during the boom of the early 70s

Most of the jobless are in black rural areas where there is no work — and influx control stops many coming to the cities

Of course, if white industry needs their labour they are allowed in — so a massive boom could theoretically cut unemployment sharply

But the chief problem is that booms don't create hundreds of thousands of jobs because employers are switching increasingly to using machines, not people

This is a world-wide trend but is worsened here because employers can't get the skilled labour they need — even during a recession. And that is largely the fault of influx control, poor black education, and other Government race policies

In 1976, Mr Simkins said 200 000 new jobs a year were needed just to keep joblessness around two million. They haven't been created and won't be as long as the switch to machines — and the policies which cause this — continues

But, while most of the jobless are in the countryside, the cities are the places in which they are more likely to react against their plight

The 1976 township unrest occurred some 18 months into a recession. Some suspect the main cause was frustration because black matriculants could not find jobs

The number of black matriculants is growing steadily. The same stage in this recession is due next year. So the need to defuse the situation may be urgent.

Mine movement

AFTER years of near-stagnation, mine labour relations are changing rapidly

Latest development is the disbanding of the all-white Council of Mining Unions in favour of a confederation of mine unions and officials associations which includes two multi-racial unions

This means Mr Arrie Paulus's Mine Workers' Union has now abandoned its refusal to negotiate together with multi-race mine unions

It also means the official body which bargains with the Chamber of Mines is open to all races for the first time

This is a major step. It may lead to an industrial council in the mining industry, which the MWU has always opposed because it is difficult to exclude black and non-racial unions from a council. This will further entrench multi-racial bargaining

There are now hopes that the long-awaited labour breakthrough on the mines, the last stronghold of racial colour bars in industry, has occurred and that changes allowing blacks to do more skilled work are on the way

This may be premature, but there is no doubt the move will increase the chances of change in the country's most vital industry

But it may have one other spin-off. There are at least two emerging black unions now recruiting black mine workers for the first time

What if one of them refuses to join the new body, just as some metal unions have refused to join white-led unions on an industrial council?

Because there is a multi-racial forum for bargaining now, would the Chamber insist that any union that wants to bargain with it join the new confederation?

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Substitutes
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Perfect Competition
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'Increase in Quantity Demanded' (or Supplied)
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Economic Rent.

Multiracial bargaining faces big test

rebm 11/1/42

126

By STEVEN FRIEDMAN
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines face a crucial test soon when a new grouping of white-led mine unions will decide whether to admit a union open to black and coloured workers

And an unlikely alliance between a multiracial mine officials' union and the Rightwing Mineworkers Union could thwart efforts to admit the union — which would be a major setback to multiracial bargaining on the mines

The decision will be taken at a meeting of the new Confederation of Mining Associations and Unions on Monday

The confederation's formation recently — which brought together mine unions and officials' associations — was hailed as a key breakthrough towards breaking down labour race barriers in the country's most important industry

Because the new group — which seeks to bargain with the Chamber of Mines — brought unions like the MWU into the same body as multiracial officials unions, it was expected to open the way to multiracial bargaining in the industry, but there are now signs the confederation may refuse to admit

the (black and coloured) Federated Mining Explosives and Chemical Workers Union on Monday

FMECWU, formed by Tucsas SA Boilermakers' Society, is recognised by the chamber. Most mine unions believe it should be allowed into the new body, but new unions may only be admitted by a two-thirds vote of the new group's executive and unions' voting strength is based on their membership

Unionists say Tucsas's multiracial Mine Surface Officials Association may vote against FMECWU's application because it sees it as a rival for black and coloured mine worker support

If it does, its votes, with those of Mr Arrie Paulus' MWU and a small mine union allied with it, would be enough to deny FMECWU a two-thirds vote

Unionists believe this would be a serious blow to multiracial bargaining in the industry and could prompt the boilermakers — the country's biggest union — to quit the confederation. These developments would dash the hopes of those mine employers who want to bargain with a single multiracial union grouping

The chamber has yet to decide on whether to recognise the new confederation. The two sides met on Friday but the chamber gave no indication at the meeting of whether it will agree to bargain with the new body



Disabled skydiver first in Africa

HARARE — A Harare man Mr Neville Schwartz 29 became Africa's first paraplegic skydiver on Saturday when he plunged 1 000m into a lake 'I've never felt better' he said after he was hauled aboard a rescue boat and handed a bottle of bubbly soon after completing his jump into Lake McDwaine near Harare

Mr Schwartz lost the use of both legs through polio. He was treated at St Giles Rehabilitation Centre in Harare until he left for England nearly 20 years ago. He returned to Zimbabwe last year and while watching parachutists floating down recently, he decided he wanted to try the sport. So far his jump has raised several thousand rand for St Giles and several of the centre's patients were present to watch the big jump. Mr Schwartz, who completed his jump after only two days' training, said he hoped to do it again soon.

The chairman of the Mashonaland Skydiving Club, Mr Paul Hogan, said as far as he knew Mr Schwartz was the second paraplegic ever to have skydived. The first was in the United States last year.

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in point of criticism, Stalin Now the authoritative one-st Union — prepared last — has finally deleted all of socialist legality and the 1930s — Sapa-Reuter

Labour Week By STEVE FRIEDMAN

Crucial day for miners

Unions face up

TODAY could prove crucial to future labour relations on the mines

The new Confederation of Mine Associations and Unions is to decide whether to admit the Federated Mining Explosives and Chemical Workers Union (FMECWU) which represents coloured and black workers

The new body was formed recently and brought together mine unions and two of three officials' associations

Up to now, the worker body bargaining with the Chamber of Mines has been the all-white Council of Mining Unions

Pay for the country's 500 000 black miners has been set by the mines without any bargaining

The two officials' unions which joined are multiracial, and it was assumed that, because the move brought them into the same group as unions such as the all-white Mine Workers Union, it had opened the way to multi-race mine bargaining

So a vista opened up in which unions with black members would join the new body negotiate with the chamber, and blacks would have a say in their conditions in the industry for the first time

But now snags have emerged

Unions must be admitted to the new body by a two-thirds majority, union voting strength is based on membership — and the MWU is the biggest union

But Rightwing unions would still need support from outside their ranks to keep a new union out

Imagine, then the alarm of some mine unionists when they were to learn that the Rightwing was an unlikely voting ally in Tuccsa's multiracial Mine Surface Officials Association, which also wants to recruit blacks'

The MSOA executive wants to vote against the FMECWU and, if the MWU and its ally also do, it will not gain two-thirds support.

The reason is that the MSOA sees the FMECWU as a rival for black support.

If it and the two Rightwing unions do keep the FMECWU out, they may scupper the new confederation as a multiracial bargaining forum

They would also drive the Boilermakers out and force the chamber to accept a separate channel to deal with black unions

If the FMECWU is admitted, the next test will be whether the chamber deals with the new body. It favours multi-race bargaining

but may have qualms about dealing with miners and officials in one body

If these hurdles are cleared the question will be whether new black unions will join the new body

New deal in offing for railmen

By Lynn Carlisle

23/11/82

WHEN the individual Railway trade unions meet Transport Minister Hendrik Schoeman to review pay increases in February, a new package deal may be negotiated

This was indicated by one of the unions following meetings with the Minister after his "pay freeze" announcement this month

With the South African Transport Services (Sats) headed for a massive deficit before its new financial year in April, applications for increases around 15 - 16,5% to become effective then have been "stayed" However, the unions will not let up on "demands" for improved working conditions when they re negotiate pay rises with the Minister in February

Subsidy

Some unions believe that to withhold reasonable increases would be tantamount to Sats employees subsidising their own service. Instead other

measures - such as tariff increases and additional subsidies from Government - are justified under the circumstances, they said

To freeze pay means workers will be subsidising Sats out of their own pockets

"All we want is an adjustment in relation to the inflation rate" said Bunny Marais, acting general secretary of the 8 000 strong Running and Operating Staff Union

Brian Currie, head of the 30 000 strong Railways Salaried Staff Association, pointed out that there is no confrontation between his union and Schoeman, he still hopes that a pay rise agreement will be reached and become effective in April

But Wallie Grobler, general secretary of the powerful Artisan Staff Association - which claimed a 16,5% pay rise - stated that if Sats' financial position became "that bad" his organisation would adopt a flexible approach

"We would be prepared to look at a package deal to include a reduction in working hours

"Depending on the situation, we may only insist on this being implemented in October next year" Grobler said

Tariffs

Marais would like to see Sats 'balance the books' and 'more is due from Government to achieve this, he said

"If tariffs are raised and more money is found to operate this essential service we will get pay adjustment due to us

"We are all in this economic crunch together. That means private enterprise and all the food control boards must tighten their belts as well

"If not, the Government should do something to control food price increases and inflation generally - with which we are only trying to keep pace", said Marais

13%
15%
23%
Industrial week

Rbm 23/11/82
November 23, 1982

Blow for all-race plan for mines

By STEVEN FRIEDMAN
Labour Correspondent

PROSPECTS for multiracial bargaining on the mines were dealt a serious blow yesterday and labour relations in the industry were thrown into turmoil as a new confederation of white-led mine unions refused to admit a union for black and coloured mine workers.

The Federated Mining, Chemical and Explosives Workers Union (FMECWU), was refused entry by an alliance between Rightwing unions, led by the Mine Workers Union, and Tucsas's multiracial Mine Surface Officials Association (MSOA)

Although most unions voted for the FMECWU, it did not receive the required two-thirds vote needed to gain membership of the body

The SA Boilermakers Society, which set up the FMECWU, is now likely to leave the new body and unionists believe the confederation, which had been seen as a crucial step on the way to multiracial bargaining, may now collapse.

The vote is a major setback to a year-long search to find an agreed labour relations structure on the mines.

And the split among mine unions may leave workers without a recognised bargaining forum in the industry

The confederation was set up recently as a replacement for the all-white Council of Mining Unions and seeks to become the official worker bargaining body on the mines

It was believed black unions would be able to join it and bargain with the Chamber of Mines, thus giving black miners a say over working conditions for the first time.

But yesterday the FMECWU's application received 12 votes for and eight against.

No new black union is now likely to be allowed into the new body

Mr Ike van der Watt, general secretary of both the FMECWU and the Boilermakers Society, said yesterday the Boilermakers would reconsider their membership of the confederation

He said a new worker body would have to be found if black workers were to have mine bargaining rights.

Mine unionist Mr Ben Nicholson said he feared the vote could spell the "doom" of the new confederation.

uncertainty from uncertainty of some particular profit. This profit rate throughout is expected - i.e. incorporated into results from this curve adjusted. Criticisms approach, attack the critics now situation of uncertainty - individual 'profit' be assumed. They say no, that If it under excess capacity. If utilised and the most efficient in resources means low output for consumers or a If them if all zero. If however, no excess capacity the individual's perfect competition. is what the consumer should therefore the of utility from enjoy who look at quan

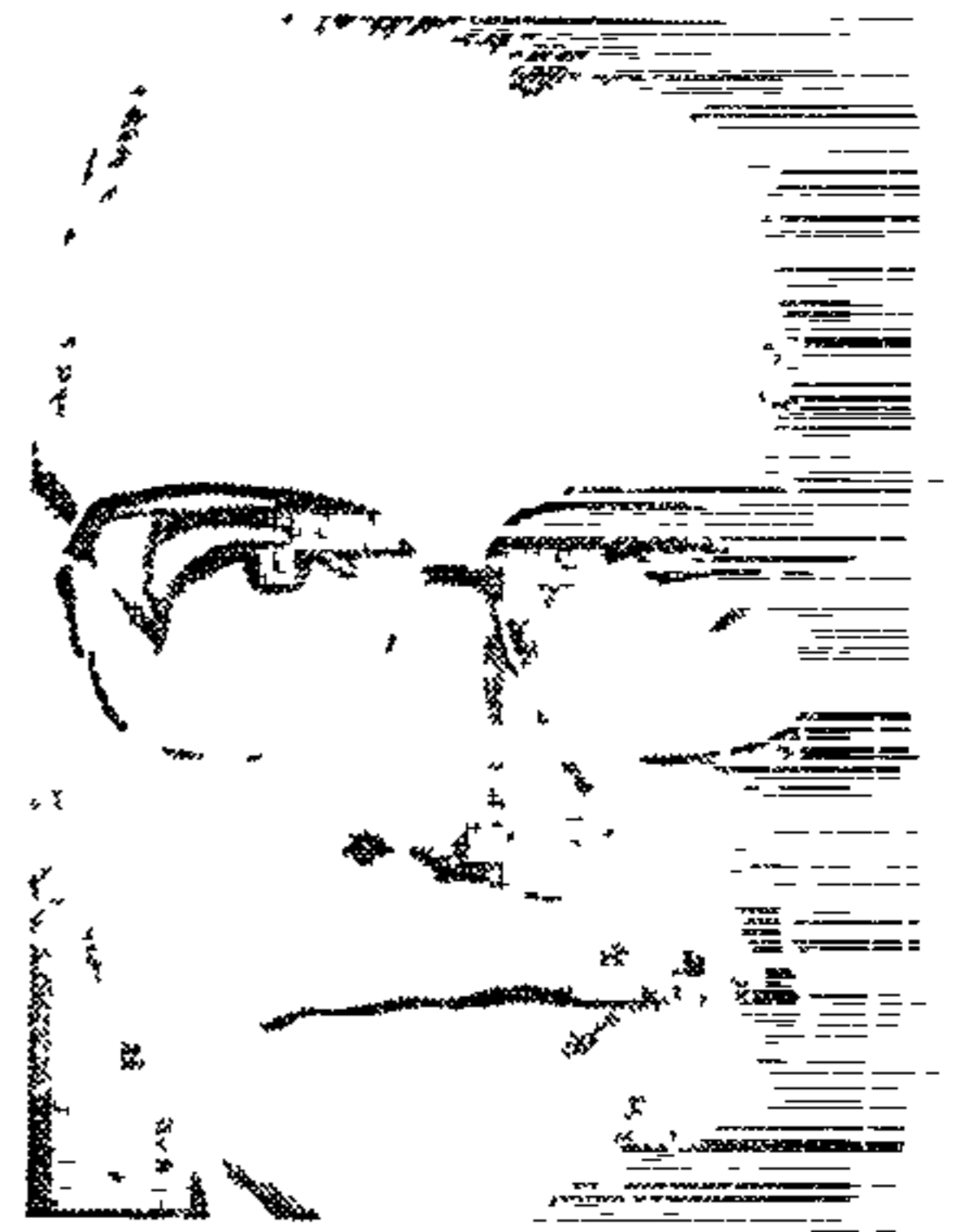
is or the owners of the utility with the expectation that wise known as as the general market was to be uniform) and which should be active. The model which has an average cost - ed against this of uncertainty concept. we in such a as households the amount. Should a fixed operate in all cases? is - part of life. competition there exists be not being fully + working under the tion. Unemployment of one (12 low GNP) and welfare terms, the see more and as worse by utilised at the margin. stand that there is basic competition, than different than under in cost that is perceived to pay for variety - and as a particular level of products. Theorists determinant of price

Many may be obliged to return to homelands or abroad

Dismissed Iscor

workers appeal

to Minister for aid



APPEAL. To Fanie Botha.

THOUSANDS of workers made redundant through the closure of the Iscor plant in Newcastle have appealed to the Minister of Manpower, Mr Fanie Botha, for special unemployment benefits

Many of the workers, both black and white, are also faced with the prospect of being made homeless and being forced to return to their homes in the "homelands" and abroad

Last week's announcement by the iron and steel giant of widespread labour cutbacks has also caused concern among trade unions

Other problems the jobless face are

- Disruption of their children's education.

- Financial obligations, such as hire purchase agreement bills, mortgage bonds, insurance premiums and so on

They fear they will be unable to support their families.

An official of the multi-racial Boiler-makers' Union said nearly a thousand of their white members at Newcastle were immigrants

"Repatriation, schooling, relocation, repayment of loans were some of the questions raised by members at their meeting recently," the official said

Mr M J Khumalo, president of the Black Allied Workers Union

(Bawu), said that so far about 500 of their members had been laid off, or had been served with notices terminating their contracts

"The workers have accepted the job crisis which has sent unemployment figures into the thousands. One of their only hopes lies in compensation benefits, like severance pay equal to a month's salary."

Workers who were being paid out their pension contributions saw this as a source of further relief. However, he said, "there were no assurances that the retrenched workers would not be forced to return to their respective homelands."

Mr Henry Ferreira, acting general secretary of the all-white Iron and Steel Workers' Union, said they had obtained minimum assurances that their members would be allowed to occupy their company homes for three months at the existing subsidised rents

Meanwhile Iscor has outlined the benefits it will pay the hourly-paid workers it lays off. They will be paid the equivalent of four weeks wages as an ex gratia payment on November 24

Leave, leave bonuses and long service bonuses will also be paid out pro rata and those with less than 10 years service will be refunded twice their pension contributions

Source 23/11/72

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production even if they non-proportional would cause concave.

If production the resources maximum are being point R is cannot reach looks at and for the

Row looms over union's rejection

The new mining union confederation headed by Mine Workers' Union secretary Mr. Arrie Paulus rejected a coloured trade union's application for membership at its executive meeting yesterday.

The confederation of Mine Associations and Unions, which recently replaced the eight-member Council of Mining Unions and three mine officials associations, failed to get a two-thirds majority needed to admit the Federated Mining, Explosives and Chemical Workers' Union. The coloured union received only 12 of the 14 votes it needed. The Mine Workers' Union and the Mine Surface Officials' Association were among the unions which did not support its application. The rejection of the

application of the union, which recently received the go-ahead from the Chamber of Mines to recruit black miners, drew a sharp reaction from the S.A. Boilermakers' Society. Its general secretary Mr. Ike van der Watt said it gave notice to the confederation that it would reconsider its position in the confederation because of its rejection of the coloured union's application. The Boilermakers' Society, which has close links with the coloured union, is one of the major affiliates of the 432 000-member Trade Union Council of South Africa (Tucsa). Mr. Paulus, the confederation's chairman, could not be contacted for comment yesterday.

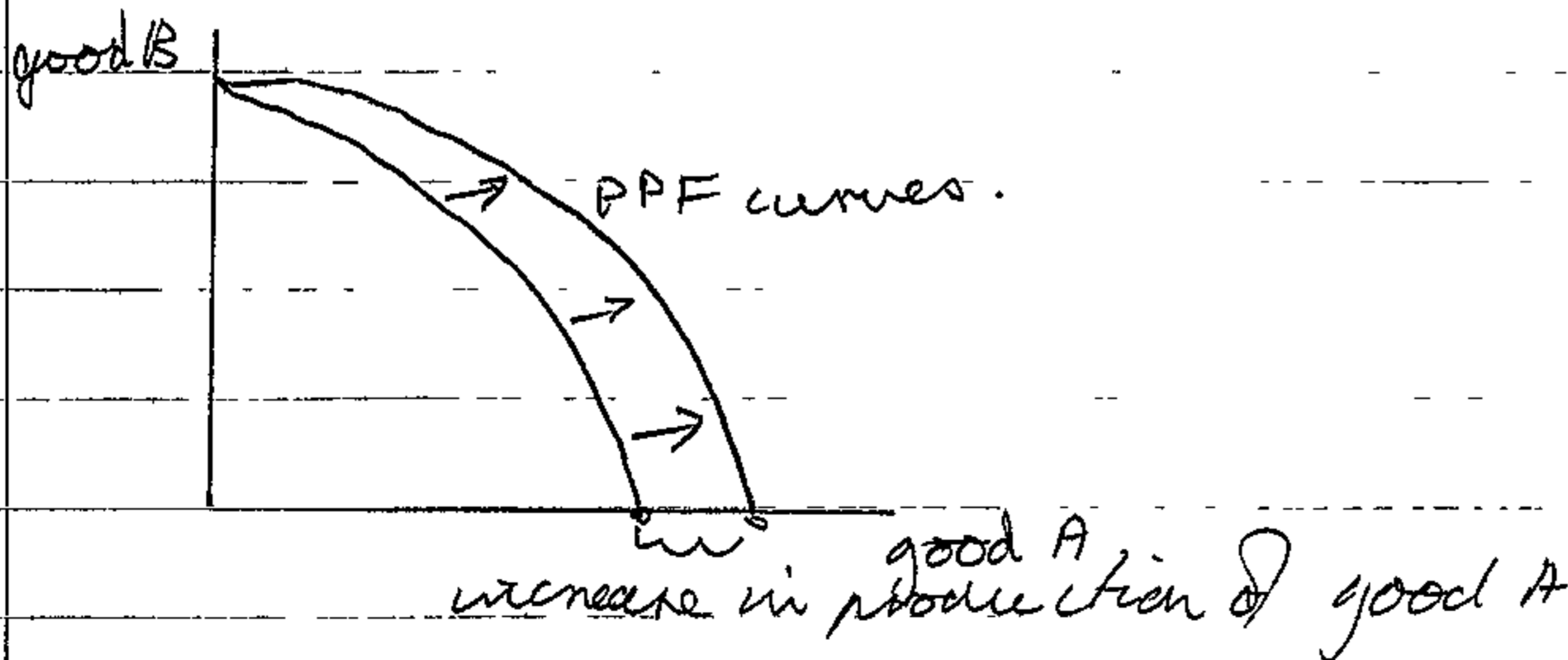
... and ... the factors negatively ✓

it means used to their then resources maximum, the ... The PPF ...

the factors of production must change, it will be of the following production factors.

- 1) an increase in reputation
- 2) an increase in the supply of minerals
- 3) new technology

x } If production of one good increases the good A then it will increase shift the whole PPF.



Thus we see with the PPF that a society has the problem of where to produce it amounts

Gas from wood!

FARMERS and industrialists who use diesel fuel to generate power could halve their present energy costs by adopting a new wood gasification system for making producer gas from wood waste.

Now being manufactured locally by Carman Industries, the new gasifiers could represent a major breakthrough in attempts to reduce reliance on petrol, diesel and gas fuels

Said to represent a major advance over World War 2 gasification methods, the system is based on technology recently patented by its American designers worldwide

The gasifiers are expected to help farmers who rely on diesel fuels to power their machinery

With the new system, a farmer will have access to a steady 100 kilowatt supply of electricity - more than enough to meet normal power requirements for pumps, generators, and other machines including household appliances

*will depend upon the advantages of shareholders of each member
more necessary because it was done in the way
offer an effort as a minority or usually
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the one article is still young thing. You may be
of the probability of breaking away from central*

Paulus to lead miners' solidarity

WHAT could emerge as the toughest miners union yet is putting the final touches to its new constitution in Johannesburg this week.

Assured of at least 50 000 founder members, the Confederation of Mine Unions (Camu) has absorbed the "uncompromising" Council of Mining Unions which battled tooth and nail with the Chamber of Mines this year and has already signed up several "mixed" unions in the mining industry
Chamber of Mines of

officials must have looked wide-eyed across the table when Camu officials, led by none other than tough man, Arrie Paulus, held their introductory meeting and announced that Camu would have "mixed" membership

By Lynn Carlisle

Although Paulus is still regarded to be against anything but all-white membership he is now officially the chairman of Camu
The Confederation's

ranks is subject to a two-third majority approval by its executive, and does not rest solely on his decision

The first real test of Camu's "liberal" policy could come this week when it is expected that discussion, and possibly even a vote, will be held over an application to join from the Coloured Federated Mining, Chemical Explosives Workers' Union

"We should know more about it this week. This will be a fair indication of how the wind will blow", said Ben Nicholson, deputy chairman of Camu and head of several unions in other industries

Camu, which will only consider membership of registered unions or those in the process of being granted registration, have already attracted the "mixed" Mine Surface Officials Association - a founder member - and "hope" to get its underground counterpart, the Underground Officials Association (UOA) to join.

ELCENTRE Control Systems, the South African distributor of Sicamex recently had a visit from its principals in France

Three seminars were held, in Cape Town, Durban and Johannesburg

This was Levy's first visit here. During seminars he was able to clarify issues of weathering capabilities of overhead insulated cable, based on his world wide experience

The bundled overhead system has been successfully used in the mountains of South America which has similar climatic conditions to SA and in recent years in South East Asia and North America where it is extremely hot. In this extreme heat there has been no deterioration of the cable insulation material



Yanni Kimmel (left) of Elcentre Control Systems seen with René Levy general manager of Sicamex.

a not well-known here than in the shaded area

In-house training beats staff crisis

TO overcome the acute problem of shortage of skilled manpower, and to ensure that its black staff are trained in all aspects of their work, Thomas Foundry has extended its intensive and on-going training programmes for all personnel.

A qualified black lecturer, operating from the training centre recently built in Germiston, gives two-hourly lessons twice a day in literacy and numeracy.

Regular sessions are also held for all racial groups in skills training. Thomas Foundry is

now able to give training not only in respect of specific jobs and the advancement of workers in certain positions, but also to provide in-depth lecturers on all aspects of foundry operation up to the highest level.

A spokesman for the firm, Terry Ryan, said: "We have had to provide this training ourselves, and results are already being seen in the enthusiasm of the staff at all levels."

"With the shortage of skilled manpower in SA, we need to provide our own skilled workforce in order to maintain and develop high standards."

Split vote confounds new union

Industrial Week 30/11/82

By Lynn Carlisle

CONFUSION broke out in the "mixed" Confederation of Mines Unions, after the split vote over the entry of a "black-coloured" union at a meeting last week

In the light of the Arrie Paulus-led Confederation's executive rejection and application by the "black" Federated Mining, Chemical and Explosives Workers Union (FMCEWU) some founder members have been thrown into a state of disarray over their future membership of the six-week-old umbrella movement

Doubts also reign among some executive members concerning last week's voting "tactics", and there is disagreement as to whether any vote should have been taken as the Confedera-

tion's constitution has not been registered with the Department of Manpower



Ben Nicholson ... doubts about any real abstention.

When chairman Arrie Paulus asked if a request by Ike van der Watt, general secretary of the Boilermakers' Union and the FMCEWU to vote there and then (at last Monday's meeting) be taken, only the Mine Sur-

face Officials Association (MSOA) abstained with what could have been the deciding "yes" votes, (14 were needed)

"Based on a technicality, we felt the Confederation - with its constitution only in draft form - is not in a position to accept or reject members," said MSOA general secretary Robbie Botha

The question now arises whether last week's hitch could jeopardise new membership of other non-white mining unions

Visions of the country's 500 000 black miners, currently without any pay bargaining forum, joining unions acceptable to the Confederation look slim

An alliance of rightwing founder members, led the Arrie Paulus' Mine Workers Unions (MWU), appears to have staved off admission a by non-white union although still prepared to share membership with several "mixed" unions under the Confederation umbrella

Founder member and leader of several unions, Ben Nicholson, expressed reservations about there having been any "real" abstention on the day

"But as the FMCEWU is a member of our Federation of Mining Unions we will discuss its rejection at FMU executive level before deciding our future in the Confederation", said Nicholson

Stronger MWU is needed for whites — Paulus

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3/12/82

Staff Reporters

The rightwing, white-member Mine Workers' Union hopes to have a membership of more than 30 000 white workers by the end of next year

And the union's general secretary, Mr Arrie Paulus, told a Press conference in Johannesburg yesterday that South Africa needed a strong white union to represent the rights of white workers in face of the growing liberalism in the labour field

Mr Paulus announced the 18 000-member MWU had received an extension of scope to represent white workers at Iscor's Vanderbijlpark and Pretoria plants

He said the union already had 700 members signed up at Pretoria and another 1 600 at Vanderbijlpark

The MWU had plans to open up an office for their Iscor members in Vanderbijlpark early in the new year

The MWU had also applied to recruit members at Iscor in Newcastle, Natal

Mr Paulus said workers would leave other unions to join the MWU

"I hope the small, white unions will come to their senses and amalgamate with larger white unions," he said

"We feel that every white worker in South Africa must belong to a strong, white union"

Mr Paulus spoke of the growing presence of black workers in jobs previously held only by white workers and said this trend had to be stopped

He said that once the MWU had organised Iscor workers they would go after members in the civil service

At Escom, where the MWU had extended scope from the middle of 1981, they already had a growing membership.

Through extended scope the union hoped to recruit white members from all categories of shopfloor work

Rbn 3/2/82

MWU plans united white front

By STEVEN FRIEDMAN
Labour Correspondent

THE Rightwing Mine Workers' Union is to launch a long-planned campaign to recruit white metal workers on a large scale as part of its plan to "organise all white workers into one union".

If it succeeds, the strength of opposition to labour reform could grow.

This follows the announcement by the MWU yesterday that the Department of Manpower has, after a three-year delay, agreed to extend its registration to give it official bargaining rights at Iscor's Vanderbijlpark works.

It now plans to recruit white metal workers at both Iscor and private firms in Vanderbijl, Pretoria, Witbank and eventually Newcastle and says many white workers who belong to rival unions have already applied to join it.

The MWU applied for this extension in January, 1980 but all the unions who represent white workers at Iscor and whose members the MWU is seeking to recruit objected and may now react angrily to the extension.

Some four years ago, the MWU announced it would seek to recruit all white workers.

As other white unions signed agreements with employers opening the way for black job advancement in metal and other industries, it charged that it was the only union prepared to "protect the white worker's real interests".

This move was seen as an attempt to build a united white worker front against labour reforms, but the planned recruitment of metal workers was held up by the delays in obtaining extended registration to represent them.

MWU general secretary, Mr Arrie Paulus, said yesterday the union's extended registration at Vanderbijl would enable it to "spread its wings".

"This is a great breakthrough which will enable us to recruit as many whites as possible in the hope of forming one union for all white workers," he added.

It is now expected a membership of 2 000-3 000 at the plant. It would open an office in Vanderbijl and seek to recruit workers from other metal plants there.

Mr Paulus said the union now planned to also seek extended registration for Iscor's Pretoria works where, he said, it had already had 700 applications. It would also open a Pretoria office.

The MWU, he said, planned to tackle areas "one at a time" but also planned to recruit later in Witbank and Newcastle.

Mr Paulus said some of the workers who had joined were artisans, but many are believed to belong to the SA Iron, Steel and Allied Workers Union which, like the MWU, belongs to the all-white Confederation of Labour.

He said he did not believe this would hamper relations between the two unions.

Now Paulus is smiling all the way to the shop floor...

S. Tribune
5/12/82



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Tribune Reporter

ARRIE Paulus, the doyen of "whites only" trade unionism, pulled off a coup this week when he won approval from the registrar of trade unions to take in 1 600 white workers from the Iscor plant at Vanderbijlpark.

Flushed with this victory, Mr Paulus says it is the first step towards the formation of a strong, broad-based, all-white union which will fight integration on the shop floor and protect white workers in the country.

Until this week Mr Paulus's Mine Workers' Union could only recruit members from the mining industry and Escom.

But he firmly believes white workers in other industries are getting a raw deal and says they are turning to the Mine Workers' Union, which has a long anti-integration history, for help.

White workers, he says, are being squeezed out of the job market and are being forced by their managements to share facilities like changerooms with their black colleagues against their wishes.

The emerging multi-racial unions cannot adequately protect the interests of white workers because they have to look after their black members as well and the other all-white unions seem to be accepting non-discriminatory practices in companies, he says.

"At present there is actually job integration with whites and blacks working shoulder to shoulder and facilities like changerooms are integrated," he says.

He now has his sights set on Iscor's Pretoria and Newcastle plants. Already, he says, 700 white workers at the Pretoria plant have asked the Mine Workers' Union to take them in.

He said there had also been requests from white workers at other "small concerns" to join the union.

But in each case the Mine Workers' Union has to apply to the registrar in the Department of Manpower for permission to recruit workers from these plants and if the recent application is anything to go by, this could take a long time.

Mr Paulus approached the registrar of manpower in 1979 for permission to take in the 1 600 Iscor workers.

But this doesn't daunt Mr Paulus.



□ Union boss Paulus . raw deal

"We'll tackle each case one at a time and gradually extend ourselves. As soon as we have enough support in any industry we will apply to the registrar for an extension of our scope," he says.

His intention, he says, is not to "poach" workers from others unions but to give them a choice.

"It is the workers' privilege to belong to the union of their choice. If they choose to belong to the Mine Workers' Union that's their choice. We are not taking members away from other unions," he said.

Mr Paulus emphatically denied the initiative was politically motivated.

Most threatened by Mr Paulus's initiatives is the 35 000 member all-white South African Iron, Steel and Allied Industries Union which, until now, has solely represented the interests of white workers at Iscor.

But this union's acting general secretary, Henry Ferreira, seemed unperturbed when the Sunday Tribune spoke to him this week.

"Every union is free to organise whom they wish," he said. "We don't know what's going to happen. We have to wait and see."

He said membership of his union had not dropped "significantly" and he pointed out that since last year when the Mine Workers' Union had been given permission to recruit workers at Escom, their membership at Escom had actually increased.

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Mine workers' move has political implications

136 6/12/82
NOT only metal unionists were affected last week when the Mine Workers' Union (MWU) announced a recruitment drive among white metal workers as a first step to organising "one big union for all white workers."

The idea, which is to form a united white worker front against labour reforms, clearly has political as well as labour implications.

The plan is not new. It was first announced four years ago and most labour watchers thought it had been abandoned.

The MWU view then — as now — was that whites in other unions were being "sold out" by their leaders, and needed a union which would dig in its heels and fight reform.

But it has been held up because before it began recruiting metal workers it asked for an extension of its registration to cover metal workers — firstly at Iscor, Vanderbijl. It got this last week — after a three-year wait.

It now plans to open offices and begin recruitment at Iscor and at private firms in several towns.

In its favour is that white workers worried about labour reforms don't only work on the mines. And fear of retrenchment may shift white metal workers to the Right.

But rival metal unionists are confident the exodus will be relatively limited, and they are probably right.

Firstly, if the MWU is to apply for extensions every time it wants to organise a new area, it can probably expect further long waits. While it waits, its incursion into metal will be largely symbolic, aimed at frightening the unions there into a more conservative stance.

Secondly, the relaxation of metal job reservation has not thrown hundreds of white artisans out of work. The white metal workers who are most vulnerable — and thus most worried — are in the lower-skilled jobs. There are a fair number at Iscor, but much fewer in private metal firms.

One final point: It seems the MWU has changed its views on industrial councils, which it used to reject because they are multi-racial. It says it will join the metal council if its campaign in private metal firms succeeds.

Black unions on the march in the mines

By Tony Davis,
Labour Reporter

Blacks in the mining industry are rapidly being organised by trade unions

Until recently, black mineworkers as well as farm labourers and domestic workers were largely unorganised and unrepresented. But while trade union rights for the latter groups are still non-existent, black-member trade unions are now filling the gap in the mining industry.

● This year the Chamber of Mines granted access to three new unions to recruit members at the group's mines

● The National Union of Mineworkers, at its inaugural conference in Klerksdorp last weekend, claimed a 14 000 membership and growing ranks in Free State and Transvaal mines

● The coloured-member Federated Mining, Explosives and Chemical Workers Union opened its ranks to black mineworkers recently

The organising of black mineworkers has been sought for many years but became possible only in 1979 with new labour legislation allowing for legal black trade unionism.

HOSTELS

In the mining industry, the rightwing, white-member Mine Workers Union which represents all but artisans and officials in the mines, totally rejects black membership

The task ahead for the black-member trade unions in organising black mineworkers is lengthy, as there are about 450 000 men working in mines across the country

These unions face additional problems in organising black mineworkers. Many workers are semi-literate or illiterate and have to be taught the basics of trade unionism from scratch.

Organising members hinges on gaining access to the mine hostels. The Chamber of

Mines has granted access to three new unions to date, and has shown no unwillingness in granting it to more

Recognition for the unions is another problem as it usually entails registration by the union — which several of them reject

The Cusa-affiliated National Union of Mineworkers announced at its weekend conference that as long as the Government had a hand in the administration of registration, it would not apply.

It is still unclear at what level the black trade unions could represent their membership.

"RACIST"

The newly formed Confederation of Associations and Mining Unions (replacing the Council of Mining Unions) last month rejected the membership of the FMECU, in what the NUM described as a "racist" action

Whether or not the black mine unions would form their own alignment for negotiations with the Chamber of Mines is still to be seen, but at this stage is unlikely

The need for organised black mineworkers was evident when wage unrest hit some mines in the Gencor and Gold Fields mining houses earlier this year.

ARRESTS

More than 1 000 miners were dismissed and hundreds arrested, and several died during the unrest. Mine managements and the police spoke of the difficulty of trying to hold talks with hundreds of miners at once

The Chamber of Mines had in the past looked at establishing a representative framework for the black miners but eventually left it up to trade unions to take up the task

The chamber's industrial relations adviser, Mr Johan Liebenberg, said it had no objection to black miners being recruited by unions

(126) (27) Star 2/12/82

Mines are set for a new labour policy

By Tony Davis,
Labour Reporter

Mining industry employers hope to negotiate in future with union members of all races in a centralised negotiating structure

A commitment to centralised bargaining is made in the year-end annual reports of the chairmen of Anglo American's Free State gold mines, Mr Dennis Etheredge and Mr Gerald Langton

They note the emergence of trade unionism among black mineworkers in 1982 and the granting of access to three black unions to recruit members on mines in the Chamber of Mines group

After a period of recruiting, relationships will be developed between managements and these unions, the reports say.

"In the mining industry we are committed to the principle of centralised bargaining on all matters that concern the industry as a whole, although the form it takes will have to be negotiated between all interested parties"

The chairmen say a primary objective on the mines remains the abolition of racial discrimination in employment practices

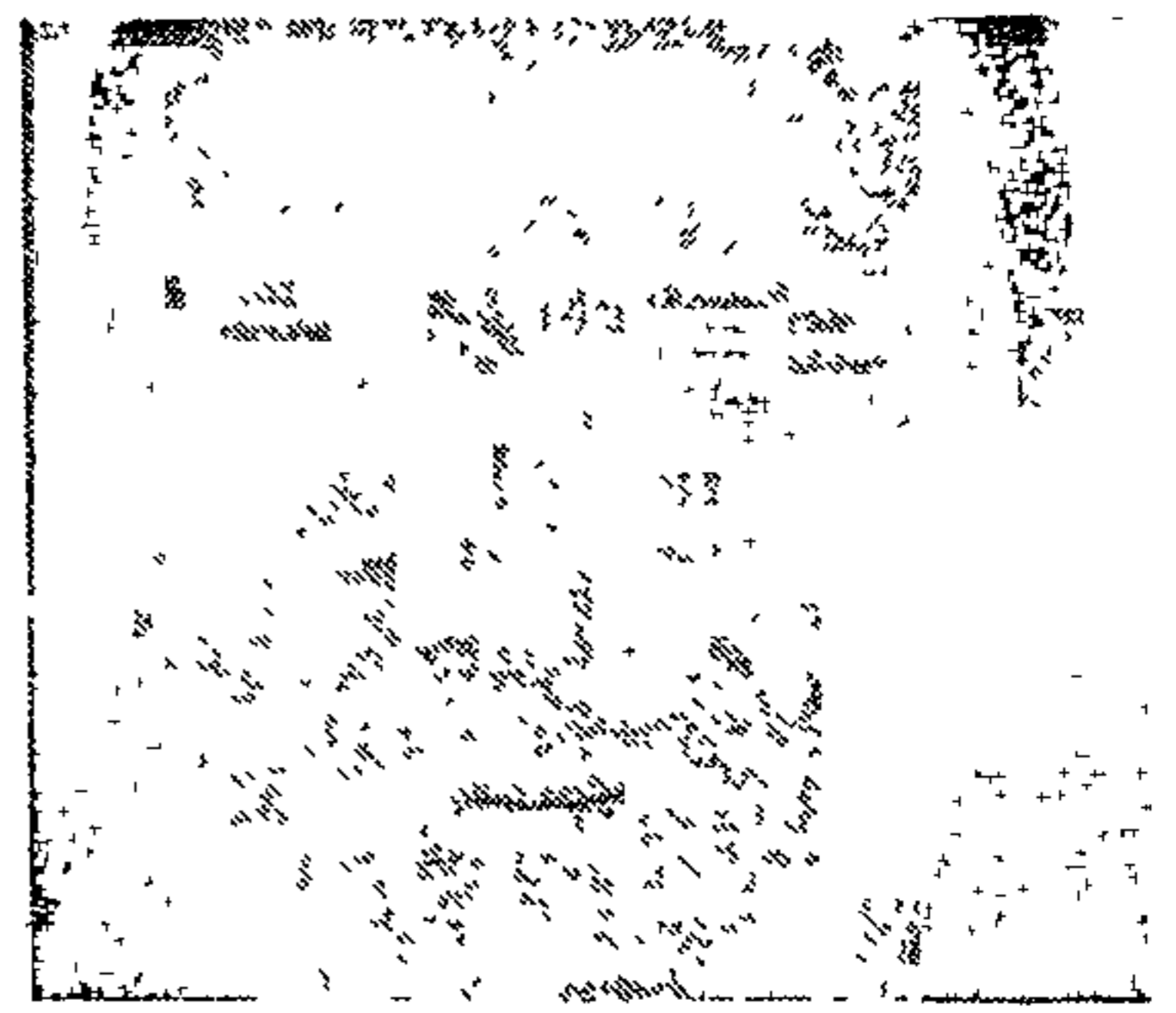
A major problem in this regard is to allay the fears of white

workers about their job security

"Progress to date in such sensitive areas has been slow, mainly because of difficulty in changing established attitudes and customs of the trade unions," the reports say

The Chamber of Mines is also expected to negotiate jointly with the new Confederation of Associations and Mining Unions which combined unions and officials' associations

Industrial relations audits on the mines are still being conducted annually in an attempt to improve employment practices, industrial relations and living conditions



Mr. Dennis Etheredge . . . primary object to abolish racial discrimination.

