

INDUSTRIAL RELATIONS — COSATU  
1991

SEPT. — OCT.

# Harassment helped Emma's mission to assist workers

EVERYDAY Emma Mashinini used to think she had made a mistake by organising workers for the Commercial, Catering and Allied Workers Union of South Africa.

But that changed the day she enrolled the first member and soon after a second one, both from two of the biggest supermarkets

"The harassment by police and the refusal of management to allow me to organise workers from within the companies advanced my mission.

"Workers took an interest in this woman whose leaflets were always taken away from her and who was always bungled into a police van," Mashinini said

Mashinini is too modest to claim victory for the union she founded in 1975 and says it was a collective effort by workers and herself

"Had it not been for the workers, I would not have succeeded. They organised from within the companies. To management's dismay, leaflets were always available on the shopfloor," said this former garment worker and shop steward who has been involved in the trade union movement for more than 25 years

Mashinini left Ccawusa, her branch now called Saccawu, in 1986. She said she took the decision because she was "burnt out" and could not contribute anything further

Soon afterwards she started working on her celebrated book, *Strikes have followed me all my life*, a collection of her experiences in the trade union movement. This, she says, was therapy for the treatment she received in detention

"I was advised to write the book, which is about the harassment and detentions that followed me during my years as a trade unionist

"The book also details my six months ordeal in solitary confinement, which left me so disorientated that I forgot my youngest daughter's name

"Solitary confinement is evil, whether you are young or old. I was already over 50 years when I was imprisoned

"There were very few women in solitary confinement then, which means there were no prison mates that I could talk to in adjoining cells.

By SIZAKELE KOOMA and BULI SIWANI

"There was, therefore, no way I could stay sane under those circumstances. I lost my equilibrium when on the radio I heard that a fellow unionist and a close friend, Niel Aggett, had died in detention. We were detained together," Mashinini said

A policewoman rescued her from insanity. The woman surprised her on a very blue day and took off her police uniform.

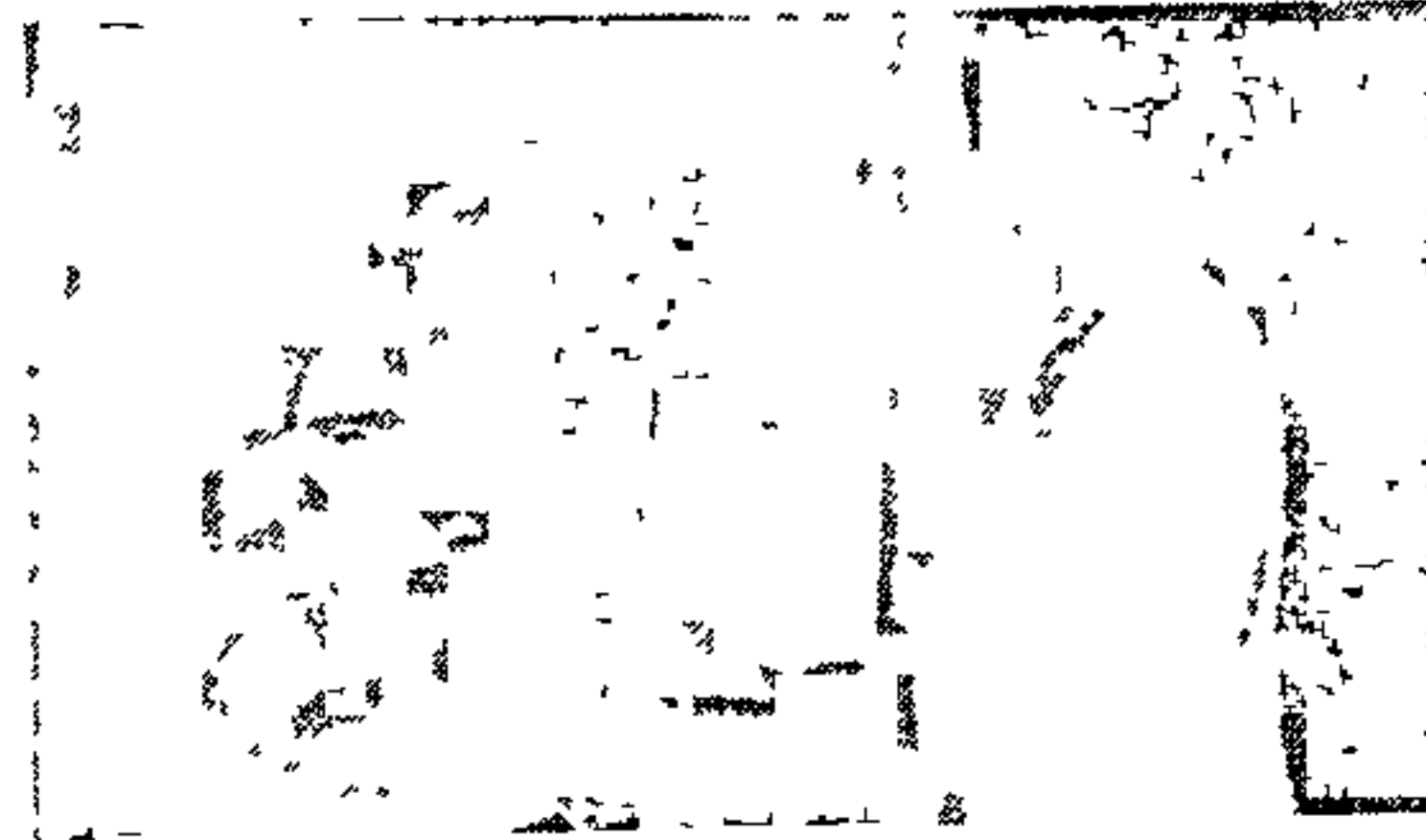
Underneath she was wearing a mother's union attire. They prayed together and their meetings became a ritual

"I'm proud of women in many ways. They are great when it comes to preservation and support. This woman was praying for me while she was also policing me," she said

On her release she underwent extensive treatment at the Rehabilitation Centre for Torture Victims in Denmark

Mashinini was recently presented a serigraph of the famous Los Angeles artist Vanette Honewood by the National Black Arts Festival in Atlanta as a memento of her visit, which was also meant to promote her book, published for the first time in London in 1989

The city council of Atlanta also presented her with a proclamation naming July 25 1991 Emma Tiny Mashinini Day



Emma Mashinini being presented the proclamation by director of the Atlanta City Council Felicia Mabuza-Suttle.

# Mediators re-count Edgars ballot

THE Industrial Court called in the Independent Mediation Services of SA (Imssa) on Friday to re-count a strike ballot of Edgars workers

SA Commercial, Catering and Allied Workers' Union (Saccawu) national organiser Paul Kashe said an Industrial Court hearing on the legality of the national wage strike by about 2 000 Saccawu members had been postponed so that the ballot results could be checked

Kashe said both parties agreed on the re-count, which was conducted at the weekend

Edgars group human resources

23/9/91  
VERA VON LIEKES

executive Don Findlay said the court's ruling on the legality of the strike would be heard this week, although a date had not yet been set. The company has put the number of strikers at more than 1 300

Kashe said management argued that the union had not achieved a 50 plus one percent vote in favour of the work stoppage.

Saccawu is demanding a R200 across-the-board increase, while Edgars has offered R180, with an additional R20 after six months

# Union, hotel group set for confrontation

*Sowetan 24/9/91*

CONFRONTATION is looming between the South African Commercial Catering and Allied Workers Union and Southern Sun hotel group over the proposed retrenchment of 960 workers.

Saccawu spokesman Mr Power Malgas said on Sunday night the union had declared a dispute over the retrenchment of workers.

Malgas said the union viewed the retrenchment proposals by Southern Sun as extremely confrontational following human resources director Mr ND MacLauren's alleged statement that "the union had been raping the company for years and the company is now trying to rape the union".

"The statement is viewed by the union as extremely confrontational and a declaration of war with the union."

He said the company's reason for retrenchment was to supplement the permanent employment with sub-contracts and casual labour. Sub-contractors and casual labour costs the company an average of R323 a month in wages, while the current minimum wage at Southern Sun was R815 a month.

Malgas said the union had a mandate from work-

ers not to accept retrenchments in furtherance of non-permanent employment.

He said the company had rejected a union proposal to avoid retrenchment and instead to offer workers early retirement option with a benefit of R2500 for people opting for voluntary retirement.

Southern Sun is currently employing current 500 sub-contractors, 961 casual, 153 fixed-term contract employees, but they rejected union proposals to review the employment of casual labour and sub-contractors and absorb people considered for retrenchment, Malgas said.

"The union notes with concern that the company is confining retrenchment to the bargaining unit which comprises largely union members — black and coloured — thus the union views the retrenchment as union bashing, political in nature and discriminatory."

Malgas said Southern Sun proposed to re-employ retrenched workers hardly a day after terminating services, but on completely different terms such as a 54-hour six-day week as opposed to the current agreement of 45 hours in a five-day week. - *South African Press Association*



# Edgars strike illegal - ruling

~~140A~~ 140A

Sundown 30/9/91

**THE Industrial Court of South Africa has ruled that the on-going strike by the South African Commercial, Catering and Allied Workers Union at Edgars stores is unlawful.**

The court found that Saccawu has not complied with the Labour Relations Act.

The ruling effectively restraints Saccawu from participating, encouraging, inciting, supporting, organising or in any way promoting the strike

Saccawu has issued a statement reaffirming its dispute with Edgars over wages and working conditions. The union said a general meeting would be held on Saturday to review its situation

Meanwhile, Black Consciousness student activists threw their weight behind striking workers at major department stores on Saturday, calling on the black community to withhold their buying power

The Azanian Student Convention pledged its "unflinching support" for workers at Edgars, Jet, Pep and Sales House, whose wage strike enters its fourth week on Monday

"Azasco calls on the entire black community and black students in particular to have nothing to do with these stores up until the strike is resolved in favour of our parents," urged Mr Siphso Maseko, the organisation's president, in a statement. - Sapa



## Union declares dispute over FNB 'refusal' to talk

13/12/91  
THE SA Commercial, Catering and Allied Workers' Union (Saccawu) said yesterday it had declared a dispute with FNB, alleging the bank had refused to negotiate working conditions with the union.

Spokesman Stanley Mngomezulu said Saccawu, which represents 1 500 FNB employees, wanted to negotiate on issues including the bank's medical aid scheme, racial discrimination, the refusal to extend stop order facilities for union fees to Saccawu

VERA VON LIERES

members, maternity leave, and the abuse of the bank's disciplinary code and procedure by management

According to the union, FNB was unwilling to negotiate, saying Saccawu represented an insignificant number of employees in the bank's 23 000-strong workforce and because the company had established a sound collective bargaining relationship with the SA Society for Bank Officials

FNB spokesmen could not be reached for comment yesterday (14CA)

The union had referred the dispute to a conciliation board which was expected to sit next January

Meanwhile, a lockout of 500 workers engaged in a labour dispute with Sun International (Ciskei) continued yesterday.

And at the Riviera International Hotel in Vereeniging a two-week lockout of Saccawu members remained unresolved

# Mines threaten action over VAT stayaway

By Shareen Singh

Several mines under the Chamber of Mines have threatened "severe disciplinary action" against employees who stay away on November 4 and 5 without management's permission.

Warning letters were sent to employees this week. Workers at Anglo American head office have also been warned.

The National Union of Mineworkers said work-

ers did not have to seek permission to join a general strike called by Cosatu

By threatening disciplinary action, mining bosses were denying workers the right to protest

"It also shows that they are siding with the Government on the VAT issue," the NUM said

At a press conference in Johannesburg yesterday, Cosatu secretary-general Jay Naidoo said any disciplinary action against workers — excluding a "no work, no

pay" policy — would make the companies the focus of future action.

Chamber of Mines spokesman Peter Bunkell said the chamber had not taken a position on whether workers who took part in the strike would be penalised or not. Individual mining houses were making their own decisions

● The Pretoria Chamber of Commerce and Trade has also said employers might adopt a "no work, no pay" attitude if workers stayed away

(140A)

Steur 31/10/91

(2013)

Cosatu now seen as key player

(140A) (11/10/91)

# Economic think-tank 'on the cards'

B/Duy 18/10/91.

THE establishment of a forum for economic debate and negotiation between government, business, labour and political parties is now firmly on the agenda of each of these groups, several business and labour representatives disclosed yesterday.

It could become a reality by early next year, one source said.

This development follows Cosatu's proposal two weeks ago for an economic negotiating forum. The initiative has been taken up by a variety of individual businessmen and organisations.

A number of business leaders associated with employer federation Saccola have been involved in discussions with labour and government, including at least one senior Cabinet member. The issue is also under discussion within a number of major Saccola affiliates.

A separate, similar initiative is continuing under the direction of the Consultative Business Movement (CBM).

"It looks as if something may materialise," the CBM's Murray Hofmeyr said yesterday. He said an unresolved issue at this stage was whether such a forum would be largely advisory or whether it would be part of an interim governing authority.

Another business representative involved in delicate talks said "things are moving well. All sorts of initiatives are being pulled together in a specific focus. There is a good chance a tripartite forum can be put together. There appears to be a growing acceptance at Cabinet level that Cosatu is a key player."

An important issue for business was to

ALAN FINE

sort out how it should be represented at such a forum, he said. Saccola's brief extended only to labour relations issues, and the CBM did not claim to be representative of business as a whole.

The task of representing business would probably have to be carried by the top leadership of groups such as Sacob, the AHI and the Chamber of Mines.

Several spokesmen involved in these initiatives said Finance Minister Barend du Plessis' favourable references to the idea of a social accord involving unions in his speech to the IMF on Wednesday were significant, especially given his recent antipathy towards Cosatu.

"The statement shows that there are discussions in government, and that there are a number of Cabinet Ministers who would be comfortable with an economic forum," one official, who declined to be named, said.

A senior unionist said the situation "looks interesting", adding there could be concrete developments early next year.

Cosatu general secretary Jay Naidoo confirmed there had been discussions with employers on the issue, but declined to elaborate, other than to say Cosatu would continue to seek solutions to the dispute over VAT and economic policy-making.

He said he had been surprised by Du Plessis' statement. However, the Minister had made no commitment in SA to proper negotiations with unions, and the ball was ultimately in government's court.

□ To Page 2

## Think-tank

18/10/91

It is understood that some senior ANC leaders are not convinced the organisation and its allies should enter such a forum, which would impose responsibilities on the alliance. These elements argue that the ANC should seek joint control in an interim government over only such areas as the security forces, the SABC and the electoral process.

However, Cosatu appears set to stick to

its demands on economic negotiation despite ANC reservations

Business representatives said there was some hope that this process could head off the VAT stayaway scheduled for November 4 and 5. However, the establishment of an economic forum was an important, longer-term issue and if it had any effect on the stayaway this would merely be considered a bonus.

□ From Page 1



Sowetan 24/10/91

140A

# Call for economic forum

By JOSHUA RABOROKO

TRADE Unions called for the establishment of a negotiating forum to involve all major players in the economy.

The call was made by the Congress of South African Trade Unions and the National Council of Trade

## SOWETAN VAT SEMINAR

Unions at the Sowetan's VAT crisis seminar yesterday.

Unions at the Sowetan's VAT crisis seminar yesterday insisted that the Government continued to take unilateral decisions despite the fact that it was by no means

representative of the people. He said there was a broad consensus on what problems faced the South African economy. Rampant poverty, large-scale unemployment, lack of housing and decent schooling. The economy's heavy reliance on the export of minerals and agricultural products and the lack of development in the manufacturing sector.

Naidoo said: "The Government and big business are either trying to solve these problems unilaterally or in a piecemeal way. Thus we have seen the initiation of a numerous micro-economic restructuring programme. The process will not only be rejected by the majority of the people but it can be dangerous and ineffective in the absence of a national framework which has the support of the major players. "That was why small and big business, the Government and political organisations should come together to solve the problems, he said

Mr Jay Naidoo told delegates that a much deeper



# Flexing muscles over scorned tax

Star

31/10/91

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**I**T HAS been said that Cosatu and other unions are merely using the VAT issue as an excuse to confront the Government on the formulation of economic policy, ahead of constitutional negotiations. Is that the case?

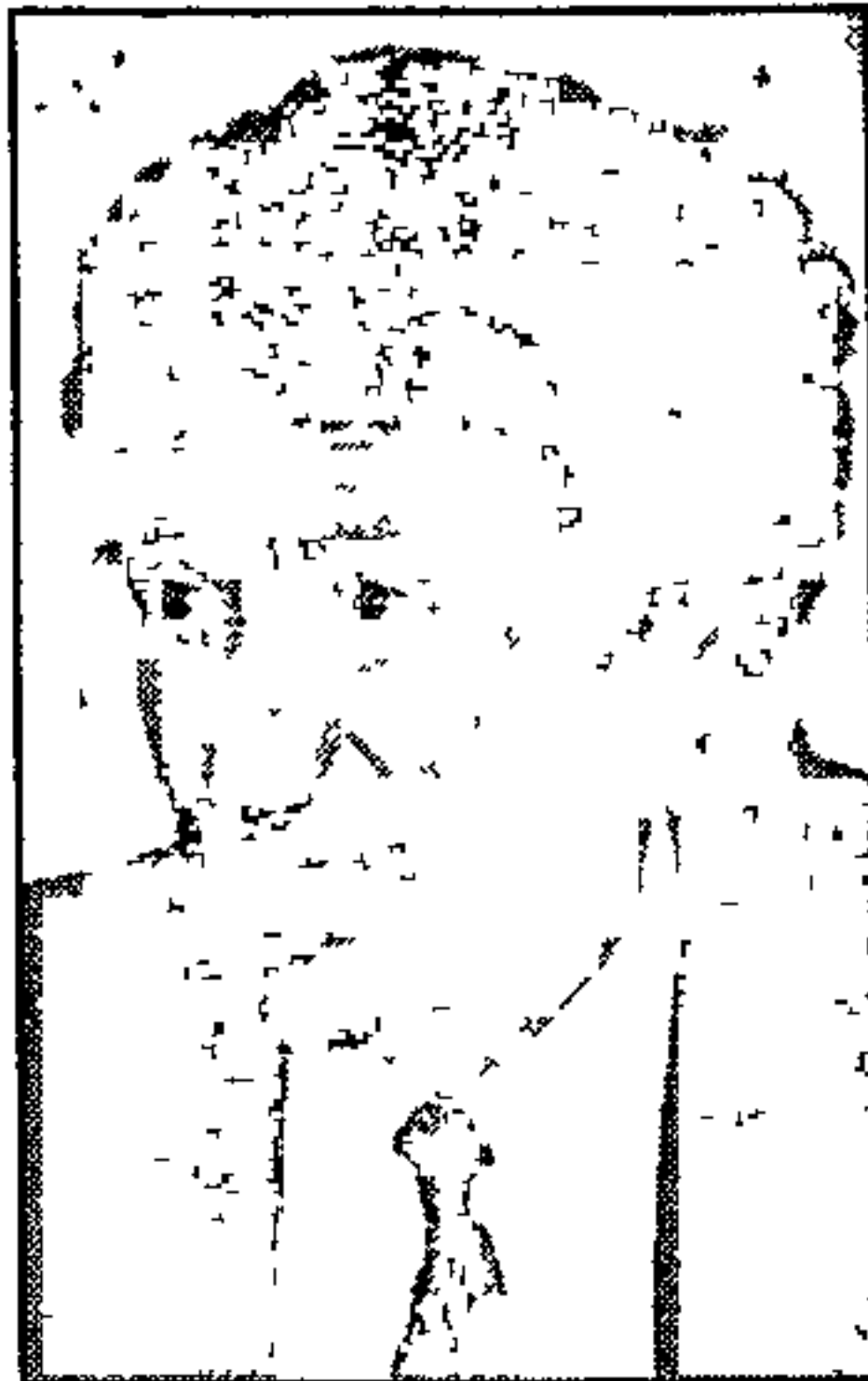
At a political level we have said very openly that we are an independent organisation and that the trade union movement, as part of civil society, intends to play a key role in the present transition and in a post-apartheid South Africa in determining the political and economic future of this country. We have a legitimate right to demand that the Government halts the unilateral restructuring of the economy because we are in a transition period.

At the economic level, the imposition of VAT is going to have an adverse impact on the lives of millions of people who at present live below the bread-line. Without effective mechanisms to control price abuse, VAT will lead to a rise in the cost of living.

We have committed ourselves to make VAT unworkable (and) are planning to broaden the campaign in the new year to include the non-payment of PAYE. It is unacceptable to us that a white minority Government in this transitional period can continue to dominate the structures of decision-making at the economic and political level.

The demands that we are making around VAT, including the setting up of a forum for macro-economics negotiations, are aimed at putting pressure on the Government to see that there has to be a process of bona fide negotiation of political and economic issues.

For us, coming from a constituency that has been historically deprived of access to resources and wealth, it is absolutely essential that political change must also be accompan-



Disagreement over the introduction of VAT has set the Government and South Africa's biggest labour groupings on a collision course. Unless there is a last-minute resolution of the dispute, the unions have vowed to call out their members on a two-day general strike starting on Monday. The strike call is supported by, among others, the ANC, PAC, the National Council of Trade Unions and the Azanian People's Organisation. In an interview with MIKE SILUMA, Congress of SA Trade Unions general-secretary Jay Naldoo (left), who has been personally involved in the campaign to reform VAT legislation, and whose federation is party to the strike call, warns of even more conflict in the next few months if the Government continues to "unilaterally restructure" the economy.

ied by economic change, so that the issue of the vote is linked to the provision of jobs, housing, education, etc.

The Government is unilaterally restructuring the economy at every level through measures including privatisation and deregulation. We are concerned that this will perpetuate the domination of white minority interests.

What would persuade the unions to call off the strike?

Our doors are still open. The Government must zero-rate basic foodstuffs, medical services, water and electricity. It must make concessions to small business and negotiate poverty relief programmes. Linked to that, the Government must agree to set up a macro-economics negotiating forum.

The forum — to include Cosatu and Nactu, the major employers, the Government, consumer organisations and the major political parties — would discuss economic changes consistent with the political transformation taking place.

The strike may be perceived as directed primarily at the employers. Is it?

Employers could have played a central role in resolving the issue. But throughout the negotiations, the Government was basing its entire argument on the fact that big business was geared up for VAT's imposition.

SA Chamber of Business and Afrikaanse Handelsinstituut representatives insisted that big business was entirely behind the Government and that there would be chaos if the Government did not go ahead with the introduction of VAT. (The employers' hands are not clean.)

When approached by us to intervene, the SA Consultative Committee on Labour Affairs said they were not prepared to take a stand on the issue. We warned them that unless big business was seen to be moving to pressure Government to negotiate, we were going to have a situation where there would be conflict between us and the Government, with employers stuck in the middle.

Couldn't the strike be seen as a breach of the Peace Accord, of which Cosatu is a signatory?

No. The Peace Accord, in fact, entrenches the right of or-

ganisations to protest. It restrains those organisations that want to use violence to protest. What we have said is that the strike is voluntary, that there must be no force used. We have made provision for mechanisms to prevent the use of force, and to monitor the extent to which violence is used against us. In our view the strike is absolutely voluntary.

What of the economic damage (in lost production and pay) likely to be wrought by the strike?

Our view is that it is because of resistance in the last few years that the Government has entered the process of negotiations. We know it's going to be an economic burden we will have to carry. But we are determined to stop the devastation of the economy — in relation to the majority of our people — by not allowing the economic policies of the National Party to continue unopposed.

What we are doing is protecting the integrity of the future economy and ensuring that when we put in place a new system it is jointly decided by all the major players. □



Two-day national strike will go ahead next week

# Blacklist warning to bosses

Star 31/10/91

By Paula Fray

The two-day national strike — which organisers say will be the biggest in the country's history — is to go ahead on Monday and Tuesday and will be followed by sustained action, the Coordinating Committee on VAT said yesterday

And Cosatu general secretary Jay Naidoo warned that employers would be blacklisted for future action if they took any disciplinary measures — excluding a "no work, no pay" policy — against workers who took part in the strike

Cosatu and the ANC also distanced themselves from people threatening to attack or kill residents in Soweto, Katlehong and Tokoza who failed to join the strike

## Discredit

Yesterday, SA Institute of Race Relations executive director John Kane Berman said he had received reports that people in vehicles with loudspeakers were driving around Soweto threatening to kill people and burn their houses if they did not heed the strike.

ANC spokesman Saki Macozoma said "This co-ordinated action is transparently an attempt to discredit the general strike. Only agents provocateurs paid to do this work would contemplate such lunacy. We challenge the police to arrest those engaged in this."

Mr Macozoma said the organisations were totally committed to ensuring that the strike was peaceful.

Mr Naidoo said that in view of the threats of violence against the protest, they had notified the structures set up by the National Peace Accord, and met with the police to ensure that proper liaison mechanisms were in place.

At a meeting yesterday between a six-member delegation of the CCV and Deputy Minister of Law and Order Johan Scheepers, both parties agreed to appoint persons from both groups to regional liaison structures to facilitate communication with regard to any incidents.

Mr Scheepers said the Government and police did not oppose peaceful democratic protest and the police would act with sensitivity.

The CCV identified possible flashpoints and the police undertook to investigate appropriate measures to prevent violence.

Mr Naidoo said guidelines for disciplined action had been issued to all local branches of the various participating organisations. These included the right to work or stay at home with out interference.

● To Page 2



Down with peace talks Palestinian guerillas and children burn tyres in the Palestinian camp of Ain al-Helwi in South Lebanon to protest against the start of the Madrid conference on the Middle East Report on Page 4 Picture AFP

## 'Flower power' robbers dupe Telcom men, grab R490 000

By Glen Elsas  
West Rand Bureau

Two Telcom employees were held up after being approached by a man with a gun concealed in a bunch of paper flowers on a street corner in Krugersdorp while they were on their way to bank wages and salaries amounting to nearly R500 000 yesterday morning.

Captain Henriette Bester of the West Rand police said Andre Meintjes (28) and Willem Jacobus Bronkhorst (30), who both work for the West Rand area manager's office of Telcom, were on their way to the Krugersdorp Post Office where the R490 000 in salaries and wages was to be kept for the night.

They stopped at the corner of President and Kruger streets and a man pushed a bunch of paper flowers into the car through the half open driver's window. He told the driver to take the flowers for his wife.

While the astonished men were arguing with the stranger, a second man opened the passenger door and grabbed the gun hidden in the flowers.

He threatened Mr Meintjes and Mr Bronkhorst with the gun. The man who pushed the flowers through the window disappeared.



Deadly bouquet Andre Meintjes shows the ruse the robbers used Picture Sean Woods

Another Telcom vehicle, which was used to tail the first vehicle for security purposes, drove on to the post office, not suspecting anything was amiss.

The robber ordered the men to drive to a semi-demolished house on the edge of Munsieville.

He handcuffed one of the Telcom men to the steering wheel and handcuffed the other's hands together.

The car keys were removed and a large cloth was thrown over the car. The boot was opened and the cash taken. It is not known whether the robber was joined by accomplices.

Mr Meintjes said he thought "it was curtains" when the cloth was put over the car, blocking the windscreen and windows.

"I mean, they could have set the car on fire or anything."

He said the robber held the pistol in Willem Bronkhorst's side all the way to Munsieville. "In a situation like that you realise there is a big difference between life and money," he said.

A special reunion. A special kind of plea



and arrested four men

P.T.O

# Nationwide strike is on

Star 31/10/91  
● From Page 1

The guidelines also reiterate that students, teachers, essential health workers and journalists have been exempted.

He said the strike would be the "biggest action we've ever seen in this country more than two million people participated in the last strike".

It would be followed by "sustained action into next year"

While the strike was now unavoidable, conflict could be resolved if the Government abandoned its intransigent approach and demonstrated a willingness to enter into negotiations.

The CCV demands include the zero-rating of basic foods, water, electricity, medicines and medical services; negotiations on adequate poverty relief programmes, special provisions to alleviate the effect of VAT on small business, and the establishment of a macro-economic forum to negotiate key economic issues of concern to workers

Yesterday the Afrikaanse Handelsinstituut deplored the planned strike and called on the trade unions not to continue with the protest actions but rather to try and negotiate.

At least 21 rallies, 17 marches and 11 pickets countrywide have been planned to coincide with the strike. These include

- A women's march and picket in three centres on Saturday to focus on the burden they face with the imposition of VAT.

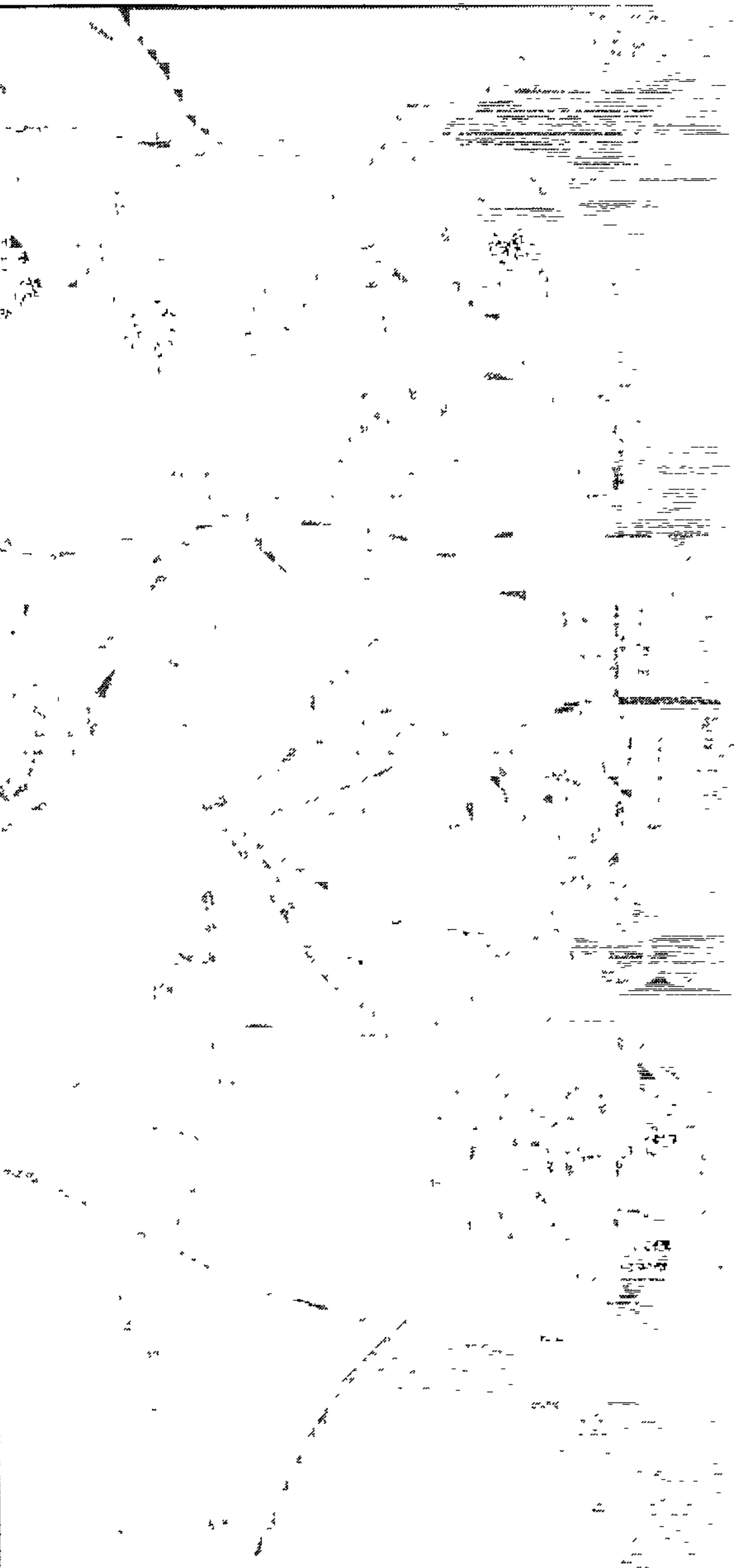
- Small businesses represented by Nafcoc and Fabcos would close between 11 am and 3 pm during the strike

- An ANC/Cosatu regional march to the Receiver of Revenue offices on Saturday

- The Soweto Anti-VAT Co-ordinating Committee will host a mass meeting on the two-day stayaway tomorrow at the Orlando YMCA, as well as a mass meeting on Monday in the Regina Mundi Church

- More reports on Pages 16 and 29





Pioneers . . . the first white members of the National Union of Mineworkers. J C Vorster, on the left, signed up then resigned under right-wing pressure, but Louis Vosloo (back) and Willie van Staden are determined to stay with the union Picture courtesy of the South African Labour Bulletin.

# White miners taunted, threatened by AWB members for joining NUM

By Shareen Singh

Two white miners have joined the National Union of Mineworkers in the right-wing town of Rustenburg. They say that as a result they are being harassed daily and called racist names.

"We have no more white friends. They don't visit us any more and call us terrorists, 'kafir boete' and other racist names," said Louis Vosloo and Willie van Staden, employees at the strife-torn Impala Wildebeestfontein platinum mine in Bophuthatswana.