The reports also refer to wage increases and improved hostel conditions for miners in 1982.

Anglo American has also run courses in industrial relations, primarily for white mineworkers although senior black miners have re-

cently been introduced to the programme

But the programme for white miners has been discontinued because of the high turnover of personnel, although Anglo hopes to continue the courses in a remodelled form, the reports say.

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

B. Juris

Subject

Economics

(to be copied from the heading on the Examination Paper)

Paper No

(to be copied from the heading on the Examination Paper)

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NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

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

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

INDUSTRIAL RELATIONS - WORKERS' Org. S.A
Confederation of LABOUR

1983 - 1984 - DEC.

'Vote no' mine union urges 18 000 members

By STEVEN FRIEDMAN
Labour Correspondent

THE all-white Mine Workers Union yesterday called on its 18 000 members to vote "no" in the referendum on the Government's constitutional proposals

And the union's general secretary, Mr Arrie Paulus, is to campaign against the proposals in his personal capacity by addressing at least 11 meetings called by Rightwing opposition parties in areas where the union has members

Mr Paulus predicted yesterday that 90% of white workers would vote against the proposals. He said he would speak at meetings organised by both the Conservative Party and the Herstigte Nasionale Party

The union's stand was announced at a Press conference given by Mr Paulus at the MWU's Johannesburg headquarters. A black reporter attempted to attend the conference on behalf of a Johannesburg afternoon newspaper but was ordered to leave by Mr Paulus

Mr Paulus said the union had 18 600 members on the mines and in various factories. Also, workers at Highveld Steel, Modderfontein dynamite factory and at Sasolburg

and Secunda factories and power stations had joined the union, but it was waiting for an extension of its scope to represent them

This, he said, would increase the MWU's membership to 20 000, and there were also other miners who wanted to join but could not because of "closed shop" agreements

If these workers, together with their families, were to heed the "vote no" call, they would constitute a significant voting bloc

Mr Paulus said the MWU believed "the whites will be the only ones to suffer" if the proposals were implemented

They would mean the beginning of power sharing with other races and would thus "cause conflict, not harmony"

He said the powers of the State President in the proposed constitution were "excessive", and the country would be ruled by the President and the President's Council rather than by elected Members of Parliament

Because the proposals relied on consensus, the white Parliament would have to give in to the demands of the coloured and Indian Parliaments

They would also lead to "integration" because coloured and Indian representatives would push for an end to the Group Areas Act

Call for mixed negotiating forum

White mine union faces major decision

By STEVEN FRIEDMAN
Labour Correspondent

THE policy-making body of the Rightwing Mine Workers' Union (MWU), the biggest white union on the mines, holds its annual meeting today — and union sources believe it may be one of the most important in the history of the MWU

The meeting comes after the most dramatic year of labour change in the mines' history, a year in which the Chamber of Mines agreed to recognise black unions for the first time

There are also moves by registered unions in the industry to launch a multi-racial industrial council

Unionists expect the meeting to decide whether the MWU will negotiate in the same forum as multiracial unions — which it has always refused to do

They say there is a division within the union leadership on whether to change this long-standing policy. Some senior MWU men believe, the sources say, that

the union should agree to do so

"They realise that if they don't do this, they will lose the opportunity to influence events and have some control over change," said one source

But they say this is being opposed by Rightwingers in the MWU hierarchy

"We will be watching the meeting closely. We believe it is a watershed — if they don't agree to join one forum now, the die will be cast," a union source said yesterday

The meeting is that of the MWU's general council, which meets annually in January to set union policy. It will be opened this morning in Johannesburg by the Minister of Mineral and Energy Affairs, Mr P T du Plessis

It will last two days and, as the discussions are held behind closed doors, the outcome will be made known only tomorrow

Last year, the Chamber of Mines granted access to the mines to three unions representing black workers and recognised one of them. It has released

labour guidelines which allow for the recognition of others

At the same time established, mainly white, unions on the mines formed the new Confederation of Associations and Mining Unions (CAMU) which included two multiracial officials' associations. The MWU joined this multiracial body, but then successfully opposed the admission of a black and coloured union to it

Established mine unionists are eager to see all unions on the mines negotiating with the chamber in one body and hope the MWU will accept this

They cite its decision to join the multiracial CAMU and its willingness to join the metal industrial council — which is multiracial — as evidence of a new approach which, they say, is supported by senior union men

Today's meeting may determine, however, whether the union's members are prepared to accept the new approach

MINE UNIONS.

Defending whites

(136) Fm 3/2/84

New strategies to protect white workers against "encroachment" from blacks are likely to emerge from this week's congress of the ultra-conservative Mineworkers' Union (MWU) Members have been meeting behind closed doors to discuss the issue

Over the last year the MWU has been spreading its influence to industries outside the mines It has extended its scope to recruit all categories of workers at Escom, as well as fitters and turners, electricians and boilermakers at Iscor's Vanderbijlpark plant It also said it was applying for an extension of scope to represent a wide range of categories of white employees at AECI's plastics and dynamite factories, Iscor's Pretoria and Newcastle works, the Sasol 1, 2, and 3 plants, the Sasolburg power

(136) Fm 3/2/84
station, Highveld Steel, and a Newcastle chemical factory

This aggressive approach to recruiting white workers has aroused the ire of a number of other white and multiracial unions They see the MWU's actions as an encroachment on their turf It seems likely that the outcome of the congress debate, which delegates promised would be fiery, will be a decision for the MWU to spread its sphere of influence even farther

Hints of this possibility are contained in an article written by MWU general secretary Arrie Paulus in the latest issue of the union's magazine, *Die Mynwerker* He writes "For more than a decade we have stressed that white workers should be protected against the advancement of lower paid blacks We warned that the white worker will have to fight for his job and that part of the task of the MWU would be to assist non-members who are in danger of losing their jobs

"Let us not forget It is a fact that many white workers are looking in vain to their unions to protect them against black advancement How many white workers can, in fact, rest assured that their unions will protect their jobs against black competition? The fact is that many trade union leaders do not realise to what extent the jobs of their members are endangered

"The MWU is concerned not only about the future of its own members but also of the future of non-members The congress will therefore discuss the future of white workers in general The only way in which further discrimination against white workers can be stopped is to strengthen a fighting union like the MWU"

The fact that Conservative Party leader Andries Treurnicht was present at the congress to deliver a keynote speech is a telling indicator of possible future co-

operation between the party and the MWU It could also indicate a shift in the MWU's orientation In the past it has leant towards the Herstigte Nasionale Party. Treurnicht seems to have attached so much importance to the congress that he missed the opening of the no confidence debate in Parliament

(172) (173) (174)

Rightwing miners bow to Tswana move on job laws

RDM 18/2/84

By PATRICK LAURENCE
Political Editor

THE Rightwing Mine Workers' Union has accepted it will be prevented from operating in mines in Bophuthatswana and that skilled mine work will be opened to black miners in the territory

This was disclosed to the Rand Daily Mail by Mr Rowan Cronje, Bophuthatswana's Minister of Labour and Manpower

The MWU — whose general secretary, Mr Arrie Paulus, is a self-proclaimed champion of white workers — has fought a long rear-guard battle to preserve the privileged position of white miners in the rich platinum mines

These are either on the Bophuthatswana-South Africa border or wholly in Bophuthatswana

But, Mr Cronje said, an accord has been reached between the Bophuthatswana authorities and the MWU on Bophuthatswana's pending new labour law, under which

- South African-based trade unions will be barred from operating in the territory
- Racial discrimination will be prohibited in mining, industry and commerce

To be known as the Industrial Conciliation Act, the proposed new law will be tabled in the Bophuthatswana National Assembly on February 27 and should be enacted by March

Three meetings were held with MWU leaders in the past year and after "amicable discussions" the union accepted the position, said Mr Cronje,



MR ROWAN CRONJE .
disclosures to the Mail

— he
a former Minister of Labour in the Rhodesian Cabinet of Mr Ian Smith

The MWU is understood to have agreed to train black miners for skilled work in Bophuthatswana, including blasting

Blacks are barred from qualifying as blasters in South Africa under the Mines and Works Act

Bophuthatswana is the most mineral-rich and industrialised of South Africa's black "homelands"

Its mines employ between 25 000 and 30 000 miners

The decision to ban South Africa-based trade unions has aroused the ire of South

Africa's emerging black unions, including the rapidly-growing National Union of Mineworkers (NUM) led by Mr Cyril Ramaphosa

The NUM is one of three emerging black unions to receive a letter from the Bophuthatswana authorities, formally informing them they will not be allowed to operate in Bophuthatswana when the new law is passed

Mr Cronje defended the proposed banning of SA-based unions as consistent with international labour practice, arguing that no country would allow foreign-based unions to operate within its territory

Whether black union leaders recognised the sovereignty of Bophuthatswana or not, it was a de facto state and would enforce its laws, Mr Cronje added

But he was quite willing to talk to South African black union leaders and explain the position to them, as he had done to Mr Arrie Paulus

He repudiated allegations that the Bophuthatswana authorities wished to exclude SA-based unions to ensure their control of small and fledgling local unions

If Bophuthatswana really wished to have a docile labour force, it would not introduce legislation providing specifically for recognition of trade unions but would leave the situation as it was, Mr Cronje said

South Africa's Labour Relations Act, which extends recognition to black unions, does not apply in Bophuthatswana

Mines may now end job reservation

By Eugene Saldanha

In a move that could lead to the scrapping of job reservation on the mines, the Chamber of Mines and nine trade unions have begun talks on the future of industrial relations structures in the mining industry.

The talks are aimed at abolishing job reservation and setting up a single bargaining structure — possibly an industrial council — in the industry.

The first talks, held yesterday, were attended by nine key unions, including the all-white Mine Workers' Union (MWU). However, the black National Union of Mineworkers (NUM), the only unregistered union in the industry, has not been invited to the talks.

According to the chamber, the 65 000-strong NUM was advised that discussions with other

unions were to take place and that the chamber would discuss its proposals on the future industrial relations structure of the industry with the NUM "as soon as possible".

In a joint statement the chamber and the unions said they had commenced discussions on "the replacement of the 'scheduled person' definition in the Mines and Works Act with a non-racial definition of a 'competent person'".

SECURITY

At present only a white miner can be a scheduled person — enabling him to hold a blasting certificate to do skilled mining work.

The chamber would also discuss a "comprehensive security of employment" agreement with the unions. The agreement is aimed at assuring white miners

that their employment would not be endangered by the scrapping of job reservation.

The secretary of NUM, Mr Cyril Ramaphosa, said his union was disappointed that it was not invited to the talks, "where the future of our members is being discussed".

"We are thrilled that job reservation may be removed. It is time the mines did this, because it is a very sensitive issue among our members," he said.

Mr Ramaphosa said he was concerned that changes to the Act would be purely cosmetic.

"There would be no point in changing the definitions of words if other forms of discrimination is going to be retained. We have told the chamber we will not consider joining an industrial council until all job reservation is scrapped on the mines," he said.

RAM 2/6/84 □□□ (136)

THE decline of all-white unions as a lobbying force since the Wiehahn reforms was underlined last week at the congress of the SA Confederation of Labour.

Sacol was once the country's most powerful union group because of its ready access to the Government. In 1980, it boasted a membership of 240 000.

But last week, it revealed that this had halved to 120 000. The chief reason is that several unions have quit to become multi-racial in some form or another.

Sacol also no longer enjoys its traditional lobbying power. Its place as spokesman for established unions to Government has been largely taken by Tucsa.

Sacol is to embark on a recruiting drive among white unions who do not belong to it. But it would be a surprise if this led to its revival.

White unions still retain influence in key industries but the idea of a powerful white labour federation may belong to an era which has passed for ever.

Send Back Mail Business Day Monday April 2 1984

Thousands quit white federation

Bid to scrap job bars in six months

By PHILLIP VAN NIEKERK
Mail Reporter

have disaffiliated left Sacol after changing their constitutions to allow other races to join. The last union to leave was the Spoorbond, a railways workers' union.

Mail Reporter

THE Chamber of Mines (CM) aims to reach agreement with unions over the scrapping of racial job bars and a new industrial relations structure for the industry within six months, according to president of the CM, Mr Colin Fenton

RAM 2/10/80

THE South African Confederation of Labour (Sacol), once South Africa's largest and most powerful trade union federation, has lost more than half its members in the past four years.

The most important unions remaining in Sacol include Yster en Staal, the Mine Workers' Union, the Building Workers' Union and the Railways Salaried Staff Association.

Mr Fenton told the annual meeting of the Association of Mine Managers yesterday that the CM was committed to working with unions in the industry to scrap discrimination based on race, religion and sex.

Sacol, which does not allow unions with mixed membership to affiliate, has shrunk from 240 000 members in 1980 to 120 000.

Mr Currie told the conference that past attempts to expand Sacol's membership had been unsuccessful. He said they would now renew efforts to draw in all unaffiliated all-white unions.

Two weeks ago, the CM met with nine mining unions, proposing the abolition of the "scheduled" persons definition in the Mines and Works Act — which bars blacks from skilled jobs — and a security of employment agreement to allay the fears of white workers

But plans for a major offensive to draw in all trade unions with exclusively white constitutions were announced by Sacol's president, Mr Brian Currie, at the Confederation's biennial conference in Pretoria this week.

The advantages of joining Sacol would be spelt out and the confederation would hold seminars on topical labour issues.

Most of the unions that



FM 20/4/84



Motlana ... 'no gifts and no hand-outs'

the form of loans. No gifts, no hand-outs, no philanthropy — simply loans which must be repaid. For our dignity and respect, it is necessary that they be repaid, so that that money can be used elsewhere on similar projects," says Motlana.

Funds for the projects amount to R3,5m of which R2,3m will be used to build the clinic and the balance spent on equipment and facilities.

Says Motlana: "Over the last 20 years many young black doctors have acquired specialist skills in disciplines like orthopaedics, neurosurgery, general surgery and so on. All of them are living and working overseas because there are no facilities where they can practise their profession here."

JOB RESERVATION Mine talks continue

The Chamber of Mines and several mining unions are continuing negotiations for scrapping job reservation on the mines.

Following talks held in March, the parties met again last week to discuss deracialising the definition of "scheduled person" in the Mines and Works Act. The existing definition bars blacks from doing a range of skilled jobs, most notably from acquiring blasting certificates.

The issue is highly emotive. Coming after several years of delay, the talks flow from a recommendation in the Wiehahn Commission's sixth report and government's subsequent directive to the chamber and

mining unions to negotiate a solution within a "reasonable period of time."

Until now matters have been bogged down by failure to agree on another facet of government's directive measures to protect the job security of white miners.

Mineworkers Union general secretary Arrie Paulus — a notable absentee from the March meeting as he was attending an Industrial Court hearing — was present last week. However Paulus, at his own request, was only an observer and not a participant. He refused to tell the FM why he chose observer status but he is on record as being violently opposed to any move to change the current definition of a "scheduled person."

The MWU and the black National Union of Mineworkers (NUM) will be most affected by change. Paulus' reticence on the subject, his failure to attend the talks as a full participant, and the chamber's decision not to invite the NUM at all are indicative of the difficulties to be overcome. The NUM is known to be extremely unhappy at its exclusion from the negotiations.

Despite this, the chamber and the other unions appear to be firmly set on negotiating a solution. Whether they can come up with a formula to meet the conflicting demands of the MWU and the NUM remains to be seen.

BLACK HOUSING Progress in Natal

Problems that delayed progress on Natal's black housing shortage appear to have been overcome.

Co-operation and Development Minister Piet Koornhof has announced that the St Wendolins squatter settlement at Mariannhill is to become a new black town, the townships of Lamontville and Hambanati are to be incorporated into KwaZulu and a planning council is to be established to guide future housing development in the region.

The news that St Wendolins, where residents have been under threat of removal for 18 years, is to be accorded township status with full freehold rights, was greeted with delight. The Mariannhill Monastery, which owns a large part of the land, immediately pledged R20m towards an upgrading project. The money is being contributed by the West German government and the redevelopment will be done in conjunction with the the department of Co-operation and Development (CAD).

Paddy Kearny, a member of the St Wendolin's anti-removal committee, maintains that residents have suspected for some time that they would be allowed to stay. He says he finds the timing of the announcement, on the eve of the PM's departure for Bonn, "interesting." West German consular officials have recently been asking questions about the area.

St Wendolins might have been a popular decision, but details of the fate of Lamontville and Hambanati were not nearly as well received. The two Durban townships are inside the white urban area and many residents oppose incorporation into KwaZulu. They fear incorporation will mean the end of their Section 10 rights. That fear, to some extent, was dispelled by Koornhof who says their status will not be affected.

Doubts persist about the legality of the move. According to Kearny, the law determines that residents automatically lose their Section 10 rights if they live in a homeland. "It could require an amendment to the Act to get that situation undone," he says.

In addition, the issue has been politicised by United Democratic Front (UDF) and Inkatha elements. The UDF opposes incorporation while Inkatha, which is led by KwaZulu Chief Minister Gatsha Buthelezi, favours it. The two organisations have clashed before over incorporation. Chairman of the Joint Rents Action Committee Richard Gumede, says he will try every legal avenue to resist incorporation, but he fears violence could result. "Frankly, I'm worried," he says. "People have already died over this issue."

Koornhof's proposed planning council could find its time taken up more with peace keeping than planning. Though it is still to be formally constituted, the council is expected to supersede the Rive and Hankinson commission appointed last year. Chairman of the commission, Alan Hankinson, says his report is in the final stages of preparation. It will be sent to the Minister shortly.



Koornhof ... Natal township receives recognition

ARRIE PAULUS

Protecting white rights

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Arrie Paulus is general secretary of the ultra-conservative Mineworkers Union (MWU) which restricts its membership to white workers only. He spoke to the *FM* about developments in the mining industry and in labour.

FM: The Chamber of Mines and mining unions have had two meetings to negotiate deracialising the Mines and Works Act's whites-only definition of the "scheduled person." This would open the way for blacks to attain certificates of competence to do skilled work on the mines. You could not attend the first meeting and attended the second only as an observer. What is the MWU's attitude to the talks?

Paulus: If you attend an auction and you don't want to buy anything you go only as an observer. The situation is exactly the same with regard to the scheduled person talks. I have said clearly that the MWU is satisfied with the definition as it is at present. We don't want to bring other race groups to do the work of white miners. There are enough qualified white miners and enough whites in training colleges to do the work. About 85% of blacks on the mines are migrants. Some come from communist countries like Mozambique. Why must we negotiate with the employers to give our work to these types of blacks?

The Wiehahn Commission recommen-

ded deracialising the definition, so long as white miners' job security could be ensured. Government accepted that and instructed the parties involved to come to an agreement within a "reasonable period." That was two years ago. Surely the MWU realises that government may be forced to take action if change is not achieved soon?

We realise that. But we told the chamber from the start that we are not prepared to negotiate the future of the white miner away. However, we are prepared to look at any document prepared by the chamber or the government to see if there are any safeguards which will protect the white miner. What if change is forced upon you?

We will cross that bridge when we come to it.

Does the MWU support the idea of establishing an industrial council in the mining industry?

We are open-minded on that issue and are investigating it.

What is the MWU's attitude towards the closed shop in the mining industry?

We are not against the closed shop. We believe in it and that all workers should belong to a trade union. But we are against the allocation-of-occupations agreement in the mining industry which makes provision that certain categories of workers must belong to specific unions. We believe mine workers should be free to join the union of their choice — as workers in other industries are. There are a few mining unions which have become multiracial since 1979. Some of the people in those unions do not want to belong to multiracial unions and instead want to join us.

But they are forced against their will to be members of those unions. I feel that is totally wrong.

But wasn't the MWU a party to the allocation-of-occupations agreement?

The MWU was a party to that agreement when it was signed in 1934. I don't know why union officials entered into such an agreement then.

During the last few years, the MWU has been on a drive to organise outside the mining industry. What has been achieved?

Of our 23 500 members, 16 500 are employed on the mines. The remaining 7 000 work in other sectors. We did not approach these workers to become MWU members — they came to us. We are prepared to organise any white workers that want to join us.

We have extensions to our scope at AECI's Midland plant and for certain categories of artisans at Iscor in Vanderbijl Park. We have members and have applied to have our scope extended at Highveld Steel in Middelburg, Silicon Smelters in Pietersburg, AECI's Modderfontein dynamite factory and HECI affiliate in Newcastle, Rustenburg Matty's Smelters in Wadeville, African Products in Meyerton, Consolidated Wire Industries and Vaal Transport in Vanderbijl Park, and at Iscor in Pretoria — as well as for additional artisan categories at its Vanderbijl Park plant.

In addition, we have members at Escom power stations in the Witbank, Middelburg, Sasolburg and Ermelo magisterial districts. We have stop-order facilities for those workers. We have applied for an extension to our scope at Camden power station.

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face to face

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We are also busy organising at all three Sasol plants. As soon as we have enough members we will apply to have our scope extended to them. Are white workers threatened with crisis?

Yes. As I see the situation, the white worker — and especially the trained white worker — is in a dangerous position.

By the year 2000 there will be so many trained people in SA that the supply will be greater than the demand. Then the time will come for the employer to dictate the salaries of trained people.

We all know that if white workers want to maintain their living standards they cannot work for the same wage as other racial groups.

How will white workers protect themselves against that?

There is only one way they must stand together and belong to a strong union which is not afraid to stand up for their rights.

The MWU used to be associated with the Herstigte Nasionale Party. But this year Andries Treurnicht, head of the Conservative Party, opened your congress. Does this indicate a change in the MWU's alliance?

The MWU has nothing to do with politics, but MWU members may belong to any party of their choice in their individual capacity.

What is the MWU's attitude towards the newly formed Afrikaner Volkswag?

The MWU plays no role in it although individual MWU members are involved. I think it is the right of every individual to do what he wants to do.

Now Mr Paulus is attempting to block efforts to set up a bargaining forum which would include the black National Union of Mineworkers (NUM)

This stems from moves to form an industrial council for the mines, which most CMU unions want.

But only registered unions can join councils and NUM, by far the biggest mine union, refuses to register.

The Chamber of Mines insists that, if a council is formed, the NUM be included informally so that there is only one bargaining system on the mines. But the MWU and some other CMU unions insist the mines stick to the letter of the law and bar NUM from a council.

The talks form part of attempts to end racial job bars on the mines.

White unions want job security guarantees in exchange, but the chamber says it will not offer these unless agreement is reached on a new bargaining system

But the effect of not reaching agreement will be that job bars will stay, which would not bother the MWU. its objection to the bargaining proposal might stem partly from a desire to delay the talks and block change.

Mine employers see the removal of racial jobs bars as an urgent priority. But do they believe it so urgent that it is worth sacrificing their insistence on a single bargaining system?

Their only other option would be to persuade the Government to remove the bars without white union consent — probably a political non-starter.

20m 10/12/84 (1%)
RIGHT wing mine unions, in particular the Mine Workers Union (MWU), still seem to be able to block change in the industry.

Recently, the all-white Council of Mining Unions (CMU), whose chairman is the MWU general secretary, Mr Arrie Paulus, blocked a Chamber of Mines plan to open an all-white pension fund to other races

Chamber shelves mine fund plan

By Carolyn Dempster,
Labour Reporter

Attempts by the Chamber of Mines to amalgamate the mines' Pension Fund and Provident Fund, and integrate them at the same time, have been shelved in the face of fierce opposition from the all-white Council of Mining Unions

The two funds are to be amalgamated on December 1, but the integration issue will be tackled later, an industrial relations adviser to the chamber, Mr Johann Liebenberg, said

When the chamber attempted to tie the two issues together at the start of the pension negotiations earlier this year, the Council of Mining Unions immediately declared a dispute

Their prime objection

was the attempt by the chamber to open the amalgamated fund to "non-white" miners above a certain job category level

In an editorial in *Die Mynwerker*, mouthpiece of the all-white Mine Workers' Union, the general secretary, Mr Arrie Paulus, said that the chamber's attempts to integrate the fund had resulted in a cloud over the negotiations

After the dispute had been declared, negotiations were re-opened and agreement was reached at the end of October when the chamber shelved its conditions for amalgamation

However, the chamber has by no means given up attempts to integrate the funds and will try again in the future, said Mr Liebenberg

In the latest issue of *Die Mynwerker*, Mr Paulus says that as it is obvious the chamber "has only thrown in the towel for the time being," the issue of separate funds for non-whites should be addressed

"Let us point out again that a separate pension fund has been in operation for non-whites since 1970. When we drew the attention of the chamber's negotiators to this fact, we were told that it is an inferior fund

"We would suggest that the chamber lives up to its liberal tradition by improving that fund," he said

From the date of the amalgamation of the funds, members will be able to choose whether they want split lump sum pension payments or a full pension payout.

Paulus approves UK recruitment

Own Correspondent

JOHANNESBURG. — The Mine Workers' Union (MWU), which represents white miners, said yesterday it was not opposed to the recruitment of miners in the United Kingdom.

The general secretary of the MWU, Mr Arrie Paulus, said it was his executive's policy not to oppose recruitment as long as the people who were recruited were skilled and well-trained.

Mr Paulus confirmed that the MWU was consulted before recruitment took place.

Asked if the MWU did not think that the mining companies should train local workers rather

than recruit overseas, Mr Paulus said the MWU was informed about the unemployment and training situation in the country and acted accordingly.

The National Union of Mineworkers (NUM), which represents black miners, could not be reached for comment yesterday.

Spokesmen for the Gencor and Goldfields mining houses reiterated yesterday that the present recruitment of mining staff in the UK was not a result of the miners' strike there and was part of their ongoing recruitment drives.

A public relations official of Gencor, Miss Sue van Rensburg, said the company had estab-

lished a full-time recruitment office in London in 1978 which recruited staff on an ongoing basis.

She confirmed that 250 people had been recruited so far. They included electricians, mining graduates, surveyors, riggers, fitters, instrument mechanics and technicians.

A public relations official of Goldfields, Miss Helene Mendes, said recruitment had begun in the UK only yesterday and therefore reports that 30 to 40 miners had already been recruited could be misleading.

● **JOHN BATTERSBY** reports from London that Gencor and Goldfields began interviewing about 500 miners in Britain yesterday as political opposition to the recruitment drive mounted.

As the British miners' strike entered its ninth month, both companies denied that they were trying to capitalize on the disillusionment of British miners, insisting that the recruitment drive was "routine".

At the weekend, millions of British television viewers saw a miner and his wife being interviewed in the livingroom of their home before setting off for South Africa to take up a job on the goldmines.

Yesterday Gencor and Goldfields officials were keeping a low profile and dodging the British media after reports in the Sunday press that hundreds of British miners had applied for jobs.

There is such intense interest in the recruitment drive here that one official turned down six television and radio interviews yesterday morning to avoid attracting unwanted publicity.

Earnings

Mr Keith McQueen, Gencor's overseas recruitment manager, said yesterday that the present recruitment drive was part of an ongoing process and was "totally unrelated" to the miners' strike.

Gencor was interviewing some 200 applicants to fill 165 posts — 70 for miners, 75 for electricians and 20 for fitters.

A miner with a blasting certificate would expect to earn about R27 000 a year in Britain but would start at about R13 000 in South Africa although his fringe benefits and perks would be considerably better than they are here.

● 710 miners go back to work, page 6

White miners slam pension integration

Star
16/10/84

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By Carolyn Dempster,
Labour Reporter

The all-white Mine Workers' Union (MWU) has launched a scathing attack on the capabilities of the Chamber of Mines' negotiating team, and particularly the chamber's attempts to racially integrate the mining industry's main pension fund

In the most recent issue of the union's newsletter *Die Mynwerker*, MWU general secretary Mr Arrie Paulus asks "Do the negotiators not realise they are playing with fire?"

"Looked at from a tactical point of view, it is the height of folly to insist on colour concessions when dealing with a mat-

ter that is of great importance to the workers, their wives, their widows and their children

"You do not drag a sensitive and emotional matter into a question like the amalgamation of pension funds"

The ire of the MWU and of the Council of Mining Unions (CMU) has been roused by the chamber's demand to include certain black workers on the pension and provident funds which are in the process of being amalgamated

Last week, the CMU declared a dispute with the chamber over the demand, although only a couple of hundred black, coloured and Asian apprentices would qualify to belong to the fund

Mr Paulus warns in the article that the cloud which is developing over the issue of the pension fund may develop into a "thundercloud", implying that if the chamber is not wary it may have a white miners' strike on its hands

He also comments caustically on the chamber's negotiating record over the past three years, saying it appears that the negotiating team "regularly" makes mistakes before doing the right thing

The latest mine strike by black mineworkers, which spilled over into illegal strike action and led to damage of millions of rands, could be regarded as another example of lack of negotiating know-how, adds Mr Paulus.

ROM 8/10/84 □ □ (136)

SCRAPPING of the Cape coloured and white labour preference policy means that one of the last bastions of racial job reservation has fallen.

The last major one is the scheduled persons classification in the Mines and Works Act.

Six months ago, when talks started between the Chamber of Mines and mining unions aimed at finding a formula to scrap job apartheid, the then president of the chamber, Mr Colin Fenton, said he

hoped agreement could be reached within six months

Little progress seems to have been made

Indeed, such is the strength of feeling against any deracialisation of the industry that the Council of Mining Unions has gone into dispute with the chamber over attempts to racially integrate the mine employees' pension fund

The chamber has made this demand as part of a wide-ranging rationalisation of the pension and provident funds.

The issue of pensions is emotive, says Mr Arrie Paulus, chairman of the CMU, who sees this as an attempt to force integration in the mining industry.

Mr Johan Liebenberg, industrial relations adviser to the chamber, on the other hand, believes the CMU is being grossly unfair to withhold from black apprentices the same conditions of employment that apply to white workers

The change would anyway only apply to the few hundred black, coloured and Indian apprentices now on the mines

It is something of a milestone, however, that the first black artisans to serve their apprenticeships on the mines qualify next month

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Mining dispute over pension demand

By PHILLIP VAN NIEKERK

THE Council of Mining Unions (CMU) has declared a dispute with the Chamber of Mines over a chamber demand that the mine employees' pension fund be opened to all races

Mr Arrie Paulus, chairman of the CMU, which consists of all mine unions representing white workers who are not officials, confirmed yesterday they were pressing ahead with the dispute

But Mr Johan Liebenberg, Labour Relations Advisor to the chamber, said he had not yet received official notification of the dispute.

He said the chamber felt it was grossly unfair that the CMU wished to withhold from black apprentices the same conditions of employment as applied to white workers

The dispute stems from negotiations aimed at rationalising the pension and provident fund of white workers on the mines.

Mines officials — whose pension fund was integrated in June, white workers and black workers each have their own separate pension funds on the mines

Mr Liebenberg said in the negotiations the chamber had been prepared to amalgamate the two funds and agree to commuting up to one third of the pension into a lump sum provided the CMU agreed to make the fund non-racial.

"Only a couple of hundred black, coloured and Asian apprentices would qualify," he said

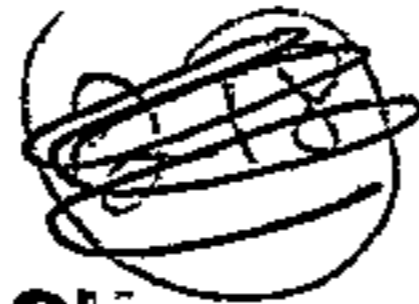
The first black artisans trained at the mines — in terms of an agreement with the mine unions in 1982 — are due to qualify next month.

Mr Paulus said the talks with the chamber on the pension and provident funds had been near completion when the chamber insisted on the provision that the fund be non-racial.

He said this was an attempt to force integration in the mining industry, and that the whole issue was a highly emotive one for white workers

Meanwhile, attempts by the chamber and mining unions to reach agreement on a formula for the scrapping of racial job reservation on the mines are continuing

FM 5/10/84



MAPUTO ON THE RACK

Mozambique's government is being swamped by the critical food needs of its population. Its response is limited to *ad hoc* crisis management, writes an FM staffer who has just returned from a visit to Maputo.

Although the basic food situation in the urban areas has improved marginally, the rural areas remain devastated. There are reports of four to five people dying daily in some areas. Recent small harvests in the areas surrounding the towns have reduced the food queues. But supplies seem set to run out again and the immediate future looks bleak.

The security situation which, if anything, has deteriorated since Nkomati is central to Mozambique's problems. What has happened since Nkomati is that the insurgents have moved into the urban areas — particularly Maputo — and into Nampula province.

Although this has taken some of the pressure off Inhambane and Gaza provinces, it has created a siege psychosis in the capital. The tense atmosphere seems to be undermining Frelimo's support.

The impression that rebel activity is gaining popular support is heightened by the government's lack of success in containing MNR activities. Continuing destitution has drained the people's confidence in Maputo. At the same time it has enhanced the attractions of an alternative government.

As one Maputo resident put it: "No, the rebels are the government's problem. Our problem is to make sure we get enough food for our families."

Although local support for the rebels provides some clue to the continuing high level of MNR activity, this is not

the only explanation. Official response to the question whether SA has honoured the Nkomati agreement are guarded and diplomatic. "We think so," is the furthest official sources are prepared to go.

It is increasingly clear that the insurgents have seemingly unlimited supplies, some of which must be assumed to have been obtained after Nkomati, although the most likely explanation is that SA helped the rebels to stock up with arms and supplies before signing the accord.

It has been suggested that SA's security agencies perceived far greater long-term gains in maintaining proxy pressure on Maputo to get rid of its pro-Soviet hardliners than the doubtful short-run economic advantages that would flow from Nkomati.

Relief organisations operating in the rural areas claim there is evidence of airdrops to insurgent forces, but these may have come from Malawi.

Says the United Nations Development Programme representative in Maputo: "Somebody knows something which is not being revealed. There are some areas we can no longer fly into because other planes are flying in. There is also evidence of direct funding from ex-colonial businessmen."

Maputo believes that SA has other aims in attempting to settle conflict in Mozambique quite apart from the proclaimed one of protecting Nkomati. Officials theorise that Pretoria wants the MNR integrated into the political system — at least partially to set a precedent for the settling of the Unita/MPLA conflict in Angola along similar lines.

no immediate indication that they will get much out of the deal — certainly not the ministerial posts they demanded when the negotiating process began.

A Frelimo official told the FM after the ceremony that the declaration was "a diplomatic way to grant amnesty to the MNR — a nice way to accept the MNR's surrender." This may incorporate an element of bravado (see story above).

The answer could lie in Pretoria's attitude — and in its determination to force peace on the combatants.

In the declaration SA undertakes "to play a role in the implementation of this declaration and to participate in the work of the commission." No details of SA's envisaged role were given, and immediate speculation that it would involve some sort of military participation is unlikely to prove correct.

Both the Bothas made it clear that they did not expect immediate peace. As P W Botha put it: "The path that lies ahead will be rocky and fraught with danger. At times

the going will be difficult. There will be many obstacles along that path — some placed there maliciously by those who do not, for their own selfish reasons, want the peoples of southern Africa to reach their destination. But through determined effort and inspired leadership, temporary setbacks will be overcome."

MINE LABOUR Whites get tough

SA's mining industry faces an industrial dispute, and the possibility of a white miner strike, as a result of efforts to racially integrate the industry's main pension fund.

Arrie Paulus, chairman of the 25 000-strong all-white Council of Mining Unions (CMU), says the dispute with the Chamber of Mines was declared on Wednesday. However, the chamber's industrial relations adviser, Johan Liebenberg, says formal notification of the dispute has not yet been

received.

The pensions issue is an emotional one for many white miners, who accuse the chamber of trying to integrate all mining industry structures "by stealth."

Liebenberg says the chamber's wish to open the pension fund to blacks arises out of a 1982 agreement with the Federation of Mining Unions (all of whose members are also members of the CMU) that black, coloured and Asian apprentices should be trained on the mines.

Says Liebenberg: "There are now around 150 black, coloured and Asian apprentices, some of whom will very shortly finish their apprenticeships and be graded as artisans. We have undertaken that, wherever possible, we will give the same benefits to blacks as to whites. It seems to us that these black, coloured and Asian lads should belong to the same pension fund as their white colleagues."

He adds that the admission of blacks to the pension fund would not affect the benefits paid to white members and that even if the chamber set up a separate fund for blacks, with the same contributions, it would not be able to guarantee the same benefits.

From the point of view of the unions, the dispute arises out of negotiations which started two years ago, when the CMU asked the chamber to amalgamate the pension and provident funds of white workers. It also wanted the pension rules to be amended to allow members to draw one-third of their pensions in lump-sum benefits.

White six

The CMU has six members: the Mineworkers' Union headed by Paulus, SA Engine Drivers, Firemen and Operators' Association, Amalgamated Engineering Union of SA, SA Electrical Workers' Association, SA Boilermakers' Society, and the Amalgamated Union of Building Trade Workers.

According to Paulus, the negotiations initially went fairly smoothly. However, problems arose about the percentage the employers would be prepared to pay from the provident fund into an amalgamated pension fund.

Paulus says the chamber undertook to investigate different contribution structures for officials and union members — then dropped what he calls "a bomb." This was a statement that amalgamation of the pension and provident funds would be agreed to if the CMU agreed to change the pension fund's constitution to allow membership by black, coloured and Indian workers doing the same work as whites.

The CMU saw this as an attempt to force integration in the mining industry and rejected it. There are few blacks, coloureds and Indians in the industry doing the same work as whites. But, as Liebenberg points out, black apprentices will shortly begin qualifying as artisans.

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Says Paulus "Blacks have had their own pension fund since 1970, but the chamber admits that it is inferior to the white funds. The CMU asked the chamber to bring the black fund into line with that for the whites, but it said it could not see its way to doing this." He added that the CMU is "quite prepared" to hold a referendum of members to test their feelings on the issue.

"We cannot see why there cannot be a separate fund for blacks only," he says. "We feel it is an unfair labour practice for the chamber to expect us to forfeit certain privileges by holding a sword over our heads to force us to change. Guidelines laid down by the Minister of Mineral and Energy Affairs make it quite clear that it is the responsibility of the employers to maintain peace in our industry. This will only cause friction."

Liebenberg says that as the papers on the dispute had not been served when the FM went to press, he was unsure of its basis. But he added that there was a feeling in the chamber that the CMU's refusal to allow an integrated pension fund was in itself an "unfair labour practice."

The dispute reflects the continuing controversy over the mining industry's racially exclusive "scheduled person" definition, which stops blacks from doing certain work. Paulus's MWU is resisting changing the scheduled person clause, which both the chamber and the government want dropped.

The fact that all CMU members, some of whom are considerably more liberal in racial matters than the MWU, are party to the pension fund dispute is not a hopeful sign that they will agree to drop SA's last remaining job reservation provision.

POLITICS

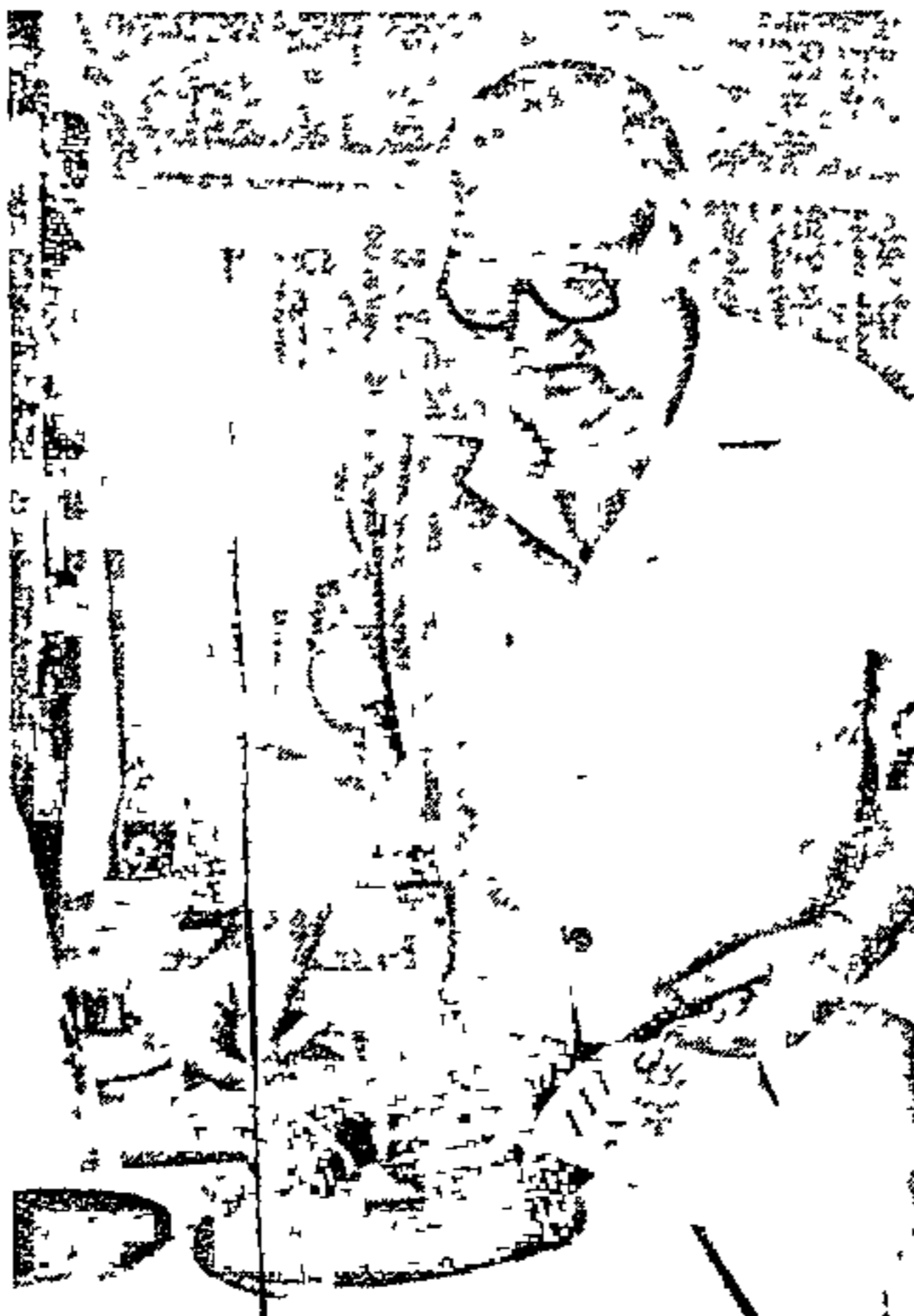
NRP's Natal option

Last week's defection of three New Republic Party (NRP) MPs to the National Party (NP) could signal the end of the NRP as a national party. But for as long as it holds its Natal power base, particularly control of the Provincial Council, the final demise of the NRP is unlikely.