Mr Vosloo said that about

three weeks ago a few AWB members arrived at his house and hurled abuse at him and his family, and last week some of his colleagues from the mine harassed him at his home.

Mr Vosloo's daughter who was at a high school in Rustenburg was also being harassed by fellow students, he said.

Some rightwingers had threatened to burn down Mr van Staden's house.

But the men were determined that these threats would not stop them from belonging to the union of their choice, unlike their colleague J C Vorster for

whom the intimidation was too much. Mr Vorster had also joined the NUM but resigned.

"I did not join the NUM to be a terrorist, like they accuse me," Mr van Staden said. "I joined the union to fight for human rights. For many years I saw different kinds of victimisation and intimidation of black workers and I can no longer be part of it."

"Some mine overseers hate blacks and use the shift supervisors to victimise and intimidate workers who have done nothing wrong. This is inhuman and something I cannot understand," he said.

Mr Vosloo, who is an underground miner, said when he started work at the Wildebeestfontein mine about two years ago, it was his first experience of working side by side with black miners.

"I soon learnt that they are just like me and have the same problems. We started talking and became friends. It hurt me to see them being treated as though they were animals."

He joined the NUM about two months ago as an active member and it was not long before he was elected by thousands of workers to join the committee.

"When we signed up with the NUM, we were treated like kings," Mr Vosloo said.

"The workers cheered us. I feel relieved that I left the all-white Mine Workers Union which was full of promise but no action. Our doors are open to anyone irrespective of race."

"My conscience is clear because I am no longer associated with a racist structure."

"I feel proud to be in the NUM. In this union an injury to one is an injury to all and I know that if anything happened to me thousands of workers would rise in my defence," he said.

# SA trade unions face cash crisis as donors vanish

5 Times 27/10/91 By KURT SWART

AN independent report has disclosed that the South African trade union movement is facing a crisis because foreign funding is drying up.

Entitled *Crisis Upon Crisis - An Examination of the South African Labour Movement*, the 100-page report was produced by IRIS (International Research and Information Services), a Cape Town-based political and business information company. "While the liberation

movements were banned, trade unions were one of the few anti-apartheid organisations legitimised by mass support and legally entitled to operate inside South Africa," the report said.

"But as politics became normalised, funds which were contributed by the outside world to bolster trade unionism began drying up."

IRIS said substantial overseas support, mostly in the form of direct assistance from foreign union and worker federations, was dwindling, creating serious financial problems for trade unions.

It was estimated that 80 percent of Cosatu's budget came from external sources.

According to a report from the recent Cosatu congress, affiliation fees covered only 28 percent of the operating budget.

## Options

Cosatu had doubled the affiliation fee to 10 cents per member per month, but as the congress report stated "Even if all the affiliates were paid up, Cosatu would only be able to cover 35 percent of its expenses."

"The new international climate has substantially reduced the funding available for trade union running costs."

"Also, politically it is critical that we move to self-sufficiency in the immediate future."

"The choice that faces us is either the collapse of Cosatu as a result of lack of commitment from affiliates, or that we have to move decisively forward as a strongly-organised independent organisation."

Possible options suggested to combat the crisis were a special levy on all members which would make Cosatu 50 percent self-sufficient, negotiations with the state to make available funds for union activities like education and training, and a solidarity fund from sympathetic donors, fund-raising activities and subscriptions.



W/Mon 25/10 = 31/10/91  
**Cosatu angry at Japan**

Cosatu this week reacted angrily to Japan's decision to lift all sanctions against South Africa, branding it "a slap in the face for the majority of South Africans".

(140A)

The federation threatened to mobilise Japanese workers to take the matter up with their government.

Japan's move contradicted world sanctions policy against South Africa, which was moving toward the phased withdrawal of sanctions dependent on the achievement of set goals in the negotiation process, said the federation.

This policy had been ratified by the recent Commonwealth Summit.

The move, said Cosatu, was "an insult to the historical opposition of Japanese workers to apartheid".

Reports from Weekly Mail staff

# State sector unions join Cosatu

By DREW FORREST  
THREE formerly non-aligned public service unions have joined the Congress of South African Trade Unions, boosting Cosatu's drive for state sector worker unity.

The 2 500-member Health Workers' Union (HWU), the 5 500-member Northern Transvaal Public Servants' Union (Notrapsu) and the 500-member KwaNdebele Public Servants' Union were granted conditional affiliation at a Cosatu central executive committee meeting at the end of last month "in order to facilitate the formation of one public sector union", said a Cosatu statement.

It was hoped that the three unions would formally merge with Cosatu's public service affiliate, the National Education, Health and Allied Work-

ers' Union, at its national congress early next year, said Nehawu general secretary Sisa Njikelana

The Cape Town-based HWU shot to prominence last year during the Cape hospital strikes, while Notrapsu has played a spearhead role in a series of hospital strikes in Lebowa, where its membership is concentrated.

Nehawu has been one of Cosatu's problem unions, and the planned mergers will boost both its membership — paid-up members stand at 18 000, in a strategic sector of over 700 000 employees — and relieve its critical manpower shortages.

Njikelana said Nehawu's organisation in the Northern Transvaal had been weak, and that Notrapsu would provide much-needed leadership in the area

140A

U/may 25/10 - 31/10/91

# Cards on the table

FM 25/10/91

(140A)



**Cosatu general secretary Jay Naidoo explains why a general strike against VAT has been called for November 4 and 5**

**FM: Will this strike be a damp squib — like the last two stayaways?**

**Naidoo:** We are confident that the majority of our members and a much larger body are going to come out on this issue. Sky-rocketing prices are central in the minds of people, black and white, in their daily lives and the economic situation of the majority is being steadily eroded by this government. **Could you suggest a better alternative to VAT?**

We have not opposed VAT in principle. We said, zero-rate basic foodstuffs, water, electricity, medical services, make provision for small businessmen, allow a process of negotiation so that maybe we can arrive at a different way to implement VAT. The problem has been the intransigent attitude of government on this issue, particularly the Minister of Finance, which differed very substantially from its approach in reaching the peace accord.

**Is VAT not being used for the bigger goal of forcing government into some kind of joint economic policy-making forum with Cosatu?**

Absolutely — and it is a legitimate demand. We have a government that represents only a white minority. It is logical that the rest of the people and their organisations will demand the right to a say, especially in this transitional period, relating to policy

that may impact on a future democratic SA. **Doesn't Cosatu have a socialist agenda? If so, it's hard to see a joint economic policy body with business and government agreeing on fundamentals.**

That's why we've stated previously that an economic forum really has to deal with concrete issues — the structural crisis that faces this economy and how to create growth, provide jobs, meet people's needs and become internationally competitive. To do that we really have got to leave behind the "isms" and identify the problems and solutions to them. There's got to be an agreement that establishes a national framework within which we operate and within it there will be rights and responsibilities. The key issue is to establish a national economic reconstruction programme, not go about it piecemeal. **Barend du Plessis has said this must wait for the multi-party conference.**

We cannot develop an economic future for SA as a working group of the all-party conference. Secondly, the government's view is that organised business and unions have no role in the multi-party conference. Thirdly, the economic future of this country is not a side issue of a political agenda, that's why we insist on two equally important agendas that must run concurrently.

**Are you encouraged by Du Plessis' remarks at the IMF about the "invaluable assistance" that "a type of social accord between government, business and labour" can provide?**

We would be encouraged if Barend du Plessis said that to us directly and if we are then able to negotiate in good faith the kind of accord that is required. We will not accept government determining what is good for us, which they've done for 40 years. If they accept the principle that any process has to

be jointly agreed, then let them come and talk to us.

**Does Du Plessis' statement open the way to calling off the strike?**

The ball remains in the government's court. We are open to a negotiated settlement of the VAT crisis and it depends very much on what proposals they put forward. We are not calling the strike in order to be vindictive, as the FM suggests, but to pressure government into a process of bona fide negotiations. If we can do so, the strike is not necessary.

**Is the aim of the strike not part of a plan to ensure Cosatu's place in an interim government, distinct from the ANC?**

Cosatu wants an interim government that represents a government of national unity, for clear economic and political reasons. But we know that there's got to be a levelling of the playing fields, so that there's an understanding that no individual organisation is going to dictate the agenda. This is central to Cosatu's interests. There's been no suggestion in Cosatu that we want to be represented in an interim government. There is debate and a commitment from us to enter forums where issues affecting SA's future would be determined.

**Can the strike be seen as an act of political symbolism aimed at ensuring support for the ANC ahead of the all-party talks?**

The call for a general strike arose from a very deep anger people feel about the misuse of taxpayers' money following Inkathagate, the CCB, white elephant projects such as Mossagas and so on. There's a lot of anger, that a government, at the point of transition and saying it wants to negotiate, introduces a restructuring process that creates adverse conditions for us.



COSATU'S GENERAL STRIKE

# High Noon for Naidoo

(140A) 

If the strike fails, the unions risk irrelevance in political terms FM 25/10/91

It is of course possible that the general strike called by the union federation Cosatu — for November 4 and 5 — will flop. That being so — what will be left of Cosatu's credibility when it comes to giving form to the mooted "social accord" on economic principles and policy-making? And would failure drive a further wedge between the positions of the socialist-minded unions and the "broad church" of the ANC?

These issues are very pertinent in the thinking of the notional antagonists in the run up to the strike.

The SA Chamber of Business — representing at least a significant proportion of business opinion — strongly suspects that the strike will fail, or at least not be as successful or as dramatic as Cosatu would want it. The reasons are simple enough: times are tough, union membership is lower after lay-offs and the impact of VAT has not been as severe as Cosatu has made it out to be. In fact, choosing VAT as a *casus belli* might have been a miscalculation on Cosatu's part: as an essentially technical rearrangement of the tax structure, it is (as the FM's Board of Economists said last week) a "silent tax". As long as the major retailers hold food prices down the impact of a one-off rise in the CPI is strategically diluted.

Sacob is almost laconic in its outlook. "We haven't had much feedback from members so there does not seem to be a great build-up," says a spokesman. Of course, many employers could take disciplinary action in addition to the usual policy of no work, no pay. The unpleasant thought of no Christmas bonus must weigh heavily on a community already labouring in straitened circumstances and tired of political posturing.

Employer body Saccola chairman Bokkie Botha says he is aware of a growing trend to take disciplinary action on stayaways and work stoppages. Perhaps this is because many employers regard the impending strike as a critical trial of strength — like that between government and miners in Britain in the Eighties — which will focus attention on relative strengths in the negotiations to come.

Officially eschewed or not, intimidation must be a factor in keeping workers at home.

If the strike call succeeds, what would its effect on the economy be? The Labour Monitoring Group's Judy Maller reckons the action will take the form of a stayaway. She says the unions feel strongly about the issues and have been seriously rallying and preparing for the strike, which could be as effective as the three-day stayaway in September 1989, which succeeded in turning round the Labour Relations Act.

At the time, 2m-3m of the industrial work force stayed at home and there was a 70% participation rate in every region. Maller points out that this time round the workers will be feeling the impact of VAT a month after its introduction. Particularly if it is peaceful, such a widespread strike — hardly a general strike with the full paraphernalia of picketing and media saturation, but nonetheless a visible display of discontent — will obviously be claimed as a victory by Cosatu. It has reasons for doing so which have little to do with VAT.

According to labour consultant Andrew Levy, the strike comes down to the fact that "the labour movement is positioning itself as an independent and crucial element in national life, economic and political."

And indeed, there are some in Cosatu who say (in private) that the Department of Labour knows how to behave (that is, has been taught its lessons in worker power) — and now the Finance Ministry has to be taught how not to treat such a powerful grouping as Cosatu. Other observers detect something of a personality clash between Cosatu general-secretary Jay Naidoo and Finance Minister Barend du Plessis.

Levy reckons that if no response is forthcoming from government — and none is likely on VAT — the country could be in for a period of continuing sporadic actions like overtime bans, demonstrations and pressure on employers to get government to relent. What Pretoria has indicated — through Du Plessis' statement to the IMF on a social accord involving labour — is a willingness to accede to some form of economic consultation of the unions on policy in future.

Here the views of the Democratic Party's Tony Leon are germane. According to Leon, VAT concessions would not have averted a

general strike. "There are people looking for a cause of war because of the need to keep the people mobilised and to keep mass protest going," he comments. "The fact is that government has unwittingly provided the ammunition."

"Irrespective of the success of Cosatu's national protest, the one thing we will never see again is the raising of a tax in SA or revenue spent which isn't the product of detailed consultation." Parliamentary procedure next year, he adds, will be a nightmare because "not a single Bill of any significance, particularly the Budget and income tax amendment Bills, will go through the legislative process without some form of external consultation."

In effect, therefore, a transitional government "is going to happen as a matter of fact anyway." According to Leon, the idea of no taxation without representation is now taking root; and in that sense the anti-VAT campaigners have been successful. But the question that arises, he adds, is what happens after all these interim measures are in place and the protesters are locked in with the decision-makers into collective responsibility for legislation?

"That, I would say, is where the calls for an interim government or transitional arrangement have not been thought through."

I wouldn't be surprised if the parliamentary committees won't be extended *ad infinitum* to include extra-parliamentary representation.

It could also be pointed out that the fate of the unions in countries like Zimbabwe and Zambia must weigh on Cosatu's collective mind. Even if the role it finally plays in policy formulation is strictly limited — advisory in nature — that might well be regarded as preferable to marginalisation or disappearance.

Levy makes the point that "the crude slogans of worker control have been massaged into more sophisticated models of participation — and the unions will get it."

When Du Plessis spoke to the IMF of a social accord, he said that such an arrangement could be of "invaluable assistance" in developing countries. We presume he meant that if the unions get a say of some kind in policy, this could preempt disruptive social actions which horrify prospective lenders and investors and reduce confidence.

There is another political dimension to the strike. One effect it could certainly have — if successful — would be to bolster the ANC-led demand for an interim government to oversee constitutional negotiations. It hardly seems to be a coin-





Government financial adviser Vivian Solomon and Cosatu general secretary Jay Naidoo at Sowetan's seminar on VAT yesterday.

# VAT activists open to talks

THE VAT Co-ordinating Committee yesterday said its doors were open for talks to avert the national general strike planned for November 4 and 5.

This assurance was given by Vatcom's Mr Rashid Allie at the Sowetan's "Vat Crisis - Is there a Way Out" seminar at the Carlton Hotel yesterday.

Cosatu general secretary Mr Jay Naidoo said the Government did not want "to budge" and the general strike, backed by sustained action, was the only alternative available for the community.

The fact that neither Minister of Finance Mr Barend du Plessis nor his deputy Mr Theo Alant attended the seminar despite invitations and assur-

ances that major players in the VAT crisis would be present was a clear signal of the "arrogance and intransigence" with which they treated the crisis, Naidoo said.

Senior Sowetan assistant editor Mr Thami Mazwai chaired the meeting.

However, the Government's chief director of financial planning, Dr Vivian Solomon, was present at the seminar and promised that he would convey the sentiments of the delegates to other Government officials. The Minister was overseas and his deputy had other commitments, he said.

● See page 5

By JOSHUA RABOROKO



# VAT: Naidoo says there is no alternative to strike

140A B/day 24/10/91

**DAVE LOURENS**

A GENERAL strike on November 4 and 5 was the only alternative available to VAT opponents, said Cosatu general secretary Jay Naidoo yesterday.

But he added that opponents of the tax remained willing to negotiate the issue.

Speaking at a seminar organised by The Sowetan entitled "VAT Crisis Is there any way out?" Naidoo said disenfranchisement meant the streets of cities and townships had to be used as ballot boxes.

Educationists at the conference expressed concern that students would become targets for the "third force" on the days of the strike. Students, scholars and teachers have been granted exemption from the strike to avoid disruption of end-of-year exams.

Naidoo said precautions would be taken to ensure people's safety.

"But the issue is whether there is a third force, or is it simply the second force?" he said, apparently referring to the security forces.

Finance Department chief director Vivian Solomon said both sides should respect each other's integrity. Significant concessions had been made, and although they might not be enough in some people's view, this indicated there was no intransigence on the part of government.

Budgets could not satisfy everybody, and the need and willingness to provide for greater social spending in the Budget had come up against the need for job creation and economic development.



Finance chief director Vivian Solomon under fire at a seminar in Johannesburg yesterday on the VAT crisis. Picture CATHERINE ROSS

It had been a dilemma to reconcile these two needs, but the will was there to devote more resources to the upliftment of the needy and to address the backlog of resources.

Deloitte Pim Goldby taxation services director Willem Cronje said a choice had to be made between helping the poor by using the tax system or by direct aid. The theory that the best way was through taxation had been generally discredited, he said.

Direct aid would provide a more effective solution, but the R220m relief package proposed by government was not enough.

The SA Communist Party yesterday added its support to the proposed strike.

Meanwhile, the Co-ordinating Committee on VAT has criticised the publication on TV2 of a survey of retail prices which, it said, presented "a misleading picture of the effects of VAT. The survey reported the price of an unspecified

basket of goods had dropped 2,7%.

The committee said this was misleading for several reasons.

The survey covered only the retail chains, and omitted smaller retail stores where many people, especially in the townships and rural areas, did their shopping.

The reported 2,7% drop should, in any case, have been 3%, the difference between GST and VAT, the committee said.

It was clear retail chains were not meeting their pledge to Vatwatch to pass on savings. Many chains had simply added 10% to prices.

The survey also did not cover services which were now being taxed for the first time.

The effects of the petrol price rise on goods and services had not yet been felt. After discussions with an SA Reserve Bank representative, the committee estimated this would add 2% to

the cost of living.

The committee said the survey, therefore, was misleading, and reiterated its belief that the imposition of VAT would cause an unacceptably large increase in the cost of living.

□ Sapa reports from Cape Town that the SA Medical Journal has said criticism of the Medical Association of SA (Masa) for its handling of the VAT issue was grossly unfair.

Editor-in-chief Nic Lee, writing in the latest issue of the journal, said Masa could have done little more than it had already done in informing its members about VAT, and how they should cope with it.

When the tax was first announced, Masa said it was totally opposed to its application to medical services — and applied for zero-rating.

Masa had organised country-wide seminars on VAT and an explanatory booklet had been issued to its members.

# Mine bonus scheme pacts signed

140A

ALAN FINE

THE Chamber of Mines yesterday signed agreements with the NUM, the Council of Mining Unions and the three officials' associations setting out a framework for the gold mining industry's performance-related bonus scheme

The NUM acting general secretary Marcel Golding and chamber president Naas Steenkamp said schemes linking pay to cost containment and performance could remain a feature of the total remuneration package for many years

The agreements describe the purpose of the scheme as "to improve efficiency by means of a performance bonus and improved training for workers (and) to contribute to ensuring the future viability of the mines, enhance employees' conditions of employment and improve safety"

The NUM agreement applies at all Anglo gold mines, 10 of Gengold's (excluding Oryx and Beatrix), Rand Mines' Bly-

vooruitzicht and JCI's Sir Albert Robinson Hospital The CMU and officials' associations agreements apply at all Anglo, Gengold and JCI gold mines and at Blyvooruitzicht The contents of the five agreements are similar Neither Gold Fields nor Anglovaal are party to the scheme

In terms of the agreements, 25% of total monthly benefits available would be distributed equally among the workforce — with a minimum of R25 each Thereafter, the bonus would be distributed as a percentage of earnings It would be limited to the extent of any net mining profit, and would not result in a mine making a loss because of bonus payments

The formula for calculating bonus payments would be negotiated separately at

To Page 2

## Bonus scheme

each mine involved in the scheme The agreements recognise that "thorough and broadly based training is critical for sustained improvements in production and efficiency"

They say there shall be no retrenchments as a direct result of the scheme and that efficiency may not be achieved at the expense of health and safety

Union and worker participation in the scheme and in improving workplace effi-

From Page 1  
ciency is recognised as integral, and management commits itself to disclosure of all information required to monitor the scheme

Steenkamp said the negotiations had been a process of participative decision-making Golding said the agreement was just the first step in changing employment relationships and the managerial culture

● See Page 10

B/day 23/10/91

~~NUM~~

~~NUM~~

~~NUM~~

# Japan's move angers blacks

SOUTH African business and Government leaders yesterday welcomed Japan's decision to drop sanctions while black opposition expressed dismay

The African National Congress said it did not agree with Japan's view that the reform process set in motion by State President FW de Klerk was irreversible

Mr Saki Macozoma, a spokesman for the ANC, said Japan's announcement

So wefan 23/10/91

SAPA

went against the ANC's recently adopted view that sanctions should be removed in a phased manner.

## Jeopardise

The Congress of South African Trade Unions warned Japan that its decision to drop sanctions could jeopardise trade between the two countries once a post-apartheid government was in power

"We see this as a slap in the face for the majority of South Africans," said Cosatu spokesman Mr Neil Coleman

Foreign Affairs Minister Mr Pik Botha greeted the news with enthusiasm, heralding Japan's decision as the end of South Africa's economic isolation

"We are back internationally with countries that matter — the industrial giants of the world," Botha said.



# Court custom ignored

By MARTIN  
NTSOELENGOE

MEMBERS of Cosatu defied court protocol this week as three top union leaders were sentenced for kidnapping and assault. (140A)

— Instead of standing up as a mark of respect when magistrate O Rautenbach entered the Johannesburg Magistrate's Court, about 100 people sat and talked

After sentence was announced they sang freedom songs in the corridors

Cosatu general-secretary Jay Naidoo; former assistant secretary Sydney Mufamadi; and Metal Worker's Union secretary Moses Mayekiso were each fined R2 000 or one year's imprisonment, suspended for three years.

They had been convicted of kidnapping and assaulting Const Monge Maleka on August 28 last year.

After the trial, Naidoo and his two co-accused shook hands with supporters and friends.

Earlier, Rautenbach said that although the crime was serious, there were "special circumstances".

The magistrate said the abduction was con-



**GUILTY ... Jay Naidoo, Sydney Mufamadi and Moses Mayekiso.**

■ Pic: EVANS MBOWENI

ducted in public outside the Cosatu offices in Risik Street, Johannesburg, in broad daylight.

Rautenbach also said that after a long period of harassment, the unionists had lost faith in the ability of the police and were irritated when they saw Maleka acting suspiciously outside their offices.

The unionists had confronted Maleka and found that he was carrying a two-way radio.

The unionists' decision to kidnap Maleka had taken place "on the spur of the moment"

The three have appealed against conviction on three grounds

They claim that the magistrate did not properly apply his mind in convicting them; that he accepted Maleka's evidence and rejected Naidoo's; and that Maleka's evidence was inherently improbable and contradictory . . .



NEW PATHS . . . Cosatu's Jay Naidoo says the success stories of Japan and Germany are being analysed in efforts to come up with a viable economic policy for South Africa.

■ Pic: ANDRIES MCINENKA

**D**URING the past three weeks the ANC and its alliance partner Cosatu have been under heavy fire from the government, big business and foreign investors.

The ire of these groups was sparked by what they perceived as ANC/Cosatu insistence on "outdated economic policies" such as nationalisation of banks and mines, refusal to honour loans taken to "bolster apartheid" and taxing the wealthy.

Cosatu has further stirred the troubled waters with plans for a two-day strike against VAT on November 4 and 5.

# Taxing task of creating work

CP Press 26/10/91.

1407

SECRET

In an interview on Friday he debunked claims that the ANC and Cosatu were following failed policies.

Neither body had taken a policy decision on nationalisation or wealth tax. Discussions on these issues were continuing.

Cosatu was reviewing the success stories of capitalist economies like those of Japan and Germany to see what could

be learnt from them. Cosatu proposed four points on which national economic reconstruction could be based.

The first step would be to examine the macro policy path the government should take.

"We have got to determine the most effective growth path in the development of South Africa," Naidoo said.

The focus would be on the country's major, immediate development needs.

Foreign trade policies and relations with international bodies like the World Bank and the International Monetary Fund would be scrutinised to determine whose interests such relations would advance.

The intention would be to curb government borrowing for projects that did not benefit the people, such as the Mosses

"white elephant" industrial reconstruction would be the next priority.

A primary concern would be transforming collective bargaining forums to help in "job creation, economic growth and making us (South Africa) more competitive".

Cosatu believed the country was less technically advanced than Japan, Germany and South

Korea because of apartheid policies.

The third and most difficult proposition involved socio-economic development. Failure to address this would lead to government collapse.

Naidoo said "Any government has to deliver to the black people of this country as the constituency which has been historically deprived".

It was largely on the understanding of the enormous problems that a future government would face that the ANC/Cosatu alliance mooted alternatives like nationalisation and wealth taxes.

The fourth proposition involved restructuring bodies such as the National Manpower Commission, the National Trading Board, and the new Labour Relations Act.

These four propositions were regarded as a broad framework around which to debate economic reconstruction.

Naidoo said "There can be no blueprint that any single organisation can impose on this country in search of economic solutions to our problems".

This could evolve only after consultation and negotiation involving the major players. Naidoo denied that the planned anti-VAT strike could lead to retrenchments.

He said the tax was introduced without proper consultation, and that representations made to the government on it had been ignored.

Government policies were deepening South Africa's economic crises, and the added burden of VAT would drive many people below the bread line.



# Cosatu lobbies Commonwealth over sanctions

140A  
w/maail 18/10 - 24/10/91.



Sam Shilowa ... Convening an All-Party Conference not sufficient

**T**HE Congress of South African Trade Unions took key steps towards adjusting its policy on sanctions against South Africa at the Commonwealth heads of government summit in Harare this week.

Cosatu's official position remains that all sanctions should remain in force. But in lobbying heads of government before the Harare summit, and in parallel discussions with the steering committee of the Commonwealth Trade Union Council (CTUC), it advanced a modified position recognising the international trend towards the softening of sanctions.

The lobbying drive by Sam Shilowa, Cosatu's assistant general secretary, also presents an interesting case of closer co-operation between the Cosatu and its smaller rival, the National Council of Trade Unions (Nactu).

With Shilowa was Nactu president James Mndaweni, and the two union groupings presented a common platform.

Shilowa told *The Weekly Mail* Cosatu's aims had been to influence Commonwealth policy on South Africa by thrashing out a joint position with the CTUC, whose recommendations will feed into the summit. Represented on the CTUC steering committee were union federations from Australia, Canada, Zimbabwe, Zambia and the UK.

South African unionists had also had direct contact with Commonwealth secretary-general Chief Emeka Anyaoku, Australian Prime Minister Bob Hawke and British Foreign Secretary Douglas Hurd. Hawke and Anyaoku had reacted favourably, while Hurd had been "non-committal".

In advancing a modified position, Cosatu had taken account of the New Delhi Declaration by Commonwealth

The Congress of South African Trade Unions lobbied Commonwealth heads of government in Harare this week to maintain sanctions — but with a timetable for lifting the embargo linked to political developments.

**DREW FORREST** reports

foreign ministers in mid-September, calling for a phased easing of sanctions, Shilowa said "This was clearly going to be a major influence on the summit. To continue pushing for no change could have made us irrelevant."

Instead, Cosatu had proposed certain changes to the New Delhi principles, which had grown out of internal Cosatu discussions and debates within the "tripartite alliance" adopted by the CTUC, these were:

● A proposal that the lifting of "person-to-person" sanctions — in sport, culture and the like — should be conditional upon affirmative action, where appropriate, and actual rather than formal integration.

Cosatu argued, for example, for real racial mixing in the sports arena, rather than mere "constitutional non-racialism". The New Delhi principles envisage the immediate lifting of first-line sanctions as a reward for the government's movement away from apartheid.

● The lifting of economic sanctions — on trade and investment — once there is an interim government; agreement on constitutional principles and the "modalities of drafting a new constitution". The New Delhi principles envisage the scrapping of these second-line sanctions once "interim mechanisms" are in place.

"We do not regard the mere convening

of an All-Party Conference as sufficient," Shilowa said.

● The lifting of the oil embargo and financial sanctions, including bans on International Monetary Fund and World Bank loans, once there is a democratically elected government. The New Delhi principles propose that third-line sanctions, by far the most damaging to South Africa, should be dropped once the text of a new democratic constitution has been agreed.

Shilowa said that in motivating its case, Cosatu had pointed to the government's "unilateral restructuring of the economy" — notably through VAT. It had also complained of the "undemocratic" nature of National Party constitutional proposals and called for tougher action on violence.

## LABOUR BRIEFS

### Nehawu wins <sup>agreement</sup> 18/10-24/10/91 recognition in Cape

■ Public sector workers in the Cape won an important victory this week when the National Education, Health and Allied Workers' Union was officially recognised by the Cape Provincial Administration. (140A)

Nehawu general secretary Sisa Njikelana said the agreement was "the most comprehensive" of those concluded by the union with provincial authorities.

Nehawu is already recognised in the Free State and Transvaal. (243)

The agreement commits the parties to developing "sound industrial relations practices". It recognises the rights of shop stewards and grants the union access to the CPA's premises, equipment and resources.

140A

# When the iron is cold

FM  
18/10/91

If Cosatu is fool enough to want to call a general strike in November, then let it go ahead. For the chances of its bringing about economic chaos and forcing the F W de Klerk government to grant it participation in policy-making without responsibility are remote.

On the contrary, it could set Cosatu back irreparably as a political force. The relatively minor gains in wages that it has been able to win for its members this year and the tenuousness of its present cause, suggest that it simply won't be able to rally the masses.

If it goes ahead, it stands in danger of doing to the trade union movement here precisely what Arthur Scargill did for the coal miners in Britain in the early days of the Thatcher administration

Simply put, they dashed themselves in vain upon the steady ranks of public self-interest. The coal mining industry in Britain then was no more healthy than the gold mining industry is here now. Ordinary people could not identify their own interest with the extravagant claims of the coal miners.

It is possible that Jay Naidoo, if he cares to follow Scargill, will find himself in an even worse situation. For the issue he has chosen to champion is the largely benign value-added tax which will probably be a politically dead letter by November.

Not that it is the tax itself that Cosatu is against — rather the manner of its implementation and its reach. And that is far too insubstantial a brew for the *realpolitik* of Soweto and the general mayhem of the squatter camps, where the struggle to survive admits only immediately pressing issues.

Nor does Cosatu have the advantage of the soaring membership it had six years ago. Even then, when there was some buoyancy in the economy, mass labour action proved to be a damp squib. Now, as the economy drags itself along in a protracted if not particularly severe slump, the chances are that net trade union membership is on the way down.

A November general strike is not only going to be a challenge for Cosatu, it could have Naidoo himself fighting for the leadership. But if Cosatu thinks it worth the cake . . . well, the country will face it with fortitude. ■

# Top union men fined for kidnap

**THREE** top trade unionists were each fined R2 000 or one year's imprisonment by a Johannesburg magistrate yesterday after being found guilty of kidnapping and assault.

Jay Naidoo (36), general secretary of the Congress of South African Trade Unions, former Cosatu assistant general secretary Sydney Mufamadi (32) and National Union of Metalworkers of SA general secretary Moses Mayekiso (32) were also sentenced to a further one year's jail each suspended for three years

They were found guilty by Mr O Rautenbach of kidnapping and assaulting a policeman, Constable Monge Maleka, at Cosatu's head office in Johannesburg on August 28 last year

Sentencing the men, Rautenbach said he had taken into account that Naidoo and Mufamadi did not have any previous convictions. However, Mayekiso was convicted for assault in 1982.

He said for the purposes of sentence, Mayekiso would be treated as a first offender

Rautenbach accepted that Cosatu was

By DON SEOKANE

under constant surveillance by the police  
 "It is undisputed that Cosatu was being harassed. They were an enemy of the State."

He said Maleka was abducted in full view of the public in order to expose him  
 "Maleka was kidnapped with intent to expose him to show that Cosatu was still a victim of harassment by the police."

Rautenbach said the police were aware of the whereabouts of Maleka but did not contact Cosatu until they returned fully armed five hours later to get him

Lawyers acting for the three unionists said they would appeal against the convictions

Commenting on the conviction and sentence, ANC general secretary Mr Cyril Ramaphosa said no one had been brought to trial for the harassment the unionists had endured

"We cannot accept to see our leaders turned into sacrificial lambs. We will not condone police inability and harassment," Ramaphosa said

140A

Sowetan 17/10/91



## Union trio fined for kidnapping

JONATHON REES

TRADE unionists Jay Naidoo, Moses Mayekiso and Sydney Mafumadi were yesterday fined R2 000 each (or one year's imprisonment) for kidnapping and assaulting a security policeman.

A further one year's imprisonment was suspended for three years.

Cosatu supporters packed the Johannesburg Magistrate's Court and corridors and greeted the trio with shouts of "Viva".

Magistrate O Rautenbach said in passing sentence he had taken into account Cosatu's history of harassment and surveillance by the SAP, and that it had for years been regarded as an enemy of the state.

Cosatu general secretary Naidoo, assistant general secretary Mafumadi and Numsa general secretary Mayekiso were found guilty on Tuesday of abducting security policeman Monge Maleka from the street opposite Cosatu's head office on August 28 last year, and of assaulting him.

A lengthy list of complaints to the police from Cosatu, which had resulted in no prosecutions, had led Cosatu and its officials to become irritated and to lose faith in the bona fides and ability of the SAP, Rautenbach said.

The magistrate said the trio's status as first offenders had entitled the court to leniency. Although direct imprisonment was usually appropriate after a conviction

□ To Page 2

## Kidnap

□ From Page 1

for kidnapping and assault, prevailing special circumstances had been taken into account, he said.

The kidnapping took place in daylight and in full public view and police were immediately informed where Maleka had been taken and held for five-and-a-half hours. Police made no contact with Maleka until several hours later when they arrived in force to free him, the magistrate said.

Lawyers lodged an appeal against the conviction. The notice of appeal said Rautenbach had misdirected himself in convicting the accused on kidnapping and as-

sault charges. The court should have found that the accused believed Maleka constituted a threat to them, Cosatu, its office bearers and property.

Their conduct in taking steps to notify the authorities and holding a news conference after seizing Maleka was inconsistent with criminal conduct, it said.

Cosatu yesterday condemned the conviction and sentence. It said in a statement the magistrate's remarks vindicated its belief in the innocence of the trio, which it said had acted in Cosatu's best interests.

South  
17/10 - 23/10/91

**Nehawu breakthrough**

A BREAKTHROUGH agreement was signed by the National Education Health and Allied Workers Union (Nehawu) and the Cape Provincial Administration on Monday. The agreement recognises the union's right to negotiate wages, conditions of service, disciplinary and retrenchment procedures.

140A

# Union men fined R2 000 each

Own Correspondent

JOHANNESBURG — Trade unionists Jay Naidoo and Moses Mayekiso and ANC NEC member Sydney Mafumadi were sentenced in the Magistrate's Court here yesterday to fines of R2 000 each or one year's imprisonment for kidnapping and assaulting a security policeman.

A further one-year jail term was suspended for three years.

Cosatu supporters packed the courtroom and outside corridors and greeted the trio with shouts of "Viva".

Magistrate Mr O Rautenbach said that in passing sentence he had taken into account Cosatu's history of harassment and surveillance by the SAP, and that it had for years been regarded as an enemy of the state.

The three were found guilty on Tuesday of abducting Constable Monge Maleka from the street opposite Cosatu's head office on August 28 last year, and of assaulting him.

Lawyers for the three have lodged an appeal against their conviction, saying in their application that Mr Rautenbach had misdirected himself in convicting them.

CT 17/10/91

(140A) (25)



## Unionists fined for kidnapping, assault

By Zingisa Mkhuma  
and Philip Zoio

(140A)

Cosatu general-secretary Jay Naidoo, former assistant general-secretary Sydney Mufamadi and metalworkers' union general-secretary Moses Mayekiso were each fined R2 000 or one year's jail, and another year suspended for three years, in the Johannesburg Magistrate's Court yesterday on charges of kidnapping and assault.

The three were convicted on Tuesday of kidnapping and assaulting Constable Monge Male-

Stav. 17/10/91.  
ka on August 28 last year. Passing sentence, magistrate Mr O Rautenbach said that although the crimes were serious, "special circumstances" weighed in favour of the unionists.

The abduction had been conducted in public outside the Cosatu offices in Rissik Street, Johannesburg, and in "broad daylight" at 11,30 am.

Mr Rautenbach also found that after a long period of harassment, the unionists had "lost faith in the ability and bona fides of the police" and

were "irritated" when they saw Constable Maleka acting suspiciously outside their office. They had confronted the policeman and found that he was carrying a two-way radio.

The unionists' decision to abduct the policeman had taken place "on the spur of the moment", and with the intent to expose their belief that they were victims of harassment.

After the trial the three shook hands with their supporters and friends, including ANC executive members Cyril Ramaphosa and Ronnie Kasrils.

# Captains of industry testify for Cosatu trio

THREE top Cosatu leaders were found guilty in the Johannesburg Magistrate's Court yesterday of kidnapping and assault. Sentence is to be passed today.

Leading industrial relations experts and managers of SA's main mining and industrial conglomerates gave evidence in mitigation of sentence for Cosatu general secretary Jay Naidoo, assistant general secretary Sydney Mafumadi and Numsa general secretary Moses Mayekiso.

The three union leaders were found guilty of abducting security policeman Monge Maleka from the street opposite

VERA VON LIERES

Cosatu's head office on August 28 last year and assaulting him.

The fourth accused, office staff member Baba Schalk, was acquitted on both counts as the State failed to prove beyond reasonable doubt that he took part in the crimes.

In their evidence in mitigation, Anglo American executive director Bobby Godsell and Barlow Rand manpower GM Andre Lamprecht said Naidoo had played a central role and shown strong initiative as general secretary of Cosatu and head of

the Cosatu team in negotiations leading to the national peace accord.

Godsell said both Naidoo and Mafumadi played important roles in the working groups and plenary sessions leading to the accord. He said the role of Naidoo and Mafumadi in protracted negotiations which led to the Saccala-Cosatu-Nactu accord between management and unions last year was that of "bona fide negotiators, serious about advancing their position with the hope of reaching agreement".

Siemens joint MD Johan Trotsky told the

□ To Page 2

## Cosatu

court he had high regard for Mayekiso, with whom he had had dealings since 1981.

Mayekiso had been willing to listen, compromise and negotiate in trying to solve conflict both at company and at national level.

Magistrate O Rautenbach rejected the defence's argument that the accused believed they were justified in apprehending Maleka and detaining him in Cosatu's offices for five-and-a-half hours.

The defence previously argued that the incident took place in a context of continued violence against the organisation and its leaders since 1985, including the bombing of Cosatu offices and the targeting of individuals.

In that context, the accused believed Maleka posed a threat to Cosatu and to their personal safety.

The magistrate said there had never been a "state of necessity" for the accused to apprehend Maleka.

He said Naidoo did not "favourably impress" the court in his evidence.

Naidoo had had no indication that Maleka constituted a threat to his life and was therefore not justified in taking such drastic steps.

The court also "found it strange" that leading figures such as the Cosatu officials would personally apprehend Maleka when they could have asked the security officer in the building to do so.

The court also found that Maleka had

been forcibly removed, and that he was no willing party during his abduction.

Maleka was assaulted during a news conference after he was apprehended.

Maleka's evidence had made a favourable impression on the court and there was no reason for the complainant falsely to incriminate any of the accused, Rautenbach said.

Defence lawyer John Myburgh said it would be "shocking" if the accused were sent to jail.

He said there was an overwhelming probability that the crimes were committed because of particular prevailing circumstances and submitted that it would be "using the sledgehammer" to send the men to jail. Myburgh said mitigating factors included that the kidnapping had happened in a public place and in the presence of the police, who had acted only five-and-a-half hours later to rescue Maaleka.

State prosecutor Joe Davidowitz said the crimes were committed deliberately with the intention of making political gains. "The accused being leaders should have set an example of what lawful conduct is about."

They should not have abused their position in society and he submitted that the only appropriate sentence was one of imprisonment.

□ Cosatu president John Gomomo said yesterday the federation would appeal against the conviction of its leaders.

□ From Page 1

# Police deny killing activist

*Sowetan 16/10/91.*

THE police yesterday strongly objected to suggestions by the ANC that SAP members were implicated in the death of an organisation leader in the Eastern Transvaal.

About two weeks ago, the ANC charged that a member of its Eastern Transvaal branch, Mr Joe Nkuna, was gunned down by people who "acknowledged they were members

of the South African Police".

But in a statement yesterday, the police rejected the allegation

"The SAP is investigating the attack on Nkuna. To date, however, there is not one shred of evidence to implicate the SA Police or even suggest that a member could have been involved," said the police statement

The police said the ANC

assumption was based on an alleged telephone call to a local ANC office by a member of the force to inquire whether Nkuna was shot

This call was a matter of routine following an attempt by vehicle thieves to shoot Nkuna, police said

"A phone call was made to the ANC offices to establish whether there was any truth in the rumour. This was a routine call and can-

not, by any stretch of the imagination, be regarded as sinister or indicative of the police's intention to harm Nkuna," the statement pointed out - *Sapa*

## Cop is charged over killing

A POLICEMAN goes on trial next week following the killing of a young activist last year during the home-coming of former ANC secretary-general Mr Alfred Nzo to Alexandra

Matlou Alex Tlabela is charged with culpable homicide in connection with the death of Meshack Kunene *Sowetan*

The trial is scheduled for Wednesday and Thursday in the Randburg Regional Court *16/10/91*

Kunene (21), who was a pupil at Alexandra High School and a member of the South African Youth Congress, was shot outside Alexandra Stadium where a mass meeting was held to welcome Nzo - *Sowetan Correspondent*

## Sentence to be passed on Jay Naidoo today

*Sowetan 16/10/91.* *140A* *32P*

TOP trade unionists Jay Naidoo, Sydney Mafumade and Moses Mayekiso were convicted in the Johannesburg Magistrate's Court yesterday on charges of kidnapping and assault

Sentence will be passed today

Magistrate O Rautenbach said that the State had proved beyond reasonable doubt that Congress of South African Trade Unions general secretary

**Sowetan  
Correspondent**

Naidoo (26), the federation's assistant general secretary Mafumade (32) and National Union of Metal Workers of South Africa general secretary Mayekiso (32) were guilty of abducting and assaulting policeman Monge Maleka on August 28 last year

Co-accused Baba

Schalk (30) was acquitted on both charges

Rautenbach rejected the defence's claim that the unionists were justified in removing Maleka from the street and holding him in Cosatu offices at National Acceptance House, Rissik Street Johannesburg for five-and-a-half hours

Naidoo had told the court that Cosatu had been the object of continual harassment since 1985





# Trade unionists convicted of assault

(373) 140A  
CAPE TIMES  
16/10/91

**JOHANNESBURG.** — Three of South Africa's top trade unionists were convicted in Johannesburg Magistrate's Court yesterday of kidnapping and assault, with the prosecution clamouring for prison sentences.

Cosatu's general secretary Mr Jay Naidoo, assistant general secretary Mr Sydney Mufamadi, and Numsa general secretary Mr Moses Mayekiso were found guilty of abducting and assaulting police security officer Mr Monge Maleka on August 28 last year.

A fourth accused, Cosatu official Mr Baba Schalk, was acquitted on both counts.

Magistrate Mr O B Rautenbach rejected the defence's claim that the three men, who said they had felt threatened by the policeman's presence and feared for their lives and the property of their organisations, had been justified in apprehending the man on the street and holding him for 5½ hours in the Cosatu offices at National Acceptance House, Johannesburg.

State prosecutor Mr Joe Davidowitz claimed the crimes were committed deliberately for political gain.

"The only appropriate sentence is one of imprisonment," he said.

Defence attorney Mr J Myburgh, SC, said there was an "overwhelming probability" that the crimes were of a "one-off" kind and submitted it would be "a sledgehammer to send these men to jail".

Cosatu president Mr John Gomomo said the federation would appeal against the convictions.

Sentence will be delivered at 11.15am today. — Sapa

# Shocking if Cosatu trio jailed — lawyer

Star 16/10/91  
By Philip Zito

It would be shocking if top trade unionists Jay Naidoo, Sydney Mufamadi and Moses Mayekiso were jailed for their conviction in the Johannesburg Magistrate's Court yesterday on charges of assault and kidnapping, their lawyer said

Magistrate Mr O Rautenbach said the State had proved beyond reasonable doubt that Congress of South African Trade Unions general-secretary Naidoo (36), the federation's assistant general-secretary Mufamadi (32) and National Union of Metalworkers of South Africa general-secretary Mayekiso (32) were guilty of abducting and assaulting policeman Monge Maleka on August 28 last year

Co-accused Baba Schalk (30) was acquitted on both charges

Mr Rautenbach rejected the defence's claim that the unionists were justified in removing Mr Maleka from the street and holding him in Cosatu offices at National Acceptance House in Russik Street, Johannesburg, for 5½ hours.

He gave credence to Mr Maleka's claim that his arm was twisted behind his back.

Naidoo had told the court that Cosatu had been the object of harassment since 1985

When they had seen Mr Maleka standing across the road and talking into a concealed instrument, they believed the policeman's actions constituted a pos-

sible threat to their lives or property, Naidoo said

Later Naidoo said Mr Maleka had been held by his belt and arms but that this did not constitute force

The accused's lawyer, J Myburgh, said the decision to hold Mr Maleka had not been a motiveless act. It took place in "an atmosphere of tension", when fears of police antagonism towards Cosatu were very strong

He said the abduction was distinguished by the fact that police had known about it from the moment it was committed, but only came to Constable Maleka's rescue 5½ hours later

Proposing a sentence of imprisonment, prosecutor J Davidowitz said the fact that the unionists commanded respect from some sections of the community did not exempt them from the law

Mr Rautenbach found that Mr Maleka had been an unwilling participant in a press conference called by the unionists to publicise his presence. He covered his face with a jersey to prevent himself from being identified. Naidoo sat next to him and had to restrain others from pulling the jersey away, Mr Rautenbach found

Mr Rautenbach said the unionists had no reason to hold Mr Maleka after it became clear that the object of his attentions was not Cosatu but SACP member Geraldine Fraser, who had an office in the building

Sentence is expected today

Sfar 15/10/91  
140A

## Pupils urged to sit exams during strike

Own Correspondent

DURBAN — Cosatu yesterday rejected calls to change the date of its national anti-VAT strike, which clashes with black matriculation examinations

Instead it will exempt pupils from taking part in the strike and launch a campaign designed to encourage them to attend the examinations on November 4 and 5

There has been strong criticism of the decision to hold the strike on examination days as well as claims that the strike could threaten the future of 250 000 pupils

However, Cosatu spokesman Bangumzi Sifingo said yesterday that more than 40 unions had agreed that pupils and teachers would be exempted

A major concern of those who have attacked the decision has been transport for the pupils

Mr Sifingo said he did not believe this would be a problem as negotiations had already begun with taxi-drivers to drive pupils to examination centres



# 'Whites helped since 1910'

(140A)

126

SOUTH Africa has a long history of affirmative action - but in favour of whites, an ANC conference on the subject was told in Port Elizabeth this week

Cosatu executive member and general secretary of the South African Municipal Workers Union, John Ernstzen, said successive governments had applied affirmative action in favour of whites in the public sector since 1910

"In fact, the public sector has been a bastion of apartheid since the Union in 1910"

Ernstzen dealt with various sections of the public sector where successive governments pushed whites into positions of authority at the expense of black workers

Affirmative action should become a powerful weapon to achieve true liber-

ation and equality, Ernstzen said  
Progressive organisations and the trade union movement wanted affirmative action which would secure the non-racial character of a new South Africa

"We want deracialisation. We want non-racial municipalities which will provide equality in opportunity, pay, equality in conditions of service, in training and promotional opportunities

"It is in this context that affirmative action in public sector employment will have to be considered essential"

In a speech read on his behalf, ANC president Nelson Mandela made a strong plea for affirmative action to address discrimination against women - PEN

Political comment and newbills by K Sibiyi, headlines and sub-editing by S James, both of 2 Herb Street, Johannesburg.

CP/PR 13/10/12

# Barend saw trap and sidestepped

Sketch 13 11/91

## — or did he slip?

140A

**David Breier,  
Political Correspondent**

BAREND du Plessis says it was all an offal trap that Cosatu laid for him. Cosatu says Barend made his own bed of offal and must lie in it.

That is the guts of a VAT row between the Government and the giant trade union movement which is preparing for next month's strike and mass action against value-added tax.

The controversy over the zero-rating of offal arose after a meeting between Cosatu and its allies and a Government delegation led by State President F W de Klerk about two weeks ago.

After the meeting Cosatu secretary-general Jay Naidoo reported that the Government was prepared to zero-rate a number of foods for a short period — including offal and intestines.

He angrily denounced the Government for not accepting that poor people also ate meat and chicken.

In the event, the Government did zero-rate a number of basic foods — but not offal, so it could not be accused of saying in Marie Antoinette fashion to the poor "Let them eat offal."

Observers noted that if the Government had chosen to zero-rate offal as opposed to other

basic foods, it would have been the worst public relations gaffe since "let them eat cake".

At this week's Cape congress of the National Party, Mr du Plessis gave his own version of the offal truth, saying it was a Cosatu trap.

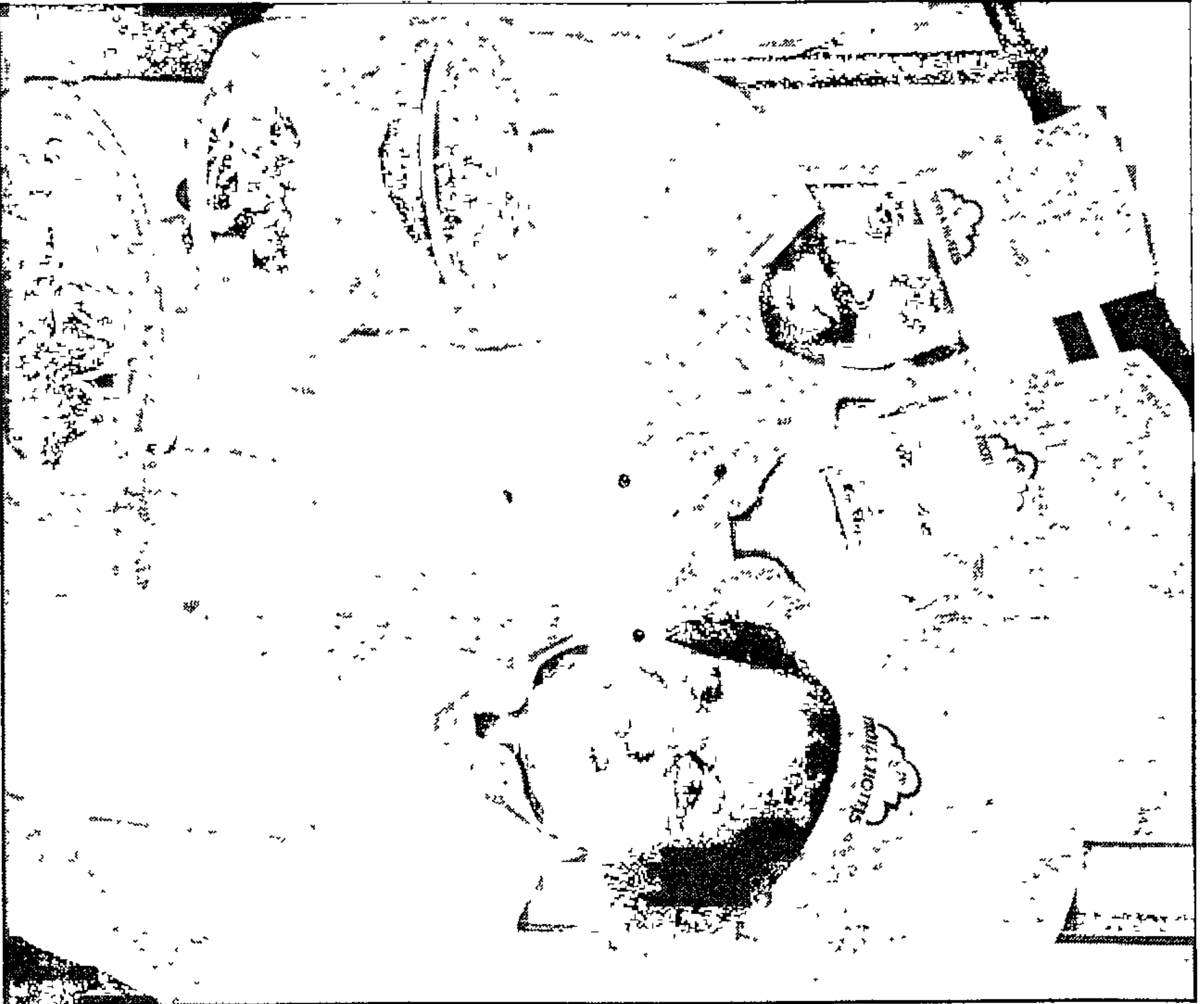
He said the night before the meeting, an official in his department telephoned him to say a certain professor had told him that the zero-rating of offal would be acceptable.

Mr du Plessis says he immediately told the official that it was a trap. The Government would not fall for it.

He said his suspicion was confirmed when, after the meeting, he read that Mr Naidoo had announced the Government had offered to zero-rate offal.

However Cosatu spokesman Neil Coleman has a different version. He told the Sunday Star that a Government tax expert telephoned Cyril Ramaphosa with the offal offer. Mr Coleman said Mr Ramaphosa mocked the idea "If it was a trap, they laid it for themselves," Mr Coleman said.

He added there was no reflection on people who ate offal, but it was "arrogant and insulting of the Government to choose what they regard as appropriate food for poor people to eat."



**PROUD CHEFS . . . Berrick, Tshabalala, Martin Macgregor and Rebecca Mfelo show off their offal dishes.** Picture: Debbie Yazbek



# General strike could cost us R1-billion a day

Ivor Powell

Star

13/10/91

**WHAT COSATU IS DEMANDING**

140A

**WHAT THE GOVERNMENT IS OFFERING**

A TWO-DAY general strike could cost the South African economy as much as R2,5 billion.

This is the view of independent economic analyst Dr Azar Jammame, who noted, however, that such staggering costs would only result if all sectors of the economy ground to a total standstill.

But despite the devastation which could result from the threatened showdown between the Cosatu-led Co-ordinating Committee on VAT and the Government over the new tax, economic and labour experts consulted by the Sunday Star were pessimistic about the prospects of finding a solution.

Said leading labour relations consultant, Gavin Brown, "The point to understand is that VAT is an excuse to call a general strike. But it's not the real reason the strike is being called."

"What this is really all about is Cosatu showing its muscle, showing that it is still capable of mobilising the masses and cannot be let out of the negotiations."

"When the confrontation first loomed, Government was gambling that Cosatu could not organise on this scale any more. But now that it is becoming clear that Cosatu is taking the issue seriously it is too late to back down."

Dr Jammame agreed, but noted at the same time, "The immediate beneficiaries of VAT are big business interests, and in the short term, the burden of the taxation is going to fall on the poor."

"Business is unlikely to push very hard for any real concession to Cosatu's demands."

In a press statement released

- Six month zero VAT ratings on the following:
  - Basic foodstuffs including fresh meat, vegetables and poultry
  - Water, electricity and essential services
  - Medical consultations and prescribed drugs from Schedule 3 upwards
- During this time, the CCV demands the Government enters into negotiations over long-term VAT structures and discusses, among other issues:

- VAT concessions to small business.
- A sliding scale of VAT, heavily taxing luxury items, but leaving basic necessities more or less alone.
- The establishment of an economic forum — made up of Government, employer and trade union representatives with the power to effectively restructure the socio-economic sector.
- The creation of an interim government.

- Four month zero ratings on the following:
  - Some basic foodstuffs, including maize, brown bread, lentils, milk and offal
  - Limited economic participation by trade unions and employers — on an advisory level only — in discussions under the auspices of the Manpower Commission, around economic restructuring.
  - Deferred restructuring of the economy and the political sphere by working groups representing political interests and constituted out of the proposed all-party talks.
- This would effectively exclude Cosatu except insofar as it is represented in the ANC-led alliance
- A limited poverty relief programme — which has yet to get off the ground
- No guarantees that it will not restructure the economy in the meantime.

this week, the South African Chamber of Business demonstrated that it was taking a hard line on the issue, advising companies to adopt "a firm policy of no work, no pay with regard to all absence from work" but left the question of disciplinary action against absentees at the discretion of the employer.

At the same time Sacoob labour affairs manager Gertie Bezuidenhout confirmed that Sacoob was involved in behind-the-scenes activity to defuse the crisis.

"There is no contradiction between the two approaches," Mr Bezuidenhout said. "We are continuing with talks to avert the crisis, but we have also prepared a contingency plan should they fail."

He confirmed that the Chamber continued to support the VAT tax and said Sacoob wanted to see it

"remain as intact as possible"

The crisis gelled on Tuesday this week when a trade union summit in Johannesburg — representing the nearly 1,3 million strong Cosatu trade union federation along with the National Congress of Trade Unions (with 700 000 members) as well as 12 independent trade unions — resolved to go ahead with the general strike on November 4 and 5.

And last weekend ANC General Secretary, Cyril Ramaphosa, speaking at the ANC's PWV regional congress in Johannesburg, threatened the potential base of the threatened strike by calling on his constituency to turn the strike into "a nightmare" for State President F W de Klerk and his Government. Speaking to the Sunday Star, Co-

satu General Secretary Jay Naidoo said the VAT issue was "certainly important because of the poverty it would create in our membership, but it was not the major issue as far as Cosatu was concerned"

Mr Naidoo said the stakes that Cosatu was playing for were nothing less than full participation by the union movement in South Africa's economic restructuring.

What Cosatu is demanding is the creation of a negotiating forum, representing the major players in the economic sphere — from political parties, to trade unions to Government departments involved in labour relations and finances, as well as the Reserve Bank and the Development Bank.

While moves in this direction were made with Cosatu participa-

tion in the Government-sponsored National Manpower Commission from September last year, the Government has since intimated that this body would not function in a more than advisory way.

Observes Mr Naidoo "The Government is trying to deal Cosatu out of the negotiations, that is the bottom line. What we are doing is saying you can't deal Cosatu out."

But at the same time as it represents a power play by Cosatu, the proposed strike also has important implications for the politics of the ANC and its alliance with Cosatu and the SA Communist Party.

Where over the last year the ANC has tended to address itself more to the Government and the outside world, it is now beginning to pay direct attention to its own

constituency, at both branch and regional level, as the compromises of negotiation politics could lead to a loss of grassroots support.

Out of this a new dual strategy is gestating. It is one in which negotiations will be balanced against a use of mass action and popular pressure to achieve the ANC's primary political goals.

In this scenario the proposed general strike becomes the spearhead of the new strategy, and despite the failure of recent stayaways and attempts at organising mass resistance by the ANC and its allies analysts are predicting that Cosatu will get its act together this time.

The Azaman People's Organisation has also thrown its weight behind the proposed VAT strike.

Dr Gomolomo Mokaie, Azapo's education secretary, said the organisation is unequivocally behind the proposed general strike, but that schoolchildren should not take part to avoid worsening the education crisis in black schools.

According to economist Keith Coleman, the success or failure of Cosatu's proposed action hinges on the emotiveness of the VAT issue.

"The important point is that nearly 70 percent of the South African population lives below the poverty datum line and the cost-of-living increase which will result from VAT will hit a very high percentage of the population."

"It's been shown in the past that issues which affect people on an individual level are the most successful ones to organise around. Cosatu has done its homework and it is clear that the climate is right for high levels of mass action."



# Cosatu to spell out demands

## on restructuring of training

**T**HE Congress of South African Trade Unions is to spell out demands for a major restructuring of industry training today at a special meeting of the National Training Board.

The NTB's response could have a crucial bearing on whether Cosatu remains a member of the board, which it joined in August.

Now that the federation has pulled out of the National Manpower Commission (NMC), and has rejected invitations to join both the State President's Economic Advisory Council and the Unemployment Insurance Board, the NTB is the only state-linked institution in which it still participates.

Cosatu's approach to engagement with the state has become more nar-

Vital talks with the National Training Board have a bearing on Cosatu's participation in state bodies **DREW FORREST** reports

rowly strategic: it is increasingly tying participation to the creation of effective forums which yield tangible results. It sees recent state initiatives on industry training; which have not been negotiated with labour as a case of unilateral restructuring of the economy.

Today's meeting follows talks between Cosatu and Manpower Minister Eli Louw, at which the federation tabled its industry training platform. Louw said he could not act until the demands had been weighed by the NTB. Adrienne Bird, co-ordinator of Cosa-

tu's human resources committee and the federation's NTB delegate, said demands for industry boards included:

- Unions must be informed of the intention to set up training boards, which must be negotiated with employers
- Cosatu is particularly irked by the creation of a road transport training board this year without consulting labour
- Equal employer/union representation.
- The tying of union representation to membership size in the relevant industry
- No "single category" boards, such as those for artisan training in certain industries
- No boards for sections of industries or single concerns, with the exception of Eskom and Transnet.

### Manpower Minister Eli Louw ... held talks with Cosatu on training

Cosatu joined the NTB expressly to restructure it as a negotiating forum representing major interest groups, much as it seeks to revamp the NMC. It also set out to influence the establishment and operation of industry boards. Bird said Cosatu would remain a party to the NTB "because our objectives have not been properly explored".



**T**HE growing insecurity of Bophuthatswana's satraps — highlighted by the recent detention of Black Sash protesters — is harshly emphasised by their most recent sortie into the labour law arena.

Bophuthatswana officials tout the Industrial Relations Act (IRA) of 1991 as a "pro-active" law, designed to shoot trouble before it gets out of hand. What they really mean is that it intensifies state control over the labour field.

Passed and gazetted in September, and now awaiting proclamation by the Manpower Department, the law repeals the controversial Industrial Conciliation Act of 1984, which outlaws "foreign" (that is, South African-based) trade unions.

But far from relaxing controls and bringing the legislative framework more closely in line with South Africa — the trend in almost every other homeland — the Act tightens the screws on the Congress of South African Trade Unions (Cosatu) and companies willing to deal with its affiliates.

It also reverses the more conciliatory line Bophuthatswana seemed to be moving towards, after the launch of a Cosatu campaign marked by a damaging stayaway last November which brought both Bophuthatswana and Pretoria industry to a standstill.

At talks with a Bophuthatswana cabinet committee early this year, Cosatu appeared to have clinched a deal granting it organising rights and pledging the homeland to consultation on labour law changes. The Bophuthatswana government later denied this was its intention.

Among its provisions are:

- A requirement that all unions register within three months of the commencement of the Act. Registration will be refused worker bodies "under the direct or indirect control" of "foreign" unions, federations or political parties, or which have "governing bodies" or leaders based outside the homeland.

- A ban on the deduction of union dues on behalf of South African unions active in Bophuthatswana. Employers who flout this face a R5 000 fine.

Through a "National Industrial Relations Council" and a "Judicial Committee" operating under it — both manned by government appointees — the state acquires sweeping powers to interfere in labour matters.

After an inquiry, the judicial committee can strike out any provision in a union constitution, suspend registration or wind up a union. It can also interdict any strike "not in the national interest".

Smaller Bophuthatswana companies may welcome the new law: as Bophuthatswana-based unions have proved themselves notoriously tame, it effectively seeks to create a union-free zone. In a statement last week, Bophuthatswana claimed most employers had "actively praised and pledged their support" to the IRA, and that only "a

# Bopping until the unions drop

W/Man  
11/10 - 17/10/91

The leaders of Bophuthatswana are worried men, as recently enacted labour legislation makes abundantly clear. DREW FORREST reports

minority" of firms were dissatisfied with it.

This "minority" includes such small fry as South African Breweries, AECL, Pilkington Shatterproof and Rustenburg Platinum Mines — all South African-based and with long-standing relationships with Cosatu unions in South Africa. They fear being caught between the rock of Cosatu unionism and the hard place of the IRA.

Sources say ongoing employer representations on the Act, which now seek an eleventh-hour stay of execution, were initially met with threats of deportation against managers who refused to implement it.

There is also the ever-present danger of "cross-border" sympathy action in protest against the new law. This week Cosatu's northern Transvaal regional secretary, Donsie Khumalo, warned that Cosatu was poised to deny Bophuthatswana companies markets by "blacking" their products in South Africa.

Employers are also understood to have communicated their concerns to the South African Department of Foreign Affairs — and the government response suggests a shift in attitude since PW Botha ordered the SADF to roll back the 1988 Bophuthatswana coup.

Anxious that unrest over the IRA may threaten the constitutional process and undermine its credibility overseas — it realises that the outside world draws no distinction between Bophuthatswana and South Africa proper — the cabinet asked National Manpower Commission chairman Frans Barker to investigate. Barker is known to have held talks with Bophuthatswana cabinet ministers, and the government officials

have also contacted and gathered information from Cosatu

Cosatu believes that the direct intervention of Foreign Affairs minister Pik Botha has secured the shelving of the Act pending discussions.

Other well-paced sources confirm this, but say Bophuthatswana President Lucas Mangope signed the legislation despite a pledge to hold it back pending further discussion. "The Bophuthatswana cabinet is incredibly sensitive about the homeland's independence and suggestions that Pretoria is calling the shots," said one insider.

Why is Bophuthatswana so glaringly out of step with broader trends? Some observers blame hard-line ex-Rhodesians in the cabinet and civil service, notably Rowan Cronje, who holds the defence portfolio and sits in Bophuthatswana's national security council. Their concern, charges Cosatu's Khumalo, is "the protection of their jobs and pensions" after the earlier career setback of Zimbabwean independence. The other alleged "super-hawk" is manpower minister Rev Steven Seodi.

There can be little doubt that Cosatu organising successes and protracted unrest at Impala Platinum put the wind up Bophuthatswana leaders. Manpower secretary Herbert Moloantsoa is known to believe that ANC marshals took charge at Implats, intimidating workers to join Cosatu and establishing arms caches in the mine hostels.