Government, however, could destroy the NRP base if it decides to replace the provincial councils with nominated regional authorities. The party is taking what precautions it can against that eventuality by recruiting support in local authorities who will probably supply the bulk of nominated members in a new regional set-up.

The three defectors, George Bartlett, Aubrey Thompson and Ron Miller, say their major reason for leaving is the NRP's political bankruptcy.

Party leader Vause Raw and the newly elected Natal leader, Derrick Watterson, reject this — while admitting the party has been weakened by the defections. They insist that it is by no means a spent force —



Raw... cooking up a recipe for party survival?

especially in Natal.

Further defections can probably be ruled out, at least for the moment. The remaining MPs have pledged their loyalty to the party and none of the sitting MPCs looks like defecting. "Natal is still NRP territory," says Watterson. "It doesn't belong to the Nats or the PFP."

Watterson says he aims to rejuvenate the party machinery in Natal by spelling out NRP policy and appealing to a younger generation of supporters. If the party has erred in the past, he suggests, it is through poor administration, not distancing itself sufficiently from NP policy and not being aggressive enough in putting across its views.

Natal, of course, remains the NRP stronghold. Four of its five remaining MPs represent Natal constituencies and 14 of the 20 MPCs are NRP men.

Hence the concern over the still to be defined new regional government structure that is expected to eventually replace the provincial councils.

NAMIBIA

New interim plan?

Pretoria seems to be considering the idea of a new "internal solution" in Namibia — at least as an interim move. This time the pressure is for an interim government with more powers than the last National Assembly. It is proposed that only constitutional affairs, defence and foreign affairs should be outside its jurisdiction.

The Multi-Party Conference (MPC) of internal parties is organising a convention of political parties to write a draft constitution for an independent Namibia. The draft

could form the basis of the new government, although there is some disagreement within the MPC leadership about the idea.

Reliable sources in Windhoek say Administrator General (AG) Willie van Niekerk will be recalled early next year — and may become SA's new Minister of Health. If the "interim government" scenario proves correct the post of AG will probably be scrapped and the official SA representative in Namibia will have a low-profile appointment with limited powers.

Windhoek sources say, however, nothing will be done about setting up an interim government before the US presidential elections next month — and then the decision will largely depend on President Reagan's re-election.

On paper the new plan calls for Swapo to take part in the government as a purely political party, thus dropping its military role. Swapo's past reaction to similar suggestions indicates it will reject the idea.

Namibian analysts agree that there is little chance of the present impasse on Namibia being broken in the near future. The chances of SA and the internal parties accepting UN Security Council Resolution 435 on Namibian independence without demanding changes are seen as remote.

Pretoria's strategists have been reported to be toying with the interim government plan for some time. But the issue came to the fore this week when the Democratic Turnhalle Alliance (DTA), the principal party in the MPC, rejected Resolution 435 in the strongest terms and demanded "a meaningful and effective government that must lead to real independence as well as full participation and control over the constitutional process."

Blunt statement

Senior DTA leaders bluntly stated that Van Niekerk should be recalled and his post scrapped.

The DTA congress decided that if Resolution 435 was implemented in its present form, "it will undoubtedly lead to continuing violence and even civil war." Congress added it was "unlikely that Resolution 435 will ever be implemented."

Swapo (together with its supporters in the "Patriotic Alliance") is widely regarded as having majority support in Namibia. The MPC, on the other hand, is sometimes dismissed as representing only the DTA, the white National Party, the tiny Swapo-Democrats plus one coloured and one Basar party — certainly not a majority of the population.

The factor which makes it possible for SA to contemplate an "interim government" is the weak position of Swapo's military wing.

Whether the interim plan will ever get off the ground remains to be seen although Pretoria can claim some favourable omens. Luanda has already dropped its insistence that Resolution 435 should be implemented before Cubans leave Angola.

~~22/1~~ FM 7/9/84
black residential areas are mere dormitory towns for the wealthy white cities and that industries and businesses in these areas must be taxed to finance black townships. He says "There is no way these areas can ever be made self-sufficient or that housing and services can be paid for by rentals"

LABOUR DISPUTES

Highveld conflict

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The wage dispute between two metal unions and the Highveld Steel and Vanadium Corporation led to a three-hour work stoppage on Wednesday after two meetings between the parties in the past week ended in deadlock

According to union sources, workers at Highveld's five plants in Witbank failed to clock in as usual in the morning and began working only at 10am. This followed a mass meeting of workers on Tuesday night at which they "expressed great dissatisfaction with the company's attitude"

Highveld, a subsidiary of the Anglo American Corporation, is a member of the Steel and Engineering Industries Federation of SA (Seifsa). However, it has an "in-house" wage agreement which is negotiated outside the metal industry industrial council

Tensions have been building up in the company's plants ever since the Metal and Allied Workers' Union (Mawu) and the SA Boilermakers' Society declared a dispute over this year's wage negotiations. A conciliation board subsequently failed to resolve the dispute. This opened the way for the union to call a legal strike

In August, Mawu and the Boilermakers conducted an historic joint ballot to determine whether the workers wanted to strike. It was the first time that an emerging, mainly black, union had undertaken such action with a long established union. More than 91% of Mawu's members and almost 70% of the Boilermakers' membership voted to strike.

The two unions also conducted an unofficial poll in which nearly half the workers, who belong to neither union, also expressed support for strike action. A number of these workers belong to the conservative Amalgamated Engineering Union, Mineworkers' Union and the SA Iron, Steel and Allied Industries Union which restrict their membership to whites. Overall, 70% of the 5 000-strong workforce at Highveld Steel's four plants and its Mapoch mine at Witbank registered "yes" votes

Despite the poll, however, negotiations between Mawu, the Boilermakers and the company were re-opened in an effort to avert the strike. Two meetings have been held since the poll. At both, the company refused to budge from its offer of 7%-13% increases. These are equivalent to the increases contained in the agreement negotiated at the metal industry industrial

council earlier this year, which both Mawu and the Boilermakers refused to sign

After Friday's meeting Mawu accused the company of failing to bargain in good faith and suggested that this could constitute an unfair labour practice

In a statement issued this week Mawu said the company "was determined to provoke conflict". It said that management's refusal was aimed at preventing plant level negotiations. According to the union, Highveld chairman Les Boyd said the company would consider going back into the main industrial council agreement as there was no longer any reason for an "in-house" agreement

Boilermakers' general secretary Ike van der Watt told the FM he hoped the stoppage would bring management back to the negotiating table

Highveld director Reg Callanan described the stoppage as a "little disturbance," and subsequently declined to comment

The dispute has developed into a major test of strength between the two unions and the company and could have important implications for the future of "in-house" wage agreements in the metal industry

quotable

SABC director general Riaan Eksteen in a speech to the Cape Town Press Club:

There is perhaps a fundamental difference between the broadcasting journalism and newspaper journalism that must be underlined. It is namely that the printed media, because of its specific nature, flourishes in the application of the art of politicking in its political reporting — mainly because of the fact that it is, with very few exceptions, coupled politically. In contrast, the SABC, because of its specific nature, cannot consider itself bound to the policies of any specific party and thus become the propagator of exclusively that message

THE UDF

A new force

The anti-constitution United Democratic Front (UDF) has proved itself a new political force in the land — primarily by its success in achieving its major objective, a low poll in the coloured and Indian elections. Whether it can now hold its disparate elements together to maintain a permanent political presence is another matter entirely

It would certainly be overstating the case to say all who did not vote, let alone the voteless majority, are active UDF supporters. Scepticism, apathy and confusion also played a part in the stayaway. However,

er, most blacks probably do share the Front's vague ideals of a "non-racial, democratic and undivided SA"

So far, the UDF's achievements have been strictly negative. It has functioned well in the politics of rejection where the target was one in which its varying affiliates could agree. It now aims to build and consolidate UDF support through its many affiliates to the point where it can realistically make political demands — such as the release of all political prisoners leading to a national convention

Whether it will be able to maintain its unity and its growth where specific policies are at issue remains to be seen. In future, it will face competition from parties represented in government who will be able to achieve something for their constituents and to dispense some measure of government patronage

There are more than 600 organisations affiliated to the UDF. Many, like the dozens of ratepayers' bodies, are small and reflect the UDF's grassroots support. The organisation is broadly based, loosely organised, non-racial, has urban and rural constituencies, and contains older and young members plus workers and professionals. In other words, it is wide open to strains caused by competing policies, approaches, and economic interests

The detentions of UDF leaders prompted Albertina Sisulu, a UDF vice-president and the wife of imprisoned ANC leader Walter Sisulu, to say: "It is clear that the UDF is playing the tune and the government is dancing to it"

About 25 000 people of all race groups attended what were reported to be highly enthusiastic rallies around the country on August 19 to celebrate the UDF's first anniversary

"A spirit of defiance against race rule is alive in the land," said Cas Saloojee in his introductory speech

In the UDF's first year, he said "Masses have stood up to swell our movement and we speak with one tremendous voice from the Cape Peninsula to the northern Transvaal and from our eastern shores to Kimberley"

The idea of forming the UDF was first mooted by Allen Boesak, President of the World Alliance of Reformed Churches, at the last congress of the Transvaal Anti-SA Indian Council Committee (Anti-Saic) in January 1983

A commission was then set up to look into the formation of a broad united front specifically to oppose the new constitution and the so-called Koornhof Bills on legislation affecting influx control and local government of blacks

Seven months later, the UDF was launched at a 12 000-strong gathering in Mitchells Plain, Cape Town. Boesak and a number of banned people like ANC leader Nelson Mandela were made patrons of the UDF. No comparable political movement had been seen in SA in over 20 years

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'Insulted' workers threaten to quit mines

Mail Reporter

THE Rightwing Mine Workers' Union (MWU) has threatened to pull all their members out of the mines at Rustenburg following alleged insulting treatment of white miners at the hands of Bophuthatswana police

An article in the union's mouthpiece, Die Mynwerker, lists three cases where white workers were allegedly insulted

by Bophuthatswana police

Both the Impala Platinum Mine and the Rustenburg Platinum Mine, which are dependent for their operations on thousands of skilled white miners, straddle the borders of South Africa and Bophuthatswana

Mr Rowan Cronje, the territory's Minister of Manpower, said yesterday that Bophuthatswana would not be suscept-

ible to threats

"We will be very sad if the mine workers decide to leave, but we are a free country and anyone is free to come and go as he pleases"

Mr Cronje said the MWU had no standing in Bophuthatswana in terms of the country's new labour legislation which forbade South African-based trade unions to operate.

3/8/84

BOP MINE LABOUR
Border conflict

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Racial tension again appears to be building up in Bophuthatswana's mining industry with SA's conservative Mineworkers' Union (MWU) warning of possible "serious trouble" and that it might, if no action is taken, ask its members to resign from Rustenburg area mines that fall inside Bophuthatswana.

The union, whose members had trouble with the homeland's police in 1978, claims there have been irregularities by Bophuthatswana authorities in the handling of union members working in mines near Rustenburg.

Writing in the latest issue of the union's magazine, *Die Mynwerker*, MWU general secretary Arrie Paulus outlines three cases in which he claims irregularities have occurred. All concern disputes about the power of Bophuthatswana authorities to act in SA territory and all concern incidents involving black mineworkers.

Bophuthatswana police confirm that an official complaint has been received from the MWU. However, they refuse to comment until an investigation has been completed.

Because Bophuthatswana is a patchwork territory, some mines, like Gencor's Impala group, fall within Bophuthatswana. Others, like JCI's Rustenburg mine, are in SA.

Although details given by the MWU are vague, it seems the three incidents concern cases in which:

- Bophuthatswana police travelled to the Frank shaft of Rustenburg Platinum mine, which falls inside SA, to take the fingerprints of an MWU member charged with culpable homicide. The miner refused to have his fingerprints taken but they were taken subsequently by the mine's security police. When the man was tried in Bophuthatswana, the presiding magistrate indicated displeasure at the miner's refusal to have his prints taken by homeland police;
- A MWU member was charged with assault by Bophuthatswana police after a mine accident at the Frank shaft. The miner was instructed to go to a police station in the homeland to have his fingerprints taken and a case was set down to be heard in a Bophuthatswana court. However, on the trial day, he could not find anyone at either the court or the police station who knew anything about his case. Subsequently he was told by a Bophuthatswana policeman that he had missed his court case, had been found guilty in absentia and fined R80; and
- Two men, whom Paulus intimates were Bophuthatswana policemen, questioned a MWU member living in SA and tried to search his home in a case concerning a missing battery

Paulus also refers to Bophuthatswana police meting out "bad treatment" to MWU members in 1978 which led to President Lu-

cas Mangope appointing a commission of inquiry.

When the commission reported, it stated that "such incidents arise primarily from clashes between individuals with conflicting interpretations of their role, status and interests in a relatively new social climate." It made a number of recommendations aiming at a minimising friction between the mine workers and the homeland police.

Paulus writes: "The commission's recommendations helped a lot and with a few exceptions we did not have much trouble — up to a few months ago. Then things began to happen which caused a lot of bitterness."

He says: "We object to our members, who with their knowledge and know-how fill the coffers of Bophuthatswana, being treated like criminals. If necessary, we will ask our members to leave the mines at Rustenburg to earn their living in the Republic of South Africa."

JOB RESERVATION Mine talks resume

Negotiations between the Chamber of Mines and mining unions aimed at scrapping job reservation on the mines resumed this week after a four-month break. The talks, which will have a crucial effect on the mining industry, revolve around three main issues

- Deracialising the definition of the "scheduled person" in the Mines and Works Act which prevents blacks from obtaining certificates of competence to certain types of skilled work
- Creating a security of employment agreement. In essence, this would ensure the job security of white miners after the job reservation provision is scrapped, and
- The future industrial relations structure of the mining industry. This is expected to result in the creation of a mining industry industrial council

The talks result from the Wiehahn Commission's recommendation that the "scheduled person" definition should be replaced with a non-racial "competent person" provision. Government accepted the recommendation and instructed the industry to negotiate its implementation.

Chamber industrial relations advisor Johann Liebenberg says the reason the talks have been delayed since April 12 is because the participants have been involved in wage negotiations. Now that the wage talks are over, despite disputes arising from them, Liebenberg says the scheduled person talks should take place on a more regular basis.

He says the subject of this week's meeting was the future industrial relations structure of the mining industry. Arrie Paulus, general secretary of the whites-only Mineworkers Union, is taking part. Paulus, whose members would be most affected by an alteration of the "scheduled

Financial Mail July 27 1984



MWU's Paulus ~~is~~ ~~opposed~~ ~~to~~ ~~the~~ ~~proposed~~ ~~change~~ ~~to~~ ~~the~~ ~~definition~~ ~~of~~ ~~the~~ ~~scheduled~~ ~~person~~ ~~clause~~ ~~is~~ ~~vehemently~~ ~~opposed~~ ~~to~~ ~~the~~ ~~proposed~~ ~~change~~

person" definition, is vehemently opposed to the proposed change. At a previous meeting he declared he would not participate but would observe. As this week's talks are not specifically about the scheduled person clause his participation is not indicative of a change of heart.

The National Union of Mineworkers (NUM) — the only chamber-recognised union representing black miners — has not been invited to the discussions. The chamber has indicated that negotiations will be held with the NUM after resolution has been reached with the other unions.

□ Meanwhile, the NUM has declared a dispute with the chamber in negotiations for wages and working conditions at the Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa (Teba). Teba is the chamber's black recruiting arm. Applications have been made to the Minister of Manpower to appoint conciliation boards to settle the disputes.

The NUM has also declared disputes with Rand Mines after deadlocking in negotiations for the Duvu and Rietspruit collieries near Witbank — both are non-chamber mines. Conciliation boards have been appointed. The NUM is also in deadlock with the Anglo American Corporation in negotiations for the East Rand Gold and Uranium Company (Ergo). No dispute has yet been declared.

These developments come in the wake of disputes declared by the NUM over negotiations with the chamber over wages and conditions on gold and coal mines. In all its talks with the chamber the NUM has demanded a 25% minimum wage increase. The chamber is offering an average of 14%.

On July 19 the Minister of Manpower appointed conciliation boards which will attempt to settle the coal and gold disputes. If they fail within 30 days, the NUM will be entitled to embark on a legal strike.

Financial Mail July 27 1984

Dangers of representing history as popular drama. '1922' under analysis

By LINDA COOPER

who is attached to the Sociology Department at UCT and is also a member of the Labour History Group, which produces short booklets on South African labour history

"A DRAMA based on the facts" — that is how the television series, "1922", was described. Be that as it may, this drama series portrayed an interpretation of that historical episode which, it will be argued here, was not always securely rooted in "the facts"

Central to "1922's" view of what happened was an attitude which was hostile to the strikers. This unsympathetic image of the strikers was accomplished through a series of important omissions and distortions of historical fact.

The first way in which this negative image of the strikers was created was by continually harping on their violence. Workers were often shown at large meetings, slavishly supporting the demonic Taffy and his toadies. Or elsewhere we saw the fanatics burning houses, or shooting scabs. We were made to regard the army, who arrive in their tartan get-up to smash the strike, as heroes and saviours. Meanwhile little was said about the State's violent reaction to the strikers, such as the aerial bombings of the white areas of Johannesburg and Benoni — something that would be unthinkable today.

Silence

The series failed to explain why the strikers resorted to such violent action. Their violence was portrayed as either the senseless and inevitable outcome of mass action, or as having been purposely whipped up by the rhetoric of the strike leaders. What was crucial to an understanding of the strikers' violence was the question of black mine workers. Significantly, these were conspicuous by their virtual absence in the drama.

At the time there were about 20 000 white miners, as opposed to 200 000 black miners. Black workers were actually the subject of the 1922 strike, yet "1922" maintained an uncomfortable and almost embarrassed silence on this issue. The drama series gave no sense of the presence of a huge black workforce on the mines, nor the crucial role it played in the real drama as it evolved.

As a result, the series failed to enable its audience to come to grips with a number of issues:



A scene from the television series '1922'

repressive measures like pass laws and the compound system, allowed the mine owners to pay black workers about one-tenth of what white miners earned. Moreover, the mine owners attempted to decrease labour costs by a continual process of replacing skilled white miners with unskilled or semi-skilled black miners.

This "super-exploitation" by the mine owners of black workers, resulted in white workers seeing black workers as their enemies.

In 1920 a severe recession began and sent the gold price plummeting. The mine owners characteristically cast their eyes in the direction of labour in an effort to cut costs. In 1921 they announced their intention to retrench more than 2 000 white miners — thus breaking the Status Quo agreement (a wartime agreement with white unions to conserve the jobs of white miners).

The Chamber of Mines refused to negotiate with the white Trade Union Federation, and thus at the beginning of 1922, white miners began their strike.

The mine owners wielded "race" as an ef-

1920, white workers refused to join them.

Then in 1922, black workers refused to strike in solidarity with white workers and black workers were used to keep production going during the strike (The Witwatersrand coal mines managed to keep working normally using only African workers). It was this inability of the white workers to stop production by their strike action alone, that led them to resort to violence in an attempt to force the hand of the mine owners.

The second way in which the series portrayed an unsympathetic view of the strikers was by understating the extent of the strike and the amount of popular support. The drama gave the impression that the strike was confined to

the workers of Fordsburg, and to the Coronation Deep mine. In reality, the strike was extremely widespread, it included all white workers on the mines and later it developed into a general strike of white workers all over the Rand.

As the strike developed into an armed revolt, white workers captured control of large parts of the Rand, including the towns of Johannesburg, Springs, Boksburg and Benoni.

Furthermore, the strikers enjoyed a large measure of support among the white population generally. At one point in the strike, workers held a huge demonstration at the Union Grounds in Johannesburg — attended by 50 000 people. The strik-

ers enjoyed support in rural as well as urban areas and during the strike Afrikaner farmers brought their wagons to town, bringing fresh food for the strikers.

Both the Labour Party and the National Party supported the strikers (although they opposed the violence that ensued). It was precisely this sympathy of white voters for the strikers, and their antipathy towards the mine owners and the government's ruthless handling of the strike, that contributed to the fall of the Smuts government in 1924.

Militancy

By misrepresenting history in this way, the "1922" series denied white South Africans what is their rightful heritage (whether they like it today or not). And that is, that there was a time when a white working class existed as an organized and militant force. Militant strike action was not something new to white workers in 1922. They had a long history of militant strike action, which included a large strike in 1907, and a general strike in 1913.

The television series denied this history of militancy and organization by deploying a classical anti-union metaphor — workers are being manipulated as passive tools in the hands of ruthless and power-hungry strike leaders.

If it had been true to the actual history of 1922, this series could have been an excitingly and provocative one. It could have jolted some South African whites out of their complacency about their own history, and challenged the prejudices held by many against unions and worker organization.

By failing to do so, "1922" emerged as uninformative and unprogressive.

it may, this drama series portrayed an interpretation of that historical episode which, it will be argued here, was not always securely rooted in "the facts"

Central to "1922's" view of what happened was an attitude which was hostile to the strikers. This unsympathetic image of the strikers was accomplished through a series of important omissions and distortions of historical fact.

The first way in which this negative image of the strikers was created was by continually harping on their violence. Workers were often shown at large meetings, slavishly supporting the demonic Taffy and his toadies. Or elsewhere we saw the fanatics burning houses, or shooting scabs. We were made to regard the army, who arrive in their tartan get-up to smash the strike, as heroes and saviours. Meanwhile little was said about the State's violent reaction to the strikers, such as the aerial bombings of the white areas of Johannesburg and Benoni — something that would be unthinkable today.

Silence

The series failed to explain why the strikers resorted to such violent action. Their violence was portrayed as either the senseless and inevitable outcome of mass action, or as having been purposely whipped up by the rhetoric of the strike leaders. What was crucial to an understanding of the strikers' violence was the question of black mine workers. Significantly, these were conspicuous by their virtual absence in the drama.

At the time there were about 20 000 white miners, as opposed to 200 000 black miners. Black workers were actually the subject of the 1922 strike, yet "1922" maintained an uncomfortable and almost embarrassed silence on this issue. The drama series gave no sense of the presence of a huge black workforce on the mines, nor the crucial role it played in the real drama as it evolved.

As a result, the series failed to enable its audience to come to grips with a number of issues: the actual cause of the strike, the extent of the strikers' violence, and the racism of the white miners.

Black workers were continually used by the mine owners as a weapon against white workers — and vice versa. The early establishment of the migrant labour system and

also a member of the Labour History Group, which produces short booklets on South African labour history



A scene from the television series '1922'

repressive measures like pass laws and the compound system, allowed the mine owners to pay black workers about one-tenth of what white miners earned. Moreover, the mine owners attempted to decrease labour costs by a continual process of replacing skilled white miners with unskilled or semi-skilled black miners.

This "super-exploitation" by the mine owners of black workers, resulted in white workers seeing black workers as their enemies.

In 1920 a severe recession began and sent the gold price plummeting. The mine owners characteristically cast their eyes in the direction of labour in an effort to cut costs. In 1921 they announced their intention to retrench more than 2 000 white miners — thus breaking the Status Quo agreement (a wartime agreement with white unions to conserve the jobs of white miners).

The Chamber of Mines refused to negotiate with the white Trade Union Federation, and thus at the beginning of 1922, white miners began their strike.

The mine owners wielded "race" as an effective weapon of division among mine workers. Black and white miners were divided not only by differences in skill and pay, but were also divided organizationally. White miners' unions refused to accept black members; when 70 000 black mine workers went on strike in

1920, white workers refused to join them.

Then in 1922, black workers refused to strike in solidarity with white workers and black workers were used to keep production going during the strike (The Witwatersrand coal mines managed to keep working normally using only African workers). It was this inability of the white workers to stop production by their strike action alone, that led them to resort to violence in an attempt to force the hand of the mine owners.

The second way in which the series portrayed an unsympathetic view of the strikers was by understating the extent of the strike and the amount of popular support. The drama gave the impression that the strike was confined to

the workers of Fordsburg, and to the Coronation Deep mine. In reality, the strike was extremely widespread, it included all white workers on the mines and later it developed into a general strike of white workers all over the Rand.

As the strike developed into an armed revolt, white workers captured control of large parts of the Rand, including the towns of Johannesburg, Springs, Boksburg and Benoni.

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ers) for the forthcoming year was not unexpected. But it is bound to cause serious problems for the Steel and Engineering Industries Federation (Seifsa).

When the parties last met at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry on May 15, Seifsa made its final offer to the unions. They were given until last Thursday to respond. The Seifsa offer, which represented a 9% increase in minimum wages for skilled workers and a 13% increase for the lower levels, consisted of

- Minimum wages for artisans to be raised by 40c/hour to R4,81c;
- Minimum wages for unskilled workers to be raised by 20c/hour to R1,73,
- A reduction in the period of service enabling workers to qualify for an extra week's leave from six to five years;
- An increase in site workers' subsistence allowance, and
- Significant increases in holiday leave bonuses, particularly in respect of general labourers.

Most of the unions in the Confederation of Mining and Building Unions (CMBU) as well as the Yster and Staal Unie have accepted Seifsa's offer — despite the fact that it is considerably lower than the original wage demands for a 33% and 66% increase for the upper and lower levels respectively.

The SA Boilermakers' Society broke ranks with the other CMBU members to reject it, along with the Metal and Allied Workers' Union (Mawu) and the Steel Engineering and Allied Workers' Union (Seawu).

Both Boilermakers general secretary Ike van der Watt and Seawu general secretary Jane Hlongwane have called on Seifsa to make another offer. Mawu has indicated that it rejects the offer and will be reporting back to its members.

IMF council members

It is significant that these three unions are not only large, representing a substantial number of the workers total, but that all are members of the recently revived SA Co-ordinating Council of the International Metalworkers' Federation (IMF).

The revival of the SA council came too late for co-ordinated action in this year's negotiations and the council decided to allow its member unions to act on an individual basis. However, it is believed that union alignments will be radically restructured in future negotiations.

Seifsa director Sam van Coller declined to comment to the *FM* on the possible outcome of this year's talks. But it is likely that the Boilermakers, Mawu and Seawu will act together in confronting Seifsa.

Seifsa's strategy will be important in determining what form their action will take. It is clear that Van Coller faces a number of problems. If Seifsa goes ahead and publishes the agreement for the metal industry based on the consensus reached with the CMBU majority and Yster and Staal, the three dissident unions could challenge their

right to sign a national agreement. Alternatively, the trio could decide not to challenge the agreement, which would not bind them, and instead join forces to demand higher pay from individual metal industry companies. If their demands are not met, they could declare disputes with the individual companies.

This would be in line with the tactics adopted by many emerging unions. Indeed, one of Mawu's preconditions for joining the metal industrial council last year was that it wanted to negotiate on both industry and company levels.

Seifsa could defuse the situation by deciding to table a new offer. This would, however, involve loss of face and could be taken as a sign of weakness.

METAL NEGOTIATIONS

Three dissidents

fm 1/6/84
The mixed reaction from trade unions to the employers' offer in the metal industry wage negotiations (involving 380 000 work-

RAM 10/5/84 (136)

We're open to talks on scrapping of race barriers — white miners

By PHILIP VAN NIEKERK

THE all-white Mine Workers' Union (MWU), says it is prepared to consider proposals from the Chamber of Mines for the scrapping of racial job reservation in the industry — if they guarantee the "future of white miners"

But the Rightwing MWU has not changed its standpoint that they will not negotiate with the chamber to dismantle mining apartheid — and still argues against the need for the removal of these barriers

The MWU has spelt out its position in a report in "Die Mynwerker", the official mouthpiece of the union, written by the union's general secretary, Mr Arrie Paulus

In April, the Chamber of



MR ARRIE PAULUS wants guarantees

Mines initiated talks with the nine mining unions aimed at scrapping the "scheduled persons" definition in the Mines and Works Act — the

last major preserve of white worker privilege in the South African economy

The talks aimed at replacing this definition with the nonracial definition of a "competent person", as recommended by the sixth report of the Wiehahn Commission

At the talks, the chamber also proposed a comprehensive security of employment agreement, to allay the fears of white mineworkers whose jobs could be threatened by the removal of racial barriers

The MWU did not attend the first talks, but has since attended the follow-up talks as observers

In the "Die Mynwerker" report, Mr Paulus says "Our approach has all the time

been that we are not prepared to negotiate with the chamber

"If, however, the chamber has something to offer us, we are prepared to look into the matter

"The facts are simply that the MWU is quite prepared to leave matters as they are. We are also convinced that there are more than enough mineworkers to man the industry fully

"And if the white miners resident in the black states, for instance Bophuthatswana, are withdrawn, there will not be sufficient jobs for them in South Africa

"For what reason must the white miners in the Republic share the jobs in the mining industry in South Africa with black guest labourers from neighbouring states?"

LONDON

136, 211, 151, 143

Miners pay row ends

By Carolyn Dempster,
Labour Reporter

The pay dispute between the Chamber of Mines and the Council of Mining Unions ended shortly after it began yesterday when both parties reached agreement on wage and service benefits.

The CMU, which represents eight unions and 22 426 white employees in the mining industry, was due to apply for a conciliation board to resolve the dispute after talks deadlocked on Thursday.

However, a set of amended proposals brought by the chamber was accepted by the council and the move to make the application was halted.

As from May, white mineworkers will receive a pay increase of 10 per-

Star 28/4/84
cent across the board. In addition, the service increment has been increased from 12.5 percent to 15 percent of standard rates, which means a 0.5 percent increment a year on standard rates up to 30 years of service.

Sick leave regulations have been amended so that a union member will receive leave pay as from the first day of sickness or accident, unless he has an unsatisfactory attendance record. Under the previous regulations, leave pay was awarded only if the worker had a satisfactory attendance record. Written reasons will have to be given to union members by management if pay is withheld.

Talks between the chamber and the black National Union of Mineworkers on pay and service issues start next week.

Oil's not well with Mizelly

By Janine Walker



Barbara Bel Geddes

Ever since the new season of "Dallas" started on TV1 five weeks ago viewers have not seen the indomitable Mizelly.

It's supposedly because of the war over Ewing Oil that the suave Clayton Farlow took Miss Ellie away from all the bubble, bubble, oil and trouble.

In real life it's because veteran actress Barbara Bel Geddes suffered a major heart attack last year and was reportedly told by doctors to "take things easy and have a break".

And one cannot take things easy in Southfork — on celluloid or in real life.

So when are viewers going to see her again? She'll appear now and again just as her middle son Gary kept cropping up in "Dallas" before he was offered a series of his own, "Knots Landing".

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...of illegally possessing the uncut
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...is alleged to have taken emeralds
...covers the police force.
...Minister headed the Home Affairs
...cordial relationship" with Dr Ushewo-
...Chief Superintendent Sibanda and said
...denied all the allegations levelled
...Minister."
...Minister to
...replace from the Cabinet and replace
...for the Prime Minister to
...allegation
...Deputy Commissioner

Mine pay impasse could result in industrial action

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Star 27/4/84

By Carolyn Dempster, Labour Reporter

The Council of Mining Unions is to apply for a conciliation board today after a deadlock in wage negotiations with the Chamber of Mines at yesterday's third round of pay talks.

If the conciliation board fails to resolve the dispute, the CMU — which covers white workers in the mining industry — could move to industrial action.

Mr Arrie Paulus, chairman of the CMU, confirmed the parties were deadlocked on the issue of a 25-year ceiling placed by the chamber on the 0,5 percent increment for every year of service.

The council's original demand for a 15 percent increase plus fringe and service benefits was originally met by a chamber offer of 8,5 percent with no benefits.

At yesterday's meeting, the chamber agreed to increase its offer to 10 percent and the council dropped its demand to 10 percent and relaxed its benefit claims. But the issue of service benefits proved the rock on which the talks foundered.

The chamber is due to meet with the National Union of Mineworkers next week in the start of pay talks covering some 50 000 black mineworkers in the industry.

Paulos at mine indaba

THE whites-only Mine-workers Union led by Mr Arrie Paulos has joined talks aimed at scrapping job reservation on the mines.

Last week Mr Paulos attended the second round of talks — but requested observer status.

But the black National Union of Mine-workers is still excluded from the talks. The talks have been arranged by the Chamber of Mines and several mining unions.

A chamber spokesman yesterday said that following talks in March the parties met again and discussed several issues in an attempt to deracialise the definition of "scheduled person" in the Mines and Works Act.

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Sweeten 26/4/84

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ROOM 19/4/84 (136)

Fosatu wins secret ballot

Labour Correspondent

A LENGTHY recruiting battle between food unions affiliated to the Federation of SA Trade Unions and Council of Unions of SA at Irvine and Johnson's Springs plant has been settled in favour of the Fosatu union.

A joint statement yesterday by I & J's group industrial relations manager, Mr Trevor Broderick and the president of Fosatu's Sweet, Food and Allied Workers Union, Mr Chris Dlamini, announced that the Fosatu union had won a secret ballot among workers.

In the ballot, workers were asked to choose between it and Cusa's Food, Beverage Workers Union, which once represented a worker majority at the plant and was recognised by the company there.

I & J is now negotiating a

recognition agreement with the Fosatu union.

Its agreement with the Cusa union has lapsed and, as of yesterday, the union will no longer have dues deducted by the company on its behalf.

The Springs plant battle began last year when Cusa accused Fosatu of seeking to recruit members there.

I & J asked both unions to produce "stop order forms" in which workers agreed to have union dues deducted on their behalf in order to test the two unions' membership.

The Cusa union produced the bigger list, but the Fosatu union challenged this and said a secret ballot would be a better test of union support.

Yesterday's statement said that as a result of "long-standing inter-union rivalry" at the plant, I & J and the two unions had agreed to hold the ballot "in order to assess the

relative support of the two unions".

It said all parties had agreed "that a negotiated agreement would be signed once the union with majority support submitted signed stop orders indicating majority paid-up membership".

In the ballot, it said, 51,53% of workers voted for the Fosatu union and 33,74% for the Cusa union.

Following this "the company and the Sweet, Food and Allied Workers Union verified a 52% membership of SFAWU from signed stop orders".

"Both procedural and substantive agreements will now be negotiated between I & J and SFAWU and in the interim SFAWU shop stewards have been formally recognised," the statement said.

Union has training

subsidy

Star
29/3/84
Labour Reporter

The first Government subsidy to be paid to a trade union for a training course in labour relations has been handed to the SA Iron, Steel and Allied Industries' Union by the Minister of Manpower, Mr P T C du Plessis

The Treasury order for R16 545,91 was presented to the union in Pretoria at today's opening of the eighth biennial congress of the all-white South African Confederation of Labour.

Mr du Plessis told confederation members it will not help to shut one's eyes to certain developments in the labour field

He pointed to

- The increase in black membership of trade unions. Membership rose from 0,7 million in 1979 to 1,2 million in 1982, a 68,6 percent increase of which white membership amounted to 7,7 percent
- The proliferation of trade unions and federations. At the end of 1983 the Department of Manpower recorded 18 federations and 243 unions
- Competition between unions which "has led to strained relations between the unions and the creation of uncertainty among members"
- Differing interpretations of such things as registration, the definition of an unfair labour practice, the advantages and disadvantages of closed shop agreements and the Industrial Council system

Job colour bar talks unlikely to succeed

If the talks are aimed at prompting Government action to scrap the bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners now.

LABOUR WEEK

RAM 26/3/84
THE Chamber of Mines and mine unions last week began talks on scrapping the job colour bar and hammering out a new bargaining structure for the mines. But at this stage, the talks do not appear all that new — or likely to succeed. The first aim is to negotiate the removal of the clause in the Mines and Works Act preventing blacks from holding blasting certificates, and thus doing skilled underground work. This would be replaced by an agreement guaranteeing the job security of existing white workers.

But talks between the Chamber and white unions on this issue have been taking place sporadically since a Government white paper following the Wiehahn mines report left it to the two sides to negotiate an end to job bars.

They have made little progress — which led the chairmen of Anglo American Free State gold mines to call on the Government to scrap the racial bars in the Act regardless of white unions' reaction.

The union which has stood in the way of agreement is the Mine Workers' Union, which has threatened to strike if blacks receive blasting certificates

BY STEVE FRIEDMAN

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But it did not even arrive at last week's meeting and there is no concrete evidence that it has changed its stance.

If the talks are aimed at prompting Government action to scrap the bars, they are unlikely to succeed. Word is that the Government, having lost the Soutspanberg by-election, is unwilling to anger white miners right now.

More puzzling is the Chamber's decision to initiate talks on a bargaining system without inviting the biggest mine union, the National Union of Mineworkers.

The new bargaining structure favoured by the unions who attended the talks is an industrial council NUM says it will not take part in one — at least until all job colour bars on the mines go. Previously, senior Chamber men have recognised that no new bargaining system can work unless NUM is included.

Excluding it from the first round of talks seems to be an odd way of trying to win its agreement.

While NUM says it might consider joining a council if job bars go, its exclusion from the first talks may itself prove a setback to attempts to hammer out a new bargaining structure.

60 000 miners stand to gain as talks open on scrapping of job reservation, but . . .

CHAMBER RUNS INTO UNION FLAK

By Deon Delpert

ABOUT 60 000 black miners stand to gain from the removal of job reservation on the mines, which was brought a step closer this week as discussions in the industry started in earnest.

Strong resistance is expected from the right-wing Mine Workers Union, whose members are most likely to be affected by the stripping of reservation and the clearing of the way for blacks to get blasting certificates.

The MWU would at all times protect the white worker, secretary-general Arrie Paulus said this week.

Two unions crucial to the success of the talks, the MWU and the National Union of Mineworkers, representing black miners, were absent from the talks. Both bodies have spoken of their members' being angry about this.

Although the MWU was invited, the union said it could not attend because of commitments. It now accuses the Chamber of Mines of creating the impression that the MWU was not welcome.

A sullen Arrie Paulus refused to say if the union would attend future discussions.

Equally annoyed is the secretary of the NUM, Cyril Ramaphosa, who estimates that about 15 000 of his 65 000 members would benefit immediately if job reservation were scrapped.

His union was not invited to the talks.

"We believe we should have been included in the talks and to us this shows the paternalism of the chamber and the white unions who believe they know best for black workers," he said.

The chamber told the NUM about the talks and that proposals for future industrial relations structures, in the industry would be discussed with it as soon as possible.

Mr Ramaphosa said the NUM only represents about 10 percent of the black miners. He estimated that about 60 000 blacks could benefit from the scrapping of 11 categories of skilled work designated for a "scheduled person".

More trouble could lie ahead for the chamber in its dealings with the NUM as this week's talks also focused on the establishment of an industrial council. Mr Ramaphosa said the NUM was opposed to the question of an industrial council being discussed before the removal of job reservation.

MINING INDUSTRY TALKS

Two resonant absences

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Mineworkers' Union (MWU) general secretary Arrie Paulus and his black counterpart at the National Union of Mineworkers (NUM), Cyril Ramaphosa, have little in common. But they found themselves in the same boat this week. Both were absent from the crucial meeting between the Chamber of Mines and nine mining industry trade unions to discuss eliminating job

reservation on the mines.

Their absence reduces the impact of the joint announcement by the chamber and the unions that talks on the issue have at last begun in earnest. There have been some attempts at negotiation in the past but they were unsuccessful because of discord about measures to protect white miners.

This week's talks included exploring what the chamber terms "a comprehensive security of employment agreement" and "the future industrial relations structure in the mining industry." This indicates that a chamber plan exists to assure the traditional unions that there will be adequate measures to protect the jobs of white miners. The statement also points to the possibility

The talks started two years after government accepted the Wiehahn Commission's recommendation that the definition of "scheduled person" in the Mines and Works Act be replaced with a non-racial one of "competent person." Having said that, Pretoria left it to the industry to decide on the means of implementation.

The existing, racially based, definition prevents blacks from obtaining certificates of competency in 11 categories of skilled work. The best-known of these is the possession of a blasting certificate.

At the heart of government's reluctance to impose its will was its recognition that the issue is politically explosive. White miners have demonstrated a readiness to strike to protect themselves from what they see as attempts to undermine their job security in the industry through the use of cheap black labour.