The shift to a harder line appears to flow principally from fears about Bophuthatswana's future in the run-up to constitutional negotiations. Cosatu is clearly seen as a stalking-horse for the ANC, bent on weakening the homeland's negotiating hand through destabilisation.

The IRA reflects such paranoia about the use of trade union power for political ends. Among a plethora of restrictions, it provides that:

- No person convicted of a security offence carrying a jail sentence of more than three months can work as a union office-bearer or official.

- Unions may not affiliate to or use their money to promote political organisations, or constitutionally require members to pay a "political subscription". They are also banned from paying affiliation fees to federations which financially support political bodies.

- Unions may not promote political organisations by allowing them the use of their "services, equipment or facilities".

- Unions may not contribute to or receive money from any organisation banned under Bophuthatswana's Internal Security Act or other security law

Comically, the IRA follows up these Draconian clamps by stating that they should not be read as hampering unionists "in the enjoyment of the fundamental rights and freedoms ... as contemplated by Chapter 2 of the Republic of Bophuthatswana Constitution Act of 1977".



# Southern Africa workers' charter set to be ratified

By FERRAL HAFFAJEE

THE Congress of South African Trade Unions' national campaigns committee will this weekend ratify a charter of worker rights aimed at strengthening organised labour throughout the southern African region.

The Social Charter of Fundamental Rights of Workers in Southern Africa was drawn up at a conference in Malawi in August this year and sources expect that it will be ratified in February next year at a meeting of the Southern African Development Co-ordinating Conference (SADCC)

Drawing extensively on Cosatu thinking around its own workers' charter, it represents a transfusion of South African union militancy and experience into the weak and often oppressed unions of the Frontline states

If SADCC countries ratify the charter, it will bind them to pass the charter's provisions into law. Its effectiveness will depend on a "supervisory procedure at regional level, implemented by a tripartite body, whereby complaints concerning violation of basic human and trade union rights can be reviewed, examined and the ensuing recommendations made public and enforced".

Tripartism is a key underlying principle of the charter, which was drawn up by Cosatu and the National Council of Trade Unions (Nactu) in collaboration with the Southern African Trade Union co-ordinating Council (Satucc), a sub-structure of the Organisation of African Trade Union Unity.

The charter also demands that signatories ratify and implement the relevant International Labour Organisation conventions and recommendations.

Satucc represents workers in Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, Swaziland, Tanzania, Zambia and Zimbabwe.

Representatives at the conference which drew up the charter said that it provided a framework for "active solidarity" and called on Cosatu to "take a leading role in the work of trade unions in our sub-region"

The charter, according to Cosatu international officer Mcebisi Msizi is essential because of the interdependence of regional states and the common problems facing workers in the different countries.

Among other things, it seeks to prevent multinationals "exploiting lower labour standards by moving their operations to countries where trade union rights are less respected and labour is cheaper".

The charter incorporates a comprehensive set of basic trade union rights, including the independence of unions from governing parties, the right to strike and to freedom of association. It also calls for the establishment of independent labour and industrial courts and the right to negotiation for workers in the case of "collective redundancies and dismissals".

Taking account of the widespread use of migrant labour in the region, the charter affirms the freedom of movement, residence and employment of migrant workers. It also demands family housing for migrants, to enable them to live with their families.



## POLITICAL STRATEGY

# Demanding a say

FM 11/10/91

140A

**Backed by** the threat of a general strike, Cosatu's determined demand for a say in economic policy has shot up the political agenda. It seems part of a strategy to undermine the legitimacy of President FW de Klerk's government by questioning his Cabinet's constitutional right to make policy.

But, as Finance Minister Barend du Plessis told *Business Day* recently, government is convinced that it is premature to establish any economic consultative body.

It remains to be seen how the workers will respond when Cosatu makes the call. Support for the most recent stayaway last month was minimal.

The new Cosatu thrust follows the VAT controversy and the union's pull-out from the National Manpower Commission.

Together with the ANC's confused and damaging utterances on nationalisation, and the hint of not honouring of government loans, however, the issue will — once the dust has settled — intensify the debate about the right strategies for socio-economic development in a changing SA (see page 50).

Despite its national strike threat against government's refusal to set up a joint economic policy forum — with the VAT issue providing a convenient rallying point — the union is still hoping that a "crisis may be averted" by government's agreeing to negotiate. Its doors are open, says Cosatu general secretary Jay Naidoo.

"The future is going to be determined only by multilateral, binding agreements, such as the peace accord. We have the power to stalemate unilateral action, such as the VAT implementation," Naidoo says.

Reiterating the argument that government "has no right unilaterally to restructure the economy," Naidoo says that, as an aspect of their demands for an interim government, the call for a role in economic policy formulation is at least being made "upfront" and that "we require a process that has legitimacy, as did the peace accord." He also says it was "totally patronising for critics to reduce our position to economic ignorance, which is something that will undermine all negotiations, and it is extremely racist."

Naidoo finds unacceptable government's view that there'll be no further negotiations on economic matters until a multiparty conference is held.

"We can't see economic policy issues being dominated by political parties, to the exclusion of organised business and labour. We will fight for the right to have a say in negotiating the future of our country. A minority government that has created this economic chaos cannot be allowed to drag the country further into a mess."



**Cosatu's Naidoo** fight is on for a say in economics

Despite Cosatu's withdrawal from the commission on October 1, much encouraging work has begun between unions and employers in exploring the possibility of a social contract. This, as Saccola's and Anglo American's Bobby Godsell has suggested, needs to be widened to encompass a similar contract between the major political players — since agreement on economic policy is at least as important as a negotiated compromise on a new constitution.

### Shifting the struggle

Barring the detail, it seems broad agreement over principles is pretty close between government and the ANC regarding basic constitutional provisions.

Therefore, the ANC and its allies have, since apartheid laws have been scrapped, shifted the struggle to socio-economic issues. For one thing it could be calculated to increase their leverage by keeping the political pot on the boil, and it is no doubt also aimed at the vast army of the poor.

"With a majority of the population hitherto excluded from political participation, the need for political symbolism sympathetic to the masses and their needs is accepted," writes Centre for Policy Studies director Lawrence Schlemmer in a recent *Indicator SA* article. "No mass-based party can survive on rationalism alone," he observes.

Elsewhere in the same publication, Schlemmer writes "To the extent that the ANC has realistic anxieties about a loss of symbolic status and leverage in negotiations, it will continue to adopt strategies outside negotiations which generate reactions (by the IFP or the authorities) and, in turn, become impediments for negotiation for the ANC itself."

"The strategic situation of the ANC,

therefore, is trapping it in contradictions. One must be realistic and assume that the dilemma will persist, because if the Cabinet attempts to assist the ANC out of its dilemma by conceding to demands for an interim government in the full sense, it stands to lose a significant fraction of its own support base.

"Basically, the ANC needs time to organise an enrolled membership-base constituency that can compare with that of the NP and the IFP. This will reduce its need to rely on mass mobilisation, mass action and sanctions for leverage, hence easing its entry into negotiations."

Schlemmer continues "Unless constructive negotiations in the form of a multiparty conference start soon, the possibility of an extended and self-entrenching stalemate will increase. In the longer run, negotiations will occur simply because the major parties have nowhere else to go. The short to medium term, however, say up to 1993, is critical for SA's economic recovery."

That is the problem. ■

SECURITY POLICE FM 11/10/91  
More secrets

Another labour organisation has been infiltrated by the security police. At the same time that security police Major Derick Botha, with the co-operation of Rand Afrikaans University professor Kobus Slabbert, controlled the Auckland Park-based Liaison Bureau with slush funds, Botha's colleagues set up a Cape Town operation (*Leaders* September 27).

A memorandum, marked "top secret" and dated September 11 1989 (the *FM* has a copy), deals with the launch of a Cape Town labour organisation, Management Services Coordination Employers (Manco). The memorandum was sent by the Western Cape branch of the security police to their Pretoria headquarters.

According to the document, "an employers' forum" was formed on August 30 of that year after Cape Town security policemen had various discussions with company directors and managers in the area. It further states that "a five-member committee, under the chairmanship of the Cape Employers' Association's former chairman Frank Lighton, was elected by 35 representatives."

During the meeting, Lighton, according to the memo, informed those present that the forum did not replace existing employer's organisations. Its aim was to inform members on labour law, union strategies, actions during labour unrest and legal aspects, including industrial court decisions, and to



# Stop the rhetoric, says Cosatu

COSATU's campaign over VAT and its call for a national economic negotiating forum were designed to bring government to the negotiating table, not force it to give in to all the organisation's demands, general secretary Jay Naidoo said yesterday.

In an interview with Business Day, Naidoo said Cosatu wanted to halt the present exchange of slogans between itself and government. And he said it would be in business's interests to intervene with the authorities to convince them of the need for negotiation on these issues.

"The issue in dispute is fundamentally one of process," he said. He said the resolution of the Labour Relations Act issue and the peace accord had shown the importance of forums which had legitimacy and integrity in resolving disputes.

Cosatu was seeking a similar structure to deal with manpower and broader economic issues. "We will then conduct negotiations the way we always do — dealing with real issues rather than rhetoric."

But government seemed to have forgot-

ALAN FINE

ten the lessons learned from earlier, similar processes, and Cosatu was unwilling to accept the unilateral imposition of economic restructuring schemes like VAT.

Naidoo said that had government properly negotiated the implementation of VAT, "there were real possibilities of settlement on terms that would not have damaged the integrity of the system." Cosatu's door remained open, he added. (140A)

Naidoo said the suggestion that economic issues be dealt with by a subcommittee of a multiparty conference was not acceptable, as this forum would be restricted to political parties and would therefore exclude two of the most important economic actors organised business and labour.

Cosatu was seeking a clear framework for economic negotiation. Such a structure would provide not only rights, but also impose constraints and responsibilities, and Cosatu was willing to be bound by

□ To Page 2

## Cosatu

these Ground rules could include limits on mass mobilisation

What was required was an economic reconstruction programme devised through negotiations involving all major players, and which bound those players.

Among the manpower issues Cosatu was ready to negotiate were human resources development, literacy and job creation.

Naidoo said Cosatu was conscious of the damage a drawn-out conflict could do to long-term economic prospects, and had taken this into consideration. However, he said "We worry that unilateral NP economic restructuring will do even more harm, so our campaign will continue until we have a resolution."

Some of Naidoo's views were implicitly

supported by Frans Barker, chairman of the National Manpower Commission from which Cosatu withdrew last week. He was speaking at a symposium on social contracts and SA's economic future, arranged jointly by Wits University's Centre for Policy Studies and the German Konrad-Adenauer Foundation.

Barker said he believed Cosatu's withdrawal might reflect its desire for a social contract. Unions and employers were ready to negotiate accords in various spheres. There was already agreement on labour law, and there was good potential in such spheres as job creation programmes, training, the reduction of inequalities and, in the longer term, possibly an incomes policy.

□ From Page 1



Cosatu general secretary Jay Naidoo said yesterday the trade union movement would call a two-day general strike on November 4 and 5 and urge its members to boycott VAT.

Picture: ROBERT BOTHA

# Labour federation on <sup>(140A)</sup> the march against VAT

South  
9/10-16/10/91 By Mono Badela, Johannesburg 9/10-16/10/91

COSATU's decision on Tuesday to spearhead a two-day anti-VAT general strike next month signals that the labour federation is on the march to co-determine state economic policy.

Announcing the strike, Cosatu general secretary Mr Jay Naidoo said the government and big business wanted to put in place an economic system, then negotiate only political issues.

"Their economic system will not benefit workers," he charged.

"The money collected by VAT will not be used to build houses for workers or the unemployed.

"It will not be used to give electricity to the huge majority of households that do not have it and it won't provide schools."

The trade unions felt very strongly about the unilateral policy-making of the government on issues which fundamentally affect workers, he said.

"We can no longer tolerate the government ramming apartheid practices down our throats.

"The government was forced by mass resistance to unban political organisations and now it will have to be forced by mass mobilisation to take negotiations seriously."

Major economic decisions should be the result of negotiation which is inclusive and that is legitimised by the support of the major players.

The general strike for November 4 and 5 is being called by Cosatu, the National Council of Trade Unions (Nactu) and 12 independent trade unions representing nearly 3 000 000 workers in South Africa.

They are demanding:

- The zero-rating of basic foods, water, electricity, medicines and medical supplies.

- Negotiation of satisfactory poverty relief programmes.

- Provisions for small business not to be prejudiced by VAT.

- An end to unilateral economic restructuring by government and big business and

- The establishment of a jointly agreed forum for socio-economic restructuring through negotiations.

In a hard-hitting statement, Naidoo said the demands for a general strike arose out of two very serious concerns of the trade union movement:

- The disastrous effect of VAT on workers, the poor, the unemployed, pensioners and others.

- The government's intention to go ahead with economic restructuring unilaterally, behind the backs of the people, in ways which would benefit big business and not the people themselves.

- ELNEWS reports that eight workers from an East London company, Dux Inflatable Boats, say they were fired last week for participating in a local anti-VAT march.

Manager Mr Charles Rowland said: "The workers were not dismissed. They absconded."



Tax boycotts threatened

# VAT protest: unions to call general strike

140A  
B/D ay 9/10/91  
COSATU and Nactu — SA's biggest trade union groupings — and 12 independent trade unions agreed yesterday to call a general strike for November 4 and 5 in protest against VAT.

The strike would be backed by a sustained programme of mass action, including marches, demonstrations and possibly tax boycotts

It would be called off only if government and big business agreed to enter negotiations aimed at meeting the demands of the campaign, the unions said after a two-hour meeting yesterday.

Their demands include the zero-rating of basic foods, water, electricity, medicines and medical supplies and the negotiation of satisfactory poverty relief programmes and relief for the small business sector

Also on the agenda are demands for "an end to unilateral economic restructuring by government and big business" and the establishment of a jointly agreed forum for socio-economic restructuring through negotiations.

The VAT Co-ordinating Committee, which includes the trade union movement as well as leading political, welfare and consumer organisations, will finalise its programme of action on Monday.

There have already been demonstra-

LESLEY LAMBERT

tions in many major industrial areas, while members of Cosatu, which has 1,2-million members, and Nactu, which has 700 000 members, have started pressing companies not to deduct PAYE from employees' salaries.

Cosatu had agreed to urge their members to place further pressure on companies not to deduct PAYE, general secretary Jay Naidoo said yesterday. They had also agreed to encourage their members to boycott VAT.

Naidoo said the demands for the general strike arose out of the "disastrous effect of VAT on workers, the poor and the unemployed" and "government's intention to restructure the economy unilaterally in a way which would benefit business and not the people".

"The government and big business want to put in place an economic system and only then negotiate the political issues. Their economic system will not benefit workers," Naidoo said.

Government and business leaders have accused the unions and other anti-VAT organisations of making demands and threats which could result in an economic crisis

● Picture: Page 2

Union summit vows sustained action to enforce demands

# VAT: general strike is on

Star 9/10/91  
By Paula Fray  
Consumer Reporter

Trade unions yesterday called for a national general strike on November 4 and 5 to protest against the implementation of value-added tax — and have promised sustained action if their demands are not met

This was announced after a summit meeting between Cosatu, Nactu and 12 independent unions in Johannesburg yesterday

Cosatu secretary-general Jay Naidoo, reading out a joint statement, said workers would be urged to stay away on these days and were encouraged to take part in marches, pickets and other demonstrations

The demands are

- The zero-rating of basic foods, water, electricity, medicines and medical supplies

- Negotiation of satisfactory poverty relief programmes

- Provisions for small business not to be prejudiced by VAT

- An end to unilateral economic decision-making by the Government and big business and the establishment of a jointly agreed forum for socio-economic restructuring through negotiations

Mr Naidoo told a press conference there would also be demonstrations and marches apart from the two-day strike. Unions were already putting pressure on employers to stop deducting PAYE, he said

The Co-ordinating Committee on VAT (CCV) will announce its programme of action on Monday, a spokesman said yesterday

At present about 500 000 pamphlets telling people that "VAT is a public issue; take a public stand" were being distributed

ANC spokesman Saki Macozoma said the organisation was represented on the CCV and could be "expected to support the strike call"

ANC secretary general Cyril Ramaphosa vowed that the strike against VAT would be turned into a "nightmare" for President de Klerk

He urged ANC members to "seize the moment of the national general strike and make sure it happens completely"

Mr Naidoo said the Government could expect to see "action on a scale not seen before"

The strike would only be called off "if the Government and big business have entered into a serious and bona fide process of negotiations aimed at meeting the demands of the campaign"

## Barend tilts at 'greedy' doctors

Political Correspondent

STRAND — Finance Minister Barend du Plessis has dismissed objections to VAT on medical services with a sharp swipe at doctors who charge high fees and profit from private hospitals

He was responding to a resolution at the Cape National Party congress calling for VAT to be lifted on medical services. Delegates said this was tantamount to a tax on sickness

Mr du Plessis said VAT on medical services did not concern morality "It concerns practical things"

The Minister drew applause when he said one did not hear doctors raising this sort of moral argument when their fees were increased — sometimes by as much as 18 percent. Nor did one hear this argument when doctors were shareholders in private hospitals.

"So let's leave this moral argument and let's look at practical matters," he said

### Services

Illustrating how VAT could bring medical costs down, he said a radiologist would not pay tax on equipment such as his x-ray machines and x-ray plates — all of which he had paid GST on

Mr du Plessis said that for the poor, VAT was better than GST as it extended tax to services, while GST had been paid mainly on goods

Richer people were more inclined to use services such as electricity, whereas the poor used goods such as paraffin and coal. Because the rich were paying more tax, the overall VAT rate could be kept down

South Africa did not want to repeat the mistakes of Britain by exempting too many things. In Britain, even baby clothes were exempt from VAT which meant that the rich paid no tax on "Pierre Cardin" baby outfits

The result of all these exemptions was that VAT had climbed to 17,5 percent



Unruffled the Queen is accompanied by President Nujoma (right) on her arrival at a blustery Windhoek airport

## Windy welcome for Queen in Windhoek

By Dale Lautenbach  
Star Africa Service

WINDHOEK — A tearing wind at Windhoek International Airport provided by far the most vigorous greeting for Queen Elizabeth yesterday in what was otherwise a rather low-key affair

The Queen's Royal Air Force VC-10 touched down five minutes ahead of schedule at 3 40 pm while airport workers were still struggling to anchor the red carpet

The workers got their reward — the best possible view of the royal party — when, as a last resort, they were ordered to stand on the carpet to keep it in place

Queen Elizabeth was escorted from the aircraft by British High Commissioner to Namibia Francis Richards and Namibian Chief of Protocol Martin Andjaba

She and the Duke of Edinburgh were presented to a beaming President Sam Nujoma and First Lady Kovambo Nujoma, with Prime

Minister Hage Geingob at his side

From a dais emblazoned with the colours of the Namibian flag, the Queen and President Nujoma took the 21-gun salute, and the national anthems were sung

The Queen looked a little uncomfortable in the wind and her hands did some darting to her light skirt

Escorted by the head of the defence force, General Dino Hamaamb, and the president's aide-de-camp, the Queen inspected a guard of honour

### Dancing

With this pomp and ceremony over, it seemed the occasion would brighten, but it remained quite solemn as the royal party watched a cultural display of dancing

There is no hostility towards the Queen in Namibia. The quiet greeting was probably not so much a lack of enthusiasm as a little too much dignity





# PAYE pressure part of unions' VAT campaign

LESLEY LAMBERT (140A)

MEMBERS of the powerful trade union movement, which is expected to finalise its plan of action against VAT today, have already started pressing companies not to deduct PAYE from employees' salaries as part of a broader tax boycott.

The two major trade union groupings, Cosatu and the National Council of Trade Unions (Nactu), confirmed yesterday that some of their members had been demanding action on PAYE since the idea of a general tax boycott was formulated at Cosatu's congress in July.

Nactu general secretary Cunningham Ncukana said workers had already downed tools and made demands on PAYE at Unilever and other companies. The companies had responded by refusing to participate in an illegal action. "We plan to increase the pressure," Ncukana said.

Decisions will be taken at a meeting today on Cosatu's proposal for a national general strike in the first week of November. The objective of the strike would be to force government to adopt the VAT Coordinating Committee's demands as well as to agree on a national forum which would be used to negotiate changes in economic policy, Cosatu spokesman Neil Coleman said yesterday.

The trade unions will also decide on action to be launched before the proposed strike. Demands for a 5% wage increase and boycotts against income tax and VAT will be on the agenda. "It may be necessary to consider civil disobedience. In Europe, people refused to pay the VAT on goods or people employed to price the goods refused to include VAT. These are theoretical possibilities," Coleman said.

Cosatu, which has 900 000 paid-up and 1,2-million signed-up members, and Nactu, which has 330 000 paid-up and 700 000 signed-up members, have already agreed on the strike action. But the more conservative groupings, such as the Public Servants Association, are likely to refuse to take part.

Cosatu and Nactu will seek the support of the ANC, PAC, Azapo and other political, welfare and consumer organisations at a meeting on Thursday.



# Jacobs launches attack on unions

B/day 8/10/91

140A

5/11

TRADE unions had overplayed their hand by demanding a say in economic decision-making, the Minister of Finance's special economic adviser Japie Jacobs said in Johannesburg yesterday.

Jacobs attacked the policies and tactics of both Cosatu and the ANC at a symposium on social contracts and SA's economic future, arranged by Wits University's Centre for Policy Studies and the German Konrad-Adenauer Foundation.

Jacobs did express a willingness to consult the ANC on development programmes.

The unions, he said, were "insisting that they should not only be consulted on policy issues, but should in fact be party to the decision-making process. I cannot think of any country where trade unions can determine policy."

However, the University of the Western Cape's Prof Pieter le Roux told the symposium a political crisis was blocking economic growth. Eliminating that crisis would require a contract between major parties, including the unions, even if this meant their going beyond traditional

ALAN FINE

roles.

Jacobs, who said he was not opposed to a social contract, also attacked the ANC. "It is inconsistent, to say the least, to complain about lack of economic growth, high employment, poverty and socio-economic backlogs and at the same time advocate sanctions, threaten nationalisation, resist tax reforms aimed at promoting sound and sustainable economic growth and to regard foreign capital as a non-essential luxury," he said.

He added that while there was a case for redistribution of wealth and opportunities, it would be a retrogressive step if the economy was irreparably damaged in the process.

"We must have a programme to eliminate backlogs and to empower the masses to participate in the economic processes, but at the same time have to realise that there is no quick fix for the inequities caused by past discriminatory practices."

Jacobs said, however, that there was some common ground between government and the ANC over development issues.

# No easy road to negotiations

Sowetan

7/10/91

**PRESIDENT FW de Klerk never thought negotiations would be easy.**

Any illusions politicians may have had about negotiations have been rapidly dispelled

Meetings De Klerk has had recently have shown that there is a hard road ahead

The controversy over VAT has especially shown this. One of the biggest objections of those protesting against the way in which it has been implemented is that people have not been consulted properly

Two tough sessions of talks between De Klerk, Finance Minister Mr Barend Du Plessis and the ANC and the Cosatu-led VAT Co-ordinating Committee failed to reach a compromise

The second session of some four hours in Pretoria last Saturday evening, attended by ANC president Mr Nelson Mandela, was a particularly tough one

The Government decided to suspend VAT from some basic foodstuffs but the move did not satisfy the other side

Afterwards Mandela made the revealing remark that the country is rapidly moving into a transitional period before negotiations

This is happening even before an all-party conference has been called

Mandela said a showdown with the Government over VAT would affect negotiations in other areas and that there could be no guarantee of what would happen

He said that attempts would be made to ensure that negotiations remained on course but, if no co-operation was received, the ANC could not continue to believe in negotiations

**FOGHTS**

A broad spectrum of issues, including violence and secret funding by the State, was raised when De Klerk met a delegation from the South Africa Council of Churches this week

Afterwards Archbishop Desmond Tutu raised the question of proper consultation by the Government

He said an all-white membership of the advisory committee on secret projects, which had been appointed by De Klerk, would not engender the necessary trust in black South Africans

The committee should instead have been constituted of people approved by the churches, trade unions and political organisations in order to build confidence among people on the ground, Tutu said

Although this meeting was described as having been "open-hearted and friendly", De Klerk was said to be hurt that people would question his integrity in assuring that covert operations were being stopped or re-evaluated after Inkathagate

The church delegation told him it was not enough just to be told that things have changed

Meanwhile, Cosatu has put further pressures on the Government for a direct say in decision-making. The association has withdrawn from the National Manpower Commission because it wants that body to have more power

At present the NMC is a pure-

ly advisory committee and Cosatu does not want it to remain what it describes as a "toothless structure". It must, Cosatu says, be turned into a negotiating forum that represents the main parties in industrial relations

Meanwhile, Cosatu's withdrawal from the NMC has cost the advisory body a large measure of legitimacy

The Government argues that the restructuring process should be on the agenda of national negotiations

As various groups have been arguing for greater consultation, top National Party figures, including Du Plessis, have indicated that groups outside Parliament could soon be in on decision-making

The Minister said this week that a multiparty conference could start before the end of the year and elements of a transitional government could soon be established

He said there would be an interaction between the multiparty conference and the legislative and executive processes which would allow other parties to participate in making Government policy

ANC secretary-general Mr Cyril Ramaphosa also recently mentioned that a conference could start soon and De Klerk has on numerous occasions expressed his eagerness for exploratory moves towards negotiations to start

At a multiparty conference, there will of course be considerable quibbling about whether there will be a "transitional" government or an "interim" one

There will have to be in-depth discussions on this, along with decisions on how such a conference should be run and how decisions should be made

While the ANC is adamant that there must be an interim government leading to a constituent assembly, De Klerk holds that the present Government is sovereign. The President argues that the constitution cannot simply be set aside for an interim government, although he recognises a need to draw parties outside Parliament into the decision-making process and into his Cabinet

This week De Klerk will be among his own when he appears at the Cape provincial congress of the National Party

He will open the congress in the DF Malan Centre tonight and it then continues in the Strand

Under the theme "Build a nation", one of the main features of the congress will be a re-run of the party's constitutional proposals, which have to be approved by all the provincial congresses after the recent federal congress in Bloemfontein

De Klerk will not have any problems in the Cape. Although he is a Transvaaler, his party support in this province is more solid than anywhere else

Meanwhile, a less pleasant experience may be on the way for him in the Free State. November 28 has been fixed as the by-election date in Virginia, where sitting member Mr Piet Clase has resigned

Clase held on to the seat with a majority of only 47 in the last general election and the National Party does not have much hope of retaining it

140A



Tax revolt aimed at toiling Govt 'master-plan'

Star 7/10/91

# Unions plan showdown

Political Staff

The trade union movement — backed by the ANC and other political groups — is set for confrontation with the Government VAT is the issue, but the ultimate goal is a stake in the economic restructuring of the country

At a crucial meeting in Johannesburg tomorrow, the ANC-linked Cosatu, the PAC aligned National Council of Trade Unions and 15 independent trade unions will decide how to try to force the Government to accede to their VAT demands, including the zero-rating of more basic foodstuffs and health and medical services

Decisions on a national programme of action against VAT will be announced later tomorrow. A national general strike has been mooted for next month, and Cosatu has proposed a two-day strike backed up by sustained action. General resistance to taxes — including PAYE — is also on the cards.

Law to ensure correct pricing - Page 5

The Co ordinating Committee on VAT is expected to announce its full programme of action later this week.

The SA Dispensing Practitioners announced at the weekend that there would be a two-day mass closure of clinics and surgeries on October 28 and 29 to protest against the implementation of VAT on medicines

ANC secretary-general Cyril Ramaphosa on Saturday vowed that the organisation would help to turn next month's threatend general strike against VAT into a "nightmare" for President de Klerk.

Delivering the keynote address at the PWV regional congress in Johannesburg, Mr Ramaphosa confidently pledged it would be one of the president's "last nightmares" before the ANC took over

He urged ANC members "Seize the moment of the national general strike and make sure it happens completely. Mass action has always been on the agenda"

Cosatu general-secretary Jay Naidoo said at the weekend that the VAT crisis could be used to achieve a complete restructuring of the South African economy

He said that unless a solution could be found in the next month, the VAT crisis would lead to a general strike and a period of "sustained mass action continuing well into next year"

He added that "gauging the mood at grassroots level", the Government could be facing its first national tax revolt.

Mr Naidoo said the VAT issue could be used as a springboard for a sustained campaign aimed at gaining greater worker participation in the economy at large.

Cosatu spokesman Neil Coleman said yesterday the first salvo in the issue of greater participation in the economy had been fired during tripartite forum talks between workers, employers and the Government on the privatisation of parastatal companies.

He said Cosatu's assessment of the situation was that the Government had developed a master-plan — probably with the support of big business — to impose a

● To Page 2



Identified policeman who tried to attend the memorial service for slain community leader (parted), the policeman later rejoins a colleague  
Picture Aif Kumalo

## Unions plan showdown

● From Page 1

process of economic restructuring in the country in an undemocratic way before political negotiations took place

"This restructuring is far-reaching and is aimed at tying the hands of a future post-apartheid government," Mr Coleman said. "Basically, Cosatu and the democratic movement is not prepared to stand by while this plan is unilaterally imposed"

The issue of VAT was part of the broader programme. However, the Government was insistent on going ahead with the master-plan — taking advice from outsiders such as the International Monetary Fund while refusing to negotiate with inside groups

"Government mismanagement of the economy, particularly in the last decade, has plunged the majority of South Africans into economic disaster, and now people are being asked to further finance Government projects," he said

Cosatu was calling for negotiations with the "major players" on economic restructuring



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Coetzee's lawyer, Eugene Sklar, made attempts last week to have the three month ban imposed on his client's business by the Harmful Business Practices Committee lifted

A spokesman for the committee has refused to comment on these allegations. In terms of the ban, Mr Coetzee is forbidden to sign up any new contractors or to sell trucks until a probe into his affairs has been finalised

Mr Coetzee is at present facing a number of Supreme Court actions arising from deals. In one instance a dissatisfied client is suing Mr Coetzee for cancellation of a deal he (the client) maintains was misrepresented to him, and in another matter a Randburg bank is suing for R190 984, claiming it had been the victim of a fraud committed by Mr Coetzee

“When an invitation reads, “Dress formal” sure whether it means I must wear evening or a lounge suit is acceptable”



\* A London man-about town addresses follows "In days past, "dress formal" meant to don evening dress ("black tie") However formal age, the choice of a conventional s acceptable" As to the selection of one's Mills Special is eminently suitable, the fla their fine, expensive tobaccos are always





# Cosatu walks out of NMC

Press

6/10/91

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COSATU this week withdrew from the National Manpower Commission after accusing the government of renegeing on an agreement to restructure the body.

Cosatu said it would only re-consider its withdrawal if the government honoured its undertaking to restructure the NMC, which advises the government on labour legislation.

Cosatu was participating on an interim and conditional basis after it signed the Labour Minister's reconstruction agreement with the government and other labour organisations.

In terms of the Minute the NMC would be restructured, full rights would be extended to farm, domestic, public sector and homeland workers and trade unions would be consulted before legislation affecting them was introduced.

Cosatu general secretary Jay Naidoo said they originally decided to participate conditionally in the NMC, in order to advance the rights of the workers and to influence the commission's reconstruction. "While the Minister initially agreed to a restructured NMC being set up this month, he ren-

eged on the undertaking and has since refused to specify a date for the new NMC.

"In a letter to us on September 9, the Minister backtracked even further, by saying that even the restructuring, which was proposed by the NMC, was too far-reaching, and could only be discussed in national political negotiations.

"The NMC proposals had the support of both Cosatu and Saca, the major players in the labour relations field.

"We felt the government had made it impossible for us to con-

tinue participating and took a decision to withdraw from the NMC until the government honours their undertaking to restructure it," said Naidoo.

In June this year, Cosatu was asked by the Unemployment Insurance Fund Board to nominate a person for the board.

"In the light of our experience of the NMC we felt we should not nominate someone, but rather the role of the UIF and the demand for improved benefits, should be discussed in a proposed national economics negotiation forum," Naidoo said.

# Lamprecht: Pacifier or union-basher?

W/Mail 4/10 - 10/10/91.  
Barlow Rand's industrial relations chief — often accused of being a 'union-basher' — played a surprise backroom role in the National Peace Accord.

Which raises the question: Is André Lamprecht a hawk or a dove?

DREW FORREST reports

**T**HE first thing that surprises one about André Lamprecht is his age — he is 39. For someone who has been routinely tarred with a trade union brush as conservative and anti-labour, one had anticipated an older man.

Indeed, it is the unexpected that brought *The Weekly Mail* to Barlow Park in Sandton: Lamprecht, Barlow Rand's human resources manager, recently raised eyebrows when he was revealed as a key backroom facilitator of the Congress of South African Trade Unions-driven National Peace Accord.

More surprises follow a small-town Afrikaner who initially graduated from Stellenbosch, he moved to Rhodes University in 1975 to study for an LLB. There he became SRC president, and a year later president of the National Union of South African Students (Nusas). He says he vividly recalls his sense that Soweto '76 marked "the end of an era".