MWU's Paulus ... invited, but unable to attend



NUM's Ramaphosa ... not invited, will be talked to soon

INFLUX CONTROL BY ANOTHER NAME

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Not surprisingly, the official Opposition and the press have difficulty accepting government assurances that the Aliens and Immigration Laws Amendment Act is not an influx-control measure. The overwhelming weight of evidence points to its being just that.

As long ago as April last year (*Current affairs* April 15 and 22 1983), the *FM* predicted that a Bill would be forthcoming which would attempt to "sanitise" influx control by switching enforcement to the Department of Internal Affairs. This could then control entry of blacks to urban areas using immigration legislation.

The *FM* quoted "high-level sources" in Internal Affairs as confirming that was the intention, and pointed out that administration board witnesses before the Parliamentary Select Committee into the Orderly Movement and Settlement of Black Persons Bill had said this would happen.

It was also pointed out that government was making preparations for the change. The Department of Co-operation and Development (CAD) was al-

ready acting for Internal Affairs on an agency basis in enforcing the Aliens Act and the Regulation of Admission of Persons to the Republic Act. Thousands of homeland citizens had been deported in terms of these Acts rather than in terms of influx-control regulations.

In addition, several thousand officials from CAD, the administration boards, and members of the SA Police and Sats's Railway Police had been gazetted as "passport control officers."

The draft Orderly Movement Bill itself (now before a select committee) made provision for immigration laws to be used against blacks. Section 33 (3) of the Bill reads "A designated officer, including a delegated person, shall, for the purpose of the Admission of Persons to the Republic Regulation Act, be deemed to be a passport control officer and shall, as such, perform with respect to a black person, such functions of a passport control officer as may be determined by the Director General."

The *FM* commented "This is read as a clear indication of government intentions to use immigration laws rather

than influx control against people from the independent homelands."

Deputy Minister of Internal Affairs Piet Badenhorst, denying that the new Bill was intended as an influx measure, pointed out that existing laws already affected all aliens. They do indeed — and have been used against homeland citizens in the past. The new Bill, however, goes considerably further. It can be used to force employers, under draconian penalties, to become influx-control informers, and it also imposes drastic penalties on those who employ or house illegal aliens.

Since, by government definition, the term "alien" includes people from the independent homelands, it is difficult not to conclude that they are the major target of the Bill.

Badenhorst himself says control is necessary to keep out of SA persons "detrimental to the safety, morals or common welfare of our people." Government's whole influx-control record indicates just whose presence, in large numbers, it regards as being likely to have such a detrimental effect.

(136) (143) (171) (211)

of establishing an industrial council for the mining industry

Unions attending the meeting were the SA Boilermakers' Society, the Underground Officials' Association of SA, the Mine Surface Officials' Association of SA, the SA Engine Drivers', Firemen's and Operators' Association, the Amalgamated Engineering Union of SA, the SA Electrical Workers' Association, the Amalgamated Society of Woodworkers of SA, the Amalgamated Union of Building Trade Workers, and the Iron Moulders Society of SA

The SA Technical Officials' Association was absent but general secretary Harry Mallet-Veale says the union will attend follow-up talks scheduled to take place within the next two weeks

The 55 000 member NUM was the only union recognised by the chamber not invited to the meeting. The chamber says the union was advised about the talks and told that proposals for the future industrial relations structure in the industry would be discussed with it "as soon as possible"

Ramaphosa now accuses the chamber and the participating unions of paternalism. "We are pleased that at least something is happening. But we are not pleased with the way it is being done. The talks are about the future and interests of our members and we maintain that we should have been at the negotiating table"

Referring to the possibility of the NUM joining a proposed industrial council for the mining industry, he says "We won't think of it until job reservation has been scrapped completely and to our satisfaction. It is all very well to change the 'scheduled person' definition but what really matters is what happens at the rockface. By not including us (in the talks) they are trying to whitewash the industry and give the impression that all is well. This will not be the case until we are participating and discussing how job reservation should be removed"

Of equal significance to the NUM's exclusion was the absence of the MWU — traditionally the union most opposed to dropping job barriers. Paulus says he received a letter from the chamber on March 6 informing him that the meeting would be taking place on Monday. Immediately he told the chamber that he could not attend on that day as he had other obligations.

However, the chamber went ahead. "The

only conclusion I can come to is that the chamber did not want the MWU to be there," Paulus claims

Chamber industrial relations adviser Johann Liebenberg says he regrets the MWU's absence but that he arranged the meeting before he knew the MWU was involved in an Industrial Court case on the chosen day. He hopes the union will attend the next meeting. MWU members — who do not have clearly defined craft barriers to block black advancement — are the workers who would be most affected by any changes.

Paulus refuses to say whether he will attend the next meeting. Until fairly recently it was taken as gospel that the MWU would adopt a militant stand against changing the 'scheduled person' definition. But it has become increasingly difficult to predict the union's thinking. In January delegates at the MWU's annual congress, which took place largely behind closed doors, were saying they were in for "fireworks"

Paulus has hardly uttered a public word on the issue since then. Some mining officials think, optimistically, that the "fireworks" may have revolved around a change of heart. The coming weeks will show whether pragmatism has overcome decades of prejudice.

NAMIBIA

Peace survives

(5) FM 23/3/84 (221)

The promising Namibian settlement drive has run into deep, though not unnavigable, waters. Despite the growling from Cape Town and Havana, it has not been fatally damaged.

SA Foreign Minister Pik Botha's angry reaction to a statement by Cuban President Fidel Castro and Angolan President José Eduardo dos Santos, supporting Swapo and the ANC's "struggle against apartheid," is seen as a tactical move. It is therefore strong protest — not an indication of breakdown. Official sources in SA told the FM that the matter would be discussed directly with the Angolan government "in the very near future"

Leaving aside the rhetoric to which Botha objected, the Cuban declaration of conditional willingness to withdraw from Angola is seen as significant and of psycho-



Garoeb ... siding with the winner?

logical importance. It was made at the end of Dos Santos's visit to Havana and in the same week that two MPLA soldiers died in clashes with Swapo men in the area in which the Joint Monitoring Commission (JMC) is operating.

Until two months ago, Swapo and MPLA soldiers fought side by side against SA soldiers in southern Angola, now they sometimes shoot each other.

"... must all realise that radical decisions are being taken by a number of African leaders," a diplomatic source told the FM. "It would be unrealistic not to expect some rhetoric. There is a lot of facesaving to be done"

South African sources say the problem with the Havana statement is that it seems to go further than rhetoric, that it almost took the form of an international agreement. The FM was assured that SA would be satisfied with a statement by Angola that it stands by February's Lusaka agreement.

In Namibia itself, a shake-up in the internal political arena is looming. Chief Justus Garoeb, leader of the Damara Council and one of the strongest leaders in the Multi-Party Conference (MPC), this week secretly visited Lusaka for talks with Swapo.

TEACHING TEACHERS

A programme aimed at in-service upgrading of primary school teachers — with up to 1 000 participants at a time — is being run by the Urban Foundation in co-operation with teacher organisations and sponsoring companies.

Details of the Teacher Opportunity Programme (Tops) were announced in Johannesburg this week when Mobil SA handed over a R100 000 cheque to Jan

Steyn, chairman of the Urban Foundation Education Trust. This brought Mobil's total donations to the trust to R400 000.

Sam Motsuenyane, chairman of the National African Federated Chambers of Commerce presented a R25 000 cheque as Nafcoc's contribution.

Tops, which is directed at underqualified African and coloured

teachers at higher primary school level, will be conducted through 13 centres spread across SA. Of these, 11 are already in operation.

The target group is the estimated 70 000 teachers who have only a Standard 8 qualification plus two years of teacher training. The total cost of the programme, up to April 1985, will be about R750 000.

RDM 16/3/86

Job protection for white union ends

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Labour Correspondent

A KEY industrial court ruling appears to have ended an 8-year battle by a white diamond cutters' union to maintain its members' sole right to do skilled work in the face of competition from coloured and Asian semi-skilled workers.

The effect of the judgment is that diamond cutting employers may use any worker to cut any size of stone.

The dispute, between the union, the SA Diamond Workers Union, and employers led to a ten-week work stoppage by white diamond workers in 1976.

The strike was prompted by an employer attempt to introduce mainly coloured and Asian semi-skilled workers into the industry for the first time.

At issue was a "demarcation" agreement between the union and employers allowing only union members to

work on stones above a certain size.

The union argues that, without this, artisans will be replaced by cheap, semi-skilled labour.

But in 1982, a demarcation lapsed and the union took industrial court action, arguing that its absence was an "unfair labour practice" which had cost its members jobs and lowered their living standards.

This week, the member of the court who heard the case, Mr Dr van Schalkwyk, found that the absence of a demarcation was not "unfair".

Employers are jubilant about the decision, because it means they can use any worker they wish to cut stones. Coloured and Asian workers will not have to become artisans in order to do skilled work in the trade.

The union is to meet next week to consider the ruling's implications.

Tswanas ban white only jobs on mines

By Eugene Saldanha

The Bophuthatswana Parliament has passed a law which abolishes job reservation for white miners employed in the territory.

The new Industrial Conciliation Act, which scraps racial discrimination on the mines, had its third reading last week and will be implemented retrospectively to July 1 last year.

Mr Rowan Cronje, the territory's Minister of Manpower, said the Act was based on standards acceptable to the International Labour Organisation (ILO)

The move means that black mineworkers — who previously could not hold certain jobs because they were prevented from gaining certificates to do skilled work — may now gain blasting certificates to do skilled mining work.

Mr Cronje said the exclusively white Mine Workers' Union (MWU) had accepted the new situation in a "constructive, amicable spirit".

But the secretary of the black National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, has said the MWU's preparedness to train black miners showed its motives were "political, and not merely the protection of white miners' interests, as it wants everyone to believe".

NUM, which has called on the South African Government to scrap all job reservation in the mining industry, will not be able to organise black miners in Bophuthatswana

Mr Cronje said membership of either union had no effect in Bophuthatswana.

RAM 14/3/84 (136)

Bop mine apartheid to go by May

By PHILLIP VAN NIEKERK
THE Bophuthatswana Government has set a May target date for the abolition of all legal provisions protecting white miners

Mr Rowan Cronje, the territory's Minister of Manpower, told the Mail yesterday that the Mines and Works Act, inherited from South Africa, is to be amended in May to scrap all racial discrimination.

The move comes as there are mounting calls on the South African Government to do away with job reservation in the mining industry, a change bitterly opposed by the all-white Mine Workers'

Union (MWU)

Mr Cyril Ramaphosa, general secretary of the black National Union of Mineworkers (NUM), warned yesterday that the union was preparing to mobilise its political muscle to have the legislation changed.

At present black mineworkers may not become "scheduled persons" — they cannot obtain certificates of competency to do skilled mining tasks.

The Bophuthatswana amendment opens the way for the first time for black mineworkers to gain blasting certificates.

While the MWU is a

staunch defender of white job protection, its general secretary, Mr Arrie Paulus, has not ruled out the possibility that members could train blacks in Bophuthatswana to do skilled minework.

Mr Paulus told the Mail last week that the MWU had not yet agreed to train blacks. If approached, they would "cross that bridge" when they came to it.

Mr Ramaphosa said the fact that Mr Paulus was prepared to consider training black mineworkers in Bophuthatswana showed the MWU was motivated by political considerations and not purely the protection of white

workers' jobs.

"If that is the case — and the MWU is using their political muscle and has the support of the Government to prevent a relaxation of the restrictions — then we too must use our political muscle to have the legislation changed.

"They are not opposed to black workers holding blasting certificates in Bophuthatswana, yet in South Africa they're opposed to it because they're worried about the job security of white workers.

"This makes the whole opposition of the MWU to the scrapping of job reservation ridiculous," he said.

Whites can stick with MWU — Cronje

Mail Reporter

WHITE mineworkers can remain members of the Mine Workers' Union (MWU) in Bophuthatswana despite the territory's ban on South African trade unions, Mr Rowan Cronje, Bophuthatswana's Minister of Manpower, told the Mail yesterday.

Mr Cronje said a special case would be made of the MWU because it operated as a closed shop in South Africa. Workers who relinquished their membership while in Bophuthatswana would have problems transferring back.

He denied reports that while emerging black unions had been banned in the territory, the MWU would still be allowed to operate.

"The MWU is banned as well," he said.

"If a man wishes to remain a member of the MWU he may do so, but it is a dormant membership as the union cannot represent its members, negotiate on their behalf or enter into agreements."

Replying to a claim by Mr Arrie Paulus, general secretary of the MWU, that the union would simply negotiate with company head offices in Johannesburg, Mr Cronje said "Mr Paulus can negoti-

ate with whom he pleases in Johannesburg, but the agreement will have no legal standing in Bophuthatswana.

"Only published agreements between registered employer organisations and registered trade unions will have legal standing."

Mr Cronje said if miners involved in accidents underground wished to call on expertise from outside — such as officials of the MWU — in an enquiry, they would be able to — "but the union cannot represent workers in an official or semi-official capacity."

KSM 8/3/84 (136)

MWU gets Bophuthatswana nod

By PHILLIP VAN NIEKERK
THE all-white Mine Workers' Union (MWU) will be allowed to continue operating in Bophuthatswana despite the territory's ban on South African-based trade unions, according to the union's general secretary Mr Arrie Paulus.

And the MWU — an ultra-Rightwing union which is firmly opposed to any relaxation of the strict racial job reservation in force on South African mines — will consider training blacks for more skilled jobs on Bophuthatswana mines.

The bar on South African unions is contained in the new Industrial Conciliation Act, passed by the Bophutha-

swana Parliament on Tuesday, which provides an official industrial relations structure for the territory.

While black South African unions have been banned completely from the territory, the all-white MWU will still be allowed to operate in a semi-official capacity, according to Mr Paulus.

Mr Rowan Cronje, Bophuthatswana's Minister of Manpower and the architect of the labour Bill, told the Mail last month that the MWU had accepted it would be prevented from operating in the territory.

But Mr Paulus said yesterday that in terms of an arrangement worked out

with the Bophuthatswana Government, white miners would not be prevented from joining or remaining members of the union.

The MWU would be allowed to represent its members in a "semi-official" capacity at hearings into contraventions of Mines and Works Act regulations or inquiries into mine accidents.

Mr Paulus said the union would continue to negotiate wages and working conditions with the two platinum giants, Rustenburg and Impala, who operate extensively in Bophuthatswana. The negotiations would take place at their head offices in Johannesburg.

He denied a statement by Mr Cronje that the union had agreed to train black mineworkers for skilled jobs.

"The ball is in the court of the two companies," he said. "If they want us to train blacks, they must approach us first. We have taken no definite decision yet. We will cross that bridge when we come to it."

Asked why they were prepared to consider training black mineworkers in Bophuthatswana while adopting an inflexible attitude on job reservation in South Africa, Mr Paulus said Bophuthatswana was a different country and that it had need of the MWU's expertise and know-how for training purposes.

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~~(170)~~ (136) P. Dispatch
**Paulus: MWU to stay
in Bophuthatswana**
8/3/84

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1986 ROM 20/2/84
ONE other piece of Bophuthatswana labour news
makes interesting reading

Mr Cronje has claimed that the rightwing Mine
Workers' Union had agreed it would not operate
in Bop after its new law is passed.

More startlingly, he claimed the MWU had
agreed, not only that blacks would now have
access to skilled jobs there, but that its members
would train them.

MWU general secretary Mr Arrie Paulus has
not reacted to these claims. If they are true, he
has backed down dramatically.

The MWU has fought bitterly to protect the
colour bar on the Bop mines near Rustenburg. It
says members' jobs are at stake.

And the idea of miners from Rustenburg, one of
the MWU's most conservative branches, training
blacks is hard to absorb.

But perhaps miners there have now bowed to
what they see as inevitable

Material at mine 'did not meet SABS specifications'

ARGUS 13/2/84

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Argus Correspondent

VRYHEID — The bratticing used at the Hlobane coal mine to regulate the ventilation flow did not comply with specifications laid down by either the South African Bureau of Standards or the National Coal Board in Britain, the inquest court was told here today

Mr Francois Joubert from the National Institute for Fuel Research in Pretoria was giving evidence before the chief magistrate, Mr N J Reynders, at the inquest and inquiry into the Hlobane coal mine disaster in which 68 miners were

killed on September 12 last year

He told the court that brattice, a polymer fabric, ignited easily and burned easily

EXPOSED

Samples of the fabric which had partially vapourised in the explosion on September 12 last year were taken to the SABS and the British board for testing to determine whether it complied with the minimum volatile content specified

Not only did it not comply, but the tests also showed it had been exposed to temperatures of 800 deg C — the point at which Mr Joubert said

the fabric would begin to smoulder

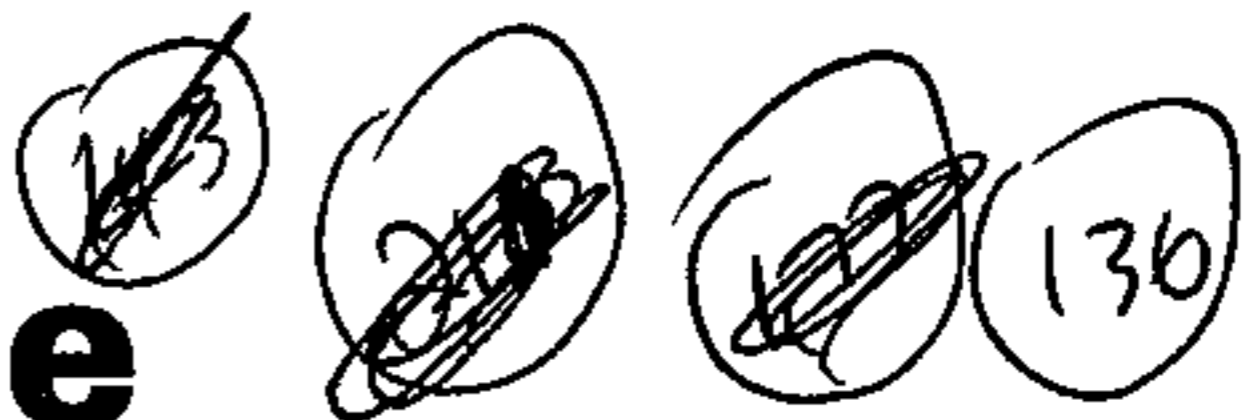
In evidence submitted last week, the court heard that burning brattice gives off noxious gases

The general secretary of the Mineworkers' Union, Mr Arrie Paulus, has taken a personal interest in the case and arrived in Vryheid today to attend the hearing as an observer for the remainder of the week

He said the three members of the Mineworkers' Union who were at the mine at the time of the explosion would be represented by Mr A Lynch

(Proceeding)

An explosive issue



In the first decade of this century, the government of the Transvaal, in its wisdom, decided that only white miners could hold blasting certificates. Key tasks at the rockface had traditionally been performed by whites but by then various factors combined to entrench the practice. There had been the experience of Chinese indentured labour, and white miners' uncertainty over their future, for example

So, as one of the first legislative acts of the Union government, the "scheduled person" definition came into being — with a few minor exceptions only whites were deemed competent for skilled mining tasks. Today, this discriminatory legislation remains in force, though there are signs that government itself wants a change. The time is right for this to happen.

The majority of regulations favouring whites on the mines have been scrapped. Last year, for example, Job Reservation Determination 27 — which prevented blacks from becoming surveyors, samplers and ventilation officials — was expunged from the statute book. This was hailed by almost everyone except the white Mine Workers Union (MWU) as a major advance — and rightly so. Few practices in the SA workplace have been as incompatible with free enterprise and, ultimately, as economically unsound, as the use of legislation to erect barriers against black advancement.

Protection of one form or another has been a built-in characteristic of SA's labour scene almost since the start of industrialisation a century ago. And the mines, because of their unique position in the economy, have given concrete expression to this fact.

It is not hard to see why. Apart from the mines' contribution to gdp, the white min-

The mining industry, with its legal provisions protecting white miners, is a major battleground in the fight for black worker advancement.

ers have always been an important and volatile political pressure group. The mines have been the battleground for entrenched white power.

Provisions in the Mines and Works Act rule out the very possibility of blacks attaining the status of "scheduled persons". They therefore cannot obtain certificates of competency to do skilled work at a time when, historically, skills are in extremely short supply.

Until this is changed, the era of reform ushered in by the Wiehahn Commission of Inquiry into labour legislation will not have been fully translated into reality. And SA's labour dispensation will be stigmatised as still containing relics from the 19th century.

Transvaal precedent

It is worth examining the history of the issue. In 1907 an ordinance was passed reserving skilled jobs on the Transvaal mines for whites. In 1911 the concept was written into law. The "scheduled person" principle was retained in the 1926 and 1956 revisions of the Mines and Works Act which still applies today.

The Act is clear, if bizarre. A "scheduled person" can only be a white, a Cape coloured or Malay, a Mauritian Creole, or a Saint Helenan (or descendants born in SA). There are not many of the latter categories around today.

No less than 11 certificates of competency are reserved for "scheduled persons". These range from the level of mine manager down to locomotive driver. However, as rockbreaking is the primary operation in mining, the key certificate when it comes to the advancement of black miners, is the famous blasting certificate. The highest level blacks can reach in terms of the law is just below this — the job of team leader.

The Wiehahn Commission's report on the mining industry was felt to be the most sensitive of all. Released late in 1981, though signed in 1980, it recommended that the "scheduled person" definition be replaced by a non-discriminatory one — that of a "competent person". However, mindful of the potential for trouble among white miners that such a move could spark, the report specified that certain preconditions had to be fulfilled before the change could come about. In essence, white miners' job security had to be protected.

Government accepted this. But Pretoria guarded its back by making it clear that it would not interfere in the process of phasing out job reservation. The Chamber of Mines and the trade unions in the mining industry were instructed to thrash the matter out between themselves within a "reasonable time". This caution undoubtedly reflected government's desire to avoid a head-on collision with the white miners, who are stalwarts of the rightwing.

In the two years which have passed since the publication of the White Paper on the mining industry there has been some negotiation on the preconditions. Yet nothing significant has been achieved.

There appear to be two main problems inhibiting change.

177 211 143 136

- Finding methods of protecting white miners, as recommended by Wiehahn; and
- Finding a suitable industrial relations and collective bargaining system for the revamped mining industry

On the face of it, the establishment of an industrial council in the mining sector, which Wiehahn recommended, could go a long way towards providing the answer. There has never been such a council. However, it seems that in negotiations on the issue, both the established unions and the employers have had difficulty in reaching consensus on the precise manner in which an industrial council, or a council-like body, should be constituted.

Slow process

But it is denied that there is an impasse on the issue. "It is just a very slow process to meet the pre-conditions to make it possible to cancel the 'scheduled person' definition," a Chamber source told the FM.

Considering the highly conservative nature of the established mining industry unions, this is not surprising. Their job, after all, is to protect their members. MWU general secretary Arrie Paulus, though refusing to comment at length before the MWU congress later this month, points a finger directly at the employers. "The key question is what have they done up until now," he says.

But, on the employer side, it is also clear that not all the mining houses are of one mind about what should be done. It is well known that some are more willing to accept change than others. Anglo American Corporation's decision to break ranks with the other mining houses, when it made a

statement late last year on the urgency of the issue, underscores this. Commenting on the lack of progress the four chairmen of the corporation's Free State gold mines said: "It would now seem appropriate... to remove this discrimination by legislation since the 'reasonable period of time,' as specified in the White Paper, must be running out."

Despite this forthright declaration, FM inquiries have revealed that government is still unwilling to step into the fray. According to Director General of Mineral and Energy Affairs, Sarel du Plessis, in response to a question last week: "The government believes that as long as negotiations between employers and employees in the mining industry are possible — and it believes this still to be the case — the government will not unduly interfere."

Up to a point, this position is understandable. Labour relations in the industry have frequently been stormy. White miners have been most jealous of their position, and have on occasion taken drastic action to protect themselves. The trauma of the 1922 Rand Revolt still reverberates.

But there are equally good reasons why government should not be so timid. Although the white miners' vote has been seen as crucial to the National Party's power base, the referendum showed that the NP can muster counter-balancing support in other sectors of society, when it comes to reform.

Furthermore, black trade unions are now a fact of life in the mining industry. The National Union of Mineworkers (NUM), with a membership of 55 000, still represents a mere fraction of the estimated

500 000 blacks in the industry. But when it is considered that it achieved this membership in little over two years, it is an impressive figure. Other black unions on the mines have been less successful — though no doubt, in the coming years, they too will grow.

Finally, any political capital government used to gain by protecting whites from *swaart gevaar* has been superseded by economic reality. All SA industries are short of skilled workers and, like it or not, blacks will have to fill those posts.

The Wiehahn commission noted that as far back as 1964 there was a shortage of skilled workers on the mines. In fact, as everybody is willing to concede off the record, black miners for many years have been carrying out some of the work of "scheduled persons."

Thus the Wiehahn commission stated that "contraventions allowing non-scheduled persons to undertake 'scheduled work' were already resorted to in 1964." An annexure to the commission contains a list of activities for which the Chief Inspector of Mines can grant partial exemptions to non-scheduled miners. These include preparation of explosive charges, safety examinations of areas in which blasting has taken place, marking and drilling of blast holes, and the driving of locomotives.

Agreement on exemptions

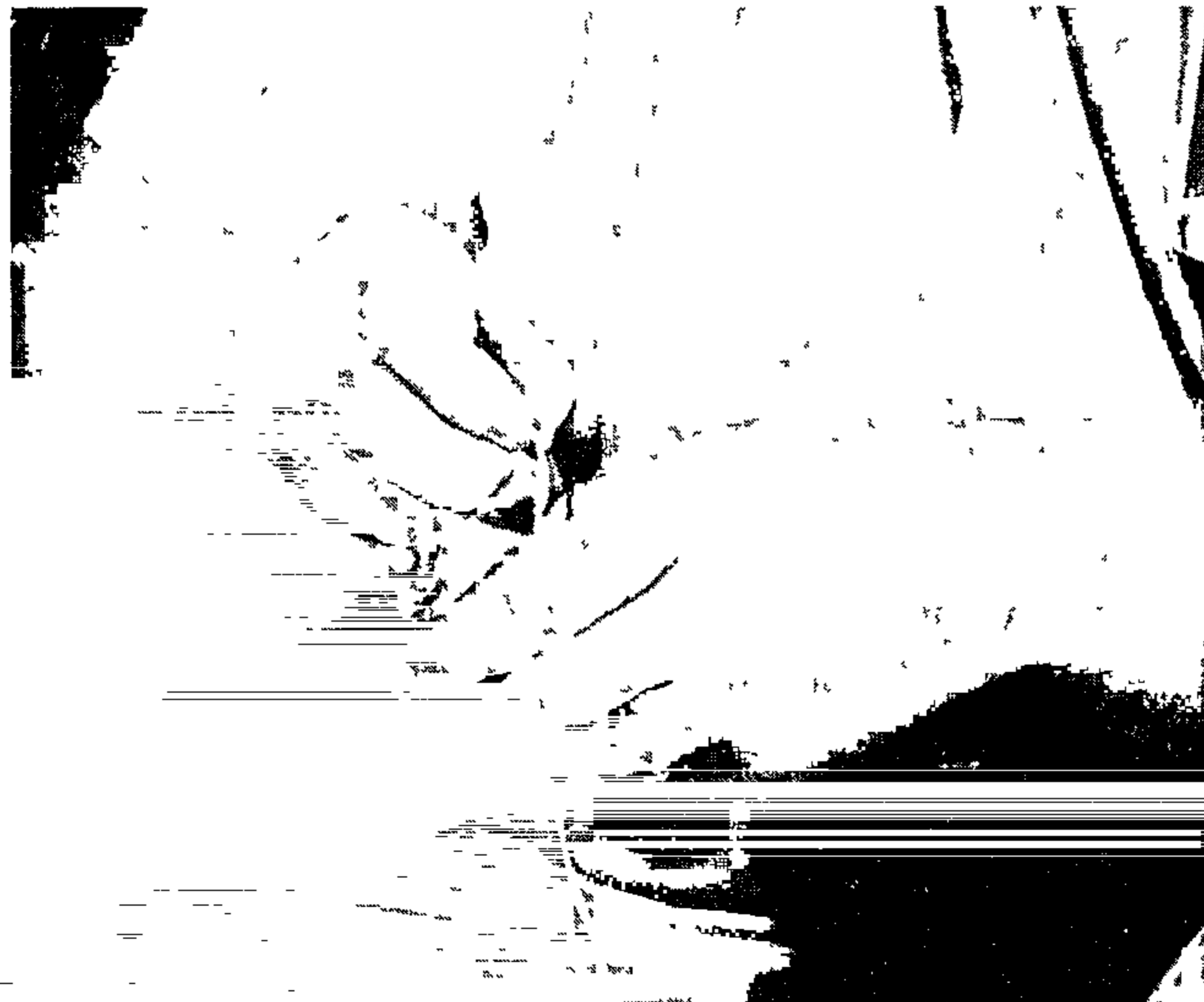
These exemptions could not have come about without the agreement of the white trade unions. Even the ultra-conservative MWU has apparently gone along.

The exemptions serve the Chamber of Mines well enough. As NUM general secretary Cyril Ramaphosa points out, black miners doing exempted work are paid less than whites doing the same thing. NUM attempts to have this anomaly changed have proved fruitless.

The fact that blacks are doing some scheduled work by exemption (or partial exemption) is, however, still a long way from a *de jure* alteration of the "scheduled person" definition.

If indications from the NUM are anything to go by, the issue has the potential to magnify into a problem of major proportions. Ramaphosa says his union is alerting large numbers of black miners to the situation. He warns that they could become angry once they realise the degree to which they are discriminated against. Meanwhile the established unions and the employers could stall indefinitely on changing the definition.

All this is clearly unsatisfactory — and could lead to damaging confrontations on the mines. Pretoria must therefore cease washing its hands of the matter. Since it was government which created the concept of a "scheduled person" in the first place, it must act quickly and with courage. There is no reason why it should not. When job reservation in secondary industry was scrapped the sky did not fall in.



Laying a charge ... still a white man's 'right'

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Lynch

Railway union (36) celebrates 50 years

By Gavan O'Connor

2/11/83
Die Spoorbond, a union for white railway workers, made the Afrikaner aware of unionism and his conditional powers.

Speaking at a banquet at the University of the Witwatersrand to celebrate the 50th anniversary of the organisation, Mr Hendrik Schoeman, the Minister of Transport Affairs, said Die Spoorbond had achieved a great deal since it began as an Afrikaans union in an English organisation in 1933.

"Die Spoorbond can be seen as a leader in unionism for the Afrikaner. By involving him it taught him the art of unionism and made him aware of his power."

One of the first unions to compose its constitution in Afrikaans, Die Spoorbond aimed to represent all levels of workers.

Its strength grew with the policy of "civilised labour" whereby unskilled whites were taken on to replace blacks. These labourers' aspirations were supported by Die Spoorbond.

"By 1949 all that it had envisaged and promised for the Afrikaner had begun to become a reality with the victory of the National Party in 1948," Mr Schoeman said.

Mine unions fight for unity

Since unionisation of black employees in mines, one of the changes to follow the Wiehahn Report, there has been an all-out effort by different unions to increase membership on the mines. This resulted in a general scramble for members and a mushrooming of unions. Labour reporter JOSHUA RABOROKO looks at unions emergent in the mining industry.



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BLACK trade unions seem to be mushrooming in South Africa's mining industry in the post-Wiehahn era.

The multiplicity of these unions is causing concern as it weakens the solidarity of black miners, according to trade union leaders.

However, the past year has been a momentous one for industrial relations in the mining industry in that for the first time in history, the Chamber of Mines negotiated pay and other conditions of employment with unions representing black workers

It has been the year in which the black National Union of Mineworkers (Num) emerged

as a potent force An affiliate of the Council of Unions of South Africa (Cusa), it was started in August last year

There are several other unions trying to recruit black mineworkers, but more than any other Num has been able to match the right-wing whites only Mine Workers' Union led by Mr Arrie Paulos

The Federated Mining Union (FMU) formerly named the Federated Mining, Explosives and the Chemical Employees Union has made substantial gains. It was originally formed to cater for coloureds but it has begun recruiting blacks with the aid of the South African Boilermakers Society which recently broke off from the Trade Union Council of South Africa (Tucsa)

RIGHTS

Three other unions have also been granted access to recruit workers employed at Chamber Affiliated Mines, but by August last year they had not made a formal approach for recognition They are the Black Mineworkers Union, which has not made headway despite the fact that they were the first to be granted such rights; the Black Allied Mining and Tunnel Workers Union This last mentioned union is being watched with great interest by some employers who be-

lieve that it does have some potential Its leader, Mr Letsatsi Mosala, is also a member of the Azanian People's Organisation (Azapo)

Meanwhile, the Federation of South African Trade Unions (Fosatu) has quietly been observing events in the industry and is considering the establishment of its own mining union

Given the growth and the efficiency of most Fosatu affiliates, such a union could be a serious rival to Num

The growth of black unions in the industry has largely been prompted by radical revisions made in the chamber by its previously tough stance as far as recognition is concerned But there has also been strong opposition from Arrie Paulos' unions which have threatened to take industrial action time and again as blacks get more recognition in the industry

GROWTH

The growth of black unions in the industry was also accelerated by the fact that the chamber's requirements made it possible for even an unregistered union to be recognised as the representative of a category of workers on a chamber-affiliated mine once it had recruited a significant proportion of them

The reason for the chamber's acceptance of

these unions is that it has become inevitable for them to recognise black trade unions and as such they revised their guidelines to allow recognition, which reduced the possibility of employers facing the kind of recognition battles waged in other industries

In addition to that the employers are hoping that effective union leadership will enable unions to channel black interests and grievances through collective bargaining and other processes designed to minimise conflict

They also know only too well how quickly violence can erupt in black mine hostels — and how handy it can be to have representative leaders with whom they can talk

RELATIONS

The effect of the 1946 strikes — which exposed the inadequate channels of communication between mine management and workers — belatedly propelled the mining industry into the country's new era of labour relations

It has on the whole been the Num which has shown that black mineworkers are interested in unions To an extent, this stemmed from changes within the black labour force The composition of these workers has changed dramatically in recent years

This is largely so because miners who come from neighbouring countries, "independent homelands" and South

Africa have turned view mining as a long-term career Miners concerned about job advancement, training artisans and job emmment in general

Meanwhile the Chamber of Mines states the mining industry is committed to abolishing racial discrimination in employment and to centralised bargaining on all matters that concern the industry

They believe there have been notable achievements in both these areas during the past year

"A major step forward was the agreement with the Underground Officials Association (UOA) on the scrapping of job reservation Determination No 27. This legislation reserved occupations falling within the ambit of the UOA for whites only. Trainees for positions in sampling, survey and ventilation are now selected on a non-racial basis, according to them

NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminating definition of "scheduled person" from the Mines and Works Act

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the mining

Cyril Ramaphosa,

Unions fight for unity



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Tebogo Mngomezulu, general secretary of the Black Allied Mining and Construction Workers Union

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NEGOTIATIONS

On the other hand, very little progress has been made in negotiations between the Chamber of Mines and white unions to remove the racially discriminating definition of "scheduled person" from the Mines and Works Act

This effectively prevents blacks from promotion beyond a relatively low level in mining and is the last legal obstacle to overcome before there is equal opportunity in the mining

industry

The chamber states it seemed appropriate to remove discrimination in the mines by legislation because "the reasonable period of time" as specified in the white paper following the Wiehahn Commission report "must be running out"

Some of the gold mines administered by Anglo American Corporation indentured their first black apprentices during the year. Although they number only 18, this represents an important advancement, say the chairmen

However, the right-wing Mineworkers Union led by Arnie Paulos has continued to oppose changes and has threatened action should blacks be allowed to hold blasting certificates

The MWU's opposition in black advancement is not surprising, considering the fact that unlike the craft unions, it has difficulty in drawing occupational boundaries to protect its members' privileges. Paulos has not hidden his hatred for Num

Num's general secretary, Mr Cyril Ramaphosa, who has proved to be a very able administrator, said that the resolution passed at their recent congress for black miners' union solidarity was important

because it would help solve many problems

Num's success has been the effective recruiting strategies, it has concentrated on opinion-making groups within the black workforce, and machine operators — men who are difficult to replace in a hurry

Therefore, he added, it was vital that a federation of such unions be formed to facilitate the workers' interests and job advancement and phase-out job reservation that is rife in mines

The general secretary of the Black Allied Mining and Construction Workers' Union, Mr Tebogo Mngomezulu, said that although they have not been approached by Num on the federation issue, it was "a welcome notion"

"It is a good thing because there is a need in this industry that we come together to bargain for thousands of workers and also to avoid competition and poaching of members

"We have to look into the welfare of the workers and their upliftment in the industry where job reservation has also almost become the order of the day," Mr Mngomezulu said

He said that the union had not yet agreed and would probably decide at their national congress

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TRADE UNIONS

Anger over poaching

Some trade unions are becoming increasingly angry at efforts by the white Mineworkers' Union (MWU) to recruit their members. This is reflected by an editorial in a recent edition of the *Metalworker*, official journal of the Amalgamated Engineering Union (AEU).

Although the editorial, by AEU general-secretary Tom Neethling, does not specifically name the MWU, it is clear to whom he is referring when he writes "Just as we would oppose the use of trade unionism as a vehicle to promote black nationalism, so we would abhor the practice of any trade union to hold itself up as the 'great white hope' of the worker."

The rightwing MWU has embarked on an aggressive campaign of wooing white workers outside the mining industry where it has traditionally been active (*Current Affairs* August 26). This has dismayed leaders of some white and multiracial unions.

Neethling says in his editorial that the practice of unions poaching members from each other has been "a minor curse of trade unionism since its very early days."

He expresses the belief that this has never posed any real threat to unions with a reputation for serving their members' interests.

But, at the same time, he strongly urges his members to be very cautious when attempts are made to persuade them to join another union.

Waning influence

"With changing work practices and conditions in certain industries, some unions are finding that their sphere of influence is waning. And there are, perhaps, few things so pathetic as the sight of a once-powerful union scrabbling about desperately wherever it can, including the territories served by other established unions, in search of members to fill its diminished ranks."

"The role of the trade union is not only to protect its members and to improve their living conditions. It is also to help organise the unorganised. There are still vast numbers of workers in this country who do not have the benefit of an organisation to represent their interests."

"It is to such people that any union seeking to strengthen its ranks should turn. What makes the current struggle for members even more ludicrous is the fact that the unions trespassing on the territory of others have little or no knowledge of conditions in the industries they are trying to break into."

He emphasises that "it is an old, established and important principle of trade unionism that unions do not try to cut one another's throats, however much they differ. That is the meaning of trade union brotherhood."



"We run our tails off...they get the cut...fill it with Chivas Regal...and we end up with a bale of hay!"

MWU call for 'no' vote

Own Correspondent

JOHANNESBURG — The all-white Mine Workers' Union yesterday called on its 18 600 members to vote "no" in the referendum on the government's constitutional proposals

And the union's general secretary, Mr Arrie Paulus, is to campaign against the proposals in his personal capacity by addressing at least 11 meetings called by right-wing opposition parties in areas where the union has members

Mr Paulus predicted

yesterday that 90 per cent of white workers would vote against the proposals. He said he would speak at meetings organized by both the Conservative Party and the Herstigte Nasionale Party

The union's stand was announced yesterday at a press conference given by Mr Paulus at the MWU's Johannesburg headquarters

He said the union had 18 600 members on the mines and in various factories

(Report by Steven Friedman, 171 Main Road, Johannesburg)

2/27A FM 26/8/83

discussion of a mere seven clauses. In any event, exchanges between NP and CP were so unsavoury, and took up so much time, that the more "constructive" proposals of the other opposition, the PFP, were being crowded out or, at best, were not receiving the minister's proper attention.

By invoking the guillotine and reducing constitutional, democratic protest against the new dispensation, government has got off to the worst possible start. It has raised fears that if this is a foretaste of the style of government to come, democracy itself is at risk, let alone any prospect of consensus government.

If it were not for the fact that people's memories are so short, it might have been fair to predict that the short-circuiting of the committee stage debate could well backfire in the referendum.

TRADE UNIONS (130) Thunder on the Right

There is no mistaking the concern — and anger — with which some unions are viewing the growth of the rightwing Mineworkers' Union (MWU) outside the mining industry.

The MWU, which regards itself as the most effective vehicle to protect white workers' interests in SA, is spreading its influence to a variety of industries. In so doing, it is boldly encroaching on turf — traditionally occupied by several other — white, or multiracial unions. Its progress is also being closely watched by black unions, who are hostile towards MWU efforts to halt the job advancement of their members.

MWU general secretary Arrie Paulus rejects claims that the union is expanding out of mining because it stands to lose membership in that industry through mechanisation and blacks entering jobs previously held by whites. But it does appear that the MWU's mining membership has remained static in recent years. Paulus insists that his union's decision to move into other industries stems from widespread approaches to it from disaffected white workers.

Why do they want to quit their unions and join the MWU? "Because they know we don't bark — we bite," says Paulus. Indeed, there is little doubt that the MWU's tough rhetoric is attractive to white workers who feel their job security is threatened by black advancement and the recession.

Paulus is undismayed by the ire the MWU is provoking. He says some unions whose members are joining the MWU have for long conceded that all is fair in love and war in competition between unions. Says Paulus "I accept the war and all the noise that goes with it."

That war is likely to bring the MWU into increasing conflict with major unions such as the SA Iron and Steel and Allied Indus-

tries Union, the SA Boilermakers' Society, the Amalgamated Engineering Union, and the SA Electrical Workers' Association.

The latest campaign in the war appears to be marked by the falling out of the MWU and the SA Engine Drivers', Firemen's and Operators' Association. The two unions constituted the Federation of Mine Production Workers — a union co-ordinating body in the mining industry. The engine drivers say they have resigned from the federation because it no longer serves any purpose, and have instead joined the much larger Federation of Mining Unions. They decline to comment further.

The FM, however, understands from other sources that the real reason why the engine drivers have resigned is the strained relationship between them and the MWU, which is trying to recruit their members. The engine drivers also refuse to comment on unsuccessful MWU efforts to persuade them to amalgamate with it.

Some sources claim the MWU regards the engine drivers' union as a tempting target. The reason for this, they say, is that in order to establish itself in other industries, the MWU has to go through a cumbersome, time-consuming process to obtain an extension of scope from the Industrial Registrar. They say the engine drivers' union's certificate of registration allows it remarkably broad scope to recruit white workers in a variety of occupations and industries. They argue that a merger of the 7 000-member union with the some 20 000-member MWU would actually amount to a MWU takeover. This might enable the MWU to utilise the broad scope enjoyed by the engine drivers' union to help it to move into other industries more rapidly.



MWU's Paulus ... 'we don't bark — we bite'

Paulus disagrees. He says a merger would not necessarily yield such advantages to the MWU — and some labour lawyers approached by the FM tend to agree with him. They say it is by no means certain that a new union created by a merger would automatically gain the broad scope enjoyed by the engine drivers' union. But they concede that it cannot be ruled out that a merger could increase the MWU's scope substantially.

The MWU already has extension of scope to recruit all categories of workers at Escom, as well as fitters and turners, electricians and boilermakers at Iscor's Vanderbijlpark works. It has also either formally applied or is about to apply for extension of scope to represent a wide range of categories of white employees at AECI's plastics and dynamite factories, Iscor's Pretoria and Newcastle works, the Sasol 1, 2 and 3 plants as well as a Sasolburg power station, Highveld Steel, and a Newcastle chemical factory.

Officials in some of the unions operating in such industries and companies say the MWU has so far made modest gains — and claim the union is showing itself to be ill-informed about issues in these concerns.

Paulus, however, says his union is making such strong headway that the computer into which it feeds all its membership details is now incapable of handling the load. A new one — with far greater capacity — is being bought.

SA Boilermakers' Society general secretary Ike van der Watt says he is not particularly alarmed by MWU attempts to recruit his members. Experience has shown, he says, that virtually all the society's members who have been recruited by the MWU, soon become disenchanted with it and return to the society. But Van der Watt, who is committed to multiracial unionism, is worried about the long-term implications of the MWU's growth. He warns that it could ultimately lead to a serious confrontation between black and white workers.

In an interview with the FM, Paulus made it clear that he is not afraid of such a clash.

POLITICS

The UDF's goals (44)

A nationwide campaign of political "education" against government's referendum on the new constitution is the first task the United Democratic Front (UDF) has set itself. This includes action against expected ethnic elections, as well as forthcoming black community council elections, says UDF president Archie Gumede.

The UDF's national launch was held last weekend at an emotion-charged multiracial rally attended by about 12 000 people in Mitchells Plain near Cape Town. Some 400 organisations, including ratepayers' associ-

2018/83 (246) (192) (136) PDM

Motor workers accept wage offer

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS in the turbulent Eastern Cape motor assembly industry have voted to accept an employer wage offer which, their union says, will raise minimum pay by 18,5% over the next year.

This means that there is unlikely to be any repetition of the wage unrest which has plagued the industry in recent years — at least until the next wage negotiations in August next year.

Earlier this week, employers offered workers three wage increases — to come into effect this month, in February and next August —

which Fosatu's National Automobile and Allied Workers' Union agreed to take back to members.

The union said it would recommend to workers that they accept the offer.

Yesterday, a NAAWU spokesman, Mr Les Kettle-das, said mass meetings of workers at Ford, General Motors and Volkswagen had voted to accept the offer. He added that the union would notify employers of this in writing.

NAAWU believes the employer offer meets its demand that this year's increase should compensate workers for the rise in the

cost of living. It says it will seek new increases aimed at raising workers' real wages when the economy improves.

The present minimum in the industry is R2,15 an hour, although unionists say that almost all workers are paid a minimum of R2,30.

Mr Kettle-das said yesterday that the wage increase workers accepted would be backdated to August 1 and that workers would therefore receive three weeks' back pay as well as the increase.

He added that the worker decision meant that the next wage negotiations in the industry would take place in August next year.

● A report in yesterday's Rand Daily Mail on a recognition agreement between the Metal and Allied Workers Union and Mather and Platt quoted a union spokesman as saying the agreement made provision for union mass meetings.

However, a company spokesman said yesterday that there was no such provision in the agreement.

He added that the company believed a noteworthy feature of the agreement was that MAWU had agreed to use the Metal Industrial Council's dispute procedures should there be a deadlock in negotiations at Mather and Platt.

An extra R1,3m
a month ~~136~~ 136
by next August
E. Post 19/8/83

By LOUIS BECKERLING
Business Editor

A WAGE agreement that will put an additional R1.3 million a month into motor workers' pay packets by August next year has been approved by employers and unions in the Eastern Cape's motor manufacturing industry.

Union consent to the new agreement, negotiated by the Industrial Council of the Automobile Manufacturers' Industry, Eastern Cape, was transmitted to employers today, according to a spokesman

In terms of the agreement the increases will raise pay levels by 12% to 14% over a 12-month period for most workers — and up to 17,4% in the case of the lowest-paid workers currently in employment. They will be phased in over three instalments

Hourly rates of pay at the lower levels will be raised by 10c with immediate effect (backdated to August), by a further 15c in February next year and a further 15c in August next year, for a total increase over three instalments of 40c an hour

Increases for the remaining seven grades vary from 10c an hour up to 16c for the top grade (backdated to August), a further 21c in February and a further 21c in August — for a total of 58c an hour over the three instalments for the highest-paid workers

This means that over a 12-month period the absolute minimum wage paid in the industry in the Eastern Cape will rise from R2,30 an hour to R2,70 — or 17,4%. Assuming a 200-hour month, this increase translates into additional gross take-home pay of R80 a month

At the higher levels, an aggregate increase of 58c an hour over the same period has been agreed, which, a spokesman said, would add about R120 a

month to the take-home pay of these workers

Assuming an average of R100 a month extra for workers in the industry and a total workforce of about 13 000, the effect of the agreement will be to inject an extra R15,6 million a year into the economy of the Port Elizabeth-Uitenhage metropolitan area within the next year — an infusion which will considerably enhance the prospects of an economic upturn

"We can only hope that retailers in the area respond by buying our products," commented a motor manufacturing executive

The agreement was negotiated within a surprisingly short period, requiring only five meetings between Epama (the Eastern Province Automobile Manufacturers' Association), SAISAW (the SA Iron and Steel and Allied Workers' Union) and Naawu (the National Automobile and Allied Workers' Union)

Negotiations began in July against a background of deadlock and strike action at that same time last year when unions insisted on shifting minimum wages from about R2 to R3,50 over an 18-month period

Employers balked at the prospect and, in the ensuing deadlock, plants were temporarily shut down as a result of strikes. A unilateral 20c increase was announced and workers eventually returned to work

Under the circumstances the latest agreement would appear to meet both parties more or less halfway, and the Evening Post understands that all parties to the agreement regard it as "reasonable under the cur-

● Turn to Page 2

Big boost in pay for car workers

...ymposium would be shortly in Johannes- where the RDAC discuss development consider, with agricul- the implementation of conservation on in the region to boost

resolution was also at the congress ask- Department of Agri- e to investigate the tape and shortcomings present drought as- scheme congress also resolved to the Government for for an adequate supply and for stor- facilities for fodder ne importance of build- dams was emphasised areas where farmers requested this

Mother and six newborn babies fine

BLANKENBERGE, Belgium — Sextuplets born to a Belgian nurse on Wednesday night are all in perfect health, Mr Andre Dezutter, director of the Queen Fabiola Maternity Hospital, said last night

He said the babies, five boys and one girl, were about six weeks premature and each weighed between 1,3 and 1,5 kilograms

Mr Dezutter said he believed the babies were the first sextuplets born in Belgium — Sapa-Reuter

Death of ex-mayor 'natural'

CAPE TOWN — A former Mayor of George, 64-year-old Dr Francois Heunis, whose body was found in a ditch on the grounds of the Stikland Hospital this week, died of natural causes

A spokesman for the hospital said although the results of a pathological examination had not yet been released, the police did not suspect a crime

Dr Heunis was last seen at the hospital on Tuesday — Sapa

Big pay boost for motor workers

From Page 1
rent economic circumstances"

Unregistered Macwusa (the Motor Assemblers and Component Workers Union) is not a party to the Industrial Council agreement just negotiated, but the new wage structure would be extended to all, according to a spokesman

Some comments today on the new agreement were

● Mr Fred Ferreira, chairman of Epama "Considering the present economic conditions in South Africa I think this is a very equitable agreement"

● Mr A O "Ollie" Rademeyer, director, industrial relations, VW (SA) Pty Ltd "We are satisfied that this is a very fair award to the employees"

● Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce "I understand that wages in the industry in the Eastern Cape are already high in comparison with the rest of the industry I would therefore hope that the new agreement is not going to make the local industry less competitive than it apparently already is"

Spokesmen for the two unions involved — Mr Henry Ferreira, general secretary of SAIWA (and also chairman of the Industrial Council concerned), and Mr Freddie Sauls, general secretary of Naawu — were not available for comment at the time of going to press

Denies SA bombing denials

...y in Lisbon yesterday in its southern prov- African air raids and on the Pretoria Govern-

to the media here, the African denials that its omba in Mexico Prov-

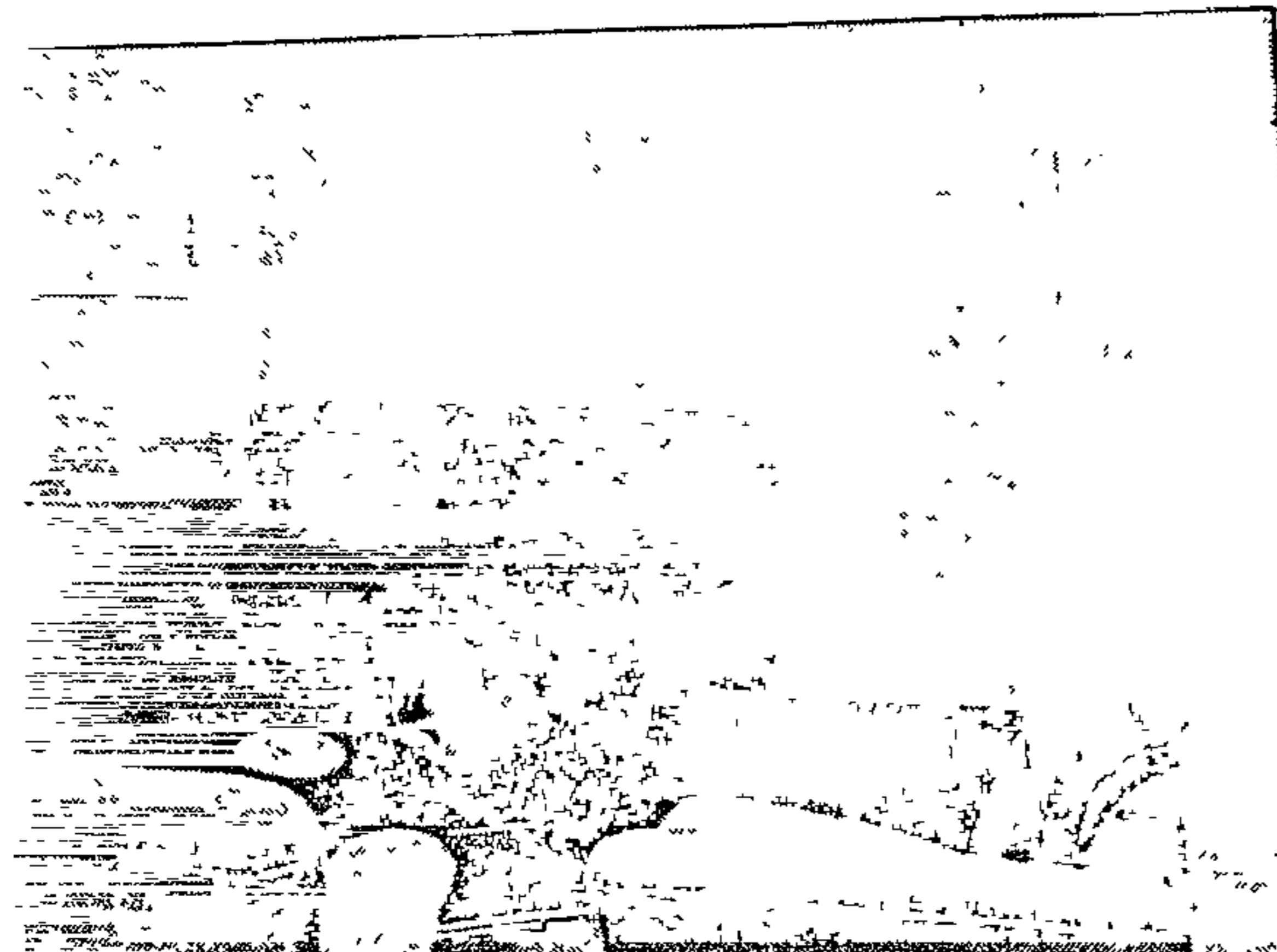
are worthless," the em- the bombing) is there to

On Monday South Africa formally denied Angolan charges concerning the alleged bombing

Echoing charges carried by the Angolan national news agency, Angop, earlier in the week, the statement said massing of South African troops in southern Angola represented a "growing danger" and issued an international plea that pressure be brought to bear on South Africa

Reports from Luanda, the Angolan capital, quoted unidentified officials as saying a 10 000-strong force of South African soldiers, foreign mercenaries and Angolan rebels were grouping in Cunene and Kuando-Kubango provinces for a push north towards Luanda — Sapa-AP

DOMNEY SPECIAL



PO van h two brot found gu

Post Reporter
TWO brothers were convicted on a robbery charge by a Port Elizabeth Regional Court yesterday after the hijack of a post office delivery van carrying R13 000 pension money outside a Uitenhage post office earlier this week
Hendrik Johannes Stoltz.

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16/8/83
ROM

Motor unions, employers meet on wages

Labour Correspondent

A KEY meeting today between motor assembly unions and employers in the Eastern Cape may decide whether the industry will face another major wage dispute this year.

At the meeting of the Eastern Cape motor industry's industrial council, Fosatu's National Automobile and Allied Workers Union will tell employers its members at Ford, Volkswagen and General Motors have rejected a

wage offer which, NAAWU says, would raise minimum pay by an initial 8c an hour.

Wage negotiations in the Eastern Cape motor industry have been turbulent - with two major strikes staged.

Last year, NAAWU withdrew from the industrial council as a result of one such dispute and only rejoined it earlier this year.

NAAWU's general secretary, Mr Fred Sauls, said yesterday employers had begun negotiations by opposing any

increase at all.

Workers rejected this, he said, and employers had then offered a 5c an hour increase for workers at the bottom of the scale, to be followed by a further 15c increase in September.

Workers at the top of the scale were offered an 11c an hour increment.

This offer was also rejected and employers then offered an initial 8c an hour to be followed by further increase of 15c an hour for the

lowest-paid, Mr Sauls said.

He added, however, that mass meetings of workers at the three motor companies had rejected this offer too.

He said the minimum wage laid down in the industry's wage agreement was R2,15 an hour, but that the "real" minimum was R2,30 an hour. The employer offer was, therefore, "negligible" when looked at as a percentage. Employer comment could not be obtained yesterday.

Motor ~~SA~~
E. Post
Industry
2/8/83 ~~2/10~~
Wage ~~170~~
talks ~~136~~ ~~172~~
continue ~~110A~~

Business Editor

WORKERS and employers in the Eastern Cape's motor industry meet for the third time tomorrow in a new bid to conclude a wage agreement

The latest talks were scheduled after last year's impasse when union demands for a minimum wage of R3,25 an hour led to deadlock and strikes. Employers subsequently raised wage levels unilaterally, but agreed to stage regular six-monthly talks

In the first session in July union representatives are believed to have reopened demands at minimum levels of R3,25 an hour

Since this first round employers and unions have both tabled counter-proposals and at today's talks reaction is expected from the employer body, the Eastern Province Automobile Manufacturers' Association (Epama), to amended proposals from the unions

Representing the workers at the talks, which are being held under the umbrella of the Industrial Council, Automobile Manufacturers' Association, Eastern Province, are

- The National Automobile and Allied Workers' Union (Naawu)
- The SA Iron, Steel and Allied Industries Union (Saisai)

Current chairman of the council Mr Henry Ferreira said yesterday he had no comment

Epama chairman Mr Fred Ferreira would also not comment and Naawu general secretary - Mr Freddie Sauls was not available for comment

EASTERN CAPE

Motor industry pay

Employers and unions in the eastern Cape motor industry have seldom found it easy to reach agreement in pay negotiations. This year's talks will probably be no exception, although there are some hopeful signs.

Wage negotiations are taking place this year at a time of declining sales. Not surprisingly, employers have been trying to persuade the black and coloured National Automobile and Allied Workers' Union (Naawu) and the white SA Iron and Steel and Allied Industries Union to agree to delay pay increases.

Sources in the industry say the white union is fairly amenable to the employer proposal. However, at a meeting of the industrial council for the industry on Monday, Naawu leaders pressed for increases. After the parties failed to reach agreement, it was decided to hold another council meeting on July 28.

Some industry sources believe that one implication of the decision to hold the next meeting so late in the month is that it will be extremely difficult to implement pay rises on August 1. In terms of an agreement between the parties, this is the earliest possible date that increases could have been introduced. So it would appear that employers have gained at least a month's

delay

A major problem with which they have to contend, this year no less than in the past, is the high expectations of black and coloured workers. Last year, for example, Naawu demanded a 75% rise in minimum pay at a time when employers' statistics showed wages had risen by 233% since 1975. A strike by members of the union then brought the entire eastern Cape motor industry to a standstill for more than a week.

Naawu is making similar demands this year. However, some observers say they detect a growing sense of realism among many workers. Says one, "I think they do realise that employers are not in a position to give them much at the moment. They have seen how many companies have had to introduce a four-day week and other similar measures due to declining sales. But, on the other hand, because this has caused workers' earnings to decline, it is understandable that they should want an increase."

Says another, "It would be foolish to rule out the possibility of a strike over pay this year, but I think there is a good chance that this can be avoided."

PETER SEARLE

Good relations



The FM speaks to Volkswagen (SA) MD Peter Searle about developments in labour relations within the eastern Cape motor industry.

FM: How would you describe your relationship with the unions in your company — the black and coloured National Automobile and Allied Workers' Union (Naawu) and the white SA Iron, Steel and Allied Industries' Union?

Searle: Generally very good. There have been very positive developments over the past few years and representatives of the workforce have become far more interested and involved in the running of the business, particularly in the issues that affect them. I think this is very heartening.

In our business, the worker feels more involved today than he was, say, five years ago. He is far more part of the business. As a result, I believe he is doing a far better job, is more interested in advancement and is very concerned about the quality of the product he is producing.

A problem that eastern Cape motor industry employers face is the high expectations of their employees. What are your feelings about this year's wage negotiations?

There is a negotiation taking place now and I would not like to comment on it any further. I can only say we are in the midst of an economic recession which has hit the eastern Cape, in particular, very badly. The possibilities of any sort of significant pay increase are very much diminished as a result. Do you perceive any signs of a white

union backlash against emerging black unions?

The attitudes and feelings of the white union must always be taken into account. Our experience with unions goes back a long way and all along we have had a very definite policy of involving the white union in whatever developments have occurred. We have attempted to gain their understanding of the changing situation and the need for a policy of equality in labour matters. We have had excellent co-operation from them.

Do you believe there is merit in having a national industrial council for the motor manufacturing industry?

It would be advantageous to have a fairly uniform structure within the industry. There have been some moves in that direction, but at a fairly slow pace. Has your policy of employing full-time shop stewards proved to be a success?

The shop stewards have shown a very high degree of responsibility. They are a very valuable means of communication and negotiation with the workforce. They have brought a number of undesirable operating conditions to our attention which we have been able to correct.

Generally, I think there is a very healthy and favourable climate between the worker representatives and our own industrial relations people.

Do you think the importation of foreign vehicles by certain motor companies will harm the industrial relations climate in the industry, considering that such imports might retard local job creation?

I don't see it helping. It is very significant that the company that indulged in most of the importation immediately had to go onto restricted working hours

face to face

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F.M. 8/7/83

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Objection
to car
imports

JOHANNESBURG —
The SA Iron, Steel and Allied Workers' Union, has called for stricter control over the importation of fully-manufactured cars

The union, which has members in several motor plants, was reacting to a move by a leading motor manufacturer to import some 4 000 foreign-made cars.

The union's general secretary, Mr Henry Ferreira, said this would worsen the unemployment problem

The decision to import 4 000 cars was "unnecessary," he said.

The union understood that the motor industry was competitive and that companies sometimes had to test the market for a model before manufacturing it locally.

The union was "dissatisfied" with the "new tendency on the part of motor manufacturers to import fully manufactured cars." It did not believe it was necessary to import 4 000 cars in order to test the market

— DDC.

(126) Roy 13/6/83

Top union job for Celliers

By STEVEN FRIEDMAN
Labour Correspondent

MR NIC CELLIERS, a senior official of the country's biggest white union, the South African Iron, Steel and Allied Workers' Union, has been appointed secretary of the all-white Confederation of Labour.

According to a statement released by the confederation, Mr Celliers is a former personnel manager who once achieved the highest marks in the world in a business administration examination.

He also has a string of academic degrees and was, according to the confederation, the first unionist to win the Certificate in Labour Relations awarded by Unisa's Institute of Labour Relations. His appointment means

Iron and Steel has retained its hold on the key administrative position in the confederation. Mr Celliers replaces former union general secretary Mr Wessel Bornman, who has retired because of ill health.

Mr Celliers, who is 46, is also senior assistant general secretary of Iron and Steel. He has been acting secretary of the confederation for some time.

The confederation, which claims a membership of 120 000, is the only umbrella union body in the country which represents white workers only. Besides Iron and Steel, its best known affiliate is the Mine Workers' Union.

According to the statement, Mr Celliers was ap-

pointed at a recent meeting of the confederation's executive.

"In a short acceptance speech, he referred to the policy and goals of the confederation and gave the undertaking that he would do his best to fulfill the expectations of the confederation and the white worker."

According to the statement, Mr Celliers studied for, and obtained, several accounting and management degrees while working for the union and is at present studying communications at Unisa.

"Various articles on labour matters from his pen have been published in the publications of various professional bodies," it adds.

26 Mercury 8/11/63
Union post
MR NIC CELLIERS, 46, a
senior official of the coun-
try's biggest white union,
the S A Iron, Steel and Al-
lied Workers' Union, has
been appointed secretary
of the all-white Confeder-
ation of Labour

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Bull injures union leader

36 RDM
2/6/83

Mall Reporter

THE general secretary of the Mine Workers Union, Mr Arrie Paulus, is recovering after being gored by a bull on his smallholding near Muldersdrift, north of Johannesburg, a few days ago.

Mr Paulus and his wife refused to discuss the accident yesterday.

The doctor treating Mr Paulus reported his condition as "not very serious" and said he would probably be discharged today.

10/5/83

Industrial Week

Miners accept pay deal

~~136~~ 136
AN EXECUTIVE meeting of the Council of Mining Unions last week accepted a Chamber of Mines pay increase offer amounting to 9% following several rounds of negotiations

Council chairman Arrie Paulus said the increase would be seen in pay packets at the end of this month

The Council had been hoping for bigger increases believed to be more in line with the consumer price index of nearly 15%. But some of the mines - particularly the non-gold producers - have been going through tough times since last year

"In effect the increase we have accepted amounts to 9% because 8% is in the pay packet and employers will increase by 1% their share of contributions to the Mine Employees' Pension Fund," said Paulus

AT PAYING

Minister

defends

Paulus

Carl Tones 9/5/83

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Political Staff

JOHANNESBURG — A cabinet minister has defended the right-wing secretary of the Mineworkers Union, Mr Arrie Paulus, from a public platform on the eve of the Battle of the Bergs by-elections

The Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, denied at the weekend that Mr Paulus was bent on destroying the capitalist system in South Africa and said Mr Paulus was a trade unionist who was doing the best for his people

"I deal with him often," Mr Du Plessis said

The extraordinary defence of the militant unionist, regarded as one of the most bitter enemies of the Minister of Manpower, Mr Fanie Botha, came during a by-election meeting in Ellisras on Saturday night where the Prime Minister, Mr P W Botha, rounded off the National Party's by-election campaign in the cliffhanger Waterberg constituency

A member of the audience had asked the Prime Minister his views on people like Mr Paulus, who, the questioner claimed, were bent on destroying the capitalist system yet professed to be Christian

Mr Botha answered in general terms, saying he did not regard all those opposed to the capitalist system as non-Christian but noted that the official communist view was that religion was an opium and should be destroyed.

Mr Du Plessis, one of three cabinet ministers sharing the platform with Mr Botha, asked the chairman, Mr Hendrik Schoeman, for a chance to speak.

Mr Du Plessis said "Arrie Paulus does not want to destroy capitalism in South Africa I can give a categorical assurance that this is not the case

"He is a trade unionist and is doing the best for his people I deal with him often"

Mr Du Plessis said Mr Paulus was himself a capitalist and earned a considerable amount from a pig farm he owned

Tug-of-war

Mr Paulus has become the centre of a political tug-of-war between the Conservative Party and the government in recent months

Last month the CP appeared to have scored a coup when it announced that Mr Paulus would address three meetings of miners in Mr Fanie Botha's Soutpansberg constituency — at Tzaneen, Messina and Swartklip — on condition that the CP and HNP did not oppose each other in the by-election

Although his condition was met when the HNP withdrew from the by-election, the meetings did not take place

12

NP defends Arrie Paulus

By JOHN BATTERSBY
Political Correspondent

A CABINET MINISTER has strongly defended the Rightwing secretary of the Mineworkers' Union (MWU), Mr Arrie Paulus, from a public platform on the eve of the Battle of the Bergs by-elections.

The Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, denied at the weekend that Mr Paulus was bent on destroying the capitalist system in South Africa and said he was a trade unionist who was doing his best for his people.

"I deal with him often," Mr Du Plessis said.

The extraordinary defence of the militant trade unionist, who is regarded as one of the most bitter enemies of the Minister of Manpower, Mr Fanie Botha, came on Saturday night during a by-election meeting in Ellisras where the Prime Minister, Mr P W Botha, rounded off the National Party's by-election campaign in the cliffhanger Waterberg constituency.

Mr Du Plessis rose to intervene on

Mr Paulus' behalf after the Prime Minister had answered a question from the audience.

Mr Paulus has publicly aligned himself with the "conservative movement" and the fight against the NP Government — and particularly Mr Fanie Botha's labour reforms — although he has avoided coming out in support of either the Herstigte Nasionale Party or the Conservative Party.

The questioner had asked the Prime Minister for his views on people like Mr Paulus who were bent on destroying the capitalist system, yet professed to be Christian.

Mr Botha answered the question in general terms, saying he did not regard all those who were opposed to the capitalist system as non-Christian, but noted that the official communist view was that religion was an opiate and should be destroyed.

Mr Du Plessis, who was one of three Cabinet Ministers sharing the platform with Mr Botha, asked the chairman, Mr Hendrik Schoeman, for a chance to speak.

"Arrie Paulus does not want to destroy capitalism in South Africa. I can give a categorical assurance that this

is not the case.

"He is a trade unionist and is doing the best for his people. I deal with him often," Mr Du Plessis said.

Mr Du Plessis said Mr Paulus was himself a capitalist and earned a considerable amount from a pig farm which he owned.

The Government defence of Mr Paulus comes after last week's relatively painless settlement of white miners' pay demands of 13,1% when the Council of Mine Unions (CMU), of which Mr Paulus is chairman, accepted the Chamber of Mines' 8% pay offer — and thereby averted a pay dispute between the militant white mine workers and their employers.

Mr Paulus has become the centre of a political tug-of-war between the CP and the Government in recent months.

In the 1981 general election Mr Paulus used an HNP election platform to attack the Government's labour policies.

Last month the CP appeared to have scored a coup when it announced Mr Paulus would address three meetings of mineworkers in Mr Fanie Botha's Soutpansberg constituency — at Tzaneen, Messina and

Swartklip — on condition the CP and HNP did not oppose each other in the by-election.

Although his condition was met when the HNP withdrew from the by-election, the meetings did not take place.

Earlier Nationalist sources in Parliament claimed Mr Paulus had given an assurance he would co-operate with the Government to seek a better deal for white mineworkers and would not engage in party political activities.

There was surprise, therefore, in Government circles when the CP announced Mr Paulus was to speak from CP platforms in Soutpansberg.

According to informed sources the Government is waging an intense behind-the-scenes effort to keep Mr Paulus out of the party political arena, in line with its policy of depoliticising the labour issue.

This job has fallen largely on the shoulders of Mr Du Plessis, as Minister of Mineral and Energy Affairs, and the sources said his defence of Mr Paulus on the eve of the Battle of the Bergs by-elections should be seen in this light.

(Report by J Battersby 171 Main St Johannesburg)

... crown so high over my head
Mr Botha said

Although the Prime Minister also did not refer directly to the Ngelele affair, he paid tribute to Mr Fanie Botha for his role in achieving labour peace in South Africa

Dealing with a lone heckler, who raised the Ngelele affair during his speech, the Prime Minister told the man that he should come forward and ask a question and would make a fool of himself in the same way that Mr Frank le Roux, CP MP for Brakpan, had done in Parliament

"I know the place (where the Ngelele irrigation scheme is) I was there myself," the Prime Minister said

The Transvaal leader of the NP, Mr F W de Klerk, said Mr Fanie Botha had been the target of an ongoing campaign of character assassination by the Conservative Party and now had an opportunity to defend himself

The Prime Minister paid tribute to Mr De Klerk for restoring the Transvaal National Party to what it ought to be

"Since F W de Klerk became leader, I don't only feel welcome in the Transvaal but I feel that my back is safe," Mr Botha said

(Report by John Battersby 171 Main Street Johannesburg)

1 300 - the CP had captured about 1 400 of the 2 000 spe-

votes by implying an end to the development of Soutpans-

(Report by Chris Freimond 171 Main Street Johannesburg)

Nats abandoning miners'

Mail Reporter

THE National Party has become the friend of mine bosses and is abandoning the mineworkers says the Herstigte Nasionale Party leader Mr Jaap Marais

Mr Marais told that to an enthusiastic crowd of 250 people in the mining constituency of Carletonville on Wednesday night in the build-up to Tuesday's provincial by-election

He said the NP was trying to abandon two of the country's crucial groups - the white worker and the white farmer

The seat is being fought by

the HNP, the NP, the Conservative Party and the New Republic Party

Mr Marais devoted most of his speech to an attack on the CP for refusing to reach an election pact with his party

He said the CP candidate Mr Fanie van Vuuren, appeared to be the only person in the by-election who knew where the CP stood on the 1977 N's constitutional proposition

If Mr van Vuuren refused to stand where he stood on the issue it showed he still had to choose between the policies of the NP and the HNP

"We don't want to fight

with the CP," Mr Marais said "Many of its supporters speak the same language as us"

But he added that the choice was clear - between liberalism and nationalism, or between the NP and the HNP - and the CP had to make up its mind

The HNP candidate, Mr Roelie Grobler said a vote for the CP was 'a vote for Vorster and 16 years of NP scandal'

The NP had taken 16 years to break what Verwoerd, Maudlan and Strijdom had built over 20 years, he said

(Report by A Harber 171 Main Street Johannesburg)

'New deal' is a Red plot, says dominee

Pretoria Bureau

THE pamphlet in which NGK dominee Olaf Scheuer of Ermelo suggests the Government's "new deal" is part of a Red plot against South Africa was this week dismissed as "hysterical propaganda" by Mr Tertius Spies, PFP candidate in Waterkloof where the

pamphlet is being distributed

The pamphlet alleges, among other things that Mozambique's President Samora Machel was earmarked to become the dictator of the whole of Southern Africa, and that his name was formed by combining SA (South Africa), MO (Mozambique), R (Rhode-

sia) and A (Angola)

Among other things, the pamphlet sharply criticises the involvement of Dr Chester Crocker and Dr Henry Kissinger in affairs in Southern Africa and suggests Dr Kissinger is a member of the KGB with a code name, Bor

(Report by Joubert Malherbe Van der Stel Building Schoeman Street Pretoria)

"We are making an all-out attempt to win the series," says a member of the Springbok team, who had engine problems on the first series two weeks ago

"If the Americans have a bad lap on Saturday like we had on the first day, then we will definitely beat them," said Peter Lindenberg chairman of the South African Waterski Racing Association

The Americans have a comfortable lead of 2 350 points over the South African team, who will have 1 250 points when they take the line on the dam at 2pm tomorrow

The two other teams are far behind in the series Belgium has 382 and the United Kingdom has not managed to score a single point in the series so far

The big lead of the Americans is most certainly not discouraging the South African team

Top Springbok waterskier Patrick Lees intends to put an end to American waterskier Kurt Schoen's dominance, but Schoen has won every international race in the series and thinks Lees's chances are "pretty slim"

Doug Peters, vice-captain of the American team says "They could only beat us if we have boat failure or our skiers have a bad fall"

The expected strong challenge for the lead should be exciting to watersport and speed enthusiasts alike

In order to provide additional interest, an aerobatic display will be presented

Two parachutists will also jump from a hot air balloon at 3 000m

The series will run from 11am to 5pm

New job for Jaap Metz

By HELENE ZAMPETAKIS
MR JAAP METZ, director of the Rand Afrikaans University Foundation, has resigned to become senior manager of resources for the Urban Foundation

Mr Metz, who will assume his new post from June 1, said yesterday he was "excited" at the prospect of contributing to socio-political change in South Africa

His job will entail raising funds from the private sector, trusts and foundations to provide funding for various housing, educational and training projects of the Urban Foundation

However, although his work will be similar to what he does at RAU, the scope of activities would be much wider and he would be involved in "something of national interest", he said

Prof P J de Lange, university vice-chancellor, was a member of the education committee of the Urban Foundation and was aware of the urgency of the work Mr Metz would be doing

"He knows that it is impor-

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THESE ARE PICK 'n PAY

Dependants' rise seen as cold comfort

2
136

Star 29/4/83

By Lynne Cornfield,
Welfare Reporter

A 16 percent increase from October 1 in the monthly pensions for widows and dependent children of the victims of occupational diseases has been at once welcomed and condemned

The increase, which will also be extended to sufferers whose cardio-respiratory systems have been affected by up to half, was announced yesterday by the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis

The present pension paid to widows is R132 a month, with an additional R59 for each dependant child

A smaller increase of 12 percent will be paid to sufferers whose diseases have incapacitated their cardio-respiratory systems by more than 50 percent

Mr Arrie Paulus, general secretary of the Mine Workers Union, said the increased pensions would bring relief but are not nearly adequate enough. He said a 30 percent increase would have been more realistic

Mr Paulus said this was the first increase in the occupational diseases pensions since 1981, whereas the old-age pension had been increased in 1981, 1982 and 1983

A spokesman from the Compensation Commissioner's office of the Department of Mineral and Energy Affairs made the point, however, that the occupational diseases pension was a compensation rather than a pension as such

Widows receiving the pensions echoed Mr Paulus's sentiments

Mrs E T Arnold, who will turn 80 this month, said she would not be able to exist if it wasn't for her job as a caretaker

"Some days I just feel I can't go on working," she told The Star, "but then I consider what would happen to me if I stopped"

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'Live' rail lines set for 1985

Mail Reporter
WORK on the electrification of railway lines between Port Elizabeth and Johannesburg should be completed by June 1985
South African Transport Services said the phase between Bloemfontein and Noupport, linking up with De Aar, would cost R22-million

... refusing to return until increases

... attitude

White miners seem split on eve of key pay talks

Labour Correspondent
KEY pay negotiations on white wages in the mining industry resume today with union members apparently split on whether to accept a Chamber of Mines offer of an 8% pay rise
Unions have demanded a 13,1% increase, together with increases in fringe benefits which mine employers say would increase union demands to nearly 23%
The Chamber originally refused to make unions an offer until they "moderated" their demands, but, at a meeting two weeks ago, offered mine union men an 8% rise on standard pay rates and a 1% increase in employer contributions to the Mine Employees' Pension Fund
Unions have been taking this offer back to their mem-

bers and are due to give the Chamber their answer at a meeting today
Unionists believe the outcome of the mining talks could have a key bearing on the current metal industry pay talks
Yesterday the chairman of the Confederation of Associations and Mining Unions Mr Arrie Paulus, refused to say what white workers' reaction to the offer had been
"I am not going to follow the route the Chamber has taken, which is to negotiate through the Press before we have reached agreement," he said
But a union source said the reaction of unions and white workers to the Chamber offer had been "mixed"
Some union executives believed the offer should be accepted while others did not
Some had had telegrams

from regional committees urging them to hold out for more
Among workers the reaction "seems to have followed a regional pattern" In some mining areas, workers believed the 8% was all they were likely to win in the negotiations, while others favoured holding out
"It will only become clear tomorrow when the union caucus meets what stance we will take," the source said
A mine unionist said yesterday a key issue persuading some unions to hold out for more was their demand for an extra week's leave
Observers believe it is unlikely that the mine negotiations will result in the same confrontation as last year, when the dispute between the Chamber and the unions was settled on the eve of a union strike ballot

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MINE PAY (136) (FM) 1st April 1983
Tough talks begin (211)

The pay talks beginning this week between the Chamber of Mines and the Confederation of Mining Associations and Unions, representing mainly white miners, could be among the toughest on record. The FM understands the chamber even considered refusing to pay any increases at all — although with an undertaking to review the position later in the year.

This is a stand that has been adopted by some employers in other industries. However, mining sources say, the chamber's executive committee has agreed the industry can afford "a modest increase" if this can be negotiated in time to come into effect in May. They declined to say what percentage increase they would regard as "modest."

To a degree the tough talk is part of the chamber's negotiating stance. But there seems no doubt it is serious in regarding the pay demands put forward by the unions as "totally impossible in the present economic climate."

The unions say their demands amount to increases for their members of around 13.5%. The chamber, however, claims that when everything demanded by the unions is quantified it amounts to an effective 22% increase.

The unions argue that increases in the gold price mean the mines can afford to pay more. But senior mining executives say that, with the exception of the gold mines, the mining industry is in trouble. "Even the gold price, although higher than a year ago, is around a hundred dollars lower than a few weeks ago," one source said, "and some projections are that it could go lower."

Industry sources concede that the recession-hit base metal mines are not directly affected by the current negotiations. "But historically it has been necessary to give pay increases on the base-metal mines of the same order as those granted elsewhere," the FM was told. And these mines are having trouble marketing their products. Even where there are markets they are receiving some of the lowest prices, in real terms, in the last 40 years.

Oil prices

The coal mines, which are directly affected by the talks, are also having trouble with international marketing and pricing. They also expect falling oil prices to worsen their position in areas where coal is in direct competition as an energy source.

As examples of the mining industry's woes, mining sources point to the laying off of 870 men at the Newcastle Platberg colliery and the 25% cut in the workforce at Middleplaas manganese mine.

Besides worrying about the immediate effect of pay increases granted to confederation unions, the chamber is concerned about the effect high increases would have on subsequent pay talks with officials and black miners.

Both groups will be carefully watching the increases granted to the confederation. And both have their pay coming up for review — mining officials in June, and blacks in July.

In the past the chamber has unilaterally decided the level of pay increases for blacks although this has obviously been affected by increases negotiated by white miners and officials.

However, the chamber is negotiating a recognition agreement with an emerging black union, the National Union of Mineworkers (NUM). The FM is told there is a good chance the agreement will be finalised in time for the NUM to negotiate this year's increases for its members.

~~211~~ ~~143~~ 136 346

INDUSTRIAL COUNCILS

Chamber's caution

FM 25/3/83

The Chamber of Mines is adopting an extremely cautious approach to the question of an industrial council (IC) for the mining industry. Threatened, as it is, by the established power of the registered traditional unions and the growth potential of new black unions, caution is understandable.

At the request of the Confederation of Mine Associations and Unions, the chamber has agreed to investigate the possibility. The confederation represents 12 registered unions, including Arrie Paulus's Mineworkers Union (MWU).

If a council is established, however, it could lead to a clash with the rapidly growing (black) National Union of Mineworkers (NUM), with which the chamber is discussing a recognition agreement. The NUM, which is led by Cyril Ramaphosa, is opposed to establishing an industrial council although it is prepared to hold discussions with other unions outside an IC framework.

In any case, the confederation will admit only registered unions — which effectively excludes the NUM.

With or without an industrial council, the chamber is faced with the possibility of a two-tier negotiating system under which it would negotiate separately with black and white unions. This is hardly an ideal situation.

Piroshaw Camay, general secretary of the Council of Unions of SA, of which the NUM is an affiliate, warns that "if the mining employers are foolish enough to ignore black unions (in establishing an industrial council) they will obviously create a problem in wage negotiations."