A founder member of the Independent Mediation Service of South Africa, he remains chairman of its employer resource group.

His public persona, shaped by persistent union bad-mouthing, is not that of a liberal-minded conciliator. He and Barlows were accused of spearheading business advocacy of the hated 1988 amendments to the Labour Relations Act — a charge he hotly denies.

Unionists have also painted him as the architect of hard-line free-market policies at Barlows, including resistance to central bargaining and the promotion of industrial deregulation, central themes of the Cosatu campaign launched against the industrial colossus last year.

**H**ow did the perceptions arise? "He's more often right than wrong, and his contribution has been underestimated," says a colleague. "He is very strong-willed and likes to be at the cutting edge of events. His main problem is one of personal style.

"Barlows' workers are better off than most. To some extent, discontent filters down from union leaders who have dealt with him."

Lamprecht's powerful intelligence is immediately apparent. He has a taste for systematic chains of ideas, and polysyllabic abstractions such as "paradigm shift" and "collective infrastructure".

But one can appreciate how his manner might rile prickly union chiefs: the interview is swiftly transformed into an aca-



André Lamprecht

Photo: GUY ADAMS

demic lecture, complete with blackboard illustrations and transparencies.

Lamprecht stresses that his close collaboration with Cosatu unionists in the peace process does not signal a radical shift in his or Barlows' thinking. "There has been no road to Damascus experience," he says. "The approach has evolved with changing circumstances."

The group in fact favoured central bargaining, but only on "collective infrastructure" — matters, like training, of common concern to subsidiaries. But he remains unrepentant in resisting central talks on pay, an "operational" issue. "Lumping together divergent companies in one forum can only undermine their competitiveness," he says.

In two respects, he concedes, Barlows' industrial relations philosophy has shifted with the burgeoning of the new unions. Group-wide "business conduct" now covered union rights, such as strike rights. More importantly, it was "inclusive" — negotiated with labour.

It is in his commitment to bilateralism, to negotiations at all levels — including social policy formulation — that Lamprecht shows himself to be on the progressive wing of big business.

For an alleged conservative, he has an interesting line on Value-Added Tax, criti-

cising government "unilateralism" and arguing for accommodation of Cosatu's proposals. At last year's South African Chamber of Business convention, he pushed strongly for a social pact on the economy between labour and business.

Lamprecht sees South Africa as poised between the apartheid epoch, in which the state aimed to "conquer" society, and a new politics of reconstruction based on a co-operative ethic.

"Each has its typical methodology: in the one, violence and struggle; in the other, political tolerance and collective bargaining as a means of exchange. Under apartheid, the unions launched many campaigns; now society must seek charters, accords."

**T**hrough their bargaining relationship, labour and capital planted the seed of the new order, Lamprecht believes. Last year's "Labour Minute" and the peace agreement were vital steps towards institutionalised co-operation.

Critical to the new approach, he argues, is the forging of "normative structures" perceived by all as impartial rather than buttressing sectional interests. "The peace accord, for example, embodies the idea that the police must be the agent of the people, not the security arm of the government. If policemen operate outside the accord's normative code, you can blow the whistle."

Business sources accuse some of industry's prominent social democrats of "naiveté, of thinking that all we need to do is be nice to the unions" — but clear Lamprecht of the charge. "He's hard-nosed. While arguing for co-operation, he's quite clear that capital and labour are antagonistic power blocs," said one observer.

Indeed, Lamprecht justifies co-determination also from self-interest, holding that as "sensible people" businessmen will buy the approach. "Business has a fundamental interest in helping ensure that society is stable, that conflicts in a transitional phase are channelled into institutional mechanisms. It needs to create environments in which business confidence can flourish."

It is unclear how much support his conception of a permanent, structural equilibrium between labour and capital enjoys on the other side of the table. Some on the left of Cosatu are unhappy about macro-economic talks between unions and employers, seeing them as "reformist". The majority view is that such negotiations are a transitional phenomenon, and that socialism remains the ultimate goal.

Lamprecht is undeterred. "I'm confident the core leadership of Cosatu and the African National Congress is genuinely concerned about creating a society with checks and balances — I perceive no threat from there."

The response of the union rank and file to bilateralism would turn critically on its results, on the concrete benefits it yielded, he added.



# Cosatu refuses to join revamped UIF board

By DREW FORREST

IN A move linked to its withdrawal from the National Manpower Commission, the Congress of South African Trade Unions is to refuse an invitation to sit on the Unemployment Insurance Board (UIB).

Cosatu had been asked to join a new board for its three years of office, from October this year to October 1994. Originally, the federation's goods and services committee recommended participation with a view to restructuring the UIB and bringing changes to the Unemployment Insurance Act.

However at its weekend meeting, the Cosatu central executive committee decided that in the light of delays in restructuring the NMC, attempts to revamp the board from

within were unlikely to be productive.

It decided instead to take demands for improvements in unemployment insurance to proposed national negotiations with the state and employers on the economy.

Cosatu's Lisa Seftel said that if macro-economic talks produced a binding agreement on UIF, including the restructuring of the board, Cosatu would review its refusal to participate.

Cosatu's decision reflects growing union discontent with the benefits of participation in state structures.

Coupled with the federation's withdrawal from the NMC, it is a significant setback for embryonic "tripartism" on the labour front.

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# Transsun applies for interdict

APR 4 1997  
B/Pat 4/10/97  
VERA VON LIERES

TRANSKEI Sun International applied yesterday for an urgent Supreme Court interdict to prevent further "illegal" strike action by members of the SA Commercial, Catering and Allied Workers' Union (Saccawu), the company said.

Transsun spokesman Alberto Chiaranda said the dispute centred around Saccawu's demand to negotiate conditions of employment on a national basis while the company wanted to negotiate with the union on a regional basis.

Chiaranda said about 400 union members had been on strike intermittently since the beginning of September. He said the application

would be heard today. Saccawu spokesman Allan Horwitz yesterday denied the strike action was illegal. He said both parties agreed in correspondence earlier this year that there was nothing in Transkei law that prohibited the setting up of a centralised bargaining forum.

The union demand that the company agree in principle to join such a forum was rejected, Horwitz said. He added that the union was also in dispute over the same issue at other hotels, including the Venda Sun.

Chiaranda said the company had been able to maintain "a reasonable level of service" during the strike.

**T**HE Congress of South African Trade Unions is on the march to the political centre stage after 18 months of taking a back seat to its unbanned ally, the African National Congress.

The federation's decisive shift to the offensive in its dealings with the government is highlighted by three major developments.

● Its shock withdrawal this week from the state's principal labour adviser, the National Manpower Commission, which it joined last year in terms of the watershed "Labora Minute".

● Its rejection of an invitation to join the state president's Economic Advisory Council. At a crucial central executive committee meeting at the weekend, Cosatu resolved instead to campaign for a macro-economic negotiating forum involving the government, employers and other "national actors in the economic arena".

Cosatu is also to turn down an invitation to join the Unemployment Insurance Board, and to channel its UIF demands into macro-economic talks.

● Its spearhead role in a "worker summit" next Tuesday, which will plan a two-day general strike in the first week of next month. Also invited to the summit are Cosatu's smaller counterpart, the National Council of Trade Unions, and 15 non-aligned unions and staff associations.

The strike will centre on Value Added Tax, launched on Monday this week amid nationwide protest marches reportedly joined by 100 000 people, after stalemate in last-ditch negotiations between the Cosatu-led Co-ordinating Committee on VAT and the government.

But it has a markedly broader political agenda. Other demands include interim government, the extension of full labour rights to farm, domestic, state and homeland workers by June next year, and an end to the government's "unilateral restructuring of the economy".

VAT, which has been central to Cosatu's political resurgence, is portrayed by the federation as back-door economic restructuring aimed at pre-empting political change.

Other such moves, said Cosatu press officer Neil Coleman, included privatisation and commercialisation of state undertakings and state job creation moves which had not been negotiated.

Linking all the various union initiatives is disillusionment with engagement with the state and the demand for "appropriate" negotiating forums which yield tangible results. "The government is trying to lock us into fruitless talking-shops while rapidly pursuing its own agenda," Coleman said.

The National Peace Accord, with its tight monitoring and enforcement mechanisms, is seen as a model for multilateral talks.

Underlying Cosatu's withdrawal from the NMC is frustration with lack of

# Politics returns to the streets

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Manpower Director General Joel Fourie

progress in restructuring the commission, which unionists want to transform into a negotiating forum where major industrial relations actors clinch deals binding the Manpower Minister. In terms of the Labora Minute, Cosatu agreed to enter a restructured NMC.

The federation accuses Manpower Minister Eli Louw of refusing to commit himself to a deadline for restructuring, and says it will not rejoin the NMC until it is revamped in line with its demands.

It also charges the government with drag-

ging its feet on its Labora Minute pledge to grant labour rights to all workers. Some laws are likely to be extended to farm and domestic workers next year, but full coverage — including the extension of the Labour Relations Act — is unlikely before 1993.

Cosatu's withdrawal is highly damaging to the NMC, which cannot really function without it, and to the government's drive to legitimise its labour reforms and institutions.

But as the federation's prime motive in joining the NMC was to influence its farm and domestic labour investigations — a process which has been completed — it involves no special sacrifice for Cosatu itself.

The federation has indicated that it will continue discussing the restructuring of the NMC, but as a non-member. Sources comment that it will be much easier for the unions to press for acceptable legislation as a non-participant wielding the cudgel of mass action.

On the economic front, union impatience is rising with what is seen as foot-dragging by both the state and employers on the creation of a forum to discuss interim reconstruction.

The immediate Cosatu aim is to secure and create jobs, and head off state policies which threaten employment.

Coleman said there was a growing state tendency to argue for the deferment of all change until national political negotiations got under way.

Justifying the state's unreadiness to join the macro-economic forum proposed by Cosatu, Louw had argued that such talks had to be linked to the constitutional process.

The Labora Minute provided only for discussions on the impact of labour relations on the economy, argues Manpower Director General Joel Fourie, while Cosatu's proposed agenda was much broader than this. The employer body, Saccola, has also questioned whether Cosatu's proposed forum is a suitable vehicle.

For Cosatu, such arguments are mere temporising. It believes the government and Saccola originally envisaged a toothless talking-shop, and are backtracking after confronting the federation's tough agenda and seriousness of purpose.

In some measure, Cosatu's newfound assertiveness reflects the youthful militancy of its new national leadership, installed at the federation's July congress. Engagement with the state and state-linked bodies has failed to deliver the goods, and the influence of unionists associated with it has been weakened.

But it also reflects a determination not to leave politics to the politicians. The link between negotiations and mass action is being reformed and strengthened, and politics is returning from the corridors of power to the streets.



# 'The People Respond to VAT'

Last week we spoke about what VAT is, why the state is implementing this new tax and the damaging effect on the living standards of the working class. In this article we look at the calls from various sectors of the people for VAT to be reduced, postponed or cancelled all together. In recent struggles in South Africa seldom has there been an issue such as VAT which has brought about the collective anger of such a broad range of people. The different classes in South Africa have however reacted with different degrees of concern and methods of struggle.

PHANSI  
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BY PLESSIS  
LISTEN TO US

New Nation  
(Learning Nation)  
4/10-10/10/91



## Concerns of the bosses

When the state first announced in early 1991 that it was going to replace GST with VAT the only exemptions were brown bread and mealie meal. Soon thereafter the middle classes began complaining that paying VAT on municipal rates was unfair. Municipal rates are a tax that property owners have to pay on the value of their property. The middle classes therefore argued that paying VAT on municipal rates was paying tax on a tax.

After first arguing that municipal rates were used for services provided to property owners like road services, cleaning and garbage disposal and that these should fall under the net of VAT, the government backed down and exempted rates from VAT.

As the October 1 date for VAT came closer however, the call came from many bosses that VAT had to be postponed. The arguments used were mainly that VAT's timing was wrong. In this regard they argued that there was such a widespread outcry from organised labour that there was a real possibility that there would be industrial unrest. They also argued that on the eve of final negotiation with the ANC it was premature to impose VAT when this could bedevil negotiations. Finally they argued that the government was being inconsistent in suggesting possible exemptions at the last moment when VAT's success was dependent on it being all-embracing and that they had already spent millions preparing for VAT on its original terms.

The South African Chamber of Business (SACOB) argued as well that the size of the grant to the poor should be increased to R1,2 billion and not a mere R220 million.

In addition to these voices of the bosses a number of professional organisations have argued that VAT's increase in prices will make it difficult for working class consumers to afford their services and so threaten their existence. An important voice here has been that of the organised doctors who have collected thousands of signatures opposed to the application of VAT to medicines. Finally consumer societies such as the Housewives League have objected to VAT's imposition on food-

stuff arguing that this is sure to push up the inflation rate and drastically affect the poor.

In the face of all of these calls for postponing or reducing VAT the government has largely stood firm. They decided to reduce VAT to 10% from 12% but pushed up the price of petrol by a whopping 13 cents a litre.

## The response of the working class' organisations

The political organisations such as the ANC have condemned VAT. *Mayibuye*, the journal of the ANC has this to say:

"If the government is sincere about wanting a better tax for a new South Africa, why do they not let the government of a new South Africa decide?"

All the other political organisations attempting to mobilise the black working class including the PAC have also called for the scrapping of VAT.

At COSATU's Fourth Congress in July worker delegates unanimously called for VAT to be scrapped altogether and called for strike action if this was not done. Workers added an essential political ingredient to the general economic attack on our living standards - that of the connection between taxes and state funding for Inkatha and its factory wing, *Uwusa*. The connection between a new tax, VAT, and the confirmation of their belief that the state is responsible for the violence against the people, has made workers particularly angry. In this regard there have been two responses from the organised workers: the decision at Cosatu's Congress to call on the bosses for a 5% wage increase if VAT is implemented and the call by Cosatu Wits region for a stayaway on September 18. In the case of the latter action workers have raised the need to refuse to pay VAT and PAYE (income tax or pay as you earn) until an interim government is installed. They raised the old democratic slogan "no taxation without representation".

It is the threat of these actions more than anything else that has shaken the state and the bosses. When the organisations of capital such

as SACOB, or the press, raised the issue of the bad timing of VAT, they clearly had in mind the threats from the organised workers.

## VAT: What now?

Since Cosatu's Congress decision and the Cosatu Wits region action call, there have been compromises in the union movement. Cosatu has since set up a VAT Coordinating Committee with the ANC, Operation Hunger and others. VATCOM has met with Minister Barend Du Plessis to look at the technical and administrative aspects of applying VAT. The members of VATCOM argued for a postponement of VAT for 6 months and for a wider range of goods especially foodstuff to be exempt. Du Plessis argued that a tax system could not be just postponed without major problems for future planning, that all parties had had an opportunity to put their case before and that VAT was necessary for social services for the people. He offered to subsidise food to the poor to the tune of R50 million and SADF assistance in poverty relief programmes. This has been rejected by VATCOM. Cosatu has set report back meetings to consult workers on what sort of mass action should follow Du Plessis' rejections of VATCOM's compromise demands. Barend Du Plessis' arguments do however raise an important question for the South African working people: how can the money be found to finance social services (housing, electricity, health etc), education and job creation? Tax is an important way to get money for the state so that it can finance social services and tax cannot be changed haphazardly without making planning impossible.

The point is that VAT is not so much about obtaining money for social services but is about shifting the tax burden away from the bosses and onto the shoulders of the working class. To this end the capitalists are being given a tax bonus of R6 billion while all consumers are made poorer, at a time when the bosses are not investing in job-creation schemes in SA. If Barend Du Plessis were seriously interested in the living standards of the working class he would look at increasing the tax on company profits (such as company tax and capital gains tax) and his party would pass laws to force companies to invest in job-creation schemes in South Africa.

What do you think? Is VAT a fairer tax? Should we return to GST? Where will the money be found for social services, health and education? Write to us at Learning Nation, P.O. Box 11350 Johannesburg.



# Cosatu clarifies statement

Business Day Reporter

COSATU spokesman Neil Coleman said yesterday the federation wanted to clarify that it had not called for a national economic negotiating forum to replace the National Manpower Commission, as may have been implied in yesterday's Business Day

He said Cosatu would re-join the commission if it was restructured to perform the function of a negotiating forum, representing all major parties. It was presently merely an advisory and unrepresentative body. Cosatu's withdrawal followed a failure by government to implement an

agreement to restructure the commission on this basis. He said Cosatu was not proposing that the commission should deal with broad economic issues. It should perform its function directly in relation to labour legislation. However, it had become apparent that there was a need for a separate forum involving unions, employers and the state to discuss constructively economic and labour issues which included job creation and retrenchments.

3/10/79  
L.A. 140A

...and he blamed media  
Yesterday  
...of integrity, he said  
system

# Secret project 'terminated'

3/10/91  
LAW and Order Minister Hernus Kriel is sticking to his earlier statement that a security police-funded labour relations project to undermine Cosatu had been terminated

**BILLY PADDOCK**

But "there are contractual obligations with regard to this particular terminated project", Law and Order spokesman Capt Craig Kotze said yesterday

He was responding to a report in the Financial Mail, which said the kingpin behind the Liaison Bureau for Labour Relations, Rand Afrikaans University academic Prof Kobus Slabbert, had sent the bureau's latest "concept letter" to his handler, security police Maj Derick Botha on September 4

Kriel said last week the cut-off date for his department's involvement in the secret project was July 31 "with the exception of still-to-be finalised individual contracts"

Kotze said it was not in the least surprising that contact between the bureau and the SAP would continue due to these contractual obligations

"Such contact in no way negates Minister Kriel's earlier statement and he again gives assurance that such projects have been terminated"

He said this project had been submitted to the Ellison Kahn Commission, set up by President FW de Klerk to investigate funding of secret state projects, before the Financial Mail exposed the funding

After the Inkatha and Uwusa funding scandal, De Klerk told a televised news conference that all funding of a party political nature had been stopped and would not continue. He also gave a list of projects that fell within this category and had been terminated

However, he did not mention the Liaison Bureau project, its termination or it being submitted to the Kahn Commission despite the security police, according to the FM, having paid more than R374 000 into the bureau's bank account between March 30 and September 28 1989. This figure did not include the R5 000 a month tax-free wage paid to Slabbert or numerous other payments, the FM said.

RAU principal Prof Cas Crouse yesterday refused to comment on the issue and said the university's investigation into Slabbert's activities was still in progress.

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# Cosatu let me down - Louw

(KOP)

Sowetan  
3/10/91

THE Minister of Manpower, Mr Eli Louw, has noted with concern the Congress of South African Trade Unions' decision to withdraw from the National Manpower Commission

Louw said the action was contrary to the understanding reached on the need for dialogue and consensus, especially in the past 12 months

Louw said in August Cosatu requested a meeting of the Manpower Commission at which he would be given the opportunity to state his views on the restructuring of the commission.

He said the meeting would go ahead as scheduled either this month or in November - Sapa



Government accused of back-tracking on earlier agreement

# Cosatu shuns labour body

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**MICHAEL MORRIS, Political Correspondent**

**SOUTH AFRICA'S** largest union federation, Cosatu, is digging in its heels over its withdrawal from the National Manpower Commission (NMC), insisting it will not rejoin the labour relations forum unless its demands are met.

Cosatu wants the NMC to be restructured so that it is more representative and to be given greater authority to mandate the Minister of Manpower, rather than merely to advise him.

Cosatu's information spokesman, Mr Neil Coleman, said restructuring along these lines had been agreed with the government and the employer federation, Saccola, earlier this year, but the government had since back-tracked.

"The NMC as it stands now is an apartheid institution, which is unacceptable to us. We are not opposed in principle to an NMC, but we will definitely not rejoin the present toothless structure. It must be a negotiating forum that accurately reflects the main parties in industrial relations."

The government has argued that the restructuring process should be on the agenda of national political negotiations.

Cosatu's withdrawal from the commission has cost the advisory body much of its legitimacy. This has been acknowledged by NMC officials, who indicated that informal approaches would be made soon to try to find a compromise solution.

The director of the NMC, Mr Abe Bardine, said the federation's withdrawal was "regretted", but that past experience indicated there was a "reasonable chance" that a satisfactory compromise could be reached.

"These things happen in labour relations. The process of restructuring the NMC is continuing and all interested, including Cosatu, are welcome to contribute to that."

Mr Bardine added "Hopefully talks will continue. We will await further developments."

# Anti-VAT drive to be stepped up

THE anti-VAT campaign will be intensified to include acts of civil disobedience and a two-day work stoppage by private medical practitioners, the Cosatu and ANC-led Co-ordinating Committee on VAT said yesterday.

The committee reiterated in a statement that pressure groups, including the ANC and Cosatu, would meet next Tuesday to discuss a possible general strike.

Cosatu spokesmen could not be reached for comment on what the envisaged civil disobedience would entail. The committee previously mooted a tax boycott.

The statement said a two-day work stoppage by private medical practitioners was being planned. A National Medical and Dental Association (Nanda) spokesman said last night there would not be a full work stoppage and that private practitioners would be asked to offer their services to public health institutions on the day or days in question.

The aim was to pressure government into zero-rating medical services for poor and low-income patients. *8/10/91*

In addition to Cosatu and Nactu, 15 independent unions and staff associations are expected to attend Tuesday's meeting. Pickets, marches and demonstrations would continue, the statement said.

The committee is demanding the permanent zero-rating of basic foods, water, electricity and medicines. Other demands include effective protection against price abuse.

THE ANTI-VAT CAMPAIGN WILL BE INTENSIFIED TO INCLUDE ACTS OF CIVIL DISOBEDIENCE AND A TWO-DAY WORK STOPPAGE BY PRIVATE MEDICAL PRACTITIONERS, THE COSATU AND ANC-LED CO-ORDINATING COMMITTEE ON VAT SAID YESTERDAY.

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Call for national economic forum

# Cosatu quits manpower commission

B/day 2/10/91

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COSATU yesterday announced its withdrawal from the National Manpower Commission and called instead for the creation of a national forum of employers, government and trade unions to negotiate all macro-economic issues during the transitional period.

Spokesman Neil Coleman said Cosatu's decision was designed to ensure that any economic restructuring proposed by government during the transitional period would not be carried out unilaterally. The VAT issue was one such policy matter.

Coleman said the decision, made by Cosatu's central executive at the weekend, followed failed attempts to restructure the commission to deal with broad economic issues rather than just labour-related ones as at present.

Government had been unwilling to agree to this, and Cosatu had therefore decided to halt its provisional participation in the commission.

Coleman said Cosatu's decision also reflected government's failure "expeditiously" to extend labour legislation to farm, domestic and public service workers. He said Cosatu believed its withdrawal from the commission would prompt government to speed up this process.

He said it was Cosatu's view that more than ever there was a need for a national

VERA VON LIERES  
and ALAN FINE

economic negotiating forum "where macro-economic issues are thrashed out"

Manpower Minister Eli Louw last night noted Cosatu's decision with concern, saying it was contrary to the understanding regarding dialogue and consensus developed especially over the past 12 months.

He said he had already undertaken to inform the commission of his views of restructuring proposals late this month or early in November. He said he had honoured all undertakings given in terms of the Labora Minute signed last September.

Saccola chairman Anton Roodt said the development was a great disappointment. Saccola, a party to the minute, had sought an institutional framework to continue the very good work which led to the accord.

He said there was a general acceptance in Saccola of the need for business to discuss macro-economic issues with all key actors, including labour unions. However, the organisation had not reached finality on what sort of forum would be most appropriate for this purpose. Policy issues of national concern were at stake, and the question had to be carefully considered.

Acting commission chairman Franz Barker said Cosatu's withdrawal would af-

□ To Page 2

## Cosatu

B/day 2/10/91

140A

□ From Page 1

fect the commission's legitimacy. However, the commission had completed most of its urgent work regarding the extension of labour legislation to farm and domestic workers.

The commission had committed itself not to undertake further investigations until it was restructured, Barker said. He said it did not achieve as much consensus on its restructuring as was hoped.

Barker said discussions on restructuring would go ahead, adding that the commission had managed to draw in other parties, including Nafcoc and Nactu.

An initial proposal reflecting Cosatu's views on an economic negotiating forum, dated July 24, argues that "labour, capital

and the state have a central role to play" in negotiating macro-economic programmes.

It suggests the objectives of these programmes should be to address inequalities in economic wealth and power; develop measures to minimise redundancies and retrenchments, consider investment practices which stimulate job creation, and create equal opportunities for all.

It proposed that the forum include all representative actors, be chaired by an independent third party, and attempt to resolve deadlocks through discussion.

It also suggested that interest groups outside of state, business and labour be invited to participate in certain activities.



# Cosatu pulls out of talks

140A

Sowetan 2/10/91

By IKE MOTSAPI

THE honeymoon between the Congress of South African Trade Unions and the Government is over - the union federation has pulled out of negotiations.

Cosatu conveyed this terse message to the Government yesterday.

The federation's publicity officer, Mr Neil Coleman, said Cosatu decided at the weekend to pull out of negotiations with the Government, "which has shown clearly it does not want to negotiate in good faith" as agreed in the Laboria Minute.

Some of the issues Cosatu objected to were:

- The delay by the Government in restructuring the

National Manpower Commission;

- The Government's delay in extending the Labour Relations Act to domestic and farmworkers, and

- Its attitude during negotiations aimed at delaying the implementation of Value Added Tax

"Cosatu's central executive committee also decided at the weekend not to appoint two officials to serve on the Government's Economic Advisory Council," said

Coleman.

"We realised that this would serve no purpose as shown by the Government's unwillingness to listen to us.

"When we joined in talks with the Government we did that on one condition - that the NMC must be restructured.

"This condition has not been met because the Government have told us that our recommendation regarding the restructuring of the NMC goes beyond what they have in mind.

"An NMC spokesman, Mr Frans Barker, said he was disappointed by Cosatu's withdrawal as it would affect the legitimacy of the body. He said the NPC would take no further decisions until it had been restructured."

# Homeland puts new law on hold

PRESSURE from SA companies and SA government intervention had persuaded Bophuthatswana to put on hold the implementation of new "repressive" labour legislation, Cosatu regional secretary Donsie Khumalo said yesterday

The labour legislation, which would penalise employers recognising SA unions, was due to be implemented two weeks ago, Khumalo said

An employer source, who declined to be identified because of the "sensitivity" of the situation, said yesterday discussions with the Bophuthatswana government were in progress.

The homeland's present labour law bars "SA-based" unions from operating in Bophuthatswana. However, Cosatu unions, particularly the NUM, have been gaining a

B/day 1/10/91

VERA VON LIERES

significant foothold. The NUM claims well over 20 000 members on platinum mines in Bophuthatswana, most of them recently signed-up members (140A)

Khumalo said failure to persuade the Bophuthatswana government to amend the legislation led to Cosatu confronting the main employers in the homeland directly. After meeting Cosatu, employers contacted the SA Foreign Affairs Department to express their reservations about the law.

Employers involved are understood to include Genmin, JCI, Sun International and Bophuthatswana Transport Holdings.

Khumalo said he believed pressure from

□ To Page 2

## Homeland

B/day 1/10/91  
the SA government contributed to blocking, at least temporarily, the implementation of the law.

He said the federation was seeking a multilateral conference, involving Cosatu, employers and the SA and Bophuthatswana governments "to hammer out a solution to the crisis"

Khumalo said the Bophuthatswana government had reneged on an agreement

(140A) □ From Page 1  
reached earlier this year that trade unions would be allowed to operate freely in the homeland. The parties met in June to clarify the position and homeland officials moved away from the agreement by saying union activity had to be conducted in accordance with the homeland's laws.

Bophuthatswana government spokesmen said they were unable to comment yesterday.

Statutory controls and policing essential'

# VAT: Cosatu demands crackdown on abuses

Skw 28/9/91  
140F

AS talks between Government and the Co-ordinating Committee on VAT remained deadlocked last night, there were last-minute calls for stringent legislative protection for consumers.

Congress of South African Trade Unions' spokesman Neil Coleman demanded an effective Government crackdown on unwar-ranted price increases and other abuses of the new tax system.

Mr Coleman said protection of the public against exploitation and abuses of the system could only be achieved by means of statutory control and policing, as had happened elsewhere.

He said Vatwatch —

set up to monitor the introduction of VAT and to handle complaints from the public — was "a toothless bulldog" with no power to stop abuses.

### Prosecute

Vatwatch chairman Professor Louise Tager confirmed that Vatwatch could not prosecute abusers of the system.

But she warned it was "very, likely" that Vatwatch would expose businesses which refused the conform. Its power was that it had public exposure, she said.

Mr Coleman said the need for statutory controls to eliminate abuses was just one reason why the campaigners were calling for a postponement of the new tax

### STAFF REPORTERS

could hardly cope with all calls received. The office began with three telephones, one fax machine and three people answering calls. It now had six people answering calls and 10 phoning businesses.

Government estimates were that the "worst-case scenario" was a 1,6 per cent increase in the cost of living of the poor before taking food subsidies into account.

He said the consumer price index in countries which had implemented VAT had "barely moved".

### No details

Committee members said the Government could not give details, leading them to surmise that the poverty relief programme would never happen.

According to Cosatu general secretary Jay Naidoo, the Government offered to zero-rate for a period of four months samp, mealie rice, milk, pilchards and bully beef as well as offal and intestines.



# Co-operation on VAT aids unity efforts

W/M and  
27/9 - 3/10/9  
(140A) (145)

**M**OVES to unite the Congress of South African Trade Unions and the National Council of Trade Unions have received a major leg-up from the current campaign against Value-Added Tax.

The two federations, for many years ideological foes and organising rivals, jointly convened last week's union summit on the new tax and have collaborated closely in the Co-ordinating Committee on VAT. Nactu has also decided to join Cosatu and other unions in any mass protest action mounted on the VAT issue.

"We've had their active and whole-hearted co-operation, which never happened during the Labour Relations Act campaign," said a Cosatu source.

The watershed seems to have been the speech by Nactu general secretary Cunningham Ngcukana — historically seen as an Africanist "hawk" — at Cosatu's July conference. In this he argued for a single union federation and convening of a summit on trade union unity "without delay".

Sources believe that the 250 000-strong Nactu may be under both local and international pressure to sink its

The campaign against Value-Added Tax has had an unexpected spin-off: closer ties between the two largest union federations, which may result in unity, reports **DREW FORREST**

differences with Cosatu.

In an interview, Ngcukana revealed that the Cosatu and Nactu leaderships had held talks on September 13 at which the unity issue had been addressed. Other subjects for discussion had been the Patriotic Front, the peace initiative and worker rights.

The federations were working towards a permanent committee to facilitate co-operation, on which both leaderships would sit, he said. Before this, Cosatu and Nactu affiliates in the same sectors would meet to address "the question of friction on the ground", he added.

Ngcukana said that to lay the foundations for unity, Nactu had established steering committees to facilitate the merger of its own affiliates in six sectors. The federation has resolved to expel affiliates refusing to merge by March 31 next year.

Unity would also be an issue at a union summit on worker rights, to which



Cunningham Ngcukana .. watershed speech at Cosatu's conference

independent worker bodies would also be invited, scheduled for early next year.

Asked why current conditions favoured unity, Ngcukana said the worker movement was reaching maturity and that political conditions were changing.

He said that politics remained an obstacle to unity, Nactu would not be making specific demands on the issue. While Cosatu is allied with the African National Congress, Nactu is officially non-aligned but has in practice been linked to the Black Consciousness Movement and the Pan Africanist Congress.

Another key hurdle to be crossed is unity in the chemical sector, where Nactu's largest and best organised union operates. Historically under the sway of militant Africanists, this has consistently stonewalled unity overtures by Cosatu's Chemical Workers' Industrial Union.

# Cosatu profits from tax campaign

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By DREW FORREST

THE protracted furor over VAT may have been highly damaging to the government — but it has enormously strengthened the hand of the Congress of South African Trade Unions (Cosatu)

Beneath the surface of the anti-VAT campaign lies a multi-layered union agenda linked to the developing drama of political transition in South Africa

This is not to suggest the Machiavellian exploitation of an emotive tax issue for other ends concern about the impact of VAT on workers' pockets initially triggered the campaign and remains central to it

This emerges clearly from a resolution passed at the June congress of the South African Clothing and Textile Workers Union, the first Cosatu affiliate to adopt policy on VAT. The motion simply calls for the lifting of the tax on basic food-stuffs and other necessities and resistance to the taxation of union dues — there is no hint of a wider agenda

But as the campaign gathered steam, drawing in an undreamt-of gamut of political, civic, labour and welfare bodies, and as the government lurched from one panicked concession to another, it presented other openings

"Taxes have always been powerful mobilising totems," said one unionist. "The government is on the

run, and the temptation is to keep chasing."

Sources indicate that a leading force in the union drive has been the National Union of Metalworkers (Numsa), perhaps the Cosatu union pushing hardest for negotiations on economic reform. "The VAT campaign is part of Numsa's masterplan for a South African social democracy," said a unionist. "They're saying to the state. If you don't negotiate, if you don't have a tripartite system for setting policy, you're going to have trouble."