The chamber's industrial relations adviser, Johan Liebenberg, says the advantages and disadvantages of an IC will be established through an investigation — but it is too early to say what the results will be.

He adds "The investigation will take at least several months. If there is enough common ground, it will work. If not, it will fail. We have an open attitude. It is a question of seeing what the investigation yields."

136 (159) 125 (140) 120 M. (10/31/83)

Advice to UK trade unions on SA

By STANLEY UYS
London Editor

LONDON. — British trade unions were advised this week by the Labour Party not to accept visits to South Africa organised by the South African Government or by companies with interests in South Africa, or to have contact with the South African Confederation of Labour or the Trade Union Council of SA, which do not qualify as being "independent and nonracial"

The Labour Party says "visits should only take place at the request of and according to a schedule drawn up in co-operation between British unions and the independent and nonracial trade unions in South Africa"

The advice to the trade union movement in Britain is contained in the form of guidelines prepared by the

Labour Party's national executive committee

"As the independent and nonracial unions (in South Africa) have grown in strength they have come increasingly to value their links with the international labour movement," said a Labour Party statement issued this week

"Many union representatives now travel overseas and a number of British unions have received invitations from their South African counterparts. In particular, nonracial unions in disputes have at times felt that a visit by members of the international labour movement would assist their cause

"At the same time it must be recognised that the South African Government would on occasion welcome such visits, since they could be

portrayed as breaking the policy of boycotting South Africa. Certainly the regime will be at pains to extract any propaganda value that it can from such visits"

The Labour Party's statement distinguishes between unions that are "genuinely independent and nonracial" and those that are not. It says unions affiliated to the South African Confederation of Labour, which organises white workers in "openly racist unions", clearly are not nonracial

Unions affiliated to Tucsa, although they include about 170 000 Asian and coloured workers and more than 20 000 African workers, also are not "independent"

Tucsa unions are "highly bureaucratic and are frequently brought into a firm with the co-operation of management to head off a re-

cruitment drive by one of the independent nonracial trade unions"

The remaining unions, say the Labour Party, generally can be described as nonracial, since they organise all workers in an industry and are characterised by a commitment to participatory democracy, "so that the membership have a direct say in the policies and practices of their union"

According to the Labour Party statement, the best known and most representative of the trade unions in South Africa are those grouped around the Federation of SA Trade Unions (Fosatu), the Council of Unions of South Africa (Cusa) and unaffiliated unions such as the General Workers' Union, the South African Allied Workers' Union and the Food and Canning Workers' Union

Tough metal wages battle ahead

12DM 1/3/83
Labour Correspondent

FURTHER evidence that tough bargaining lies ahead in the metal industries was given yesterday when the SA Boilermakers Society released a newsletter urging its branches to submit wage proposals — thereby ignoring an employers' request to shelve the pay bargaining scheduled now.

The SA Boilermakers Society is the largest metal union and yesterday the biggest white union in the industries, the SA Iron, Steel and Allied Workers Union, announced that its executive had endorsed a recommendation from the union's management committee that it reject the employer request for a wage "freeze".

The Steel and Engineering Industries Federation (Seifsa) recently formally requested unions on the Metal Industrial Council to agree to a postponement of wage negotiations for at least six months.

Major metal unions on the council have rejected this request.

In the newsletter to members, the boilermakers say the union "cannot accept this suggestion" and "must insist on the usual negotiations which begin in March or April".

It says any delay in compensating workers for "the loss in value of the rand" would only aggravate what was seen as a sensitive situation. The union adds that it does not believe that postponing wage negotiations "will really act as a means of reducing costs".

The rapidly rising price of essential foodstuffs, which the drought was sure to bring, would hit workers hardest, the union said.

Freezing wages would lead to labour unrest "which is a major contributor to inflation, increased unemployment and a further recession".

● The SA Iron, Steel and Allied Workers Union yesterday announced the appointment of a new general secretary, Mr Henry Ferreira.

He replaces one of the stalwarts of the white union movement, Mr Wessel Bornman, who has served as secretary of the all-white SA Confederation of Labour.

Steel men set for pay battle

By BEVIS FAIRBROTHER
THE country's 500 000 iron and steel workers are nervously pacing the sidelines waiting for union representatives and management to start annual pay negotiations.

But this year the workers know they are unlikely to get increases as usual in June.

The industry is in a serious financial crisis

Hundreds of workers have been retrenched and smaller sub-contractors are in danger of closing

"I can't stress strongly enough how serious the situation is," Mr Sam van Coller, director of the Steel and Engineering Industries Federation of South Africa (Seifsa), said.

The federation asked to put off negotiations until October.

Management and unions deny there will be a showdown, but sources believe it is imminent.

Workers have refused to accept a six-month "freeze".

Seifsa has put suggestions to the unions and is waiting for counter-demands

The issues will come under discussion again at the next meeting in March.

Smaller companies, essential to the industry, are especially battling

Mr Henry Ferreira, acting general secretary of the SA Iron, Steel and Allied Industries Union, said its members were also feeling the economic crunch.



Dr Rick Turner with his mother and daughters, Jann, then aged eight, Kim, four, on the steps where he was murdered outside his home

MARIO MONTE

~~7/16/83~~ ~~136~~ 136

Unions may block MAWU bid

By STEVEN FRIEDMAN
Labour Correspondent

ESTABLISHED unions on the metal industries' industrial council could oppose an application to join the council by the creation of SA Trade Unions' and Allied Workers' Union (MAWU)

As a result of the reaction by the director of the Confederation of Metal and Building Unions (CMBU), Mr Ben Nicholson, yesterday the news that MAWU had decided to apply to join the council has caused the biggest union body to be formed

No union can join a council unless all the parties on the council agree to admit it

MAWU's announcement follows a three-year battle in which employers, often supported by established unions, have refused to bargain with it outside the council

It was expected that both employers and unions on the council would see this decision as a major breakthrough and accept MAWU's application

However, in its announcement, MAWU said its letter of application would contain a list of principles which the union would follow on the council

These included continued support

for factory-floor bargaining on wages outside the council, which both the giant Steel and Engineering Industry Federation of SA (Seifsa) and the established unions oppose

Mr Nicholson said he could not comment fully before examining the text of MAWU's letter of application - He said "If they have simply applied to join the council, I cannot imagine anyone objecting"

He said the MAWU statement "may mean that their letter will be hedged with conditions which imply that they are trying to dictate terms on the council"

"If this is the case, I am sure unions already on the council will treat MAWU's application with the

greatest circumspection"

Mr Nicholson said the way the council operated was agreed by its members and that this was constantly changing in the light of new circumstances

"But it would be unacceptable for a new union to come in and immediately insist on dictating the way the council should operate" he said

Factory-floor bargaining on wages he added "runs counter to the whole idea of an industrial council"

Mr Nicholson stressed however, that much would depend on the wording of MAWU's letter

"If they are not setting conditions to their application, we would certainly support it," he said

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22/2/83

Dispute threat as steel giant seeks pay freeze

By STEVEN FRIEDMAN
Labour Correspondent

THE giant Steel and Engineering Industries Federation of South Africa, whose members employ nearly 500 000 workers, has told trade unions on the metal industries' industrial council that it is opposed to negotiating any pay increase for steel workers until October at the earliest.

This would mean at least a six-month "freeze" on annual pay rises for metal workers

According to union sources, Escom has also asked unions to accept a wage "freeze" because of the state of the economy

But yesterday, the private sector's biggest white union, the 38 000-member SA Iron, Steel and Allied Workers' Union, rejected Seifsa's and Escom's stance and said it planned to table demands dealing with pay and retrenchments

Other unions on the metal council have already said they are not prepared to defer pay demands and a wage dispute in the industry may be on the cards

Seifsa's request to the unions came in a letter

tabled at the council in which it asked them to agree to an extension of the industry's legally-binding wage agreement for six months.

Iron and Steel said its management committee had decided at a meeting yesterday to reject Seifsa's and Escom's request

Its acting general secretary, Mr Henry Ferreira, said Iron and Steel's branches were in the process of submitting demands to the union and that these would be put to metal employers next month

Seifsa's director, Mr Sam van Coller, said yesterday "We have told the unions we are prepared to meet again in October to re-assess the situation in the light of the state of the industry"

He said any increase in employers' costs would "jeopardise the ability of employers to keep individual employees in work"

The director of the Confederation of Metal and Building Unions, Mr Ben Nicholson, said metal unions on the council were determined to win for their members at least some "compensation for rises in the cost of living".

Steel union presses for new pay pact

Star. 22/2/83
136

Pretoria Correspondent
The powerful South African Iron, Steel and Allied Industries Union, representing 38 000 workers countrywide, has rejected demands from employers who want the existing wage agreement to be extended

Proposals for new agreements, including wage increases and severance pay, were being drawn up now and would be served on employers through the Industrial Council on February 28, Mr Henry Ferreira, acting general secretary of the union, said in Pretoria today

He said many employers, including SEIFSA, had applied for an extension for the present agreement for another six months. This would mean no increase or changes in working conditions

"We have to move with the times," Mr Ferreira said in explaining why the severance pay clause had become so important

He said many of the

large iron and steel works, such as Iscor, had laid off hundreds of workers over the past few months. Under the present agreement retrenched workers need only be paid one day's wages

Under the new clause workers could be paid according to length of service and salary scale if they were retrenched, he said

The new agreement will be effective from July if employers accept it

Proposals on wage demands had already been forwarded to the union's head office by the end of last year and at a meeting of the union's executive it was decided demands would be presented and negotiations with employers called for

The executive had also decided there would be no giving way to pressure from any employers, no matter how big the concerns

But there is "no confrontation — yet," Mr Ferreira says

FM 18/2/83

MINES COUNCIL MOOTED

The possibility of creating an industrial council for the mining industry was raised at a meeting this week between the Chamber of Mines and the Confederation of Associations and Mining Unions (Camu)

Camu represents white-led unions in the industry including the rightwing Mineworkers Union (MWU) According to informed sources Camu told the chamber it was willing to include registered black unions on a committee to investigate the establishment of an industrial council.

This means the confederation wishes to exclude black unions such as the unregistered but rapidly growing National Union of Mineworkers which is heading towards signing its first recognition agreements in the industry

However, it is extremely significant that the MWU has shown a willingness to include registered black unions in discussions about industrial relations

Such discussions have taken place in the past, but only white unionists have participated Camu's proposal would allow one union with black members the Federated Mining Explosives and Chemical Employees Union to take part

Some union sources are emphasising the need for an industrial council for the industry to be formed as soon as possible Such a council could provide for effective monitoring and enforcing of agreements - something which is lacking at present

The chamber is expected to respond to Camu's proposal later this month.

Tswana row

APARTHEID will still be enforced on mines in BophuthaTswana until the country gets round to changing South African laws

South Africa's Mines and Works Act, which regulates mining practices even on BophuthaTswana's Rustenburg Platinum Mine (RPM), is being redrafted by BophuthaTswana to remove all discriminatory clauses

And the white Mine Workers' Union has vowed to see that segregation is enforced on South African-owned mines

Moves to integrate facilities last year at the world's largest platinum mine, RPM, were halted because of legal proceedings brought about by the white miners

Objections

The mine was forced to halt integration because the miners' objections may give rise to prosecution pending the Attorney-General's decision

The verkrampte MWU warned that "high hell will break loose" if other mining houses attempted integration — even though they may soon have no legal right to see that racial segregation stays in force

A spokesman for the Bo-

over SA mine laws

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S. Times
6/2/83

By
SAVVAS GEORGIADES

phuthaTswana Government said that when the country gained its independence it inherited South African laws "Any discriminatory laws must be changed but it is a long-term process

"The Mines and Works Act is being redrafted and has to be passed by our Parliament before the law is promulgated," the spokesman said

The spokesman did not know of any BophuthaTswana regulations which prevented the integration of facilities such as change-rooms

"As far as I know, the only law which calls for separate toilets is in respect of sexes and not colour," the spokesman said

The most important concern of the BophuthaTswana Government is the certificate reservations which restrict blacks from doing certain types of work, such as blasting

"We hope the law removing discrimination will be promulgated by the time the people we are training have obtained their certificates," the spokesman said

According to the spokesman, the law should be passed "sometime this year"

A spokesman for Johannesburg Consolidated Investments (Johnnies), which owns RPM, said that although he could not comment on the integration of facilities, the company supported the move to remove discrimination

"Our company has always been very enthusiastic to see the development of black workers and their progression up the hierarchical ladder," the spokesman said

Defeated

He would not comment on the integration of facilities because the matter was before the Attorney-General

About 25 percent of RPM is in BophuthaTswana but Johnnies wants to integrate the whole mine

Although MWU members were not affected by the change-room decision, they protested, claiming that they aimed to stop integration spreading to other mines

The union complained to a mining inspector that the move contravened the South African Mines and Works Regulations

The inspector said he had reported his findings to the mining engineer, who referred the matter to the public prosecutor

"Where a serious contravention has been made, the public prosecutor refers it to the Attorney-General who decides whether to prosecute," the mining inspector said

Plans to allow senior black officials to live in a street occupied by whites at the Union Section of the mine were also defeated

"In a newsletter about three weeks ago, Johnnies proposed that blacks move into houses opposite whites," said MWU general secretary Arrie Paulus

"The miners signed a petition opposing the move. If we had not started the petition, whites and blacks would be living together

"If black mine labourers are integrated with white miners, high hell will break loose"

Agreement

Mr Paulus claimed that South African regulations were still in force in BophuthaTswana

The Ministry of Mineral and Energy Affairs confirmed that all independent black states and homelands had taken over Mines and Works Regulations, which provided for segregated facilities

But they were now drawing up their own regulations to exclude the apartheid provisions

A spokesman for Johnnies said the plan to integrate the change-room at RPM's Weskop Shaft had been fully canvassed beforehand

"An agreement was forthcoming only after it was interpreted were objections raised," he said

"We are still hoping that through continuing consultations an agreement will be reached"

136 D. Dispatch
5/2/83

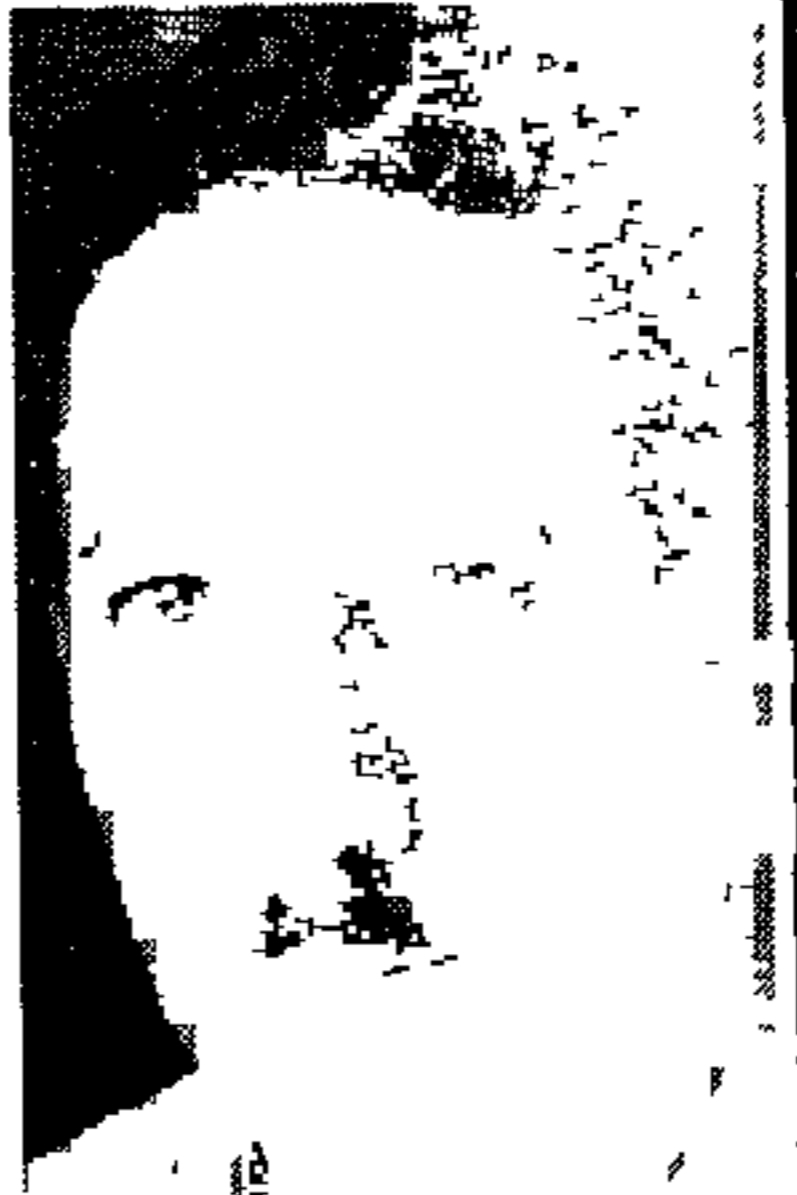
Ex-EL man in senior union post

EAST LONDON — A former East London man, Mr Martin Deysel, has taken over as General Secretary of the South African Typographical Union

The SATU has 45 000 members

Mr Deysel worked at the Daily Representative in Queenstown and at the Daily Dispatch

Mr Deysel played for a number of Border rugby clubs and also wrestled professionally under the name of "Zorba the Greek" — DDR



MR DEYSEL

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Chamber and new mines body to meet

Labour Correspondent

THE controversial new Confederation of Associations and Mining Unions (CAMU) and the Chamber of Mines will meet this month to discuss whether the Chamber is willing to negotiate with the new body

This follows a CAMU meeting yesterday at which it formally adopted a constitution

A union source said this meant CAMU was now properly constituted and could formally approach the Chamber for recognition. He added that the constitution would be sent to the Industrial Registrar as CAMU had applied for Government registration

CAMU was formed late last year and replaced the all-white Council of Mining Unions

It brought mine unions and two of the three official associations into the same body for the first time and caused a stir because the Rightwing Mine Workers' Union agreed to join it, despite the fact that two of the associations which also joined are multiracial

But CAMU was then plunged into controversy when it refused to admit the Federated Mining, Explosives and Chemical Workers' Union (FMECWU), a coloured and black union organised by Tucsas SA Boilermakers' Society

Despite reports suggesting FMECWU would re-apply at yesterday's meeting, it did not do so

There had also been suggestions that the meeting would reach a decision on whether to press for the formation of an industrial council on the mines, but it is understood that this remains unresolved

Mixing at mine brings protests

By STEVEN FRIEDMAN
Labour Correspondent

A DECISION by mining house Johannesburg Consolidated Investments to integrate a junior officials' cloakroom at Rustenburg Platinum Mine "illegally" has been referred to the Attorney-General after complaints by the Mine Workers' Union, the union's president, Mr Cor de Jager, told its general council meeting yesterday

And the Minister of Mineral and Energy Affairs, Mr P T du Plessis, told the meeting the issue was "enjoying my full attention", but added it was also "sub judice"

It is believed that the cloakroom concerned is in BophuthaTswana, which has no laws prohibiting the integration of facilities

Mr De Jager's attack on JCI came during his presidential address to the annual meeting of the MWU's highest policy-making body in Johannesburg in which he claimed the mines were "slowly but surely forcing total integration down our throats and making a farce of apartheid"

He blamed Government labour policies for increased black worker strikes and repeated the MWU's insistence that only whites be entitled to blasting certificates — the passports to performing skilled mine work

He also said training facilities at one mine were being integrated and alleged JCI was planning to allow black senior officials to live in a street occupied by whites at Union Section, another mine in BophuthaTswana

But a JCI spokesman said plans to integrate the street had been dropped after whites on the mine objected to it.

In his speech, Mr Du Plessis said miners shared a "great responsibility" to ensure the mines remained competitive in world markets

What is seen as an appeal to the union to moderate wage demands and to accept greater black job advancement, he said that if costs were not controlled, the country could lose its position in world mineral markets

Mr du Plessis said there was a need for adaptations "because if your enemy uses new tactics you must do so too" The Government, he said, would not force changes on white miners

MWU plea to entrench whites

25/1/83. Star

Chief Reporter

After a plea today by the Mineworkers' Union chief to entrench the position of white mineworkers, the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, said changes were essential

The exchange of views occurred at the opening of

the MWU congress in Johannesburg, where the all-white union's president, Mr Cor de Jager, said "We just want to retain that which we have fought for all these years, namely the blasting certificate"

He called on the Minister to do everything he possibly could to allow white mineworkers to "retain that which belongs to us"

Mr de Jager, who stood for the Herstigte Nasionale Party in the last General Election, said black pay was increasing at a rate higher than inflation while white pay was increasing more slowly

He predicted a further increase in black strikes this year and attacked integration on mines

In his speech, Mr du Plessis said adjustments had to be made to suit new realities

South Africa could not afford to lose its prime position as an exporter of minerals because of instability

Referring to complaints about integration at a mine in Rustenburg, Mr du Plessis said the matter was receiving attention. He assured miners he would strive to keep them content

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Ind. Relations workers' Org. — Confed.

1985

MWU's disaffiliation a blow to Confederation

136 B. Day 27/9/87

THE right-wing SA Confederation of Labour has lost one of its major members after the disaffiliation of the 24 000-strong white Mine Workers' Union (MWU).

This was confirmed by the Confederation's honorary secretary, Nic Celliers, who said the Confederation was unhappy about MWU's withdrawal because this did not contribute to the solidarity of white workers.

He said the Confederation still had 13 remaining unions and a membership of over 100 000. He would not disclose the reasons for the MWU's disaffiliation.

MWU general secretary Arrie Paulus, formerly a Confederation stalwart, declined to comment.

Celliers said notice of disaffiliation had been given in March, but there had been a time-lapse before this was tabled to the executive council.

The all-white Confederation, which reached its zenith in the 1960s, has lost several unions, in-

CLAIRE PICKARD-CAMBRIDGE

cluding the Running and Operating Staff Union of the SA Railways and Harbours, which gave notice of disaffiliation two months ago.

The union's general secretary Johann Benade, who said he had drafted the Confederation's original constitution, said they had disaffiliated because it was incongruous for them to belong to the World Confederation of Labour when Sacol was not affiliated to it, and the Confederation was "too restricted in outlook to increase its membership".

Die Spoorbond also disaffiliated from the confederation some time ago because it wanted to change its constitution to accommodate a multi-racial membership.

The MWU was once affiliated to the SA Federation of Trade Unions, one of the organisations involved in the founding of the Confederation in 1957.

White miners allege snub

By Amrit Manga

WHITE miners will strike if the Minister of Manpower, Pietie du Plessis, discriminates against their union during the appointment of conciliation boards

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year

Council of Mining Unions president Arrie Paulus says "The board was set up only after we threatened to strike

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared"

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions

"We must accept that he was prepared to take short cuts to resolve the black dispute"

A spokesman for the white union says "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action

"We will demonstrate our strength by taking stronger action next time"

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours

Mr Paulus has rejected a scheme which proposes to extend working hours to include

days off granted once every two weeks

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate

But the prizes can be won only if miners work every Saturday. They would thus have to forego free Saturdays

Longer working hours would be a breach of the 11-shift fortnight agreement, says the union

A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infringement of regulations

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Teba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week

Neither the Chamber nor its affiliates will speculate on the consequences of a strike

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg"

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution.

MINE JOB BARS

Behind the pact

Minister of Mineral and Energy Affairs Dame Steyn was able to announce with confidence in Parliament that December 31 is the target date for scrapping remaining elements of job reservation on the mines — because he had made a deal with a representative of the white Mineworkers' Union (MWU)

The FM has established that it was in fact the arch-opponent of the change — general secretary Arrie Paulus.

For the mining industry, the implications of the Minister's move are immense. Talks on the issue between the Chamber of Mines and the established trade unions in the industry have been taking place for the past four years, ever since government instructed them to do so in a White Paper on the sixth Wiehahn Commission report.

At the heart of the debate is the Mines and Works Act's definition of "scheduled person," which prevents blacks from obtaining certificates of competency to perform skilled work. There are 13 such certificates, the best-known of which is the blasting certificate, or red ticket. The commission's recommendation — which government accepted

— is that the definition should be changed to a non-racial one of "competent person"

The "scheduled person" definition is the last remaining job reservation provision in the mining industry and is the most tricky to change, since it touches on the very sensitive nerves of political-

ly conservative white miners, who fear being undercut by cheap black labour.

The MWU's members — who generally have no higher qualification than a blasting certificate — stand to lose the most if the definition is changed and the trauma of 1922 is not forgotten. That is precisely why government gave the employers and unions a "reasonable time" to conclude the negotiations and also instructed them to ensure that "adequate measures" to protect the job security of white miners is included on the agenda.

The negotiations got under way in 1982, but did not really begin in earnest until early last year. By agreement, the talks cover three issues

□ The future industrial relations structure of the mining industry. This is prompted by concern that there are no adequate structures to ensure that agreements are monitored and enforced,

□ Measures to protect white miners' job security; and

□ Changing the definition. This will only occur once the other two issues have been settled.

According to chamber industrial relations adviser Johann Liebenberg, the discussions on the future industrial relations structure have reached an advanced stage. This may lead to the establishment of an industrial council or some similar type of body. Liebenberg says the talks on security of employment have "progressed"

Nevertheless, it appears that government's patience is running out, and the Minister has exercised his prerogative to step in to speed up the talks. He has also asked all the unions involved for recommendations on

the wording of a new non-racial "competent person" definition. Says Louw Alberts, director general of Mineral and Energy Affairs: "We feel the situation has now arisen where a target date must be settled. The 'reasonable time' should come to an end at the end of December."



Ramaphosa

The Minister's agreement with Paulus seems to have given a new impetus to what appears to be stalled negotiations. Says Liebenberg: "We are not aware of the details of any agreement which may have been reached between the Minister and certain trade unions. We understand from press reports that the Minister has now given the parties concerned up to December 31 to conclude the negotiations"

Liebenberg says the chamber will do its very best to negotiate a satisfactory solution within the time limits set by the Minister, "which enables us to utilise all the human resources at our disposal effectively and equally without taking race into account, but in such a manner that fears regarding security of employment are not heightened"

Despite Liebenberg's comments, it could well happen that the deadline will not be met. If so, the Minister will have to act to settle the issue for once and for all.

Severe pressure must have forced the Minister to intervene in the talks. Several mining houses — and in particular Anglo American Corporation — have in the past expressed dissatisfaction with the slow progress. But lately there have been important new developments. The black National Union of Mineworkers (NUM) — which has been excluded from the talks — has placed a demand that the definition be changed on its list for its forthcoming wage negotiations with the chamber.

The issue is complicated by the fact that black miners actually perform many of the functions of blasting certificate holders in terms of exemptions to the Mines and Works

Act. NUM general secretary Cyril Ramaphosa has claimed that the Act's regulations are being violated.

Ramaphosa also says that several strikes have centered on this issue and that his members will in future work to rule. If they carry this out, it has ominous implications for mine production levels.

Says Ramaphosa about the agreement with Paulus: "We have heard that agreement has been reached — but we don't know what its terms are. In our view, it is just too little, too late."

He says his union's demand still stands: "If they want us to back down, they will have to come up with very clear assurances, and the Minister will have to tell us exactly what the agreement will be. Without that, we are not prepared to back down."

Ramaphosa fears that whatever definition of "competent person" is finally settled on — whether it be by agreement between the parties or by ministerial decree — may involve changes to the job descriptions of the various mining job categories. This, he believes, could mean that blacks will not gain much by way of pay or status.

Liebenberg, however, dismisses these fears. He says the chamber has already given the other unions an undertaking that the principle of equal pay for work of equal value will apply if the definition is changed.

Nevertheless, the FM understands from other sources that job descriptions could be changed and that because the chamber would have to negotiate this with the established mine unions, certain issues could be non-negotiable.

Whatever the upshot, it is clear that by obtaining Paulus's agreement, Minister

Steyn has scored a major coup. Whether Paulus is perceived to have capitulated will depend on what undertakings he receives from employers about white workers' job security.

Confusion still surrounds Paulus's reasons for "retiring" from the MWU earlier this

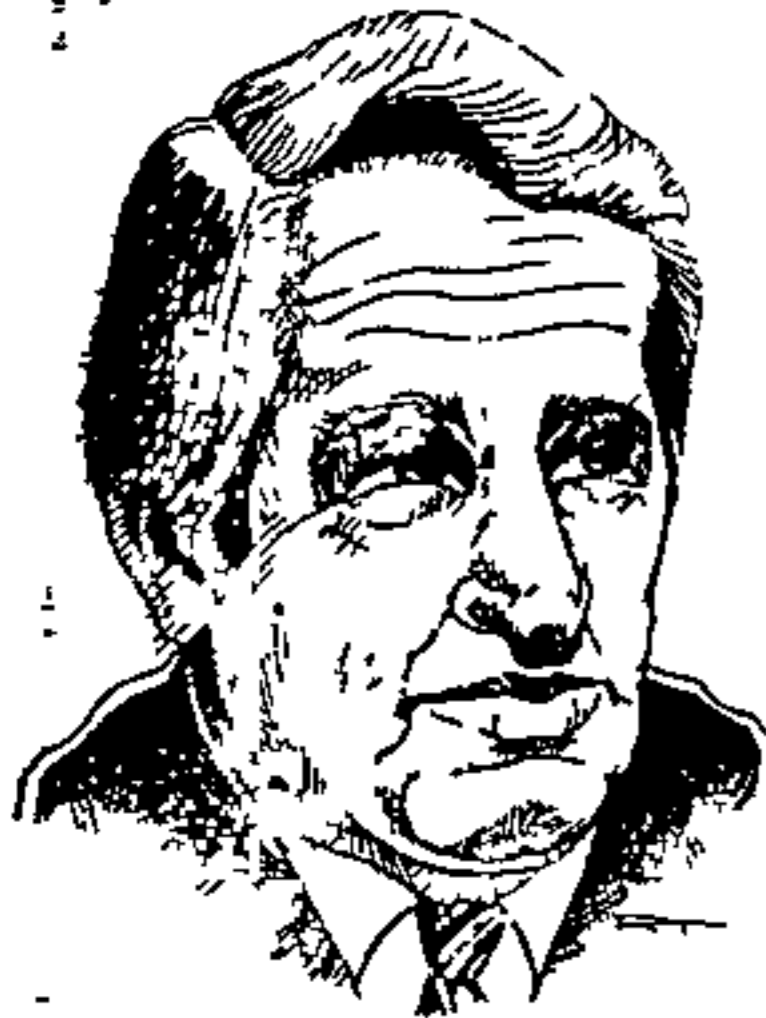
year and then resuming his position some weeks later. But an informed source outside the chamber says he came back because of differences between two factions in the union over who should succeed him and what stance the MWU should take on the "scheduled person" issue. The source says it is believed that the problems have now been sorted out.

If this interpretation is correct, Paulus's talks with the Minister must be seen as him giving in to the inevitable and victory for the MWU's pragmatists.

□ Paulus says this article is inaccurate but would not make any other comment. ■



Paulus



Liebenberg

B. Day 14/8/85
Braai 'fight'
leads to 136
strike vote

CLAIRE PICKARD-CAMBRIDGE

MEMBERS of the right-wing white Mineworkers' Union have voted to strike at Matthey Rustenburg, JCI's platinum refinery in Wadeville, after the dismissal of a white worker who allegedly assaulted a black worker

However, MWU general secretary Arrie Paulus said yesterday that the union was trying to arrange a meeting with management before going ahead with a stoppage

The MWU declared a dispute with the company over the dismissal of employee Piet Robbertze, who is understood to have been involved in a series of racially-linked incidents

The company declined to comment yesterday

Paulus said that the alleged incident had occurred at a multi-racial braai held on company premises in March. A black worker had gone into the toilets and claimed he'd been assaulted by Robbertze

The MWU declared a dispute with the company over Robbertze's dismissal which followed a disciplinary hearing and an appeal.

Minister of Manpower Pietie du Plessis refused to appoint a conciliation board to resolve the issue and the Industrial Court was unable to prove that Robbertze had been responsible for the alleged assault. A status quo order for temporary re-instatement compelled the company to restore Robbertze to the payroll although he was not allowed to work

Paulus said that the temporary provision had expired at the end of last month and members were now determined to take action to have him reinstated

~~131~~ ~~130~~ (136) ~~128~~ B. Day 30/7/85

Railmen send up pay signal

REPRESENTATIVES of 240 000 railway workers are expected to demand a wage increase more than 15% from January

The decision is likely to come on Friday at a meeting of the Federal Council of SAs trade-unions in Johannesburg

Council chairman Jimmy Zurich said yesterday that Transport Minister Hendrik Schoeman had rejected a council demand last year to increase earnings by 15% from January this year

"Since January we have had an average inflation rate of between 14% and 15% We could therefore easily justify a demand of at least 25% from January"

The council is almost sure to submit the demand to Schoeman at a meeting

GERALD REILLY

in Pretoria next month

Another issue to be discussed by the council is the huge surplus of beef cramming the Meat Board's cold stores

"We believe the time has come to market this meat at considerably reduced prices instead of searching the world for export markets where the surplus can only be sold at big losses"

Meanwhile senior public servants warned that the pay demands expected from railway workers should be taken as an early warning that similar demands would come from postal workers, State department and provincial authority workers

(136)

Bid to break impasse on threatened metal workers

Day 6/6/88

A NEW attempt is being made to break the impasse on the giant metal industrial council. This threatens to leave about 370 000 workers without an agreement on wages and working conditions at the end of the month.

The Confederation of Metal and Building Unions (CMBU), representing mainly skilled workers, is to meet with the Steel and Engineering Industries' Federation (Seifsa), tomorrow to see if the deadlock can be broken.

The two union blocks, the CMBU and the local committee of the International Metal Workers' Federation, reached deadlock with Seifsa, representing 44 employer associations, two weeks ago.

Seifsa offered an increase on the minimum rates of 8,3% for artisans and 9,8% for labourers, with the CMBU demanding 10,3% and 15,6% respectively, and the IMF unions demanding 35,7% and 100% for unskilled workers.

The dispute has provided the council with the biggest crisis in its 40-year history and, according to union and employer sources, could result in industrial unrest and chaos in the industry with workers not entitled to annual increases.

Ben Nicholson, chairman of the

CMBU, said they had decided to press for off-the-record informal negotiations with the employers and this would be discussed at the meeting of the council's executive on Friday.

The IMF unions have also sought further talks but are not likely to be present at Friday's meeting.

Sam van Coller, executive director of Seifsa, said yesterday he remained optimistic that agreement could be struck in the industry, but declined to comment further.

It is understood that Seifsa will be meeting on Monday to deal with the crisis and further negotiations could proceed at the next meeting of the full industrial council on Tuesday.

Nicholson said there was a delicate balance at the moment and that the question of the protection afforded by an agreement in the industry could not be overemphasised.

He stressed that if agreement were not reached by the end of the month, there would be no protection and no statutory increases for the 370 000 workers covered by the industrial council.

In addition, the deadlock in the talks meant that all 370 000 workers could be entitled to take legal strike action at the end of the month.

Cape Times
4/6/85



Mines' wage dispute settled

Own Correspondent

JOHANNESBURG — The wage dispute between the Council of Mining Unions (CMU), representing 23 000 white workers in eight unions, and the Chamber of Mines (COM) — which almost led to a strike ballot — was settled yesterday

In a joint statement, the CMU and the COM said they had settled on an 11 percent increase plus improvements in fringe benefits, a 1/2 percent rise on the amount the CMU was preparing to strike over

Agreement came two months after the CMU, which at first demanded increases of 20 percent, went into dispute with the Chamber

At the same time the COM has settled its annual wage talks with officials of associations representing about 24 000 workers, also agreeing on 11 percent

The two agreements affect all 47 000 officials

and white workers on Chamber collieries and gold mines

This leaves only one set of negotiations still to be handled — the annual wage talks for black miners, which is set to be the toughest, with the National Union of Mineworkers (NUM) demanding 40 percent and the abolition of job reservation

The NUM has already declared a dispute with De Beers over wages at its Namaqualand Diamond Division with the NUM demanding 40 percent and the company offering 8,5 percent. The dispute, declared late last week, comes within weeks of a recognition agreement being signed with the NUM and is the first time the country's largest union, representing 150 000 workers, has negotiated wages for diamond workers.

The NUM and De Beers are set to meet again on July 6 in an attempt to settle the dispute

136 B. Day 4/6/85

CMU accepts Chamber offer

THE Council of Mining Unions (CMU), representing 23 000 whites and three officials' associations covering 24 00 employees, has accepted an 11% increase from the Chamber of Mines.

This means the wage deadlock between the CMU and the Chamber, which could have resulted in a strike, ended yesterday after negotiations began two months ago.

The Council of Mining Unions negotiate separately from the three officials' associations — the Underground Offi-

By CLAIRE PICKARD-CAMBRIDGE

cial's Association, the SA Technical Association and the Mine Surface Officials' Association.

A Chamber of Mines spokesman said the latest offer came into effect from May for the CMU, while the agreement between the Chamber and the three officials' associations came into effect from June.

The spokesman said the increases affected all white officials and workers on Chamber gold mines and collieries.

Mines and metal industries locked in billion rand wage disputes

Showdown for a million

By Amrit Manga

S. Times 2/6/85

MORE than a million workers could be locked in wage disputes with employers in the mining and metal industries in the next few weeks.

● Unions claiming to represent about 500 000 black miners are demanding higher wages

● More than 25 000 white miners have declared a dispute with the Chamber of Mines and will vote in the next few days on whether to strike

● Nearly 400 000 metal and engineering workers and the powerful Steel and Engineering Industries Federation of SA (Seifsa) have reached deadlock in discussions over wage demands

Fighting

The 110 000 strong black National Union of Mineworkers has demanded a wage increase of 40% and observers say it is almost certain that settlement will not be reached and a dispute will be declared

Talks are likely to start soon after the chamber replies to the NUM demand. But it appears the mining houses are divided over increases and a response might take time

A spokesman for NUM says "The mining houses are still fighting among themselves and it is unlikely that we will talk before they can agree"

That the NUM is preparing for battle is clear. General secretary Cyril Ramphosa warns that his union will not allow exploitation and manipulation of its members

Pig farmer

With pig farmer Arrie Paulus at the helm of the Council of Mining Unions the white miners' fight over wages is expected to be tough, especially because of the row

brewing over the scrapping of job reservation

The gravity with which the white miners view job apartheid is reflected in Mr Paulus's refusal to respond to an announcement by Danie Steyn, Minister of Mineral and Energy Affairs, that he intends to introduce legislation scrapping it.

Mr Paulus, who was brought out of retirement to lead the union after no capable replacement could be found, refused to talk about his plans, saying "Read all about our stand on job bars in 'Die Mynwerker', our journal"

White miners' resistance to changes in the Mines and Works Act's scheduled persons clause which bars black miners from acquiring blasting certificates will meet fierce opposition from blacks.

The NUM has pledged to work to rule as part of its campaign against alleged racist practices by white miners

Improved

The breakdown in metal-industry wage talks threatens to rock the industrial council which controls wages and working conditions for 370 000 employees

Two groupings representing 14 unions and Seifsa failed to resolve the deadlock when workers rejected an improved wage offer.

If settlement is not reached, the unions will force negotiation at plant level, a move that is likely to meet strong opposition from employers

Seifsa says its members cannot afford to pay an addi-

□ To Page 3

136 James

Showdown for a million

From Page 1 2/6/85
National R1 720-million a year
in wages.

The International Metalworkers' Federation (IMF) demand alone will add R1 400 to the industry's annual wage bill.

Labour consultant Andrew Levy says "The steel and engineering industries can expect a rash of plant-based wage strikes which will peak in July unless agreement is reached"

Selfsa director Sam van

Collier warns: "We have no doubt that if the union demands are met it will lead to unemployment and further shutdowns."

80 000 lost

But the unions are undeterred by the threat of retrenchment in an industry where 80 000 jobs have been lost in the past three years.

Brian Fredericks, general secretary of the IMF's SA Co-

ordinating Council, says "Retrenchments are no threat because our members have lost jobs even when no increases were granted."

The IMF unions have challenged employers to cut management perks and show their sincerity about reducing costs. The challenge could add to friction.

Mr Fredericks says. "We will try to get employers back to the negotiating table."

PERFORMANCE.

most extreme driving situations.

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of the new 5-series is based on the interior concept of the 7-series. Furnishing a degree of luxury and anti-fatigue comfort rarely if ever found in medium sized cars.

Having reviewed the performance, may we now invite you to read the reviews. Written not by us, but by the world's most stringent critics: The Motoring Press.



Ridings roughs hood

The South African mining industry is set for a rough ride this year when the National Union of Mine-workers and the Chamber of Mines meet to negotiate pay increases and working conditions in the next few weeks.



LATER this year the National Union of Mineworkers (NUM) and Chamber of Mines meet to review salaries. A major strike was averted last year when agreement was reached at the eleventh hour. SOWETAN labour writer, JOSHUA RABOROKO (left).

Although the parties have not set a date for the talks, labour consultants, lawyers and unionists, have already indicated that if a deadlock is reached widespread industrial action with serious effects could follow.

They say there are clear indications of discontentment by mine-workers in the industry, because already over 60 000 black miners have been involved in strikes and work stoppages so far in 1985.

This is also because the NUM is in dispute with Anglo American and Anglo Vaal — owners of giant goldmines — over wages granted earlier this year. This was preceded by strikes NUM members have also launched numerous boycotts of liquor outlets, concession stores and taxi services on the mines, and mine managements have claimed several incidents of industrial sabotage perpetrated by workers.