Cosatu's campaigns co-ordinator, Lisa Seftel, links VAT to the government's ill-starred privatisation thrust — describing it as "another bid to restructure the economy, to ensure the maintenance of white privilege when whites no longer hold power". The perception that through VAT the state is trying to sabotage a future democratic government has fuelled worker anger over the tax, she says

The emergence of a multi-faceted anti-VAT coalition spearheaded by Cosatu has presented the federation with yet another opportunity that of consolidating itself as a major political player in advance of constitutional talks

Cosatu general secretary Jay Naidoo is known to feel that VAT has enabled the federation to broker a broad alliance, embracing many organisations outside the labour field,

in a way that no previous union campaign has done. This has given Cosatu a new profile: as championing the interests of society at large, not merely the sectional interests of its members, comments textile unionist Ebrahim Patel

Indirectly it also promotes "civil society" — a major Cosatu concern. "It encourages ordinary people to look to the unions to defend their interests, not just parliament," Patel adds.

There are some on the left of the union movement who would push the VAT campaign to the last ditch, hoping to undermine the state's ability to tax — with control of the security forces, the key pillar of government. "Some militant organisers see it as a way of enforcing demands for interim rule," said one union man

This is very much a minority view. If De Klerk gives ground, the likelihood is that a deal will be struck and both the day of action next Monday and the threatened general strike in early November will be postponed. Indeed, some unionists argue that Cosatu should have claimed victory and retired from the field when the VAT rate was cut to 10 percent.

The decision to pursue the demands undoubtedly sprang from a sense that there was a real potential for mass protest action on the VAT issue

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## Cosatu profits from campaign

From Page 5 (140A)

Unionists admit that the worker response to stayaway calls this year has been "patchy" and that the most recent endeavour — last week's two-day stoppage over the Reef violence — had been a dismal failure.

But at this week's VAT summit, labour cannily left itself a month in which to mobilise its constituency for a general strike, reckoning that the inflationary impact of VAT would heighten national outrage. "The violence has simmered on for months, and people have lost any belief in their ability to control it," Patel said. "But VAT is a novelty — it's been a huge talking-point in our factories."

Although unionists concede a national VAT stayaway would probably fail if called now, there are ominous signs of a groundswell on the issue. The conservative town of Carletonville was rendered "almost ungovernable" at the weekend by VAT protests, according to reports, while permanent pickets have been mounted in such unlikely centres as Lichtenburg. Even if the unions are not put to the test on their strike threat, VAT has been a windfall for them. It has raised Cosatu's political profile, promoted unity with its smaller rival, the National Council of Trade Unions, forged new links with non-labour organisations and cast the federation as a crusader on an issue of vital concern to all South Africans

More importantly, by forcing a series of climb-downs by the state, it may have permanently changed the balance of power in the country. On any measure affecting the mass of South Africans, the government will now think twice before it legislates without negotiating



By FERIAI HAFFAJEE  
WORKERS at Impala Platinum mines in Bophuthatswana allege that mine management is using the Bophuthatswana Defence Force to crack down on industrial action.

They point to a sophisticated defence force camp situated a stone's throw from the mines as evidence of this collaboration.

Earlier this month, mineworker Ezekial Seganeno was shot dead after a verbal confrontation with Bop soldiers, just a metre from mine property. A week later, workers were tear-gassed and beaten by soldiers at the funeral of Abel Lenyekwane who had died in a mine accident.

In the same week Donald Moabi, 24, chairman of the mines action committee, was beaten by military police in the nearby township of Thlabane. He alleges that they followed him to Thlabane, pulled him from the taxi he was travelling in and beat him with R4 rifles. Another vehicle, with a registration plate of the Bophuthatswana Health Services, aided the military police to create an enclosure in which Moabi was beaten.

Moabi was told by his colleagues that the defence force had come to look for him at the hostel and "sell-

140A  
**Bop soldiers controlling Impala's mines - NUM**

outs" had told the police where he lived. Bystanders stoned the police and in the ensuing fracas, Moabi fled. He had just been discharged from the mine hospital when *The Weekly Mail* spoke to him.

*The Weekly Mail* also saw a car which had been shot at by soldiers. The car belongs to a mine marshal who was driving when it was shot at.

Workers allege that soldiers have easy access to mine property. "They are always around when workers gather," said Moabi.

He recalled the work stoppage on September 4 where the army was present and a meeting in August, addressed by National Union of Mineworkers president James Motlatsi, at which the defence force surrounded the stadium with Hippos and monitored the proceedings by helicopter.

The killing of Seganeno is cloaked in controversy. Workers say the defence force arrived at Impala Platinum's Wildebeest North mine on September 9 with Hippos and Casspirs. They en-

viewed this week are adamant that the base, just 800m from the mine where Seganeno was killed, was established mainly "to deal with the mines". They point out that there is a police station in Phokeng, just 7km away.

The miners also experience problems at border gates when they go home. At Lehurutse gate, if workers are identified as being from Impala Platinum mines, they are often beaten, harassed and told "you are a comrade, you curse Mangope and you are involved in anti-Bophuthatswana activity".

Impala Platinum's 45 000 workers are indeed mounting the most concerted opposition to the Bophuthatswana government. They spearhead the Congress of South African Trade Unions' anti-Bophuthatswana campaign aimed at curtailing South African government support of the Bop regime and eventually re-incorporating the homeland into South Africa.

Workers at the mines will soon table the demand with Implats that they no longer want to pay Bophuthatswana's taxes and want to be covered by South African labour legislation. And NUM believes that Implats' management encourages the Bop defence force because it is wary of the foothold which the union is gaining on the mines.

tered the hostel, says NUM, and behaved in a very threatening way. During an argument, a soldier fired and shot Seganeno, killing him.

Implats management and the Bop Defence Force allege that the soldiers came to empty their rubbish at a nearby dump and then became involved in a confrontation with the workers.

Implats management said this week that Seganeno had not been killed on mine premises and the company therefore bore no liability for his death.

But NUM press officer Jerry Matjajadi said: "As mine management they have a responsibility to the miners."

Implats communications officer Laing Geldenhuys said Genmin only leased the land and thus had no authority to deny anyone access to the mine.

Matjajadi said a defence force base so near to a mine and open access to a mine by soldiers "was ludicrous and unheard of anywhere in the world".

Implats also denies allegations that the defence force is used in instances of industrial action. But workers inter-



**Cosatu**

Soweto

**sit-in**

27/9/91

**might**

**resume**

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TEXTILE workers who held an 11-day sit-in protest at Cosatu's Johannesburg headquarters said yesterday a follow-up meeting had failed to resolve their grievances.

The protesters were part of 97 workers who were retrenched from Jason Michael clothing factory at Nancefield, near Soweto.

Dissatisfied with their Cosatu-affiliated union - the South African Clothing and Textile Workers Union - they occupied the Cosatu offices to press the umbrella union body to intervene in their dispute.

Spokesmen for protesters Ms Gloria Gwala and Mr Becket Makwati said Sactwu regional secretary Mr Robert Lagrange had told them those who had left the union to join the Textile and Allied Workers Union must resign and re-join Sactwu before they would negotiate their reinstatement.

"We are not prepared to be Sactwu members any more, we have had enough of it. Tomorrow we are telling them that we are not taking their conditions of resigning from Tawu," Makwati said.

Cosatu said yesterday that after the meeting on Monday the protesters had decided to end their sit-in -  
*Sapa*

# Strike brings beer production to a halt

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Sowetan 27/9/91

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PRODUCTION has come to a standstill at the United Breweries in Garankuwa following a strike by members of the Food and Allied Workers Union

The decision to down tools was taken after the dismissal of eight labourers last week, according to workers. The eight were allegedly fired for taking part in a go-slow strike.

Mr RW Childs, human resources director for South African Breweries, said the strike was unprocedural and the company was negotiating with the workers to leave the premises.

"The agreement between the company and Fawu provides for arbitration and we condemn the strike because it is unprocedural. However, negotiations are going on with

By ALINAH DUBE

Fawu and worker representatives," Childs said.

There has been no production and deliveries have also been stalled since Tuesday. The company has also closed all facilities, including the canteen and clinic.

In circulars distributed among weekly paid workers, the UB warned strikers that they would not be allowed on company premises until they give an undertaking that they will abide with their conditions of employment.

"Employees are hereby warned that management may decide to sue employees for losses that the company suffers as a consequence of this industrial action," a statement said.



# Anti-VAT demos set to go ahead

By Paula Fray and Esmaré van der Merwe

Protests against VAT, including a national general strike, are set to go ahead as hopes of a consensus between the Government and the Co-ordination Committee on VAT faded last night

An adamant Finance Minister Barend du Plessis said Government would not budge on VAT

Speaking at the NP's Johannesburg regional conference before returning to another VAT meeting, Mr du Plessis

27/9/91  
said "I am really exhausted but we won't, a damn, give in"

He dismissed Cosatu's estimate that the cost of living would rise by between 3 and 5 percent with VAT. Government estimates were that the "worst case scenario" would mean a 1,6 percent rise in the cost of living of the poor — before taking food subsidies into account

There were indications yesterday that the Government was willing to introduce subsidies on more foodstuffs

(140A)  
A source close to the negotiators said "Prospects of a resolution look gloomy. It looks as though the programme of action will begin"

Cosatu and the Co-ordinating Committee on VAT have planned national mass actions, including pickets and marches, for Monday

A western Transvaal Cosatu spokesman said plans for a general strike during November were receiving mass support

● Good news — Page 5



WAGE SETTLEMENTS

# Cutting the coat FM 27/9/91

Greater awareness of the context of profitability is apparent

As various sober settlements in the year's big negotiations show, industrial relations have apparently gained a new maturity. This has been the pattern in mining and metal — and even the motor sector, admittedly after a costly strike. On closer inspection, the picture is mixed.

'We began by accepting the political realities, now we are coming to terms with economic realities,' observes Kate Jowell of Cape Town's Graduate School of Business. 'No one is going to invest in SA without seeing stability. Gold is not going to bail us out again. The Gulf War and the Soviet coup (attempt) provided two perfect tests which it flunked. And while we have theoretical debates about economic models for profit maximisation or job creation, industries are having to focus on survival.'

This fact, spread by fears of lay-offs (and declining pressure on unions to act as the political vanguard) no doubt has much to do with a sense of maturer collective bargaining. Though this has for the moment been largely confined to the big players in key

industrial sectors, the point is that they set the precedent. This is reflected not only in the narrowing gap between unions' opening wage demands and the final settlement, or lower rates of wage increase (see graphs), but in the mining industry *par excellence*, where it was led by Cosatu's flagship union.

However, indications are that wage restraint in both the private and government sectors remains elusive. In the first quarter, observes Andrew Levy & Associates, the number of workers employed in the private sector increased by a mere 0.2% over the same period last year, whereas the total wage bill in this sector rose by 15.1%, according to Central Statistical Service data. By the same token, government employees have enjoyed higher increases. In the first quarter of fiscal 1991/1992 government spending on remuneration rose by 28.4% — an average increase of 23.5% in salaries as 5.2% more workers were employed.

In an historic first, the Chamber of Mines and National Union of Mineworkers (under the leadership of Cyril Ramaphosa) formally

linked their August wage agreement (a 6% increase plus profit-linked bonus) to the parlous market conditions of gold mining.

The complexity of this agreement came in very special circumstances as many mines faced closure because of the low gold price. Nor was it seen as something that could easily be replicated across industry. As Pat Stone of Andrew Levy notes, if protection is lifted some industries might find that they could not afford productivity-related schemes — assuming they entered into them.

Yet the nature of the mining settlement will be good for concentrating the minds of labour and management on precisely what does improve output.

Though the metal workers (Numsa) and employers (Seifsa) conducted strike and lock out ballots during this year's extremely difficult negotiations — over four months, with nine days of mediation — they clinched a rational, just-below-inflation deal with increases of 12%-15% without resorting to either.

Of course, the motor industry wage nego-

tiations were settled, through mediation, only after a costly R800m loss by assemblers and a two-week strike at a time when the industry is wallowing in deep recession. Some employers suspected the strike was a carefully timed muscle flexing exercise by the union following its success in achieving centralised bargaining. But, as Jowell notes, cost to companies is notoriously difficult to assess in a soft market and the industry's National Bargaining Forum is relatively new — Delta was the last to join it in May.

Mercedes Benz workers at East London refused to join the strike — either because they were still smarting from the wounds of last year's wildcat strike, or because of the special programme of mediation both management and employees have been engaged in for several years.

An important feature of the motor sector agreement not widely reported is that the moratorium on industry lay-offs comes, as

Cosatu acknowledges, "with all kinds of strings". This quite sensibly means that the moratorium can be scrapped if "unprocedural industrial action" leads to repeated failure to meet production targets, and also that workers may be put on short time or temporarily laid off to avoid the bigger threat of retrenchment.

For the rest, there was great diversity in wage agreements, reflecting the difficulty of striking deals to both parties' satisfaction in a tough economic climate. According to the settlements tracked in a survey by Andrew Levy, unions have apparently targeted those sectors or specific companies which have recorded good financial results as being able to pay "reasonable increases". In sectors where results have been poor or increased competition from companies threatens profitability, and therefore jobs, unions have been prepared to settle at lower rates.

In the food and retail sectors, for example, "expectations and settlement levels have been, in some cases justifiably, high". By contrast, automobile manufacturing, which has the highest minimum wage at R7,75 an hour, saw a protracted strike.

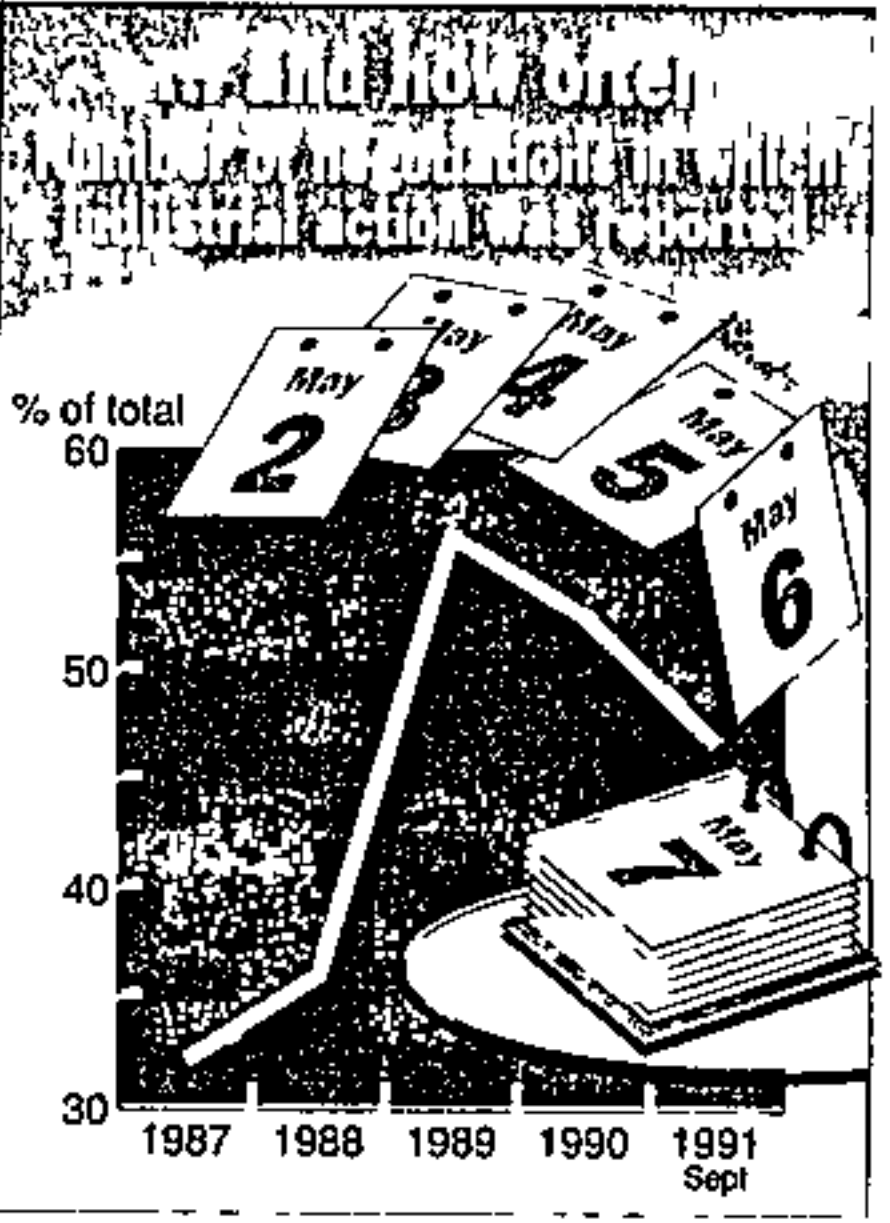
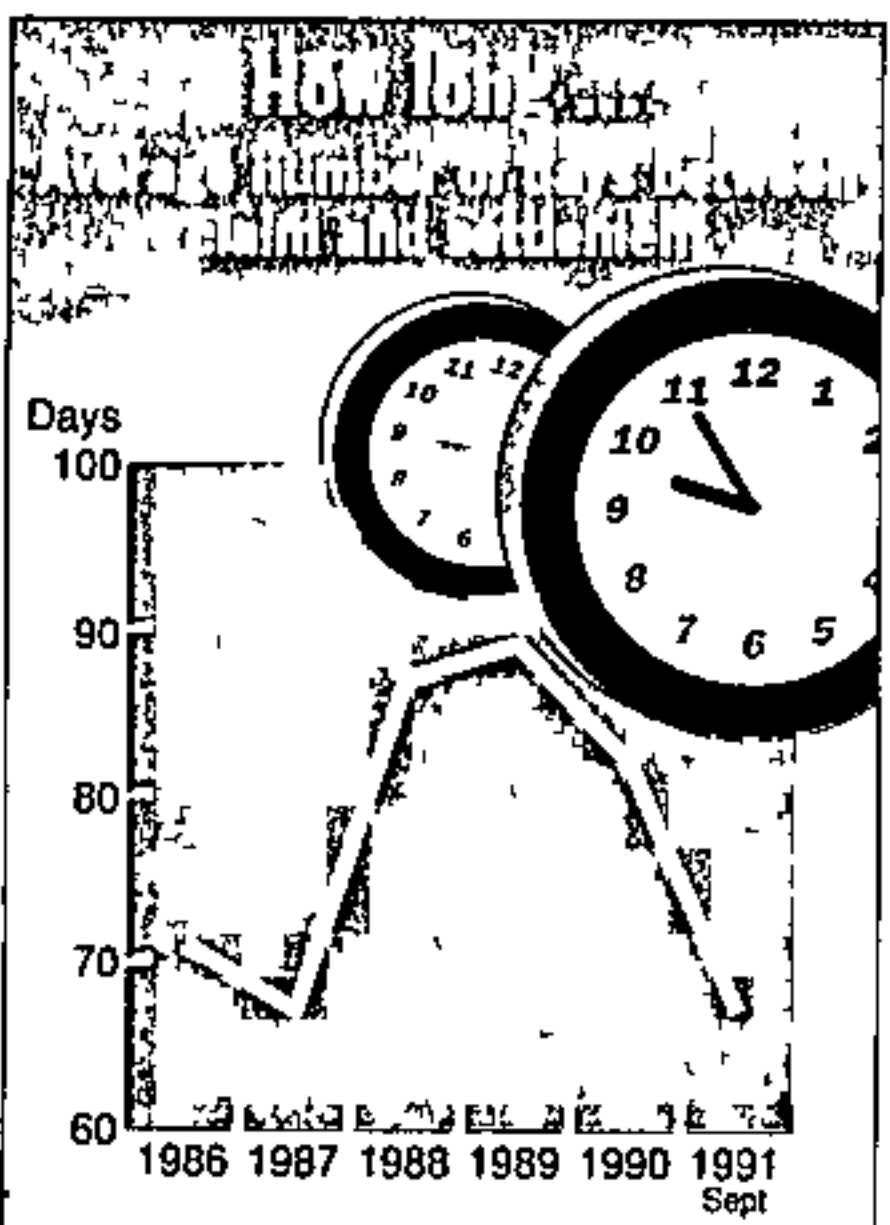
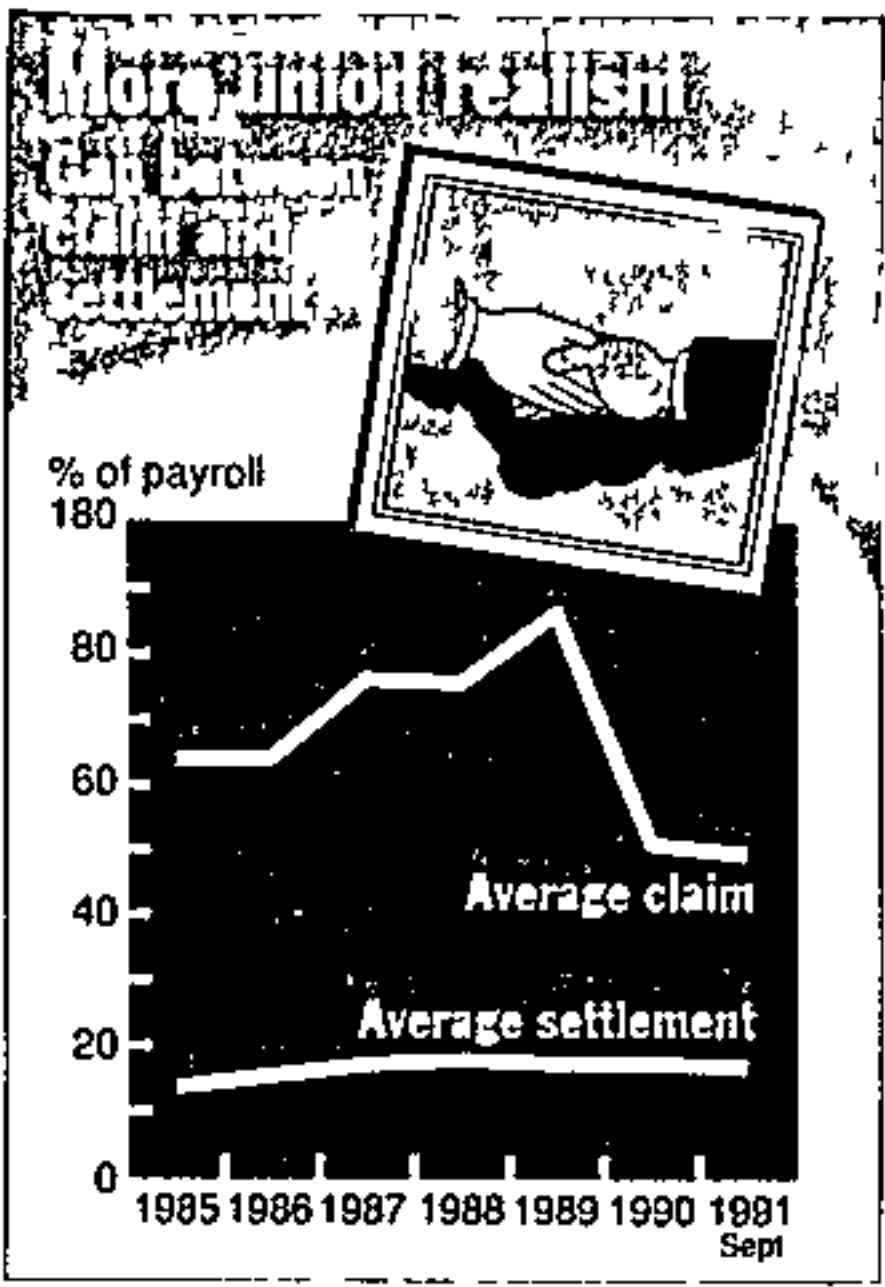
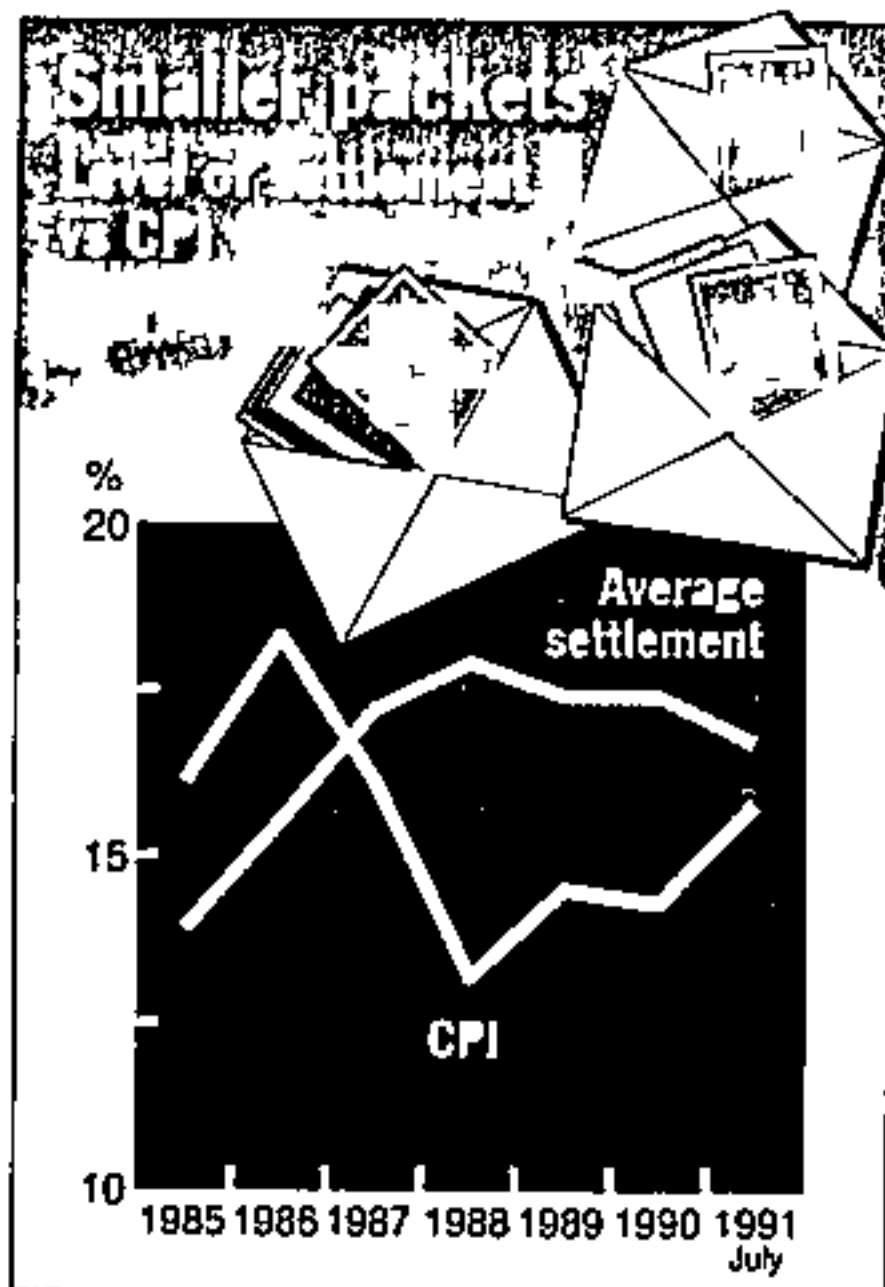
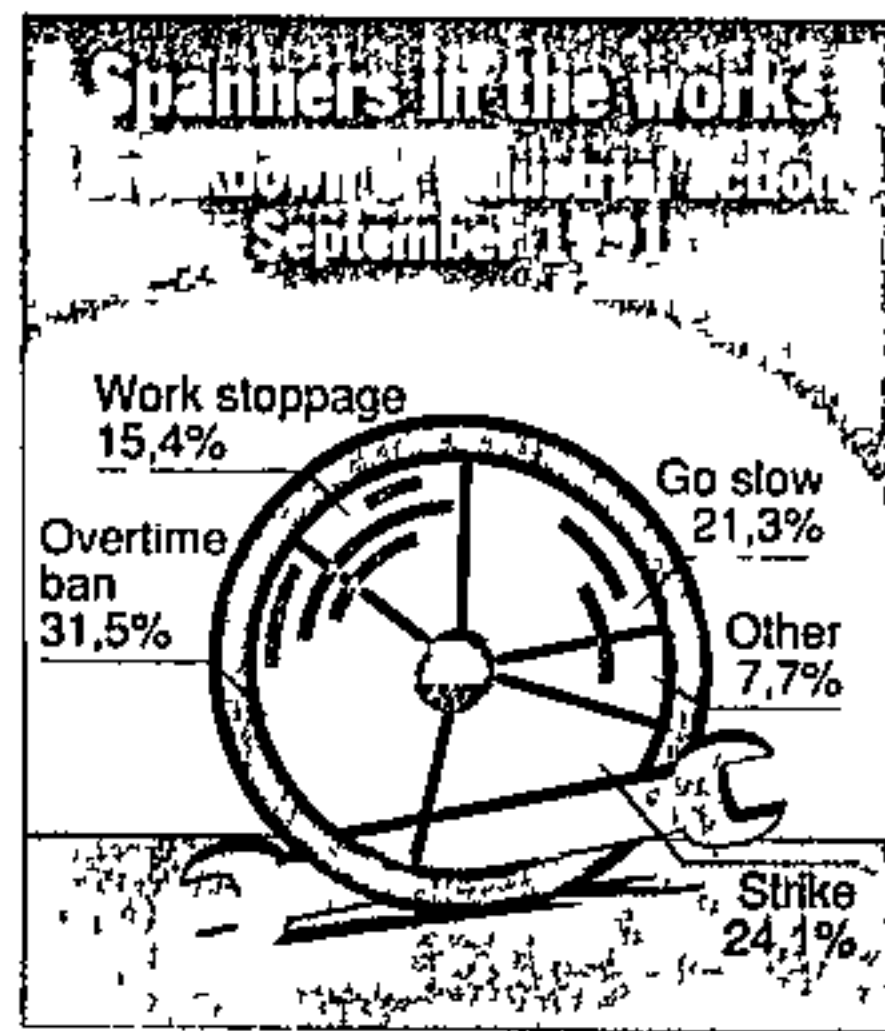
An interesting development this year has, in sharp contrast to previous years, been the high level of settlements in February, averaging 17.2%. Since then they have dropped to a more realistic 16.7%. Levy predicts the year's average level of settlement will remain between 16% and 16.5%, around inflation.

While the average level of union claims is about 50%, it has dropped appreciably in certain sectors. The chemical workers (CWIU), for instance, have pegged theirs to about 20% yet settled for just under 17%. However, the union called for strike action at BP, Caltex and Total and failed to make any gains on the issues of centralised bargaining and retrenchments.

The time taken to settle has reached 1987 levels but negotiations still take about 67 days to resolve. Industrial action occurred in almost half the negotiations tracked, with an increase in strike activity being notched up since June. Since then about 600 000 man-days have been lost, and there are two strikes on the go at Edgars and Pep stores.

No doubt reflecting tougher economic conditions, the unions appear also to be shifting emphasis to nonwage issues. Thus, aside from lay offs and centralised bargaining, education and training and economic policy issues are being taken up by Cosatu. It is in this vein that it has taken issue over VAT — the unaltered implementation of which could, it has threatened, lead to a general strike.

Pragmatism around the wage bargaining table is, however, the growing trend. Limited financial disclosure is assisting in formulating positions from which rational agreements can flow. Once employers have managed to establish an accurate means of measuring the effects of inflation and unemployment on lower income groups, it will become easier to reach agreement. The effects could show up next year.



Source: ANDREW LEVY & ASSOCIATES

# Chamber and NUM clash

Sowetan

26/9/91

140A

**THE NATIONAL Union of Mineworkers and Chamber of Mines are at loggerheads over "critical issues" of the performance-related bonus scheme proposed by the union - but have reached agreement on training and safety.**

The bonus scheme, initiated at this year's wage negotiations when the union accepted a five percent increase under chamber pressure, proposes performance-related increases, irrespective of whether individual mines make a profit and without job losses

At a Johannesburg Press briefing on Tuesday Num acting general secretary Mr Marcel Golding said that, while progress had been made on some issues, there were differences on key elements of the proposed

scheme

In its negotiations with the chamber, the union argued there had to be a moratorium on job losses in any efficiency drive.

However, according to the union, the chamber refused to give its undertaking that jobs would be secure. At the same time, the chamber said it had no intention of retrenching workers.

Of the key elements being contested by the chamber, Golding said, was the question of performance bonuses being paid at mines which were not profitable

He stressed the union was of the opinion that if workers achieved targets they should be rewarded, irrespective of the financial situation of the mine

Golding said the chamber was not

satisfied with the union demand that any bonus - up to R75 - be paid to all workers regardless of job category. He did, however, point out that bonuses could be related to job grades above the R75 level

The chamber had also agreed to union demands that health and safety measures be improved and that the life of mines be prolonged

The chairman of the chamber's negotiating team, Mr WA Nairn, said it was "heartening" that Num had said good progress had been made in the negotiations

However, he said the union's contrary opinions now expressed in public were unclear

Negotiations between the two parties are expected to continue tomorrow - Sapa

# Police 'funded anti-Cosatu bureau'

SECURITY police sponsored a covert labour relations consultancy "aimed at influencing labour relations to the detriment of Cosatu and the ANC", the latest issue of the Financial Mail says.