The dust had hardly settled after these reports were made when NUM's general secretary, Mr Cyril Ramaphosa, spelled out a strategy he called "resistance" by black miners, which will include demand for higher wages and the abolition of job reservation in the mines.

Mr Ramaphosa says the union's strategy this year will also include an attempt to change the system in the mine industry.

Although he declines to list the proposals the union has presented to the Chamber of Mines, Mr Ramaphosa says action will include:

- Physical retaliation to assaults by whites on blacks at the workplace,
- A refusal to allow the continuation of "racist" practices by whites; and
- A work-to-rule by black miners so that they do not contravene the provisions of the Mines and Works Act and its regulations until job reservation is completely eradicated.

The union claims the contraventions are widespread and Mr Ramaphosa's utterances raise prospects that the mines' production may be hampered if his members carry out these actions.

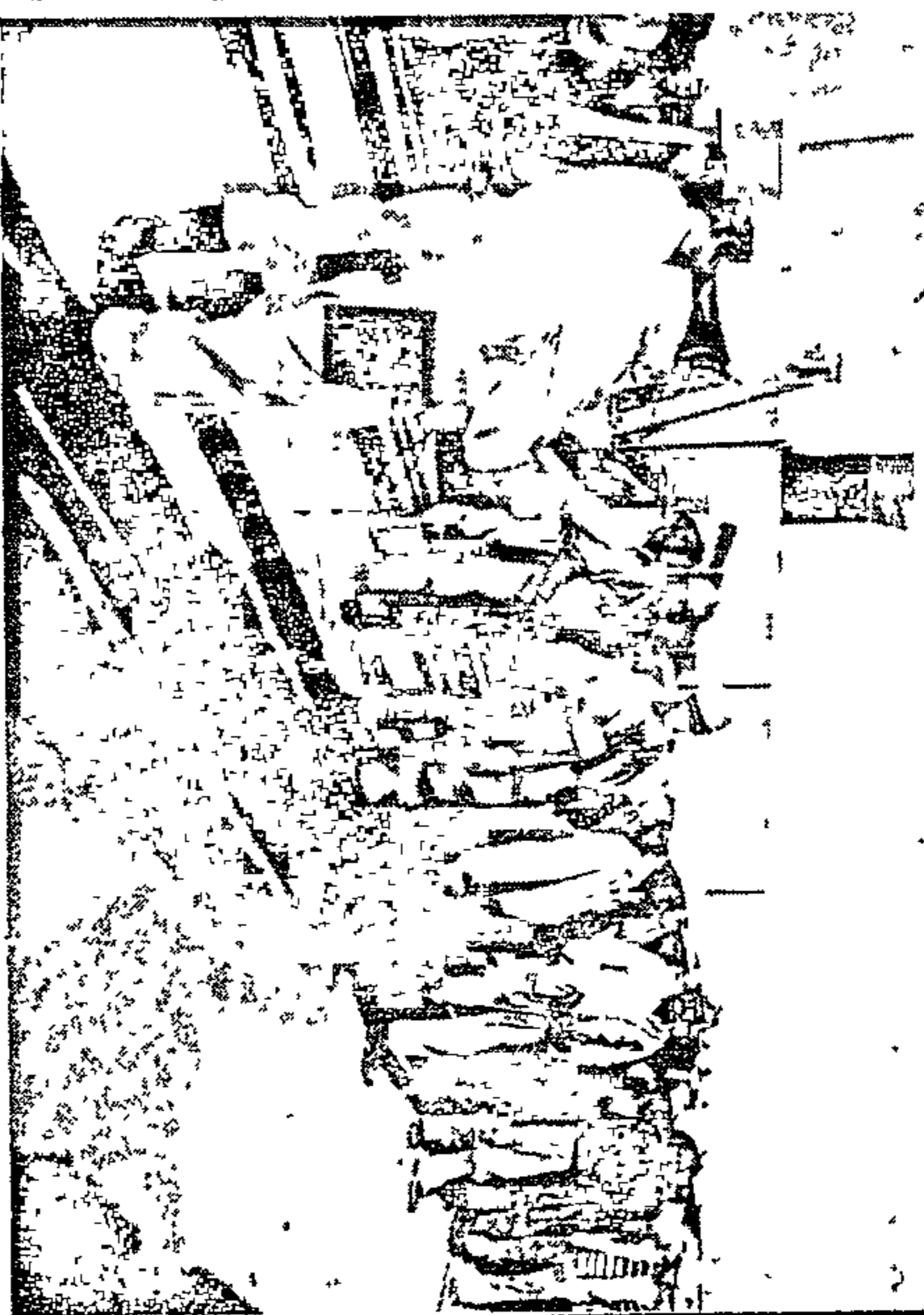
The Chamber of Mines' industrial relations adviser, Mr Johan Liebenberg, admits that the mine industry might be hit by unrest if the negotiating parties "do not cool their heads".

He says the talks could be touchy, but also hopes that both parties will be reasonable to avoid unrest.

He concedes that there were wage strikes in September last year which involved only five mines, only eight of 99 Chamber of Mines and

in mine negotiations

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MINE WORKERS facing tough wage negotiations.

agreement with the chamber of mines three years ago, several strikes have erupted and mine houses have blamed the union for instigating them.

The union has also been excluded in talks which focused on the abolition of the last vestiges of apartheid in the industry — job reservation.

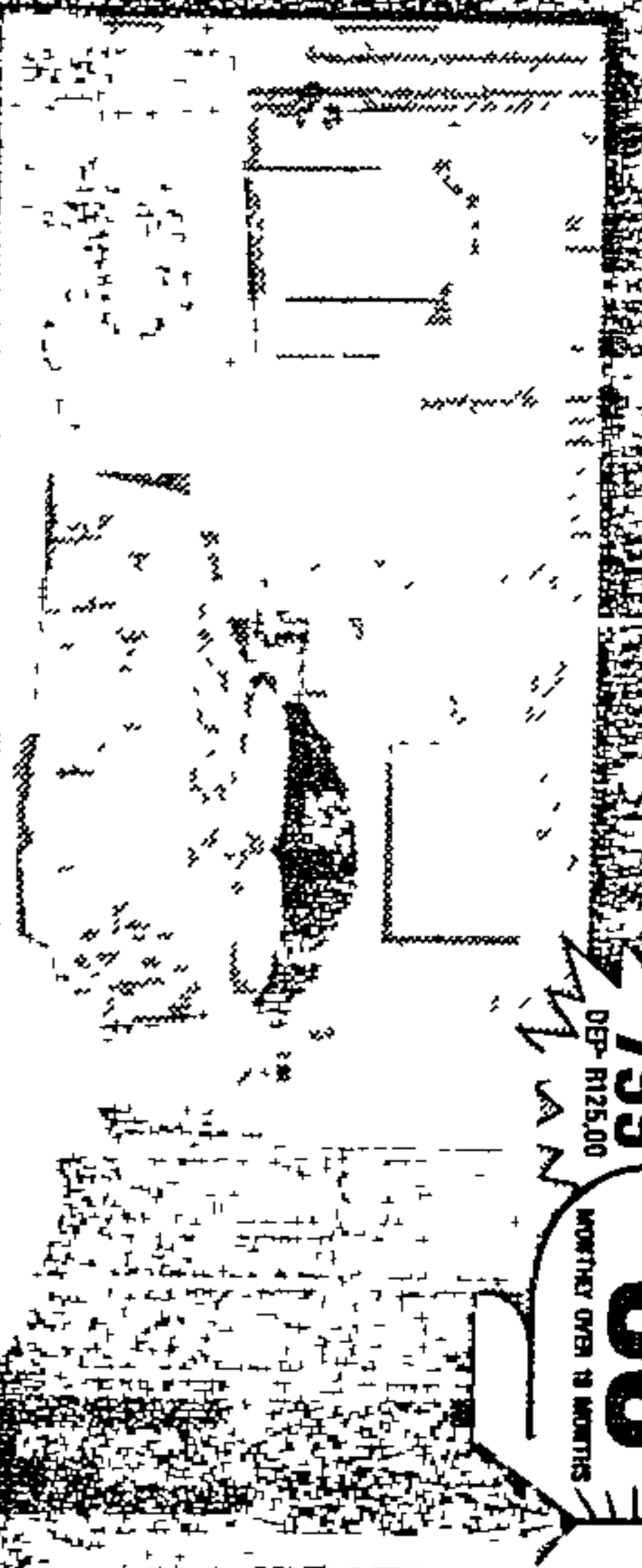
Responding to these issues, Mr Ramaphosa

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20 Wastebasket

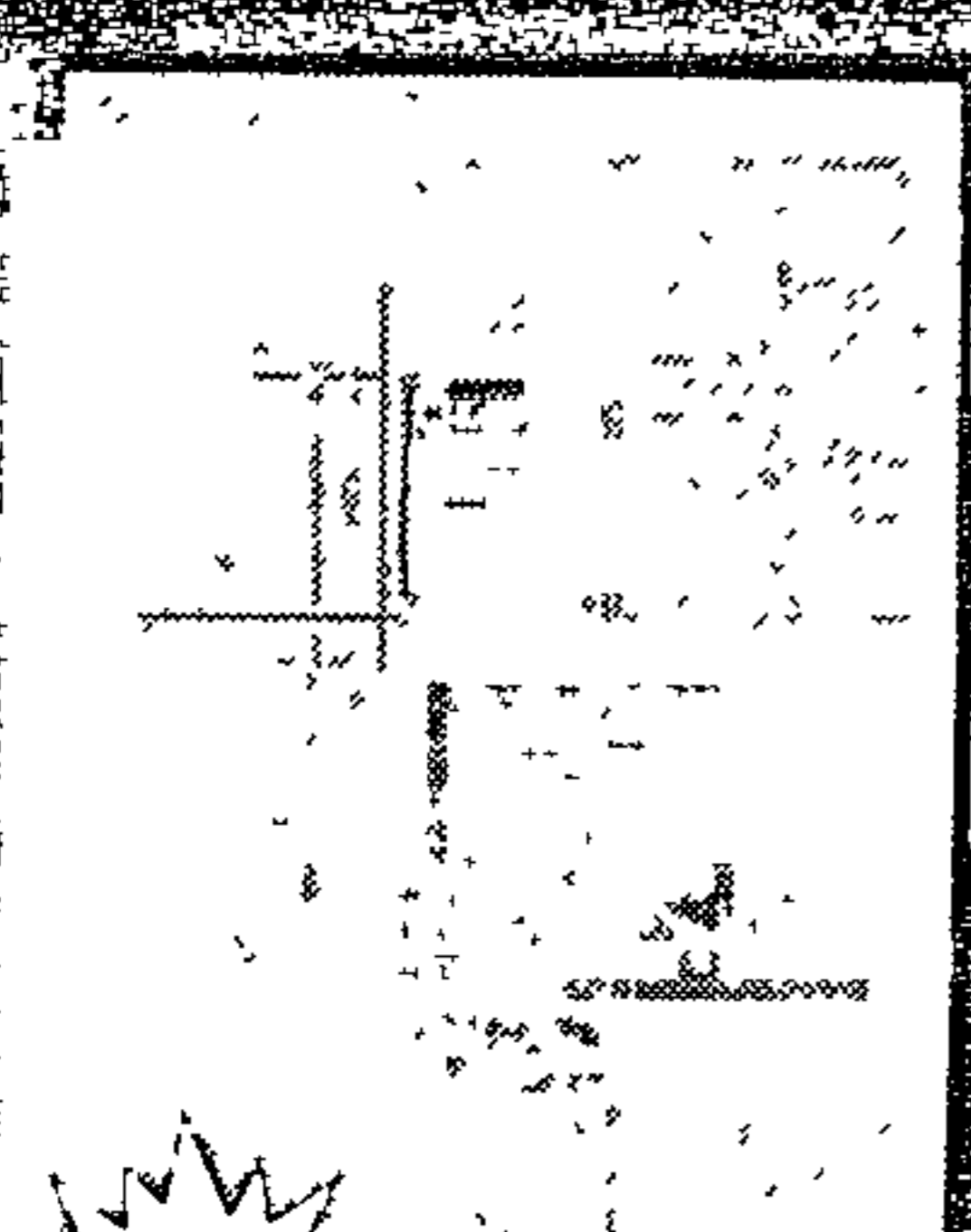
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ten there, was a not negotiated and not at Western Areas. However, he adds, this does not mean "we are complacent". This is not a lot in terms of the total number of mines or man-days lost.

The chamber and the NUM have agreed that they should not publish the list of proposals before they were actually discussed at a date still to be set.

He concedes that the union has made proposals to the chamber, but declines to comment on them because "we are still going to meet and consider them".

However, sources close to the parties say the demands include a 40% wage increase, danger pay and the recognition of May Day (May 1) as a paid holiday.

Mr Liebenberg says he was hoping for peace and appeals to the parties to keep their cool and reach an agreement to avoid a showdown. Since the NUM signed a recognition

agreed any grievances and disciplinary procedures. They used those which the mines have. Those procedures, he adds, differ from mine to mine and are often deficient. The strikes were accused that its managements, in some instances, refuse to negotiate in "good faith".

NUM is in a mean mood as its membership has doubled since last year's negotiations. The union maintains that its membership is 110,000 of which 60,000 are paid up.

It will be more tougher as there are signs that mining houses are divided over wages. Some sources have revealed that Anglo and Johannesburg Consolidated Investment, were prepared to offer a 23 percent increase while the other houses are looking at a 10 percent increase.

However, a spokesman for the companies has declined to comment on their offers and

NUM leader Mr Ramaphosa. "This is only the beginning of unrest. Worse can be expected when the talks to scrap job reservation begin.

The mass dismissals at Vaal Reefs and Hartbeesfontein served only to raise militancy, he added.

A labour lawyer says "The dismissals at the mines were intended as a deterrent to black miners. It was a reminder that strikes would not be tolerated.

"Negotiations on job reservation start soon and the mining houses cannot afford continued unrest," the lawyer said.

The delay in wage and other demands made by the union may cause conflict.

The union has recognition agreements with the following: President Steyn, President Brand, Kloof, Elandsrand, Western Holdings, Western Deep Level, Mines and Hospitals, Marievale, Hartbeesfontein, Blyvoorruitzicht, Free State Geduld, Vaal Reefs, East Driefontein, Douglas, Wolvekran, Van Dyk's Drift, Coalbrook, Duvha, Rietspruit, Kriel, Arnot, Tweefontein, SA Coal Estate, De Beers, Rand Refinery, Rand Mutual Hospital, Teba, Ergo, Chamber of Mines Sports Club and Nuclear Fuel Corporation.

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On the whole the chamber and the NUM are walking a tightrope in eliminating long standing traditions between workers of different races — and the black miners' material claims are being forcefully put. The road ahead seems to be rough.

Labour consultant, Andrew Levy says:

side the mining industry. According to the Department of Manpower, the union is registered to cover certain workers from the following industries: mining, timber supply for mining activities, Escom and Iscor workers at a number of plants and at other iron and steel producers, plastics, chemicals, explosives, road passenger transportation, and baking and confectionery. The department says it is processing a new MWU application for registration at Iscor in Pretoria for two further worker categories.

Now the MWU is casting its net even further. According to the union's newspaper, *Die Mynwerker*, its constitution covers at least 200 categories of workers from all branches of industry. (These include the following industries: iron, steel, chrome, manganese, petrol, oil, electronic engineering, building, breweries, printing and newspapers, jewellery and precious metals, excavating, sweets, tobacco, sugar, motor and allied, cement, tiles, rubber, and batteries.)

Commenting in *Die Mynwerker* Paulus writes "Whatever the work of the worker, he will find a home — and security in the MWU... Should there be white workers who are not yet members of the MWU and who look for the security and protection in membership of the MWU, they need only approach us. We will be able to accommodate them. You name it, we got it."

An alluring invitation for some and one which may renew fears that the MWU will launch into overt political activity. But despite the MWU's obviously strong desires, it may not be able to launch as vigorous a campaign as it would like to. The *FM* understands from reliable sources that its administration is fairly weak at present. The sources say MWU assistant general secretary Peet Ungerer is in hospital and does not want to return to the union and, further, that a vacancy for an organiser has not been filled. ■

MINEWORKERS' UNION

Branching out

Arrie Paulus's ultra-rightwing Mineworkers' Union (MWU) has intensified its efforts to recruit white workers outside the mining industry.

The union has just announced that it has amended its constitution to cover workers from a variety of new industries. And the MWU has made other constitutional amendments which general secretary Paulus says will be announced at a later stage.

There are two main reasons for the



MWU's Paulus... reaching out for more white members

MWU's move

- The union regards itself as the last bastion of security for white workers, and
- It has had a declining membership on the mines due to a shrinkage in the number of white jobs

During the past two or three years the MWU has made some important gains out-

New chamber offer

The Chamber of Mines this week made a slightly improved and "final" offer of 10% wage increases to the Council of Mining Unions (CMU), the organisation representing skilled mineworkers. The offer was made on Monday at the first meeting of a conciliation board established to deal with the dispute declared by the CMU against the chamber in March.

Am 17/5/85

The latest offer represents an advance of 0,5% on the chamber's previous 9,5% proposal. The CMU was due to meet on Tuesday to consider the offer before it was referred to union membership. Some union sources believe there is a good chance of settlement at this level, while others argue it is still way below what the industry can afford. The next meeting of the conciliation board will be held on May 24

Fm 17/5/85

No motor agreement

Wage talks at the Industrial Council for the Motor Industry (eastern Cape) are still dragging on — nearly six months since the last agreement expired and after the employer parties have consented to the implementation of interim increases.

The council met last week for the first time since Ford, General Motors (GM) and Volkswagen (VW) agreed with the National Automobile and Allied Workers' Union (Naawu) and the Yster en Staal Unie on an interim wage hike ranging from 14c to 24c an hour.

However, understanding has been reached that the hike will be offset against any increases negotiated at the council. GM and VW have granted a 20c an hour across the

LABOUR IN BRIEF

board increase from August 1. Yster en Staal general secretary Henry Ferreira tells the *FM* that the unions modified their demands at the council meeting. The employers, he says, are now regarding the modified demands as a new set of proposals and have asked for time to consider them.

The *FM* understands that Naawu has lowered its minimum wage demand. But it has asked for two extra paid public holidays and is unhappy with the interim arrangement with Ford as it is not as favourable as that reached with the other companies.

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Samcor will stick to deal on severance

By KIN BENTLEY

SAMCOR has released a statement on the workers' dissatisfaction at their Amcar truck plant in Markman Township, which is due for closure at the end of May

This week workers expressed concern over severance payouts. About 115 people face retrenchment.

The statement, released by Samcor's public relations manager, Mr. Reuben Els, says that during March it reached an agreement on the severance package for retrenched workers with two unions, the SA Iron and Steel Workers' Union and the National Automobile and Allied Workers' Union.

Workers claimed no trade unions were active on the shop floor and therefore could not reach agreement.

Ford's public relations manager, Mr. Bob Kernohan, said the company was sticking to that agreement.

The statement says workers will receive 5% of six months' wages as a lump sum when the plant closes. They will also receive one week's notice pay and a pro-rata payment of their annual bonus.

"Additionally, those employees who do not retire on pension will receive their personal pension contributions, plus 2% interest thereon after six weeks.

"All affected workers will also be able to claim up to 45% of their present wages from the unemployment insurance fund for a period of six months.

"From six months after the closure they will receive 50% of their present wages for a minimum period of six months, or a maximum period of 12 months depending upon length of service."

Payout plan upsets some workers

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By KIN BENTLEY
THE closure of the Amcar truck plant at Markman Township, Port Elizabeth, at the end of the month could see about 115 people lose their jobs

And there is dissatisfaction at the plant about the conditions of retrenchment

Some workers said today management was refusing to disclose full details of the retrenchment payout until the day before the plant closed

A concerned worker, who asked not to be identified, said there were about 120 employees at the factory. Of these, only about five had been assured of a job at the Samcor plant in Pretoria

The worker said the "severance package" was "not so great"

It comprised a monthly basic payment equal to half of the employee's wage. But, he said, the Unemployment Insurance Fund provided 45% of this, which meant the company only gave them 5% monthly

Retrenched employees would receive the allowance for 12 to 18 months, depending on their length of service

He said he understood workers were entitled to 13 weeks pay on severance, but this was being held back for six months. The workers wanted the lump sum

Management had said if they were paid out immediately then the workers due to be retrenched

next year when Ford's Neave plant closes would demand the same

The employees had also indicated they wanted a statement as soon as possible giving full details of the money they would receive. They were told, however, that they would receive it only the day before closure

He said this month the workers were still going to have to pay weekly medical fees (to the company's scheme) totalling monthly amounts ranging from R35 to R60, with families only benefiting for the following month. They would rather use the money to pay their own doctor, if necessary

He said there was gross dissatisfaction with the closure process

A Samcor official had been unable to answer questions convincingly yesterday, he said. There would be another meeting today between a liaison committee, workers from the floor and management.

He added that while the severance agreement had been signed jointly by management and the National Automobile and Allied Workers Union (NAAWU), there was confusion as to whether the factory had ever recognised NAAWU

NAAWU was not involved yesterday and would not be involved in today's talks, he added

The Evening Post could not reach an appropriate Samcor spokesman for comment today

May 1985

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Miners may strike ~~136~~

JOHANNESBURG — The Council of Mining Unions, representing 20 000 white miners, will call a strike ballot next week following the deadlock in conciliation board wage talks with the Chamber of Mines yesterday

The talks broke down after the chamber increased its offer by 0,5 per cent to 10,5 per cent with the council holding out for 11,5 per cent. — DDC

Workers of the world unite

IT seems one or two problems await a black person entering the Johannesburg building which houses the HQ of the whiter-than-white Mine Workers Union. You go in, I'm told, to find a choice of two lifts. To the naked eye neither is racially segregated. But wait...

On the seventh floor where the MWU offices are, one encounters two signs above the lift doors. One says "Whites only" and the other "Multiracial". That's clear enough for going down, but the other way? It seems the conscientious upwardly mobile black should get out at Floor 6, if necessary, and change lifts.

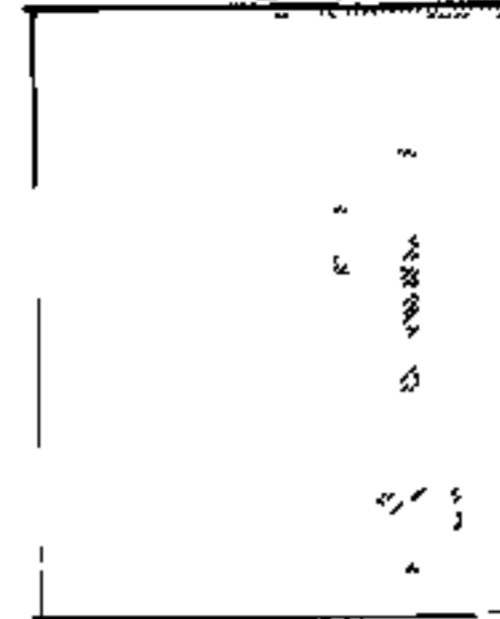
Not that he would receive the warmest welcome from the MWU. It was from those offices that The

Star's labour reporter was evicted a few months ago while trying to cover a union meeting.

He happened to be black, and I'm not sure whether he got as far as the inner office where another sign indicates the MWU's views on race relations. This depicts a caricatured black figure superimposed over a target.

Lest anyone miss the message, it bears a caption saying "Running Nigger Target."

There's nothing really new under the sun, or under the bed. Readers with long memories may recall that in 1948 the Kremlin decreed it was undesirable for Soviet citizens to marry foreigners. Wits among the Soviet-watchers then adapted the



Arnold Benjamin

SO IT GOES

party slogan to "Workers of the world unite, but not in bed."

Now we have South Africa, 1985, and the scrapping of two sex-apartheid laws — but no others. A Johannesburg reader, Alec Hart, suggests it's time for another revision: "Workers of all colours unite - but only in bed!"

Belabouring politics

FEATURE

The apolitical union is a myth — at least in SA. Trade unions and their confederations, whatever their complexion, have always played the game of political leverage.

Rightwing unions' preoccupations date at least as far back as the 1922 Rand Revolt. Defence of white workers' privilege against the "cheap black tide" is still the theme, though the SA Confederation of Labour (Sacol) and its best-known member, the white Mineworkers' Union (MWU), no longer retain their privileged position *vis à vis* government.

The MWU is battling to retain the definition of a "scheduled person" in the Mines and Works Act — which excludes blacks from obtaining certificates to do skilled work — in the teeth of pressure from the Chamber of Mines and black unions. The 1979 O'okiep strike, which was seen by many as a warning to government not to accept the reformist recommendations of the Wiehahn Commission, was a crushing defeat for the MWU. Other white unions did not back it, and government, against expectations, did not step in to try to prevent the strike.

Sacol has tight links with the Herstigte Nasionale Party, and seems to be on good terms with Andries Treurnicht's Conservative Party as well. That's not all. MWU president Cor de Jager called for members to join Carel Boshoff's Afrikaner Volkswag at the union's congress this year. Clearly, organised rightwing white labour perceives its defensive battle as a political one, how far it will be prepared to go remains to be seen.

The Trade Union Council of SA (Tucsa), despite breakaways, remains SA's largest union federation. And since the decline of Sacol's intimacy with government at the end of the Sixties, the Tucsa lobby has carried considerable weight — indeed, it credits itself with a major role in bringing about the Wiehahn reforms.

Tucsa representatives sit on a number of government boards and committees, notably the National Manpower Commission — unlike representatives of the emerging union movement who, the *FM* understands, were never invited to join, perhaps because they would not have done so. The Economic Advisory Council, the National Co-ordinating Board, the Unemployment Insurance Board, and the Regional Development Advisory Council all have Tucsa representatives.

Tucsa also has a Parliamentary Liaison Committee. This body's task is made easier by the council's longstanding political connections, and the fact that several Tucsa personalities have served or are serving in Parliament. Anna Scheepers, for decades president of the Garment Workers' Union, was a New Republic Party Senator during the Seventies. Archie Poole, ex-general sec-

retary of the Engineering Industrial Workers' Union, now holds a seat in the House of Representatives. And Ronnie Webb, an ex-Tucsa president, was appointed to the President's Council at its inception.

As the history of black unionisation over the past 50 years indicates, groups barred from overt political activity will be forced to express all their aspirations through union structures. A salient instance of this use of leverage was last November's stayaway, when union members joined with a number of Transvaal community organisations in a two-day work stayaway to dramatise a series of political and economic demands.

Fosatu's participation — as the strongest and best-organised body — was the best evidence yet of its gradual shift from its earlier sedulous avoidance of overt political moves. Calls for a brief nationwide work stoppage in memory of unionist Neil Aggett's death in detention, and for non-partici-



MWU's Arrie Paulus ... ally of the far right

pation in the tricameral elections, were among Fosatu's few political moves prior to the stayaway.

Reason for the change? Certainly the federation has grown larger and more confident, but, Fosatu sources add, its constituency has also widened to include increasingly politically-concerned workers. The federation structure made it inevitable that workers concerned about the roots of township and educational unrest would pressure their leadership to act.

The stayaway experience, Fosatu sources say, provides practical lessons. First, the organising committee was too small, and its members did not have sufficiently clearly

defined ideas of their functions, responsibilities and limits. Fosatu will in future be wary of the terms on which it co-operates with organisations made up of activists who are not directly answerable to a constituency.

Participation in the stayaway, Fosatu sources say, was the first organisational manifestation of a trend. Recessionary conditions are limiting unions' ability to win concessions for membership on the factory floor, and in compensation there will be a tendency to respond to community problems such as transport, rents and education. These, also exacerbated by recession, increasingly preoccupy union members. However, the stayaway weapon is unlikely to be used by Fosatu again, it is conceded, except in the case of an "absolutely immediate, clear-cut objective."

This was clearly evident in the refusal by affiliates of Fosatu and Council of Unions of SA (Cusa) as well as the General Workers' Union, Commercial Catering and Allied Workers' Union and African Food and Canning Workers' Union to participate in the recent stayaway called by the Port Elizabeth Black Community Organisation.

Then there is the rise of United Democratic Front (UDF) and black consciousness unions. These can be seen as the outcome of unionisation undertaken by political movements, rather than an instance of unions becoming politicised. Their growth in the last five years is another factor which has pushed organisations like Cusa and Fosatu toward responding to political issues, despite their history of shopfloor orientation — which, ironically, has given them structures strong enough to implement and sustain such actions.

Recently there have been nationwide celebrations to mark the 30th anniversary of the SA Congress of Trade Unions (Sactu), the union body closely linked to the African National Congress during the Fifties and early Sixties. These are possibly indicative of a new drive to revive Sactu with all the political implications that this carries.

However, the single most significant lever and development in union strategy, will be the formation of a new federation of emerging unions later this year. Participants are Fosatu, Cusa, the General Workers' Union, the Food and Canning Workers' Union, the Commercial, Catering and Allied Workers' Union and the Cape Town Municipal Workers' Association. Once the federation is formed the balance of labour power in SA will be transformed. In the absence of a national black political party, the new federation may be forced, however reluctantly, to don that mantle. And in the leverage game, where the stakes are power and influence, this will put the right wing and the centre in the shade. ■

Honest Arrie leaves his pigs and carries on with the fight

The white 23 300-strong Mine Workers Union is facing one of its greatest challenges in 1985.

The Chamber of Mines is committed to removal of job reservation and so is the Government.

At the helm of the Mine Workers Union is general secretary Mr Arrie Paulus, a committed knight for whites.

This month he agreed to return from retirement on his small pig farm in Muidersdrif to use his 18 years' experience as a hard-bargaining unionist to fight for the protection of white workers inside and outside the mining industry.

Nowadays the union represents members ranging from bakery employees to rock breakers.

A former rock breaker himself, Mr Paulus is not ashamed of the things he has stood for.

He is blunt and honest and as loyal as ever to convictions that have drawn him into controversy for nearly two decades.

He lists the most important issues for the Mine Workers Union in 1985:

- Conditions of employment.
 - Negotiations with the Chamber of Mines and investigation of an industrial council for the mining industry.
 - Job reservation, the scrapping of the words "scheduled person" in the Mines and Works Act, and job security.
 - Legislation concerning industrial diseases.
- Wage negotiations between the Chamber of Mines and the Mine Workers Union have deadlocked.
- The union has applied to the Minister of Manpower for establishment of a conciliation board.
- "I am positive he will not reject the request," he says, "because if he does that means we could hold a strike ballot. I am positive he will appoint the board."

LABOUR'S LEADERS '85

Industrial relations has become a vital part of the South African scenario with wide implications for society's political and social factors. Here is the first in an occasional series in which SHERYL RAINE speaks to labour leaders about major issues of 1985.

"Then we will do everything possible to reach agreement with the Chamber."

He did not feel the union demand for a 20 percent wage increase was excessive in these recessionary times.

He is less forthcoming on negotiations to alter the future labour relations structure of the mining industry.

"We are in the middle of negotiations with the Chamber on the issue of an industrial council," he says, "and to say anything at this stage will not help the situation."

But with white worker resistance growing in the face of increasingly powerful emergent black unions, Mr Paulus has a lot to say about the threat he feels is facing white employees.

"At the present moment," he says, "employers want to do away with all so-called discriminatory legislation and practices."

"By doing that they discriminate against the white people in

South Africa.

"I feel the only way to protect white workers is with a strong white union."

What can his union hope to gain in terms of white protection?

Does he hope the Government will yield and change the country's labour legislation?

What about the scrapping of job reservation, the repeal of the racially based definition of a scheduled person in the Mines and Works Act and its replacement with the words "competent person"?

He answers: "I don't think white workers will be protected in terms of legislation but by putting their case to the Government I believe the minority can be protected."

"We have examined a document from the Government mining engineer containing his definition of a competent person."

"That document was sent to the Council of Mining Unions."

"We have discussed the document."

"We aren't satisfied with the wording and have asked for a meeting with the mining engineer as soon as he gets back from leave on April 22."

The Mine Workers Union's 23 300 membership includes 16 500 who work in the mining industry; 6 800 are drawn from other sectors throughout South Africa, including Sasol and Iscor.

The latest members to sign up work for a small bakery in Benoni.

"Yes," says Mr Paulus, "this is quite a departure for a union traditionally involved in heavy industry."

"White workers are looking for protection and feel ours is the only union that can give that."

And Mr Paulus intends to give it to them.



Arrie Paulus

"we will not turn any white person away".

interests of more than 350 000 employees working for about 10 000 employers

Metal industry employers, represented by the Steel, Engineering Industries Federation of SA (Seifsa), shocked unionists last week by proposing that almost all wages and working conditions be frozen until June next year. The unions, which are in two main camps — the Confederation of Metal and Building Unions (CMBU) and the SA Co-ordinating Council of the International Metalworkers' Federation — had tabled demands for a shorter working week, wage increases ranging from 20% to 102% and other improvements.

The only concessions employers offered were to improve holiday bonuses for employees with more than four years' service and to renegotiate the "security of employment" clause in the main industrial council agreement. This could lead to greater consultation between employers and unions on retrenchments.

Five options

Five options are open to the council's executive. It can recommend that:

- Negotiations should recommence;
- A subcommittee be appointed to consider the matter further,
- The dispute be referred to mediation,
- The parties go to arbitration, or
- The Minister of Manpower be informed of the dispute which would then be dealt with by the official dispute-settling procedures of the Labour Relations Act.

The key objective of the employer offer, says a statement by Seifsa, is "to retain employees in employment insofar as this is practicable." The federation points out that the metal industry workforce has shrunk by 80 000 in the last three years.

The unions are not impressed. The general secretary of the International Metalworkers' Federation's SA Co-ordinating Committee, Brian Fredericks, says the employers' proposal is unacceptable given the soaring rate of inflation.

He accuses employers of failing to take cognisance of the fact that many workers now have to support family members who are out of work. He says management has also failed to offer proof that it cannot afford to pay increased wages.

The CMBU's general secretary, Ben Nicholson, interprets the situation differently. He says: "Employers are using the severe economic conditions to open negotiations with an extreme stance. But we don't believe this is the end of the road, it is only the beginning."

At this stage the possibility of the metal unions taking industry-wide strike action is remote. But if industrial council wage rates remain static or are increased only marginally — as seems likely — individual employers will be placed under unprecedented pressure to conclude factory-level agreements and break ranks with Seifsa which has long held that wages should only be negotiated at industrial council level. ■

WAGE TALKS

Impasse in metals

The Executive Committee of the Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry was to meet this week to decide on action to take as a result of the dispute in the first round of the 1985 wage talks. The council's decisions affect the

Dividing the cake

The annual wage talks at the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, which started this week, will be the most difficult in years. Their outcome will affect the wages and working conditions of more than 350 000 employees.

In a novel move, four unions, representing about 120 000 workers, are negotiating under the banner of the International Metalworkers' Federation (IMF). They are the SA Boilermakers' Society, the Engineering Industrial Workers' Union (EIWU), the Metal and Allied Workers' Union (Mawu), and the Steel, Engineering and Allied Workers' Union (Seawu).

The IMF represents 14m workers worldwide and has 11 SA affiliates, of which four are members of the metal industrial council. Under the auspices of its SA Co-ordinating Council (SACC), the IMF has had a full-time office in SA since last year.

According to SACC secretary Brian Fre-

FM 5/4/85

dericks, the grouping's key proposals are

- A R3,50/hour minimum wage and 50c/hour across-the-board increases. The present minimum is R1,78,
- That overtime should be curbed. The unions believe it is wrong for overtime to be worked when people are being retrenched,
- That companies be obliged to negotiate retrenchments with representative unions, and that retrenchment conditions should include a minimum severance payment of four weeks' wages per year of service,
- That the working week should be reduced by five hours to 40 hours without loss of earnings, and

That Labour Day (May 1) should be declared a public holiday.

Although the proposed minimum wage is almost double the current one, Fredericks argues that it is not excessive. "Many employers are already paying a minimum of close to R3/hour," he says.

The motive behind the demand for a shorter working week is the belief that it will ease unemployment. Fredericks points out that in the international context a 40-hour week is not unreasonable.

Steel Engineering Industries Federation of SA (Seifsa) director Sam van Collier declined to comment to the *FM* on the union proposals, saying it was Seifsa policy not to talk to the press during negotiations. But, given the state of the economy, and the metal

industry in particular, it is unlikely that employers will find the unions' proposals acceptable. The stage seems set for a lengthy and heated negotiating season.

Fredericks is prepared to make some conciliatory noises. He says "Our proposals are negotiable. Much depends on employer attitudes. We hope that both sides will look at the other's situation and come to a compromise."

The other major union grouping involved in the talks is the Confederation of Metal and Building Unions (CMBU), which represents mainly skilled and semi-skilled workers in the metal industry. Major CMBU proposals are

- A reduction to a 42-hour week,
- A 20% increase in minimum wage rates in

all job categories, provided that the minimum for any category should be R2,50/hour. In addition, employees earning more than the minimum rates should receive increases amounting to 20% of the current minimum for their job category.

- Substantial increases in overtime rates and subsistence allowances and the creation of 10%-15% allowances for shift work, and
- Increased consultation over retrenchments. In addition, employers should be obliged to give at least 30 days' notice of retrenchments and to supply detailed information relating to them.

The SA Iron, Steel and Allied Industries' Union, an affiliate of the all-white rightwing SA Confederation of Labour, submitted identical proposals. As this would indicate,

the conflict in the negotiations may not be only between unions and employers. Until now, the union side on the industrial council has been dominated by the CMBU. Emerging unions like the Federation of SA Trade Unions' Mawu and the Council of Unions of SA's Seawu joined the council relatively recently and represent largely unskilled workers.

The time has come, says Fredericks, for a change in the balance of power on the union side. Although the IMF unions represent only about a third of the workforce, they are more powerful numerically than the other industrial council members, he argues, and therefore deserve a greater say in the council's affairs.

A CMBU source says that when one in-

cludes the Iron, Steel and Allied Industries' Union, that grouping has greater representation. Each union on the council is allocated one seat.

The situation is complicated by the fact that two of the CMBU unions — the Boilermakers and the EIWU — are also part of the IMF bloc, and any battle for influence may well depend on where they stand. Boilermakers' general secretary Ike van der Watt says his union will attend both the IMF and CMBU caucuses. He says his union had hoped for identical proposals from both sides.

CMBU general secretary Ben Nicholson tells the *FM* "We want to do all we can to avoid friction between unions." But some CMBU sources are unhappy about the situa-

tion, saying that the IMF bloc just wanted to go "one better" in its proposals.

They describe the IMF proposals as "unreasonable," and fear employers will use the differences to delay the talks. They acknowledge that much depends upon where the Boilermakers decide to throw their weight.

The IMF unions are proposing a higher minimum wage and an across-the-board increase, rather than the percentage increase proposed by the CMBU. The effect of each of the IMF proposals is to allocate a larger proportion of the total package to lower-paid workers. There is obviously a limited amount of money available for wage increases, so it can be assumed that much of the negotiations will be devoted to deciding how the cake should be divided. ■

Mine unions in wages dispute

By PHILLIP VAN NIEKERK

IN AN unprecedented step, eight trade unions representing 20 000 white mine workers have declared a dispute with the Chamber of Mines at the beginning of their annual wage talks, which started yesterday.

Talks deadlocked after the Council of Mine Unions (CMU) demanded a 20% increase in wages, in reply to the chamber's offer of 8,5% which was later increased to 9,5%.

The dispute could be the first step on the road to a legal strike by white mineworkers, with the chamber also facing the prospect of tough bargaining this year with unions representing black mineworkers.

The chamber said in a statement that at the start of negotiations yesterday the unions demanded a 20% wage increase and further improvements exceeding 7%.

"The chamber responded with an offer of an 8,5% wage increase and the CMU changed its demand

to an overall 20%.

"At a second meeting today the chamber improved its offer to a 9,5% wage increase together with an increase in the split shift allowance. The council did not moderate its 20% demand and declared a dispute," the statement said.

● Industrial unrest continued at the world's largest gold mine, Anglo American's Vaal Reefs, yesterday as the National Union of Mineworkers (NUM) conveyed to its members details of a management offer.

About 42 000 workers downed tools on Thursday over pay and a number of other issues, including the dismissal and recognition of shaft stewards and a shaft steward agreement.

Despite management denials that there had been no violence at the mine, Mr Cyril Ramaphosa, general secretary of the NUM, said 30 were wounded when police fired buckshot and teargas at workers walking to a meeting.

Arrie

S Express
10/3/85
(13b)

Paulus



is



Miners' leader returns to lead the white revolt

back in the fray

By GRAHAM WATTS

MR ARRIE Paulus has come out of retirement after only six weeks to lead the white Mine Workers' Union in the fight against the abolition of job reservation on the mines.