James Rand, a university labour relations academic, identified Kobus Slabbert as the kingpin of an operation under the cover of the Liaison Bureau for Labour Relations Services.

The bureau was set up in March 1989 and was "similar to those which gave financial underpinning to Inkatha rallies and Uwusa". The FM says it has documents showing that Durban-based security policeman Maj Derick Botha, who supplied R1,5m to Inkatha's trade union arm Uwusa, was involved in setting it up. Information was collected on Cosatu, Nactu and the ANC-SACP alliance. In par-

ticular, farmers and housewives were priorities in a counter campaign, because farm and domestic workers were seen as targets for "radical organisations". Security police provided payments of up to R50 000 a month for the bureau's activities.

The FM says that shortly after the bureau was formed, Slabbert wrote to Botha suggesting a private company be formed to act as a "reference source" or database for the Liaison Bureau.

The company, Liaison Human Resources Management Services, had among its directors Slabbert, Vanderbijlpark attorney Hugo Pienaar and an Absa banking group executive Petrus Claasen.

The SAP did not respond to a request for comment on the report yesterday.

PATRICK BULGER

Blowan 26/9/91

140A



Union's  
Soweto 140A  
dispute  
25/9/91  
resolved

By SELLO  
MOTLHABAKWE

THE sit-in by former South African Clothing and Textile Workers Union members at the union's Johannesburg offices has been resolved after 10 days

A statement released yesterday said an agreement had been reached between the former members and the union at a meeting held on Monday night. The terms of the agreement were not specified

The statement said further details would be released as soon as Cosatu had been informed

The sit-in by the 10 former Sactwu members was held in protest against a closed-shop agreement Sactwu had with the Jason Michael factory at Nancefield near Soweto

The 10 also wanted the union to renegotiate their reinstatement after they were retrenched at Jason Michael

# NUM calls for job guarantees

CT 25/9/91

140A

Own Correspondent

**JOHANNESBURG —**  
The NUM has called for employment guarantees on gold mines to be one of the critical areas in talks with the Chamber of Mines over performance-related bonuses

The talks, arising out of the annual wage agreement concluded in July, are aimed at setting the framework for the bonus system, details of which are to be finalised on a decentralised basis for each mine.

Chairman of the chamber's negotiating committee Bill Nairn said in a statement last night it was "heartening" that the NUM had said good progress was made in the course of talks

Talks are set to continue on Friday

# NUM seeks job guarantees

6 (Day) 25/9/91  
THE NUM has called for employment guarantees on gold mines to be one of the critical areas in talks with the Chamber of Mines over performance-related bonuses.

The talks, arising out of the annual wage agreement concluded in July, are aimed at setting the framework for the bonus system, details of which are to be finalised on a decentralised basis for each mine.

NUM acting general secretary Marcel Golding told a news briefing yesterday that, while good progress had been made, the parties had failed to agree on critical areas tabled as principles by the NUM.

These included guarantees of no job losses resulting from improved efficiency, proper disclosure of financial information, and an equal distribution of the bonus among workers.

Golding said the union was demanding

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VERA VON LIERES

that workers should not be retrenched or downgraded as a result of new efficiencies which developed through the implementation of the scheme.

Golding said the chamber had adopted an "intransigent position" on the proposal, arguing that employers could not give an employment guarantee and that it was not their intention that workers would lose jobs due to improved performance.

The union disagreed with a chamber proposal that bonuses should not be paid unless the mine in question had achieved a profit to revenue ratio of at least 5%.

The parties failed to agree on the NUM position that all financial information relevant to the scheme be disclosed.

□ To Page 2

## NUM

6 (Day) 25/9/91  
Agreement was also not reached on the NUM's proposal that any available bonus — up to R75 — should be shared equally among eligible workers regardless of job grade. The union wanted a differential, related to wage level, to apply only beyond that point.

The parties reached agreement in principle on the need for training. The union holds that a sustained improvement in productivity efficiency can be achieved only through the broader based training.

140A  
□ From Page 1

The chairman of the chamber's negotiating committee, Bill Nairn, said in a statement last night it was "heartening" that the NUM had said good progress was made in the course of talks.

The reason for its contrary opinion being expressed in public was not clear, Nairn said.

Talks are set to continue on Friday.

Golding said yesterday the union hoped the chamber would seriously reconsider its view on the NUM proposals.



## Two Transnet unions in row

25/11/91  
ANTHONY NDLOVU

THE Black Trade Union (Blatu) of Transnet said yesterday its members had been threatened and intimidated by members of a rival, Cosatu-affiliated, union in a bid to increase the latter's membership

Blatu northern Transvaal official Klaas Mlambo said in a statement members of the SA Railways and Harbours Workers' Union (Sarhwu) had killed Blatu member Herbert Thabang of Koedoespoort while he was on his way home from work. His body was found between Dennebom and Eerstefabriek stations ~~140A~~ 140A

Mlambo also said three Blatu members were assaulted by Sarhwu members and one was critically injured when he was thrown from a moving train between Pretoria and GaRankuwa on Saturday

The injured man was in the intensive care unit at the GaRankuwa hospital. This was confirmed by hospital superintendent Dr L van Heerden

Police northern Transvaal spokesman Maj Willie Vlotman said the SAP had no record of the incident.

Sarhwu officials said yesterday a statement would be issued later

# ILO happy with our progress, says Louw

By Peter Fabricius  
Political Correspondent

The International Labour Organisation (ILO) is impressed with South Africa's progress in the labour field and is considering offering technical advice and information to the country, according to Manpower Minister Eli Louw

Mr Louw returned yesterday after a six-day visit to Britain, the Netherlands, Germany and Switzerland where he held 28 meetings with a broad range of labour politicians and officials

He said he made several breakthroughs, becoming the first South African Manpower Minister to meet the British Trade Union Congress and the Socio-economic Advisory Council in the Netherlands

He also met his counterparts in Britain, the Netherlands and Germany and German Minister of Labour and Welfare, Norbert Blum, accepted an invitation to visit South Africa next year

"In Geneva, discussions were held for the first time with international trade union secre-

tariats during which it was clear that South African labour legislation compares favourably with that of the rest of the world," he said

Mr Louw said he told ILO secretary-general Michel Hansenne that he would recommend to the Government that the coming ILO fact-finding mission to South Africa — to investigate Cosatu complaints — should get a broader mandate to consult with all interested parties on labour affairs and should publish a report on its findings

He had stressed that South Africa would not be on trial and told Mr Hansenne that the Cosatu complaint which prompted the ILO fact-finding mission had already been dealt with through amendments to the Labour Relations Act earlier this year

Mr Louw said he had discussed the Government's constitutional plan at his meetings and it had found wide understanding — if not approval, especially because of the failures of centralised political and economic planning in Africa, eastern Europe and the Soviet Union

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SOWETAN RADIO METRO

TALKBACK

Sowetan 23/9/91

# Delay VAT, says Cosatu

140A

COSATU general secretary Jay Naidoo has insisted on the *Sowetan*/Radio Metro Talkback Show that the Government should delay the implementation of Value Added Tax

Naidoo said on Friday that the tax would cause massive social upheaval as it would anger many poor people

He said Cosatu supported VAT in principle. However, the Government was being undemocratic in implementing the tax without broad consultation with

a representative spectrum of South Africans, Naidoo said

He said opposition to the tax was composed of extremely divergent political parties and organisations including Cosatu and National Council of Trade Unions

Naidoo said the tax only served the narrow interests of big business. Moreover, the Government was merely implementing proposals by the International Monetary Fund

Naidoo threatened that

the union would embark on spontaneous industrial action unless the tax was delayed

Replying to Stanza's question from Ennerdale as to why the tax should not be tried out first and checked for effects, he said "It is dangerous, the Government has a track record of abusing taxpayers money"

Patrick from Berea said the tax was unfair as it would adversely affect the underpaid



# Sit-in enters its 10th day

*Sowetan 23/9/91*  
A DAY-AND-NIGHT sit-in at the Congress of South African Trade Unions headquarters by about 10 disgruntled SA Clothing and Textile Workers Union members entered its 10th day yesterday.

A spokeswoman for the protesters, Ms Thoko Ntshungila, quoted Cosatu assistant general-secretary Mr Sam Shloa as saying there would be a meeting between SACTWU, Cosatu and the protesters today.

Shloa had said the protesters must delegate only three representatives for the meeting.

The protesters repeated their allegations and demands that the closed shop between SACTWU and Jason Michael factory at Nancefield near Soweto be abolished and that the

union's general secretary should renegotiate for their re-instatement.

The protesters were among 97 people retrenched at Jason Michael.

The trade union federation has repeatedly insisted the SACTWU dispute be resolved by the union itself.

SACTWU regional secretary Mr Robert Lagrange on Friday said the meeting had been arranged for today, but the protesters were no longer SACTWU members.

Jason Michael spokesman Mr Michael Jacobson said his company would not comment.

Meanwhile, 30-odd Sactwu members on Friday staged a lunchtime demonstration against their former colleagues.

- Sapa.

By CHARLENE SMITH  
UNIONS, united for the first time across race barriers, meet tomorrow to discuss a possible general strike against VAT.

The coalition, which includes white unions, will meet in Johannesburg to discuss strategies in anticipation of an expected meeting with businessmen and President FW de Klerk on VAT.

Unionists have warned they will bring as many as two million workers out on a three-day general strike if the government does not bow to their demands.

The unions want zero-rating for foodstuffs, a poverty relief programme, VAT exemption for medical services and prescribed medicines and a "representative tax advisory committee".

Mr De Klerk has acknowledged receiving a

# Whites and blacks unite in massive anti-tax campaign

letter from the Co-ordinating Committee on VAT, which includes the unions, but has not made a commitment to meet with them yet

The unions meeting tomorrow include Cosatu, Nactu, the Confederation of Metal and Building Unions (a white confederation) and 15 other independent unions

A number of public sector unions will attend, including the Institute of Public Servants, the Public Servants' League and the Natal Provincial Administration Personnel Association

A provisional date for a

proposed general strike could be set either at the meeting or late next week-end after central executive committees of the various trade union groupings have met

Tomorrow's meeting will be followed later in the day by a mini-summit of the Co-ordinating Committee's 92 members, which include World Vision, Operation Hunger, trade unions, community groups, political organisations and Johannesburg Child Welfare

A further meeting is planned for later in the week with the SA Employers Consultative Commit-

tee on Labour Affairs which represents the 60 major employers in the country. The SA Chamber of Business will not comment on union threats of a general strike prior to this meeting

Mr Mahlomola Skhosana, first assistant general secretary of Nactu, said there was a lot of anger and frustration at "this regime taxing people who have not voted it into office. But the issue affects more than just the unions, it affects civic associations, too"

Mr Skhosana said the R100-million townships owe in rates was unlikely to be paid once consumers realised they would also be taxed on electricity and water consumption "How do the authorities hope to get that money now?"

## Support

Miss Lisa Seftel, Cosatu national campaigns coordinator said she believed the Government had under-estimated public anger over VAT.

"Our phones haven't stopped ringing with calls from consumers — and increasingly businessmen — who support us," she said.

ANC secretary-general Cyril Ramaphosa said the ANC was concerned that negotiations between the Finance Ministry and consumer and union groups had broken down.

He said although the ANC accepted "the need for a consumption tax such as VAT, it calls into question the timing of its introduction"

# Unions in VAT strike

# talks

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# Unions in VAT strike

# talks

143



# Govt shrugs off VAT-haters

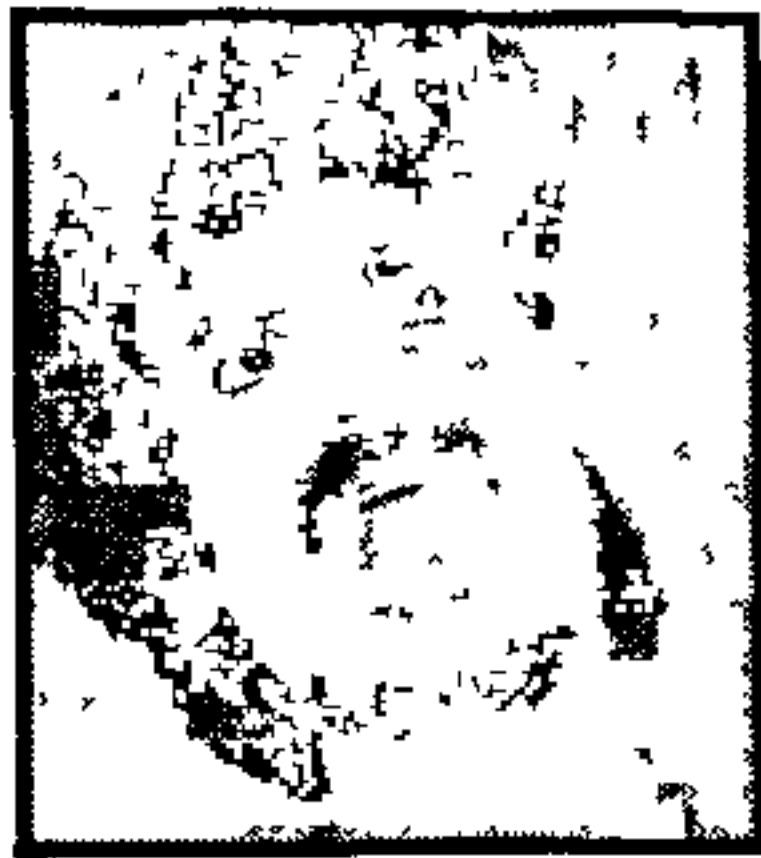
Star 2/9/91  
**MAGNUS HEYSTEK**

VAT goes ahead!

This was the message from reliable government sources yesterday as the public opposition to the introduction of VAT reached fever pitch.

Earlier this week on Radio 702 Jay Naidoo, general secretary of the Congress of South African Trade Unions (Cosatu), threatened country-wide strikes should the Government go-ahead with the introduction of VAT.

"The Government is mad if it goes ahead with VAT in the face of countrywide opposition. The country will be paralysed if it (the Government) does not adhere to the



**JAY NAIDOO: Threatened strikes.**

pleas to postpone VAT."

And the announcement yesterday by the banks that overdraft rates are to rise by 0,25 percent while deposit rates are to drop, will further serve to fuel the flames of public resentment.

The turnover tax, while strictly speaking not VAT, will, however, be

seen by the general public as a consequence of the introduction of VAT.

The decision by the banks to increase overdraft and mortgage rates is an effort by the banks to recoup an estimated R220 million that a turnover tax of 0,75 percent will collectively cost them.

The Co-ordinating Committee on VAT, a loosely-knit grouping of 92 organisations opposed to VAT, will be meeting again on Monday to discuss further steps after the Minister of Finance Barend du Plessis rejected proposals this week that the implementation of VAT be postponed.

The ANC yesterday said, although it accepted

140A  
the need for a consumption tax such as VAT, it called into question the timing of the introduction of the tax.

"VAT, as proposed, puts the burden of kick-starting the economy on the poor, the very people who have not benefited from the South African economy in the past," said secretary-general of the ANC Cyril Ramaphosa.

The SA Chamber of Business (Sacob) earlier this week urged the Department of Finance not to delay the implementation of VAT, saying that such a decision would exacerbate the current economic recession and delay the economic upswing.

# Labour provided blueprint



A parent's anguish ... A Soweto father carries the tiny coffin in which his baby will be buried. The infant was one of 14 people killed in Soweto on 'Bloody Sunday' two weeks ago. The victims were buried at a mass funeral in Soweto yesterday

Photo: GUY ADAMS

By DREW FORREST  
 1407  
 20/9-26/9/91

CHRIST! It reads like a recognition agreement!" Congress of South African Trade Unions general secretary Jay Naidoo's reaction to the Peace Accord speaks volumes about the central trade union role in the peace process.

In the limelight at the weekend peace convention in Johannesburg were the African National Congress, Inkatha and the government. But it was a show largely written and choreographed by Cosatu, insiders say.

It was Cosatu which, at a 'tripartite alliance' meeting earlier this year, argued for a new, strategic approach to violence, involving a convention of all key parties culminating in an accord.

After the "Sandton meeting" of June 22, which set up a preparatory committee to draft an agreement, the federation was absorbed into an alliance team alongside the ANC and South African Communist Party.

Its co-ordinator was to be "little" Jay Naidoo (no relation), a commercial unionist with long experience of peace efforts in Natal. Tough and shrewd behind a jovial exterior and described by colleagues as an "enormously skilled negotiator", he was to prove central to the initiative.

He was backed by one of Cosatu's longest-serving and most intellectually supple unionists, South African Clothing and Textile Workers Union general secretary John Copelyn.

Labour's influence is everywhere evident in the peace accord. It shows the unionist's typical attention to detail and taste for binding, enforceable agreements rather than vague professions of principle. "We didn't want something which relied on trust and goodwill," (little) Naidoo told *The Weekly Mail*.

Labour's stamp is also evident in the provision for binding arbitration, both

as a way of resolving disputes over the accord and breaches of the codes of conduct.

There can be little doubt that the two-year "Saccola" talks between labour, capital and, ultimately, the state over the Labour Relations Act formed an important background to the peace initiative. "They gave us an insight into negotiating with the state in a multilateral context," Naidoo said.

The peace process may have been Cosatu-driven, but it also showcased the cream of South Africa's political shakers and movers.

Among the ANC's key men were Thabo Mbeki, described by one source as 'a stunning negotiator', Aziz Pahad and former Cosatu assistant general secretary Sydney Mufamadi. The latter, who combines union and political skills, made a powerful impression: "He's reasonable, strategic, charming, understated. Definitely someone to watch," was one comment.

ANC supremos Nelson Mandela and Cyril Ramaphosa made decisive interventions in the closing stages on the dangerous weapons issue.

Representatives of enlightened capital played a broker role, bowing out at the closing stages when the politicians took over.

"Government came in because of business, and once government was in, the IFP had no choice but to participate," observed one source.

Key business leaders included Anglo American director Bobby Godsell, who is emerging as a central figure in a range of transitional forums — a unionist described him as "honest, charismatic, far-sighted and clever".

Barlow Rand's Andre Lamprecht, once prominent in labour's demagogue as a "union-basher", played a vital and high international profile.

Perhaps the biggest surprise for the alliance was the expertise of the government team, and particularly of Defence Minister Roelf Meyer. "They were as good as the best employers," said one union man.

"We expected lock forwards in ballet shoes — negotiating is a new game for government," said Naidoo. "We were surprised by their skills and the way they've internalised negotiations."

Far less cohesive, sources say, was the IFP team, although Frank Mdlalosi and Walter Felgate ultimately emerged as the key negotiators. At the stage when the process was broken down into five working groups — on codes of conduct, the security forces, socio-economic reconstruction, monitoring and implementation and process itself — different IFP members sent out different signals.

They were clearly hobbled by their political bosses: two agreements on dangerous weapons clinched in the forum were thrown out by Ujundi. There were also signs that the IFP was uncomfortable with a tight accord, seeing it as too restrictive.

"It was useful for business and the state to see what (IFP president Mangosuthu) Buthelezi is really about," said one alliance source. "There was general outrage at the appearance of an impasse outside the convention — people saw it as orchestrated intimidation."

Unionists are cautiously optimistic about the accord, stressing that it differs from its predecessors in of its multilateral character, detailed mechanisms for co-operation and dispute-settlement and high international profile.



# IMP 'link' to mine deaths

THE death of 16 miners in factional violence at Genmin's Winkelhaak mine has again thrown the spotlight on the activities of alleged Inkatha-linked vigilantes in the workplace

In a hard-hitting statement, the National Union of Mineworkers alleged an "Inkatha impi" was responsible for the clashes, which took place at the weekend at the Eastern Transvaal gold mine. The impi, said the union, "launched an unprovoked attack on non-Zulu speaking workers" Genmin. hotly disputes this version of events.

The NUM also charged that two workers employed at Eskom's Kendal power station, near Witbank, had recently been killed by vigilantes linked to the Inkatha-aligned United Workers Union of South Africa, leading to a two-week closure of the station.

Five workers were injured in the August 26 attack, the union said, which had been carried out with AK-47 rifles and other weapons. It said the vigilantes were based at the Khuthala hostel in the Witbank area.

At Winkelhaak, the NUM alleged that mine security had continually tear-

Allegations of Inkatha-linked attacks have resurfaced in the wake of a number of clashes on the mines recently, reports

**FERIAL HAFFAJEE**

gassed workers, preventing them from forming self-defence units. Security also allegedly confiscated the weapons of all but Inkatha members.

Genmin managing director Gary Maude denied the Inkatha Freedom Party was behind the attack, saying that the clash started as a drunken brawl and escalated into "tribal conflict".

He also dismissed as "absolute rubbish" union claims that Genmin was "recruiting vigilantes as contract labourers to flush the union out of its mines".

Maude added that if the attackers were vigilantes, it was difficult to explain why they had asked to be paid off. By Wednesday this week, all Zulu-speaking workers at Winkelhaak had been paid off and left for their homes, he said.

The NUM alleges that vigilantes were also behind the death of 10 workers at



**NUM's Jerry Majatadi**

Impala Platinum's Wildebeestfontein, North and South Mines near Rustenburg last month. Implats management has repeatedly denied these allegations

A set of proposals aimed at defusing the Winkelhaak conflict was tabled at talks between the NUM and representatives of the kwaZulu, Transkei and Lesotho governments this week. They

include a short-term code of conduct for hostels and mine security and a body to monitor the activities of all parties, including mine security.

A worker rally to discuss the violence, addressed by NUM president James Motlatsi, took place on Wednesday evening.

In November last year, the Chamber of Mines and the NUM concluded an agreement aimed at ending a run of violent racial conflict on the mines.

Chamber representative Peter Bunkell said the accord had been successful in curbing racial conflict. A similar agreement could end the factional violence affecting mines in recent months, he added.

And in the climax to more than two years of negotiations, Anglo American and the NUM are on the brink of signing a code of conduct agreement aimed at rooting out mine violence on Anglo mines.

NUM spokesperson Jerry Majatadi said that a deal spanning all members of the Chamber and independent-mining operations would be a more effective means of checking conflict than prece-

140A



**Cosatu objections on report**

*W/mail 20/9/91 - 26/9/91*  
■ The Congress of South African Trade Unions this week reacted cautiously to the National Manpower Commission's proposals to regulate the domestic worker sector. Objecting to the "inordinate delays" in negotiations, Cosatu said "the NMC sub-committee on domestic labour finished its work in May this year but its report did not materialise for four months".

Cosatu also objected the NMC's failure to recommend the inclusion of domestics under the Wage Act. The Act was specifically designed for workers in industries, such as the domestic sector, where organising was difficult.

The federation welcomed NMC proposals for the extension of the Labour Relations Act, the Basic Conditions of Employment Act, the Unemployment Insurance Act and the Workmens Compensation Act to domestics. It demanded that the relevant draft bills be submitted to the Joint Parliamentary Committee this year, for tabling in Parliament next February. (140A)

# WART

# ON VAT

*Duquesne 20/9/91*

THE two major labour federations, Cosatu and Nactu, have urged the State President to intervene in the war over Value Added Tax as warnings of a national strike grew louder yesterday.

This comes just a week before the implementation date of September 30.

BY THEMBA MOLEFE

In the meantime, a black tax expert, Mr Matsheru Matsheru, said yesterday that "taxation without representation" was fueling black opposition to VAT and may lead

10 page 2

P.T.O.

## Talkback topic

A MAJOR row is brewing over the introduction of Value Added Tax on September 30  
Do you understand this complicated Indirect tax which will replace GST?  
Is it fair to now pay tax for services rendered, for instance on consultation fees charged by your doctor?  
Do you think the Government is unwise to introduce such far-reaching tax reforms on the eve of negotiations over a new constitution?  
Phone DJ Tim Modise between 5pm and 6pm today and share your opinion with the nation on the Sowetan/Radio Metro Talkback Show.  
The hotline number is 714-8063. Listen to the programme on medium wave 576 KHz.

# IE PARKERS



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Human  
Hair

R69,99



# Anger over VAT grows

so what  
20/9/91

From Page 1

to a tax revolt because of poor consultation

The VAT Co-ordinating Committee, representing 93 organisations, including Cosatu and Nactu, yesterday said it had asked Finance Minister Barend du Plessis to arrange an urgent meeting with President FW de Klerk

Du Plessis has refused to postpone the implementation of VAT

The Office of the State President said a request for a meeting had not been received

In a last-minute plea to Du Plessis, the Cape Town Chamber of Commerce has urged that basic foodstuffs be removed from the scope of VAT and that the R220 million set aside for poverty relief be increased

## National strike

Both Cosatu and Nactu have indicated that a joint four-day national strike was being discussed by the federations and other non-aligned trade unions

Cosatu general-secretary Mr Jay Naidoo has warned that VAT would lead to a "tax revolt", saying resistance would spread to income tax

He said the meeting with De Klerk, hopefully by Monday, would determine whether the world would go ahead with industrial action and said VAT should be postponed until consensus was reached on the zero-rating of basic foodstuffs

Nactu general-secretary Mr Cunningham Ngcukana scoffed at the Government's pledge to set aside R220 million for poverty relief

"This is an insult to our people. It is absolutely silly that the Government can only subsidise foodstuffs such as eggs, meat, fresh vegetables and cheese instead of zero-rating them," Ngcukana said

## Negotiate

He said Nactu was agreeable with Cosatu on the possibility of a strike "because Du Plessis is not prepared to negotiate" and why it was imperative that De Klerk should intervene

Writing in *Business Day* yesterday, Matsheru said "Du Plessis had a number of options to resolve the issue amicably

"The implementation of VAT as it stands now may lead to a tax revolt. It is better to change through negotiation than to change under pressure," Matsheru said

In a statement on Wednesday, the independent but Government-funded Vatwatch group, said the impasse between the Government and the VAT Co-ordinating Committee was complicating the task of Vatwatch



# Cosatu to send letter of protest

**DENNIS CRUYWAGEN**  
Political Staff

EMPLOYERS are to get a letter from the Congress of South African Trade Unions today urging them to take a stand on Value Added Tax, said Mr Salihe Mame, chairman of the SA Municipal Workers Union.

He said "We want employers to show their dissatisfaction

"We're giving them a chance. Apart from strike action, we'll put in a demand for an across the board increase of five per cent to combat VAT if it is implemented," he told an anti-VAT meeting in Mitchell's Plain last night.

On a night in which tough demands were issued, he warned that Cosatu would call a general strike if the government did not listen

The ANC is demanding a price freeze before VAT comes into operation.

Mr Ebrahim Rasool, chairman of the movement's Surrey Estate branch, said "The ANC demands that all prices are frozen before VAT is introduced. We don't want VAT on basic foodstuffs and healthcare"

He demanded that the relief for the poor as announced by

**VAT**  
by the experts

## Argus chart

VAT affects everyone, and everyone needs to understand how this new tax system works.

All is explained, in understandable terms, in the "Understanding VAT" chart in The Argus today.

In addition to the chart there is a special eight-page section which discusses several intricate aspects of the system; and a two-page VAT update in the business section.

It's for business people; it's for everyone to understand.

All the questions you need answered are in The Argus today.

Health Minister Mrs Rina Venter be implemented now.

Pan Africanist Congress representative Mr Peter Roman said the movement would support mass action aimed at "disturbing the government about VAT"

... a radical departure from the existing system, which denied attorneys a right of audience in the Supreme Court other than in the

... always have sufficient experience or the capability to appear in certain specialised cases or in cases of a serious and com-

... have a right of appearance before certain specialised tribunals presided over by a judge, they virtually never exercise that right in practice"

# Pact must reinstate workers

810 a) 19/9/91  
THE Industrial Court has ordered the Performing Arts Council of the Transvaal (Pact) to reinstate 299 workers dismissed at its Pretoria office last September for taking part in an "illegal" strike

The workers, all members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), include technical staff and office cleaners

Industrial Court deputy president and presiding officer M Bulbulia last week ordered Pact to reinstate the workers with six months back-pay and restore all benefits and rights, including pension benefits

Ppwawu members stopped work in September last year, demanding to see Pact management to find out why it had not granted workers stop order facilities for union subscriptions

Union officials said that at the time the union and management had been deadlocked over the issue for months

Bulbulia ruled that Pact failed to take into consideration the length of service of

the strikers, many of whom had been with the company between four and 29 years

Pact should have taken into account the loyalty of its employees, and that they had not embarked on a work stoppage before In addition, strikers had not been disorderly during the strike

Further, Pact should have considered that losing employment would deprive workers of their benefits, including pension benefits

Pact also failed to give workers a fair ultimatum before dismissing them and did not consider alternatives to the dismissals, Bulbulia ruled

Pact deputy general director Louis Bezuidenhout said yesterday it was premature to comment on the ruling as Pact had not yet received the final documentation

He said the position of workers employed after the dismissals remained unchanged



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# VAT could be govt's downfall ~~140A~~ Cosatu

THE Cosatu-led VAT Co-ordinating Committee has renewed its threat to launch an economy-crippling mass action campaign, including a national strike and tax boycotts, if government does not address its concerns about VAT

Responding yesterday to Finance Minister Barend du Plessis' refusal to postpone VAT or zero-rate more goods and services, the committee threatened to make implementation of the new tax as much of a political disaster as poll tax was for the Thatcher government

In a last-ditch effort to negotiate a compromise, however, the committee would

LESLEY LAMBERT

request an urgent meeting with President F W de Klerk, Sacob and the Afrikaner Handelsinstituut, Cosatu general secretary Jay Naidoo said

If the outcome of these meetings was unsatisfactory, it would decide on further action at a VAT summit on Monday, he said *Blouay 19/9/91.*

Naidoo said the committee's 93 affiliates, including Cosatu, the ANC and Nactu, would consider launching a programme of sustained mass action if government pushed ahead with the tax in its present

form on September 30

"We told the Finance Minister on Tuesday that just as the British public warned Thatcher about poll tax, government will not succeed with a tax which is against the will of the people," he said

Proposals for the mass action included a national general strike and the boycotting of VAT and other taxes, such as income tax Yesterday, thousands of workers joined protest marches in Johannesburg and Bloemfontein

When asked how Cosatu intended to boycott the payment of income tax, Naidoo

□ To Page 2

## VAT *Blouay 19/9/91.*

said he believed the trade union movement had "sufficient power to pressure employers to halt PAYE deductions" Medical associations such as the National Medical and Dental Association had spoken of not charging patients VAT, he said

The committee's main objections to VAT are its effect on the poor and the "unilateral" manner in which it is being implemented

Financial authorities responsible for the new tax are frustrated at the last-minute resistance campaign

The authorities argue that leading trade union and political organisations were invited to discuss VAT with government They were also invited to make proposals and to be represented on Vatcom, the committee appointed earlier this year to investigate amendments to the new tax They refused the latter invitation

Since VAT was first raised, major amendments have been made to VAT leg-

islation to accommodate proposals to Vatcom In addition, Du Plessis used his discretionary powers to make concessions, such as the reduction of the rate to 10%, and a range of measures outside the tax system to compensate for the higher cost of food

He increased state pensions by R10 a month from August and would place a 10% subsidy on certain basic foodstuffs which would, in effect, zero-rate them for a year These two concessions would bring the total allocation for direct aid to R420m Of the R220m originally allocated, R30m had been paid to welfare organisations providing targeted aid, a Finance spokesman said

Economists argue that more concessions would destroy the integrity and viability of VAT, and a delay in implementation could jeopardise the economic upturn

● See Pages 3 and 12

□ From Page 1



# Delmas locks out 700 Fawu members

140ft  
~~152~~  
~~153~~

Sowetan 19/9/91

By SELLO MOTLHABAKWE

ABOUT 700 members of the Food and Allied Workers Union employed by Delmas Milling Company in Randfontein were yesterday locked out by management following a wage dispute with the union

A union spokesman said negotiations with management over an increased wage deal became deadlocked in April. The lockout was in response to a ballot held on Tuesday in favour of a strike

The union is demanding a R42 across-the-board weekly wage or a 19 percent increase, whichever is greater

Management has offered a R40 weekly wage increase for general workers, R45 for unspecified others and R55 for dryers. The union has rejected the offer

Mr C Morland, manager of the company, confirmed that Fawu members were on strike. A statement said that the Food and Beverage Workers Union had accepted the management's offer of a 14 percent increase

Casual workers have been hired to maintain production

Entire tax system will collapse, warns Naidoo

# VAT threat by Cosatu

By Paula Fray *Star* 19/9/91  
Consumer Reporter

South Africa's largest trade union group says the introduction of value added tax will lead to the collapse of the entire tax system.

The warning came from Cosatu secretary-general Jay Naidoo after tens of thousands of people had marched through Johannesburg and Bloemfontein to protest against the implementation of VAT.