His return coincides with the tide of anger over pay cuts among such powerful traditional supporters of the National Party as the railway workers, the civil service unions and teachers' associations

He was called back by the MWU's executive committee and rank and file members to lead them in "these difficult times" and is likely to find himself in the forefront of a growing conflict between both government and private sector employers and organised white workers

At meetings in all the major centres this week, thousands of railway workers called for strike action and for the mass resignation of the Cabinet

KITT KATZIN reports that veteran railway union leaders this week described the mood of railwaymen as ugly and frightening and said the crisis was one of the worst in railway history

Mr Jimmy Zurich, president of the 24 000-strong railways' Artisans Staff Association, said it was the ugliest he had seen in 43 years' service with Sats

And transport workers are planning further action this week in which they are to hold a string of protest meet-

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Public service in crisis

● PW warns the rail men — and the rail men warn of trouble

PAGE 2

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DOUBT persists about whether Mr Arrie Paulus has really thrown in the towel or is to remain on as general secretary of the all-white Mine Workers' Union (MWU)

He resigned at the MWU's annual congress (as the union's constitution required him to) but is now having second thoughts as a result of pressure from within the MWU's ranks

"Maybe they will get someone fiercer," says Mr Paulus, indicating that this is the quality that whoever occupies the MWU hot seat will most need in the months ahead, in their tenacious defence of racial job reservation

It is important to note that the union is now not only on the defensive but on the offensive, organising outside the mines in an attempt to rally white workers

According to the latest edition of the Mynwerker under headlines proclaiming "We grow from strength to strength", the union has been granted further extensions of scope enabling it to organise certain categories of workers at a number of new enterprises

The Mynwerker refers scathingly to another union — which sources say is the SA Yster en Staal — which is getting in the way of the MWU's rapid expansion

With the record of having defended job reservation where others have failed, the MWU's attempt to become a right-wing general union of all white workers could threaten the future of other white unions and be of major political importance

It is doubtful — having lost the ear of the government and with unionised blacks no longer toler-

ating racism on the shopfloor — that time is on the MWU's side.

The African who couldn't come to terms with Africa

Mr Arrie Paulus, who once said he would be remembered as the protector of white

workers, retired as general secretary of the Mine Workers Union this week.

And he left the memory of an uncompromising racist . . . an African unable to come to terms with Africa.

"I am a racist for my men," he is reported to have said some years ago.

"We know how to protect whites; we are not interested in black people."

Mr P J Paulus, better known as Arrie, retired from the job he has held for 18 years at a time when his union is facing its greatest crisis and possibly its greatest defeat.

At stake for the union is job reservation, the retention exclusively for white workers of certain jobs on the mines. It is something Mr Paulus has fought long and hard to protect.

Ranged against the union are the Chamber of Mines, which has committed itself to removal of the racist legislation, and the massive National Union of Mineworkers, black miners who have indicated in the

By Gary van Staden,
Political Reporter

strongest terms that they are tired of being treated like second-class workers.

During his continual 18-year fight against the scrapping of the race bar Mr Paulus has led a trade union which won for its members pay and benefits putting them in a class of their own . . . a minority elite among the world's best-paid workers. But protection of that elite has come at the cost of curtailing black miner advancement, a curtailment that will no longer be tolerated.

"Job reservation is necessary to maintain good race relations on South African mines," Mr Paulus once commented. As Anglo American in particular stepped up the pressure on the Paulus union to agree to the scrapping of job reservation the outspoken Arrie retaliated by saying he doubted their sincerity.

"We reserve the right to doubt the sincerity of Anglo in its attempts to improve the conditions of employment for black workers," he told one newspaper. In 1977, during the height of

one of his many battles with

the Chamber of Mines to secure a five-day working week for members Mr Paulus challenged the Government to put all South Africa on a six-day working week if it was that important to the economy.

Two issues have dominated negotiations with the Chamber of Mines since a fiery young man named Arrie took over the union leadership: job reservation and a five-day working week.

Before his acceptance of a union career in 1967 Mr Paulus had been one of the top rock-breakers on South African mines and he had learned to move what seemed immovable.

What he apparently didn't learn is that there are sometimes more subtle methods than dynamite. In mid-1976 he had South African mines on the brink of a strike over the five-day week. It took the intervention of three Cabinet Ministers and fancy footwork by the Chamber of Mines to avoid what would have been a crippling strike with dire consequences for the South

African economy, coming as it did in the wake of the Soweto uprising.

This was followed by a short stoppage by union members at East Driefontein in early 1977. The strike collapsed after two days when it failed to spread to other mines.

"A good general doesn't tell the other side he has an atom bomb," Arrie once said. "He just waits for the right time to use it."

In March 1979 he did that. For 10 days many of South Africa's mines stood idle and others had severe production cutbacks as the Mine Workers Union called a nationwide illegal strike in support of a spontaneous one-day stoppage at the O'Kiep mine in the Eastern Cape.

The union demanded that no striking miner should lose his service benefits.

The miners went back to work without service benefits, lost because of the stoppage. It is somewhat ironic that the hand now forcing the job reservation issue is black.

The National Union of Mineworkers, the black union

which Mr Paulus always feared so much, has come of age, something Mr Paulus could not accept would happen.

"Blacks are not ready for unions and I support a Chamber of Mines document issued in 1946 saying they are not yet ready," he is reported to have said in 1978.

But in 1985 the Chamber of Mines has now been backed into a corner where it may be forced to choose between the unions.

And with the NUM's labour muscle bulging with more than 100 000 members and growing with each passing day there is little doubt which way the Chamber will jump.

Arrie Paulus has not always been loved by his men.

There was great bitterness over his union's handling of the 1979 strike and he has threatened to suspend benefits to members for working too much overtime and doing a shift on their Saturdays off.

That kind of behaviour, Mr Paulus argued, could only strengthen Chamber arguments against a five-day

working week and for the scrapping of job reservation.

"There are enough white miners but we have too many mine officials . . . one for every miner," he remarked once when it was suggested his union could no longer supply the skilled manpower necessary to keep all the mines running smoothly.

He has always been an outspoken opponent of price rises, especially in food, and has often accused the Government of bad management and shortsighted policies.

For the men who work, sweat, and can die in holes more than two kilometres under the surface of South Africa, no amount of pay or benefits could ever be too great and Arrie Paulus did much to improve their lot.

It is a great pity that the colour of their skin had to make such a difference to him. And the tragedy for Mr Paulus is that he may not be remembered so much for what he did for white workers as for his racist comparison of black South Africans to baboons.

RDM 30/1/85 (136) (136)

Rightwing white union boss retires

By PHILLIP VAN NIEKERK

THE retirement of Mr Arrie Paulus, general-secretary of the Rightwing Mine Workers' Union (MWU) and implacable opponent of the Government's new labour dispensation, was announced at the union's annual congress yesterday

But soon after the announcement there were moves afoot to pressure Mr Paulus, who has been general-secretary since 1967, to reconsider

The MWU is facing its biggest-ever battle in the months ahead — with job reservation on the mines under threat as never before — and the union sees itself in need of a strongman defender of the white worker

If Mr Paulus, who is now 55 and of pensionable age in terms of the union's constitution, goes ahead with the decision, his likely successor

would be Mr P Ungerer, at present the assistant general-secretary

The MWU president, Mr P C de Jager, said the moves to scrap job reservation would be the most important issue at this year's congress, which was opened yesterday by Mr Jaap Marais, leader of the Herstigte Nasionale Party

Mr De Jager's speech set a hardline tone against the scrapping of job reservation, but left the door slightly open for change

"The scrapping of the scheduled persons definition would open the way for white miners to work for black shift bosses, mine captains or managers," he warned

Mr De Jager said the present legislation had worked well until the "winds of change" had brought confusion in the mining industry, and there was now pressure on the MWU to betray the worker

"We must now negotiate with the Chamber of Mines to protect the white worker which is, of course, unnecessary because we are already protected by the current law"

Mr De Jager said that until the MWU received a written document, it would not be prepared to even look at the proposed amendments to the Mines and Works Act which would lead to the scrapping of job reservation

● The Star's labour reporter, Mr Langa Skosana, was hustled out of the MWU congress by an agitated Mr Paulus yesterday

Blacks are barred from attending MWU congresses

An enraged Mr Paulus spotted Mr Skosana outside the congress hall with a white reporter from the Star and ordered him to leave

The day I became the invisible man

By Langa Skosana,
Labour Reporter

It exists right here in Johannesburg... a mystical island where a man simply becomes invisible.

It was not black magic, I know, because yesterday I had an experience which will most certainly last me a lifetime.

That incredible place is the haven of the ultra-racist white Mine Workers Union in the heart of Braamfontein: the MWU Building.

To some officials of this union black people do not exist.

To speak to a black person is a waste of breath for the simple reason that blacks are just not there.

They spoke to me only once; I was told I wasn't wanted.

One could sense from afar the hatred for blacks.

As a Labour Reporter I was assigned to cover the annual conference of the Mine Workers Union, a powerful voice in the industry.

MENACING

At the entrance to the building I came face to face with two union officials who looked menacing.

They were apparently waiting to welcome guest speaker Mr Jaap Marais, leader of the ultra-conservative Herstigte Nasionale Party.

One burly official with a mean look approached journalists waiting at the entrance and asked who they were and what their business was.

When told, he pointed to me and said: "You are not welcome here."

"Why?" I asked.

I was curtly told the matter was not for discussion.

I ventured into the building followed by colleagues to where the conference was being held.

My intention was to appeal to union bosses to be allowed to stay.

I had barely arrived at the lobby of the conference room when the same official who was apparently following closely demanded to know where *The Star* reporters were.

This time he was more menacing and seething with rage. His eyes seemed to be bulging out of the sockets.

"Will you all get out now?" he said "You are not welcome here."

"I refuse to comment and we will not discuss it. Just get out."

He was looking in the direction of my colleagues Gary van Staden and Gideon Mendel and pretended I was not there.

He led all *The Star* journalists to the lift.

In the lift there was a deafening silence and only the angry heavy breathing from his huge chest could be heard.

When it reached the ground floor I sighed with relief that all was over. But there was still more to come.

Photographer Mendel tried to take a picture of the official with me standing nearby.

The official leapt towards him, shaking his finger in Mendel's face, and screamed: "I warn you! Don't take a picture of me with a black! I don't want to be photographed with a black!"

Mine union official bars black reporter



30/1/85 Star 136

Two reporters and a photographer from *The Star* were thrown out of the annual meeting of the Mineworkers Union in Braamfontein yesterday because one of them, Labour Reporter Mr Langa Skosana (right), was black.

staffers could stay. Asked to explain, the official said he was not prepared to discuss the matter.

Both reporters and the photographer then went up to the MWU conference room to appeal to a more senior union authority.

On arrival at the MWU building in Braamfontein Mr Skosana, who was accompanied by political reporter Gary van Staden and photographer Gideon Mendel, was told by a union official to leave.

The same official, however, appeared on the scene and ordered all three *Star* staffers to leave.

On the pavement outside the building he then screamed at Mr Mendel that he was not allowed to take photographs. "I do not want to be photographed with a black," he said.

"You are not welcome here," he said to Mr Skosana, adding that *The Star's* two white

● See Page 17.

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CAP 7115 4/3/86 (20) (36) (15)

Rail workers allege bugging.

Political Correspondent

THE Minister of Transport, Mr Hendrik Schoeman, yesterday met an 18-strong railwaymen's delegation in the City — but the vexed issue of salary increases was not

raised at the meeting.

Instead, the SATS Artisans Staff Association delegation protested about the alleged bugging of its meetings by the security branch of the Railways Police



Parliament and Politics

Flower pot 'bugged'

HOUSE OF ASSEMBLY. — Members of the Transport Services' Artisan Staff Association (ASA) were being "hounded" by security police when they met freely to discuss their labour problems, Mr Reuben Sive (PFP Bezuidenhout) said yesterday.

Speaking in the Transport Budget's committee stage debate, he said although it was "perfectly true" the ASA was considering a strike, which would be illegal, "no strike has been called so there is no illegality".

"Yet the security police are now bugging meetings of branches of trade unions," he said, adding that he had received a copy of a sworn

affidavit to this effect from a SATS trade union member.

Quoting from the affidavit, about a meeting in the Transvaal on February 27, Mr Sive said the union member had discovered a bugging device in a flower pot on the table alongside him.

"I say to the trade unions that it is true Big Brother is watching you," Mr Sive said.

He said white voters should take note the security police were "not only organized to watch out for black dissidents, but white legitimate dissidents, who do not toe the line, are also being watched".

● The Minister of Transport Affairs, Mr Hendrik Schoeman, had

"written off" the railway worker, Mr S P Barnard (CP Langlaagte) said during the debate.

He said CP Transport Services workers were being "threatened" by officials because of their membership of the party.

He had been sent letters by numerous CP supporters who had been harassed because of their affiliation, he said.

Mr Barnard asked whether it was fair to build a R21-million hostel for black railway workers in Geduld, at R16 000 a unit, while white workers in his constituency had to make do with an old steel cupboard and a bed. — Sapa

ARGUS 20/2/86

Angry rail workers threaten to strike

The Argus Correspondent

PRETORIA. — Angry railway workers are threatening to strike if their demand for a further 15 percent pay increase is not met.

The salaries of public servants, teachers, postal workers and railway staff are to rise by 10 percent from April 1, according to announcements in Parliament.

These pay increases will cost between R1-billion and R2-billion, said Major Reuben Sive, Opposition spokesman on public service matters. He added that this lessened hopes of a reduction in taxes.

The chairman of the Sats Artisans' Staff Association, Mr Jimmy Zurich, has warned that the situation is "explosive" and says railway workers may down tools in protest.

The Transport Minister, Mr Hendrik Schoeman, said yesterday he would have liked to grant a higher pay increase but the economic situation and the financial position of Sats did not allow this.

He promised that further talks would be held with transport workers unions as soon as possible.

The head of the white Public Servants' Association, Dr Colin Cameron, said public servants were thankful for the increase but had hoped for 13 percent.

The chairman of the coloured Public Service League, Mr Malcolm Domingo, welcomed the increase but said it would not really help public servants to cope with the cost of living, which had risen 30 percent since the last increase.

The chairman of the Federal Council of Teachers Associations, Professor H O Maree, said the adjustment did not represent the backlog which had built up since January 1, 1984.

The 10 percent increase was inadequate, said the Union of Teachers Associations of South Africa (Utasa).

Schoeman to meet railmen's executive

The Argus Correspondent

PRETORIA. — Mr Hendrik Schoeman, Minister of Transport Affairs, has agreed to meet the 17-man executive of the Artisan Staff Association in Cape Town on Monday in what has been welcomed as a move to end the growing wildcat strike threat to South Africa's transport services

The move, which will help union leaders in their efforts to cool railway employees' tempers, will also help the railwaymen to put their case before the main meeting between Mr Schoeman and the Federal Council of Transport Services Trade Unions

WELCOMED

Details of the meeting were confirmed today by the Artisan Staff Association executive, which said that the delegation would be led by Mr Jimmy Zurich, president of the ASA, and leader of the federal council.

The federal council is due to meet Mr Schoeman a week later, on March 10, also in Cape Town.

Members of the executive today welcomed Mr Schoeman's decision to see the ASA delegation as a move which would help the union leaders to cool their members' tempers and stave off demands for a countrywide wildcat strike by transport services workers

ANGERED

Because the railways is declared an essential service in terms of legislation they may not legally strike, and union leaders have been adamant that they will not lead nor support a strike

However, they have said that the situation was becoming increasingly difficult to control as mass meeting after mass meeting passed resolutions of no confidence in Mr Schoeman and urged the union towards strike action

Railwaymen were angered by the fact that they received only a 10-percent salary increase promised to them in the Railway Budget, and the situation was fanned by proposals that parliamentarians were to receive increases of up to 106 percent

Among the regions which have already come out in favour of strike action, or who have passed motions of no confidence in Mr Schoeman, are Pretoria, Johannesburg, Bloemfontein and Welkom

Meetings have been scheduled for East London tomorrow afternoon, in Cape Town on Tuesday and in Durban on Thursday.

Schoeman tells rail staff: No more cash

ARCUS 136 Feb. 1986

Political Staff

RAILWAY workers threatening to strike would be breaking the law and would not get more money, the Minister of Transport, Mr Hendrik Schoeman, warned today.

Mr Schoeman said he was prepared to meet the railwaymen to discuss their problems

But he could give them no more money — "I can only plead with them to be more reasonable"

"We haven't got the money. It is already costing more than R400-million," he said

"I will be contacting them today to talk to them. The position is serious"

Mr Schoeman said the first he had heard of strike threats over the Government's offer of a 10-percent increase was in yesterday's newspapers

He said there were contingency plans in the event of a strike but he wanted to point out that any strike would be illegal

Sats staff asked for a 25-percent increase

Mr John Malcomess, the Progressive Federal Party's spokesman on the SA Transport Services, said he believed the people threatening to strike were being "totally unreasonable".

"Stirring pot"

"With their 10-percent increases and the re-instatement of their full bonuses they are in a far better position than the worker in the private sector.

"And it should be pointed out that the people threatening to strike are whites who have far better benefits and working conditions than their counterparts of colour."

The Conservative Party, which is being accused of behind-the-scenes "stirring the pot", disagrees.

Mr Frank le Roux, the party's spokesman on manpower, believes that increases in the region of 15 percent should be awarded not only to the railwaymen but generally to the Public Service.

He rejected arguments that this would be far higher than increases paid in the private sector.

"The railways have laid off a high percentage of people and the employees have had to work harder and under stress," he said.

"My fullest sympathy is with the workers."

Mr le Roux said, however, that he could not condone any idea of a strike as it was illegal.

The president of the 24 000-strong Artisans' Staff Association, Mr Jimmy Zurich, yesterday denied there were any plans for a week-long wildcat strike.

"In control"

He said he was "still in control of the situation".

"There is talk about it among my workers, but we are not organising any strike and will not be party to any strike," he said.

"But it indicates the unrest and dissatisfaction among my members on account of the 10-percent increase.

He said the unhappiness was an accumulation of events. It goes back to the cutting of the 13th cheque to a third last year.

"I have 900 apprentices just becoming artisans. There is no work and they are being placed on other jobs such as drivers' assistants and operatives at a rate of pay which is a couple of hundred rand a month less than if they were on artisan rate."

CAPE TOWN 17/2/86

Sats in clash over pay increases

Own Correspondent

PRETORIA. — Angry leaders of 23 000 Sats workers on Saturday passed a motion of no confidence in the Cabinet after a clash with the Minister of Transport Mr Hendrik Schoeman over pay increases.

Earlier at a meeting with Mr Schoeman the executive of the Federal Council of Sats Trade Union rejected an offer of a ten percent pay rise as totally unacceptable.

It is certain now, according to Pretoria sources, that the Cabinet has decided on a flat ten percent pay hike for all public sector workers — government and provincial staff, the post office, police, prisons and SADF personnel.

The pay delay will also meet with an angry reaction from public sector staff associations which had hoped for more after the two-year pay freeze.

Mr Schoeman also told the Federal Council the 30 percent cut in service bonuses would be restored in the new financial year.

After Saturday's meeting Federal Council Chairman, Mr Jimmy Zurich, said decisions on Sats increases were apparently being taken by Cabinet.

"In future, therefore, we will demand direct negotiations at Cabinet level as the Transport Minister obviously has no mandate to bargain and negotiate with his trade unions."

Mr Zurich said the ten percent offer was an insult to all railway workers.

MINE LABOUR

Pitfalls to right and left



A major talking point in labour and investment circles is this year's round of wage negotiations between the Chamber of Mines and the mining unions. The importance of this process cannot be over-stressed. Such matters as black-white relations in the workforce, national political issues, and even the price of gold — up or down — hinge on equitable and adequate deals being struck.

And although the chamber is in the centre, fending off assaults from left and right, the miners themselves are locked in an historical feud over workplace privileges dating back to the origins of the industry itself. While the white miners are jealous of their authority over certain areas of work, black miners are demanding equality. The mixture is potentially explosive.

The major players are the chamber; the white Council of Mining Unions (CMU), and the Congress of SA Trade Unions (Cosatu)-linked 300 000-strong black National Union of Mineworkers' (NUM). On the union side, two highly effective and even charismatic leaders are doing much of the running. On the right is Arrie Paulus, a veteran unionist who commands considerable respect, and who is now the Conservative Party (CP) MP for Carletonville — perhaps the pre-eminent heartland of the white mining constituency. On the left is Cyril Ramaphosa, industrious and elusive — but also a man who has gained the respect of the chamber in the tough years of struggle towards recognition, better pay and work conditions for blacks.

Both unions — quite understandably — have threatened their ultimate sanction, the strike. If the tricky manoeuvres towards a series of settlements falter, and there are strikes or other industrial action, the wider ramifications of the disputes gain cogency. Gold's buoyancy on world markets, for example, is as yet fragile. And, in any event, a rise in the dollar price of gold caused by mine labour disputes could never pay for the social, political and economic cost.

Any sign of a protracted stoppage, which could affect output, would send skittish investors clamouring for bullion — with a consequent short-term run on gold. Assuming the rand holds its ground against the dollar, that would be positive for the balance of payments and

The annual wage negotiations between black and white worker unions and the Chamber of Mines have taken on added significance. The white miners have a sense of renewed vitality through their leader's election to parliament; and the black miners are increasingly playing an intensified political role. The mixture is an explosive one.

SA's foreign debt position. But the long-term effects of a serious disruption in gold production — or that of any South African mineral for that matter — would be bad for the mines, tarnishing their supply record, and making contingency planning difficult.

There could also be spillover effects — action targeted at other sectors or holding companies, boycotts, more international pressures and the like. The prospect of all kinds of violence would be enhanced, from right as well as left — and so further affect SA's virtually rock-bottom reputation as a political entity.

In previous wage talks it has generally been the NUM which has been the most confrontational, though the white miners are of course fiercely possessive over job reservation. But this time the most strident voices seem to be coming from the CMU. With its leader in a powerful position in parliament — shadow minister of labour — the CMU has found new strength and been willing to deadlock with chamber negotiators. It has taken an early strike ballot and set a secret date for it — unless settlement comes soon.

Talks with the NUM have also reached deadlock. A conciliation board has been called, with 30 days to convene, after which Ramaphosa says he will follow the steps laid out in the Labour Relations Act towards a strike ballot and possibly a legal strike if the wage issue is not resolved.

Some might argue that these threats are all part of the annual wage circus — that the

unions are poker players with weak hands. But certain factors give enhanced seriousness to the situation. For a start, the CMU claims it is deadly serious about its intention to strike. Council secretary Tom Neethling says the moderation his union displayed in the past got them nowhere and "the time for militancy has arrived." However, behind the polemic, most mine managers detect a fair degree of bluster. There hasn't been a strike by white mine workers in 40 years, and the suspicion is that white miners don't have the stomach for one now either.

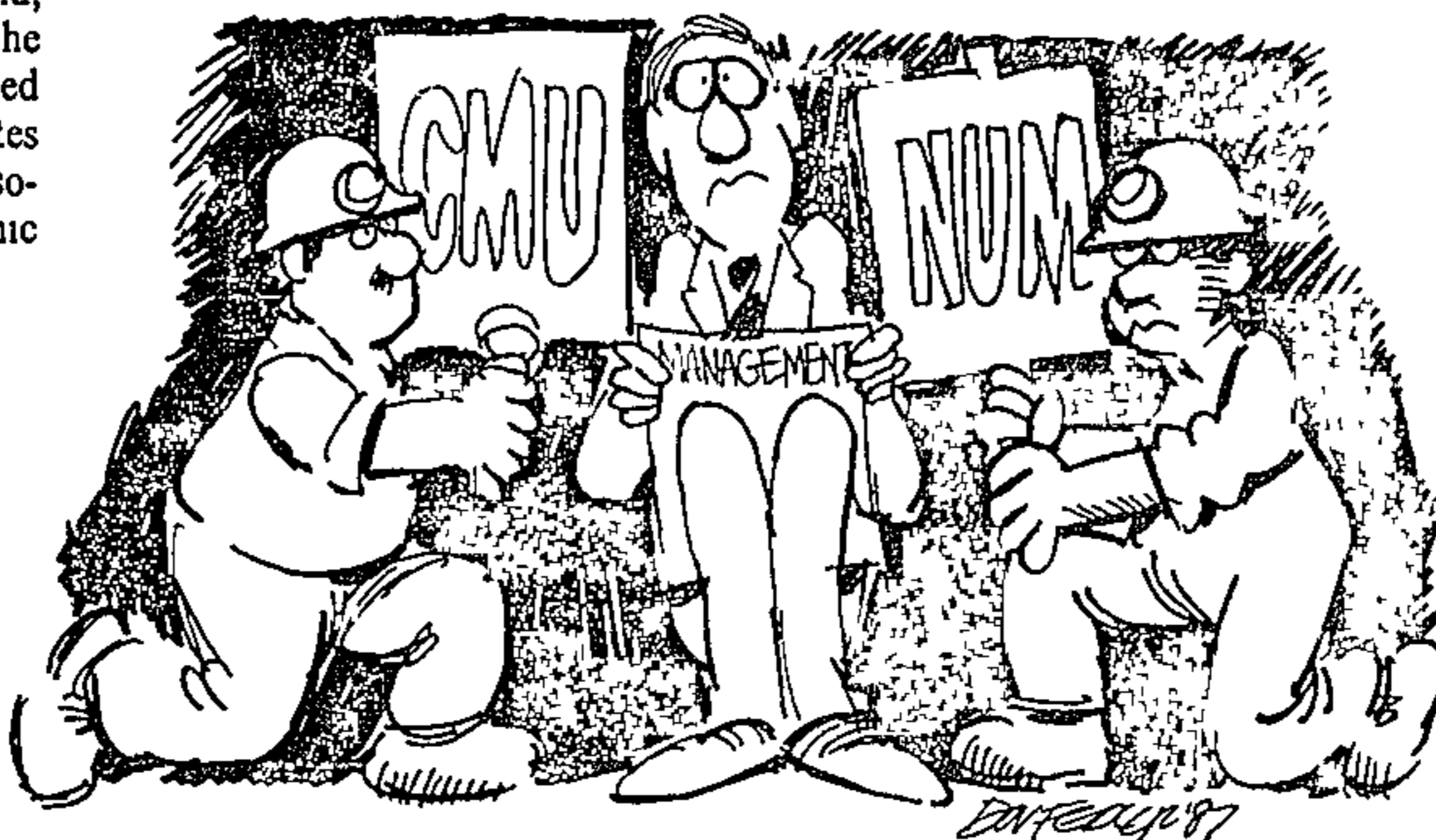
Certainly, at the time the *FM* went to press, CMU negotiators were still closeted in meetings with mine officials, and a chamber spokesman said he was hopeful that a settlement would be announced this week. But if the negotiations are derailed, that hope will obviously vanish.

Fortunately, there are no lack of precedents for settlement. The chamber's industrial relations manager, Johann Liebenberg, notes that last year the CMU also deadlocked in negotiations — but settled later in private discussions.

If the CMU is really going through the motions of a strike simply to enhance its hand in negotiations, the position of the NUM is entirely different. It approaches the wage talks hardened from previous encounters with employer representatives who are uneasy in the knowledge that the NUM has not hesitated to initiate numerous work stoppages and strikes in order to drive its message home. Between June and December last year, for example, the black union was responsible for 13 strikes or stoppages on the mines. The period immediately prior to that was even more strike-prone — though not all were wage-related.

Nonetheless, employers grudgingly concede a healthy respect for the NUM's negotiating tactics and strategy. They say it is a worthy adversary — especially as the union has shown great responsibility in its most recent dealings with the chamber by demonstrating that it is prepared to work inside the framework of established labour law.

For all that, a disturbing trend in the latest round of wage talks is the relative size of the unions' opening wage demands. As its opening gambit, the NUM demanded increases of 40% to 55% — a position which employers wasted little time in rejecting. In reply, the chamber offered 12.5% for coal workers and 12.5% to 17.9% for those employed on the gold mines. The CMU is asking for a



more modest 20% across the board, while employers have countered with a 13% offer on the marginal mines and 14% on the non-marginals

Predictably, the coal/gold pay differentials has distressed the NUM, which (like its white predecessors) is Socialist in orientation and wants to see equity in any wage settlement. It bases its argument on the ability of

the respective mines to pay up. This is, in many respects, an obvious over-simplification of the situation — taking no account of the mines' responsibilities to shareholders, commitments to capital expenditure, and so on.

The NUM's over-ambitious wage demands are rooted in the recent rise in the gold price. Simplistically, the unions conclude that if the gold price rises, the mines must be in a better position to pay. That argument, as we have pointed out before, takes little account of the fact that a rise in the dollar price of gold, as we are experiencing now, does not automatically imply a rise in gold's rand earnings. Much depends on the relative strength of the rand vis à vis the dollar.

In the first quarter of 1987, for example, the dollar gold price averaged around US\$410/oz while the rand was appreciating steadily past US45c — hardly auspicious conditions for the mines' rand receipts. Lately, however, with gold trading above \$460/oz and the rand stable at around 50c, their earnings position has been considerably enhanced.

Employers are clearly going to have to work hard to bring home to workers that the ability of mines to pay differs markedly in accordance with their working costs, grades, reserves and labour requirements. The message of differential settlements is clearly evident in the employers' current wage offers. Persuasion may not be all that easy.

Says a chamber spokesman: "It wouldn't be so bad if we could get the unions to agree to lower increases or no increases if rand earnings go down. They talk glibly about the



NUM's Cyril Ramaphoso

ability to pay, but they are not all that impressed by arguments of our inability to pay." Mechanisation would be an option — one which some mines, again depending on their specific cost structures, are beginning to turn to. Liebenberg says it remains a "front-of-the-mind" exercise, but one which employers would be loath to invoke given that they perceive as

social responsibility to ensure adequate levels of employment.

Liebenberg maintains that the fact that the CMU started its negotiations later than usual this year, and the NUM came to the negotiating table a little earlier, should not create the impression that the mines are being pinched from two sides. And insofar as he contends that the two pressure points are entirely unrelated and are not being co-ordinated to bring undue pressure on employers, he is correct.

But it is worth making the observation that both parties are driven by diametrically opposed political forces — and these are becoming increasingly important as miners, black and white, are seen, and see themselves, as spearheading the respective political thrusts of a wider constituency. As Cosatu's largest constituent, the NUM has an obligation to give force to Cosatu's "living wage campaign" by ensuring adequate remuneration for its members. In addition, it is committed to seeing the last vestiges of archaic job reservation on the mines scrapped.

The CMU, on the other hand, is fighting a rearguard action to see that its members' privileges are maintained. One of Paulus's first jobs in parliament will, no doubt, be to ensure that the status quo is upheld. A White Paper on job reservation, in which an amend-



CMU's Arrie Paulus

ment is proposed to the definition of a "scheduled person" — the effect of which could mean more skilled miners' jobs, such as that of blaster, being opened to blacks — is due for discussion early in the session. It would not be surprising if Paulus were to rally the CP to pressure government to defer any decision on the issue. And the post-election government is unlikely to risk offending the Right on this decades-old sensitive issue.

Moreover, the mine disputes are coming to a head as June 16, Soweto Day, approaches. Tensions in the black trade union movement, particularly Cosatu, are already running high. Bereft as blacks are of democratic institutions for political expression, it is logical that their unions will assume an ever more overtly political role — "An injury to one is an injury to all," as Cosatu's slogan runs.

It is a situation which requires delicate handling, and one which, as Liebenberg says, is best left to the chamber itself to resolve: "We need to establish a pattern of industrial peace. Our relationship is developing and as it matures we should be able to resolve our problems more peacefully."

With the political dimensions to the dispute such as they are, government could be tempted to get directly involved. It has already made ominous noises about tempering the power of the

black unions through legislation. It is a temptation it must forcefully resist if there is to be any prospect at all of long-term industrial peace in the land. In the short term, interference from above could prove a flash-point that no one — management and labour alike — will relish.

And as far as overseas sentiment is concerned, Pretoria would then be seen to be undercutting the real reforms it has achieved in industrial relations. The alternative — an undisciplined and polarised black workforce — is one effect it should seek at all costs to avoid.

By the year-end, new battle lines had been drawn between the Big Three. Interestingly, all three retailers seemed to gain from the experience. By year-end, Pick'n Pay had returned to its previous growth rate of 20% plus, Checkers swung out of the red to report its first profit in years; and OK, after a dismal first half when it lost market share to Checkers and Pick'n Pay, recovered strongly in the second half of its

OK BAZAARS

Going with the flow

If anything was learnt in the furious marketing war that raged for most of last year, it was that no competitor can afford to ignore OK Bazaars. Its two younger adversaries, Checkers and Pick'n Pay, appeared to do just this early in the year as they tugged at each others' market share. But OK responded with a campaign that, although belated and not altogether original, was certainly powerful, involving millions of advertising

OK stores were founded on the precept of getting shoppers' attention as they made for the food racks — all under cover. This philosophy has been amended to take account of current consumer preferences, and the results have been sound and promise more growth.

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D/D 25/11/

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Organisation's aim to mobilise white workers

Daily Dispatch Reporter

EAST LONDON — The White Conservative Workers Union (WCWU) was uniting for the white man and would be the power base for him, the national secretary, Mr A. Venter, said at a meeting here.

Mr Venter said it was time for the white worker to mobilise

"People say we are illegal, but we are not; we even have the support of some state departments," he said

"We are not dumb enough to have registered as a trade union, because we would then be bound"

He said the private sector was "forcing integration down the throats" of the white worker without having a mandate from them

"We are a Christian union and we support Christian ideals," he said "We are not immoral communists."

Mr Venter said his union was prepared to support any white man who was discriminated against in his job.

"We have the best lawyers at our disposal, so that is no problem."

He said the WCWU rejected the ANC's Freedom Charter, as well as the ANC itself

He said there had been a vast response from white workers in South Africa who saw a future in the WCWU.

"You must work to make it the most powerful union ever in South Africa," Mr Venter told the crowd of about a hundred

The head organiser of the Afrikaaner Weerstandsbeweging and national president of the WCWU, Mr Piet Rudolf, said the National Party was "on the road to disaster"

"They have just released Govan Mbeki, who said himself that he still believed in what the ANC stood for," Mr Rudolf said

He said there would never be a "multi-racial" South Africa, because the "blacks would take over completely"

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Press

CAPG Times
26/11/87
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Right-wing 'white Cosatu' formed

Own Correspondent

A NEW battle is underway in support of the interests of white workers and against the racial discrimination they suffer at the hands of liberal employers, according to the general secretary of the White Conservative Workers' Union (WCWU), Mr Attie Venter.

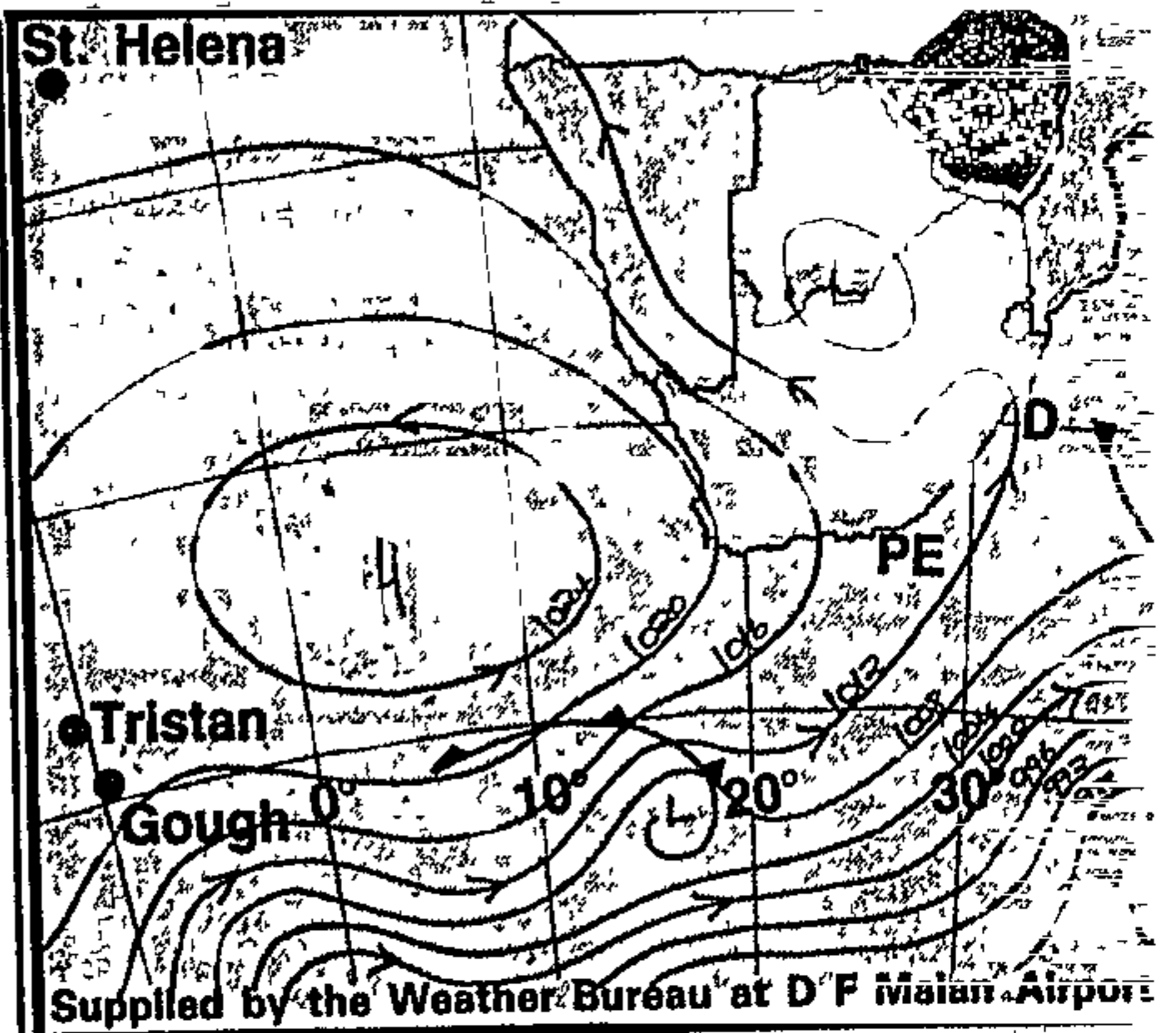
Mr Venter has been working to establish the Pretoria-based union since June.

Citing the organization as "the white Cosatu", he said membership figures are confidential at this stage, but that support was "quite considerable and increasing at a tremendous rate. The WCWU is gaining support from disenchanted members of multiracial and leftist white unions as well as from non-unionized workers."

He said the union is initially concentrating on SATS employees, who are joining in their thousands. He attributed this to dissatisfaction at the SATS unions' acceptance of the principle of racial pay parity.

There were similar trends among members of the Public Servant's Association, he added.

From page 1



Cloudy and cool

CAPE PENINSULA and vicinity and Western Cape coastal belt: Partly cloudy and cool. Wind moderate south-westerly becoming southerly. The minimum and maximum temperature will be between 13° and 20°C.

Low: 0029 1316
Sun sets 1938 rises 0529
Moon rises 1028 sets 0009

TIDES (TABLE BAY) TOWN
High: 0808 2038
Low: 0136 1439
Sun sets 1939 rises 0529
Moon rises 1140 sets 0046

INDUSTRIAL REL. - WORKERS' Org - SA
CONFEDERATION OF LABOUR

1988 - 1989

Workers' Day
~~Star 10/1/78~~
disregarded by
certain firms

Labour Reporter

The White Workers' Union (WWU) has accused employers of disregarding the official Workers' Day and forcing workers to recognise May Day as a holiday.

Union general secretary Mr. Attie Venter said the union had learnt that some employers had forced white workers to celebrate the so-called May Day as a holiday, disregarding the official Workers' Day — the first Friday of May.

The Congress of SA Trade Unions and National Council of Trade Unions have rejected the official Workers' Day, demanding it be May 1.

Use Labour Act rules ^{slow} — Sacol

The SA Confederation of Labour (Sacol) has urgently called on the Minister of Manpower to institute all regulations of the Labour Relations Amendment Act of 1956 from September 1 to put labour relations in the country in order.

Sacol, which claims to represent 100 000 white and blue collar workers, has stressed that the implementation of all regulations of the Act will contribute greatly to formalising and putting in order labour relations in the country.

"Sacol has no sympathy with illegal strikes and is of the opinion that unions who directly or indirectly exert themselves while illegal strikes or stay-away actions are occurring should be liable for damage claims

"The Confederation has no more patience with workers or organisations that through illegal actions disrupt labour relations and wish to disturb labour peace"

Sacol agreed that the right to strike was still in an embryo phase of development

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10/8/86

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No poverty plea, union tells mines

ALAN FINE

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THE Chamber of Mines will find itself hoist with its own petard if it enters the 1989 wage negotiations pleading poverty, Council of Mining Unions (CMU) chairman Ben Nicholson said yesterday.

The CMU, representing artisans and white qualified miners, has submitted proposals for 20% increases. Talks are expected to begin by next week, and new rates are scheduled to be implemented from May.

Nicholson said the chamber had always insisted that during good years the gold price and affordability were not legitimate criteria for determining the level of wages and increases.

He predicted the chamber would attempt to change this approach in 1989, using the industry's unfavourable economic conditions to resist union demands.

Chamber senior GM, external affairs, Johann Liebenberg responded that Nicholson appeared to have "a very short memory".

The chamber had for years drawn attention to employers' need to account for rapidly rising working costs when determining increase levels to be granted, he said.

According to Nicholson, other CMU proposals include a five-day week, improved bonus, annual leave and accident leave conditions.

'Whites only' project

B/Dun 5/4/89 ALAN FINE

(136)

THE right-wing White Workers' Union (WWU) has begun raising capital from members to finance the establishment of businesses which will be controlled by members and will employ members only, general secretary Attie Venter said yesterday

He anticipated R12m to R15m would be raised for the project, which was motivated by members' desire "to control their own money and use it for their own advancement". They would liquidate all their savings in institutions like the JSE and divert them to the project

A company named BKW had been established to buy and develop farms as non-multiracial holiday resorts. Later manufacturing concerns would be initiated

AKG 27/7/91
(30)