Speaking on Radio 702's "Vatline", Mr Naidoo said "It will be a national disaster if it goes ahead." General resistance would spread to PAYE tax.

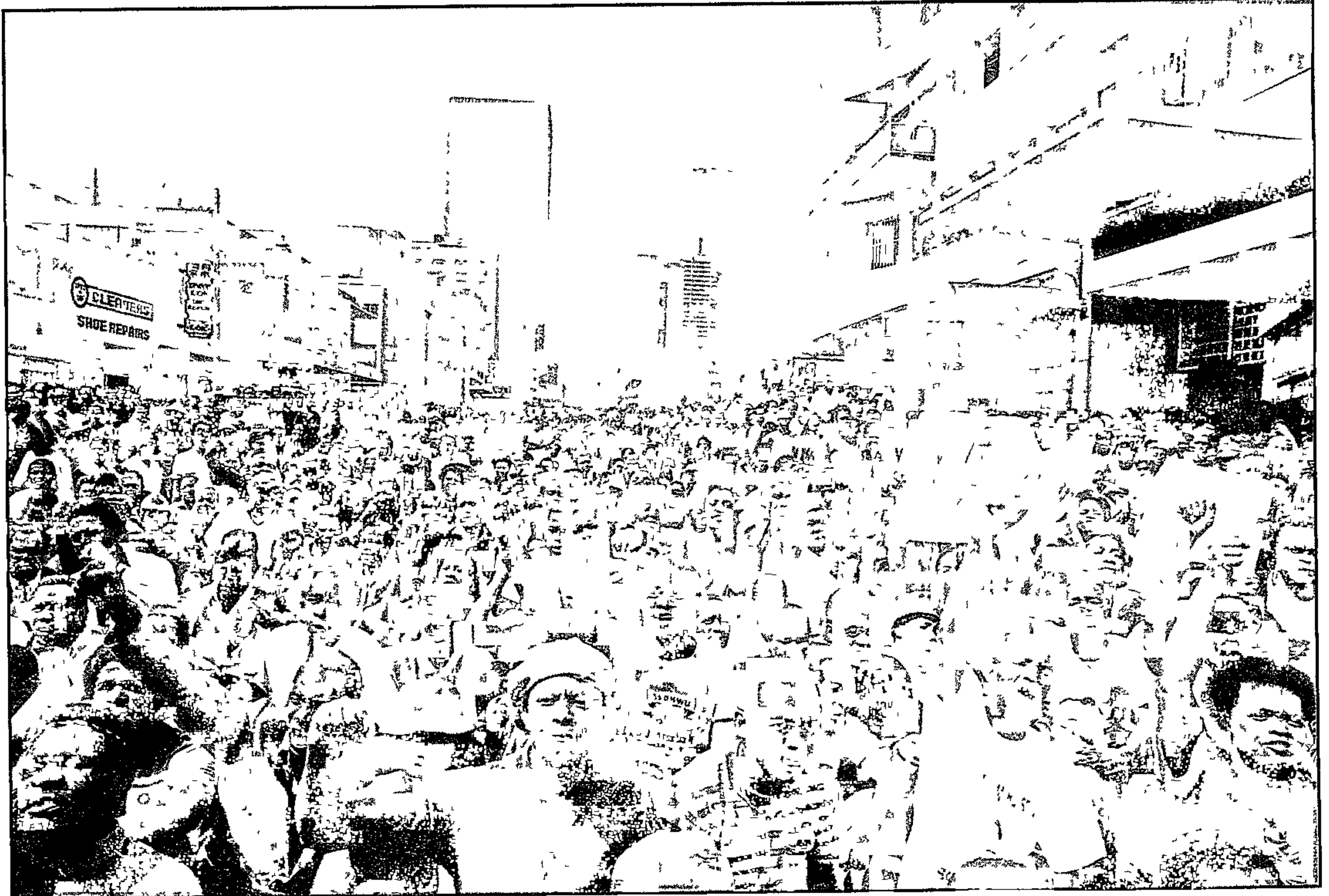
Earlier, Cosatu assistant general secretary Sam Shiloa warned that if VAT was implemented without effective negotiation, the organisation would engage in spontaneous industrial actions which would culminate in a general strike.

Vatwatch chairman Professor Louise Tager said the impasse between the Government and the Co-ordinating Committee on VAT was complicating the watchbody's task.

The committee said yesterday that mass action, including tax resistance and a general strike, would be discussed at the second VAT summit on Monday. It would seek to meet President de Klerk to point out that there was potential for either conflict or consensus.

The VAT committee, which represents 93 organisations, will also approach the South African Chamber of Commerce and the Afrikaanse Handelsinstituut.

The statements follow a meeting with Finance Minister Barend du Plessis on Tuesday, when he said VAT would not be postponed nor



Massed against VAT protesters take to the streets to show their displeasure with the new tax system

Picture Alf Kumalo

would more foods be zero-rated. He announced a 10 percent subsidy on samp, mealie rice and powdered milk for at least a year.

Housewives' League president Lyn Morris said clarification was needed on how the Minister would subsidise the goods. Also needed was a check on how this would help the needy.

While the Consumer Council welcomed the subsidy,

the VAT committee said it was completely inadequate.

Professor Tager said that if the subsidies had an effect equivalent to zero-rating, Vatwatch would welcome them and similar measures.

She said Vatwatch would like to see the subsidies extended to other basic nutritional foods, and to the supply of water, electricity and sewerage in disadvantaged communities.

Earlier in the day, it was announced that postal and telecommunications tariffs would rise by about 8,77 percent on September 30 - and consumer bodies expect more VAT-related increases.

The new Post Office tariffs reflect the VAT-inclusive price the consumer will pay - the PO will absorb the difference of about 1,2 percent.

Postage on ordinary letters will increase from 25c

to 27c. Phone rentals will increase by R2 to R26, and phone call charges from 15c to 16,5c a unit. Phone installation will increase from R155 to R170.

Phone rental on party lines will go up to R27 a month, and call charges from 15c to 16,5c a unit. Pay phones are not affected.

Postmaster-General Johan de Villiers said VAT would

push up these charges, which were presently exempt from general sales tax.

Commissionary tariffs for social and certain other pensioners will increase as well. Telephone installation rises from R25 to R27, and monthly rental will increase by R1,60 to R19,60.

Mailing a 1 kg parcel will cost R2,70 - 20c more. Air-mail for the same package will cost R3,60 - 30c more.



# ANC-Cosatu bond being strained, says expert

**SHARON SOROUR**  
Labour Reporter

TENSION and suspicion are straining the bond between the ANC and Cosatu, says labour expert Dr Duncan Innes

This emerged during the ANC and Cosatu congresses earlier this year, he told a labour seminar in the city.

He believed the ANC and Cosatu were "suspicious" of each other. The ANC wanted to keep a distance from the trade union federation

Analysing changes in the alliance among the ANC, Cosatu and the SACP, Dr Innes said it was significant that only two Cosatu leaders — Mr Cyril Ramaphosa and Mr Sydney Mafumadi, Cosatu's assistant general secretary — were elected to ANC posts from many key union candidates

This suggested the ANC wanted to keep its distance from Cosatu "because it found the Cosatu leaders too militant"

It was also significant that Mr Ramaphosa and Mr Mafumadi had both had to resign from their union posts.

This "indicated that it was not Cosatu who got them placed in ANC leadership posts for its own benefit, but that the ANC poached them"

Dr Innes said that at the Cosatu congress, anger about the ANC having dislodged it from the political spectrum was reflected in two resolutions

In the first, the congress expressed support for the tripartite alliance with the ANC and SACP, but was "mostly critical of it"

Among others, there was unease about the ANC's lack of consultation with its partners.

The second resolution, on the "two hats" debate (whether union leaders should have positions in the ANC and in Cosatu), the congress laid down that nobody should have more than one full-time paid post in either organisation

"Therefore Ramaphosa and Mafumadi had to move"

Dr Innes said there were three different factions in Cosatu on the alliance relationship

One fully supported the alliance, accepting the ANC's leadership. The second distrusted the ANC, pointing to liberation movements that had come to power in Africa, forcing union federations to deal only with union matters. This faction wanted to turn to the SACP for support

He said the third faction saw the ANC and SACP as a common enemy and was trying to build a partnership with employers

Dr Innes said there was no disagreement between Cosatu and the ANC on the steps to a new South Africa, but on socio-political content of the new order

● Innes on violence, page 8



# Bop workers to picket Pretoria

Sowetan 18/9/91

THE Congress of SA Trade Unions has called on workers in Babelegi, Bophuthatswana, to stay away from work on September 23 for a "massive picket" at the Union Buildings

Cosatu's Northern Transvaal regional secretary, Mr Donsie Khumalo, said the planned action was to back demands that the South African Government stop funding the Bophuthatswana government

SAPA

It will also be a protest against the homeland's labour legislation, which provides for penalties on companies dealing with trade unions

Khumalo called on Bophuthatswana workers to boycott a meeting that is to be addressed by the homeland's Minister of Manpower on September 19

(140A) (100)  
He said the Bophuthatswana government had breached an agreement that would have enabled Cosatu to operate in the homeland

Khumalo said Cosatu was experiencing communications problems with industrialists and mine operators in the homeland, and warned "If employers refuse to accede to our demands we will make sure we close down those factories" - Sapa



# Cosatu sit-in goes on

140H  
~~140F~~

A SIT-IN protest by disen-  
chanted SA Clothing and  
Textile Workers' Union  
officials at Cosatu's head  
office entered its fifth day  
yesterday without any con-  
crete end to the dispute in  
sight

Cosatu officials main-  
tained their minimum-in-  
terference stance yesterday  
morning when questioned  
about the grievances of the  
sit-in protestors, who claim

SAPPA  
Sowetan 18/9/91

that a number of their col-  
leagues were unfairly dis-  
missed by Sactwu  
"Our policy is not to in-  
terfere with the internal af-  
fairs of affiliates," Cosatu  
spokesman Neil Coleman  
said

He confirmed that the  
sit-in protest by between six  
and 14 people was continu-

ing night and day in front of  
Cosatu's office door on the  
sixth floor of National Ac-  
ceptance House in Johan-  
nesburg

The disenchanted  
group's spokesman, Ms  
Zimhli Hlongwane, on  
Monday insisted Cosatu, as  
the trade union federation  
to which Sactwu was affil-  
iated, had a responsibility to  
resolve their grievances  
She claimed Sactwu dis-

missed certain of its admin-  
istrators and organisers in  
October last year  
"Sactwu retrenched na-  
tionally They call it re-  
trenchment, but they are  
playing around with words  
It is the unfair dismissal of  
union officials," she  
charged

Cosatu secretary general  
Jay Naidoo yesterday said  
the only way his organisa-  
tion could help was to fa-  
cilitate a meeting between  
Sactwu officials and the dis-  
enchanted group

Naidoo said such a meet-  
ing was due "shortly" but  
no date had been decided  
He agreed Cosatu also  
had an obligation to ensure  
that the disenchanted  
group's grievances be ad-  
dressed "if further steps are  
required" but this would  
happen only after the meet-  
ing

JAY NAIDOO

# Workers, hit man 'killed 5'

By MARTIN NTSOELENGOE (140A) 15/9/91

CHILLING evidence of how five scabs were gunned down in cold blood was heard in the Rand Supreme Court this week.

The murders follow an illegal strike allegedly initiated by members of the National Union of Metalworkers of South Africa (Numsa) at Haggie Rand, Cleveland, in October 1989.

Appearing before judge Du Plessis and two assessors are Richard Khazamula Ngobeni, 38, Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, Joseph Mdumiseni Bhengu, 24, and Samuel Kgosiek-golo Malepo, 39.

The accused pleaded not guilty to five counts of murder, nine attempted murders and two of arson. The State alleges five of them were employed by Haggie Rand, while Bhengu was a hired hit man.

A State witness, who may not be named, said he was ordered by Ngobeni and Khumalo to hunt down scabs. The State alleges that on November

24, 1989, Khumalo and Bhengu attempted to kill Abel Matsapo near the Haggie Rand Jupiter Hostel.

It further alleges that on December 6, 1989, Ngubane, Khumalo and Bhengu attempted to murder Johannes Mabaso.

On January 27 last year, Ngubane and Khumalo allegedly shot dead Samuel Ntshuntsha and attempted to kill Lawrence Maseko and Abram Mbatha.

On March 28, Khumalo, Bhengu and Malepo allegedly shot dead Bernard Marakane in Katlehong.

On April 3 last year, Khumalo and Bhengu allegedly shot dead Dugmore Bongani April in Thembisa.

Fourteen days later Mtshali and Khumalo allegedly shot dead Meshack Bhekuyise Mabizela. The next night Mtshali and Khumalo allegedly attempted to shoot dead Elias Ntsibanyoni.

Last April, Ngobeni, Khumalo and Malepo allegedly shot dead James Mokoena Mothokoa.



LABOUR

By DREW FORREST

CRUCIAL macro-economic negotiations involving the labour movement, government and employers have hit unexpected delays — sparking Congress of South African Trade Unions charges that the other parties are "scared" of talks

"The state and (the employer body) Saccola hoped for an ineffectual talking-shop," said a Cosatu representative. "They now see we are in earnest."

Negotiations on economic future hit snags

She warned that Cosatu considered the process as "central to its programme. If necessary we will take mass action to get the other parties to the table".

Cosatu wanted the first round of substantive talks, which will focus on job security and creation, to take place before the end of this week. Government

has refused to commit itself to a date, while Saccola chairman Anton Roodt told *The Weekly Mail* he doubled employers would be ready for negotiations this month.

Manpower director general Joel Fourie stressed that Cosatu had widened the terms of the Labour Minute. "The Manpower Department agreed to dis-

cuss the impact of labour relations on the economy, but Cosatu wants general talks on the economy.

"As a result, we will have to draw in other government departments, such as finance and economic co-ordination — and this takes time."

Roodt said Saccola accepted talks were "absolutely essential", but was

concerned that the current forum was not appropriate. "Many other key players need to be involved," he said. Employers also questioned whether sectoral, rather than economy-wide, discussions might not be more productive.

Roodt said a Saccola task group was working on the "process and substance" of the negotiations. Its findings would be forwarded to Cosatu shortly.

# Cosatu region scolds affiliates

13/9 - 19/9/91  
140A

By CHIARA CARTER Cape Town

THE Congress of South African Trade Unions Western Cape region has identified key weaknesses both within itself and Cosatu affiliates, and intends taking firm steps to get its house in order.

At its regional congress last weekend, the federation, which represents 175 000 Western Cape workers, adopted a brutally frank office-bearers' report which singled out a range of serious problems in the region.

These included an abysmal lack of participation by affiliates in both the regional executive committee (REC) and Cosatu campaigns.

The report noted that since the previous special regional congress in May, three REC meetings had been adjourned because they were not quorate and two special RECs had to be held to plan the regional congress.

The report says poor affiliate attendance was a long-standing problem in the region and was a reflection of a "lack of seriousness" towards the REC, which should be the "think-tank of the region".

The report warned that this was "a recipe for bureaucracy and undemo-

cratic behaviour"

Reasons included weaknesses within affiliates and a narrow leadership spread which resulted in unionists being overloaded.

The report said affiliates were loath to put their cards on the table and honestly discuss internal problems.

Some affiliates had failed to organise their industries in the region, the report said, citing the Post and Telecommunications Workers Association, which had 700 members.

Affiliates also did not co-operate with each other or the federation over strikes and retrenchments.

Cosatu in the Western Cape has long been torn by factionalism. In the report, office-bearers urged affiliates to bring such tensions into the open so they could be dealt with "maturely".

The weakness of the regional campaign committee led to heated debate at the congress.

In an unusual move, delegates decided to immediately elect representatives to the committee to ensure that it functioned.

Congress also endorsed ongoing attempts to strengthen local structures. These had all but collapsed by the end

of last year, but have largely been re-established in recent months.

A joint resolution of the South African Clothing and Textile Workers' Union and the National Union of Metalworkers noted the activities of political groupings which intended to set up permanent political blocs in the unions — a reference to the Trotskyist Marxist Workers' Tendency of the African National Congress, which has been active in the region, notably in Sactwu.

The resolution said these groupings engaged in "destructive and divisive attacks on the policies and leadership of Cosatu affiliates through smear pamphlets, interference in the internal affairs of the trade unions and infiltration of trade unions".

It said open debate and a tolerant political culture were to be encouraged but permanent tendencies and blocs and their divisive activities undermined trade union democracy.

Congress adopted a resolution calling on Cosatu to reject the formation of permanent tendencies and blocs and to ensure that worker leaders defended unions from such groupings.

Delegates agreed to take up Sactwu's campaign against violence on trains



# Cosatu warns of mass action over 'delays'

SHARON SOROUR  
Labour Reporter

(140A)  
ARG 13/09/91

COSATU has warned that the government's "delaying tactics" in granting labour rights to all workers opens up the possibility of mass worker action.

The trade union federation expressed dissatisfaction with "undue delays" by the government in implementing the Laboria Minute, which it signed last year with Nactu, Saccola and government.

Cosatu was becoming increasingly frustrated with the pace at which labour legislation was being extended to public sector, farm and domestic workers, the Cosatu assistant general secretary, Mr Sam Shilowa, said in Johannesburg.

It was also unhappy about the restructuring of the National Manpower Commission.

The federation accused the government of "flagrantly" ignoring the spirit of the Laboria Minute, which had been hailed as a milestone by government, big business and trade unions to entrench basic labour rights for all

workers.

The Minister of Manpower, Mr Eli Louw, said the government endorsed "in principle" the concept that workers and employers in all economic sectors should enjoy basic rights.

"Labour legislation in the agricultural sector and for domestic workers should be dealt with in a very circumspective manner because it concerns the basic rights of people in sectors important economically and holding vast implications for job creation," Mr Louw said.

Mr Louw said investigations by the National Manpower Commission had identified "several problems" and there was not unanimity on recommendations.

Mr Louw and the Manpower Department were "strictly keeping to the agreed process of consultation and seeking consensus" and there were no delays.

"It is also important to note that Parliamentary processes are dictating the acceptance and implementation of legislation," Mr Louw said.



# Cosatu gets its house in order

South 12/9-18/9/91.

By Chiara Carter

(K40A)

COSATU in the Western Cape is taking drastic steps to get its house in order following its regional congress last weekend. The federation adopted a regional officebearers' report which identified serious weaknesses in its functioning in the Western Cape.

These included the failure of affiliates to participate in the regional executive committee and in the federation's campaigns.

The report noted that since the previous special regional congress in May, three REC meetings had been adjourned because they were not quorate and two special RECs had had to be held to plan the regional congress.

According to the report, poor attendance by affiliates was an old problem in the region and was a reflection of a "lack of seriousness" towards the REC which, the report said, should be the "think tank of the region".

The report warned that this was a "recipe for bureaucracy and undemocratic behaviour".

It identified several reasons for the poor participation, including weaknesses within the affiliates and a narrow leadership spread which resulted in unionists being overloaded.

It also said affiliates were loath to put their cards on the table and honestly discuss internal problems.

Affiliates also did not co-operate with each other or the federation over strikes and retrenchments.

The region has long been noted for factionalism. In the report the officebearers called on affiliates to bring such tensions into the open so they could be dealt with in a mature way.

While there was no in-depth debate on the report, delegates agreed the REC should be strengthened. Worker delegates in particular were sharply critical of the poor attendance record at REC meetings.

No decisions were taken about how to address the internal problems in some affiliates. Cosatu's hands are

largely tied by the decision of the national congress that the federation cannot intervene in the affairs of individual unions.

The weakness of the regional campaigns committee led to heated debate and self-appraisal.

In an unusual move, congress decided to elect immediately representatives to the committee to ensure that it functioned.

Congress endorsed ongoing attempts to strengthen locals, a number of which are not functioning in the Cape.

The officebearers' report also noted the general weakness of the alliance structures and partners, including Cosatu.

Delegates agreed the alliance should be "revitalised" and that Cosatu needed to enter it with a "clear perspective" and not just "tag along".

A resolution jointly submitted by Sactwu and Numsa noted the activities of political groupings which intended to set up permanent political blocs or tendencies in the trade unions — a reference to the activities of the Marxist Workers' Tendency which has been active in the region, notably in Sactwu.

The resolution said these groupings engaged in "destructive and divisive attacks on the policies and leadership of Cosatu affiliates through smear pamphlets, interference in the internal affairs of trade unions and infiltration of trade unions".

Congress adopted the resolution which called on the federation to reject the formation of permanent tendencies and blocs and to ensure that worker leadership defended unions from such groupings.

A resolution adopted on public transport called for "efficient, affordable and safe public transport" and said transport needed to be revamped with the involvement of democratic organisations such as civics and unions. It called on the state not to unilaterally impose major changes in transportation policy and said Cosatu should set up a commission to develop an overall perspective on transport policy.

# Cosatu 'losing patience with govt'

8 (Daw) 12/9/91  
COSATU yesterday expressed its dissatisfaction with "undue delays" by government in implementing the Laboria Minute — which it signed last year with Nactu, Saccola and government — and questioned government's commitment to grant labour rights to all workers

At a news briefing yesterday, the labour federation said it was becoming increasingly frustrated with the pace at which labour legislation was being extended to farm, domestic and public sector workers

The restructuring of the National Manpower Commission was another area of growing unhappiness

Cosatu assistant general secretary Sam Shilowa said last year's Laboria Minute was hailed as a milestone as government, big business and trade unions moved forward in entrenching basic labour rights for all workers

However, up to now little had been done and the spirit of the Laboria Minute was being "flagrantly ignored", Shilowa said

He warned that government's de-

140A  
VERA VON LIERES

laying tactics opened up the possibility of mass worker action

Shilowa said it was "regrettable" that the federation was being forced to review its decision to serve on the manpower commission and other structures on a conditional basis

At a meeting with Manpower Minister Eli Louw last week, Cosatu urged that the Basic Conditions of Employment Act (BCEA), the Wage Act, the Labour Relations Act (LRA), the Workmen's Compensation and the Unemployment Insurance Acts be extended to domestic workers next year

National Manpower Commission recommendations on extending labour legislation to domestic workers will be published for comment in the Government Gazette tomorrow

A Manpower spokesman denied yesterday there were delays in extending labour legislation to agricultural and domestic workers

● Comment. Page 6

# Cosatu warns of mass action

By IKE MOTSAPI

**THE 12-month "honeymoon" between Cosatu and the Government appears to be over.**

Relations between the two have become strained in recent months because of labour issues

Cosatu yesterday threatened to pull out of the negotiations and may encourage its affiliates to engage in national strikes

The central executive committee of Cosatu will meet on September 27 to decide on what action to take

Cosatu's Press officer, Mr Neil Coleman, said the Government had agreed to speak to Cosatu on its terms "in order to ease the pressure piled on it by us"

"We have no option but to resort to mass action or pull out of the talks," assistant general secretary Mr Sam Shilowa added

Cosatu said "the spirit of the Laboria Minute is being flagrantly ignored"

Shilowa said "On Friday this week it will be a year since Cosatu signed the Laboria Minute with Nactu, Saccola and the State

"Cosatu is becoming increasingly dissatisfied with the pace at which the Minute is being implemented

"The Minister of Manpower, Mr Eli Louw, refused to accede to most of Cosatu's demands "

These are that

The Laboria Minute committed the Government to grant rights to farm workers While the Basic Conditions of Employment Act and Unemployment Insurance Fund Act will most likely be passed in the next parliamentary session, the Minister refused to commit himself on the LRA and Wage Act,

The Government refused to commit itself on granting domestic workers rights under the Wage Act, LRA, Workmen's Compensation and UIF,

In negotiations with the Commission for Administration the Government had agreed to produce draft legislation to cover public sector workers, and that

Cosatu had agreed to talks on the restructuring of the National Manpower Commission on condition this was done in such a way major players were properly represented The Government had reneged

"There is growing concern in that the State and employers are renegeing on their agreement," Shilowa added



# Govt dragging feet - Cosatu

Star 12/19/99

By Shareen Singh

Cosatu yesterday accused the Government of dragging its feet in implementing the Laboria Minute and threatened to take mass action.

The minute has been agreed to by unions, employers and the State. It was signed a year ago by Cosatu/Nactu, the South African Co-ordinating Committee on Labour Affairs (Saccola) and the Government,

changing the Labour Relations Act

The spirit of the Laboria Minute was being ignored, Cosatu charged. It said a number of issues had been agreed on but the Government had not yet moved to make these reality.

According to the minute, the Government had agreed to grant farm workers the same rights as those enjoyed by industrial workers.

But Minister of Manpower Eh Louw had refused to give any commitment about including

these workers in the Labour Relations Act and the Wage Act, Cosatu said.

Regarding domestic workers, a National Manpower Commission (NMC) investigation had been completed in June, but little progress had been made in transforming these recommendations into law.

Cosatu demanded that the Minister obtain a commitment from the Cabinet that domestic workers be included in the Basic Conditions of

140A

Employment Act, the Wage Act, the Labour Relations Act, the Workmen's Compensation Act and the Unemployment Insurance Fund Act

The Laboria Minute agreed to grant full rights to public-sector workers, but the Commission for Administration, which agreed to produce draft legislation to cover public-sector workers, had failed to meet three deadlines, Cosatu said

A draft, which Cosatu was studying, was finally produced last month.

The Government had agreed that the NMC would be dissolved by April this year and a restructured NMC would replace it

But the Minister had extended the term of office of the NMC and refused to commit himself to a date when a restructured NMC would be appointed, Cosatu said

The minute made provision for the discussion of economic issues among the parties who signed the minute

Cosatu and the Department of Manpower held

discussions on July 1 on a range of issues, including retrenchments and job-creation programmes, but the department has refused to say when negotiations could start

Workers' rights were a burning issue in Cosatu and if these were not implemented soon, workers would have no option but to resort to mass action

The federation's central executive committee would meet at the end of the month to decide on action

# Katlehong residents angry over wrong bills

RESIDENTS of the East Rand township of Katlehong are angry after receiving exorbitant electricity bills because of faulty meters

And they claim that town councillors personally severed power cables to homes when township youths illegally switched electricity back on in the wake of punitive power cuts

People in the township's upmarket satellite suburb of Spruitview held a march in the area last Friday to present a memorandum to the Transvaal Provincial Administration (TPA) and President F W de Klerk complaining of the local council's incorrect billing

They said June and July's electricity accounts ranged between R400 and R1 000 for each month and amounts that had already been paid were not credited

Katlehong Mayor MacDonald Mhlana admitted on Friday that the meters were faulty, and said the council had now decided that the 500 000 residents should pay an interim monthly rate of R86,91 a month while the council's technical department tried to fix the meters

The Spruitview Ratepayers Association said in the memorandum that it had

THEO RAWANA

offered the services of two chartered accountants to assist the council's treasurer, but the council had failed to take advantage of this

"As a result of the glaring inefficiency and unmitigated incompetence of the Katlehong Town Council, the residents of Spruitview have no option but to cast a vote of no-confidence against it"

It said the residents had resolved to ignore the council's accounts and pay a flat monthly rate of R100

But Katlehong Civic Association (KCA) president Paul Sehloho said the residents he represented had resolved to continue with a total rent and services boycott, pending the resumption of talks with the TPA and the Germiston City Council

He said negotiations on services had broken down earlier this year when money paid to the council for electricity had failed to reach the supplier, Eskom

Sehloho said his executive was working on a date to resume talks with the TPA

He also alleged that councillors had cut cables to households which had not been paying the bills

## Union declares disputes at Mama's Pies

THE Food and Allied Workers' Union (Fawu) has declared a dispute at three Mama's Pies factories in Cape Town, Johannesburg and Durban

Spokesman Ernest Theron said yesterday the union had in the course of negotiations, dropped its wage demand from a 35% across-the-board increase to 15,9% in an effort to

VERA VON LIERES

reach an early settlement. Negotiations, which started in June, affect about 800 workers

He said Mama's Pies had offered 8% during the second round of talks, but then told Fawu it planned to withdraw and remove the 8% offer

After the union lobbied all Premier Food Indus-

tries divisions, the company agreed to continue wage talks and reinstated the offer, Theron said

However, the parties failed to reach agreement

A spokesman for Premier Food Industries said yesterday it was premature to comment on the dispute as a meeting between the parties had been scheduled in Cape Town for today

# Cosatu mass action against VAT in W Tvl

By MZIMASI NGUDLE

COSATU's Western Transvaal region will embark on a programme of mass action from Monday to September 30 in an effort to compel the Government to postpone the implementation date of VAT

A regional congress attended by 400 delegates discussed a range of issues including VAT, the National Peace Accord as well as trade union unity

The congress called on finance minister Mr du Plessis to postpone VAT so that effective negotiations with Cosatu could be made

Workers will demonstrate in factories, mines and shops Pickets at the office of the receiver of revenue or manpower department will be held in all Cosatu locals in the western Transvaal

On September 21 there will be protest marches in Vereeniging, Sasolburg, Klerksdorp, Parys, Carletonville and Lichtenburg

A meeting of regional shop stewards council on September 22 will assess the protest and decide on further action

*Sowetan 10/9/91*



## Unions, business and police in bid to halt East Rand violence

VERA VON LIERES

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COSATU said yesterday it would meet business leaders and police to try to halt a spate of violence against its members on the East Rand.

Cosatu Witwatersrand co-ordinator Alfred Woodington said the decision was taken at a meeting last week between the labour federation and the Germiston Chamber of Commerce and Industry, aimed at addressing the deteriorating situation in the area.

The parties committed themselves to maintaining good industrial relations and to strive for peace, while recognising that violence could destabilise the area.

They also agreed to include in the talks Sacob, the SAP, small business organisations, including the Golden Waik Traders Association, the Germiston Independent Traders and other trade union groupings, he said.

A tentative date for the meeting has been set for September 19 *B10am 10/9/91*

Cosatu strongly condemned an early morning attack yesterday on workers travelling between Kathlehong and Wadeville railway stations, Woodington said.

Meanwhile, Pepkor Group human resources director Piet Brand said yesterday a resurgence of violence in East Rand townships at the weekend had hampered efforts to reopen three strike-bound stores in the Pepkor Group, Sapa reports.

About 1 500 workers at 282 Pep Stores and Ackermans outlets have been on strike since Saturday.

Four held  
in Natal

over arms

*Sowefaw 9/9/91*  
POLICE at the weekend arrested four men in the Table Mountain area of the Natal Midlands, seizing weapons and ammunition.

The men, all in their mid-20s, are alleged to have had in their possession two AK-47 rifles with 97 rounds of ammunition, a 303 rifle, a homemade shotgun and four other homemade firearms, ammunition of various calibres and a flare. - *Sapa*

# TPA's no to wage increase demand

*Sowefaw 9/9/91*

THE Transvaal Provincial Administration has rejected the National Education and Health Workers Union's demands for a wage increase.

TPA acting director-general Dr Piet Steyn issued a statement in reply to a memorandum by Nehawu last Friday demanding recognition of the union and a wage increase proportional to the inflation rate for all health workers.

Steyn said a partial salary increase was granted to health workers in April this year. He pointed out that the union formed part of a forum created by the Commission for

*(140A)*  
By SELLO MOTLABAKWE

Administration (CFA) which is currently negotiating the nature of future collective bargaining processes between the TPA and Nehawu.

Additional matters addressed in the statement include A commitment by the TPA to consult the union over any proposed retrenchment of workers, the non-victimisation of Nehawu members for their membership and the continuation of discussions on the right to peaceful protests

*(11A)*

# Protest is biggest yet

clip news 8/9/91.

clip news 8/9/91.

140A

By DICK USHER

**A**T LEAST 136 000 workers from 1 400 factories in 73 areas took part in the SA Clothing and Textile Workers' Union (Sactwu) "human chain", in Cape Town this week, making it by far the biggest protest staged in South Africa by a single trade union.

The protest reflects deeply-felt worker concerns about factory closures, retrenchments and short-time working, which the union estimates have seen about 10 000 jobs disappear in the past 12 months.

Besides protesting over the job losses, workers were calling attention to the imminent introduction of VAT and to the union's demand for national forums at which industry-wide problems can be dealt with.

Sactwu assistant general secretary Ebrahim Patel said there were two roots to the problem - inconsistent government policies and inconsistent attitudes from employers.

Patel said apartheid

policy had resulted in a poor climate for investment, which in turn led to limited industrial growth and job creation.

In addition, the government's structural adjustment policy had resulted in substantial job losses in the textile industry. But it had now decided to reverse this policy, which would also cause further job losses.

The structural adjustment policy had permitted manufacturers to import cheap textiles, provided the goods made from them were exported. This had lost local textile jobs which would not be restored easily.

But reversing the policy now meant that clothing employers would be unable to fulfil export orders, and would have to lay off workers.

"And employers themselves have inconsistent approaches to finding a solution," he said.

"Either they want more protection, or they want free trade - but you can't have both.

"Sactwu wants to restructure the industry in co-operation with employers.

"But this has to be done on a national basis, involving all stakeholders in the industry - not as a series of ad-hoc actions by employers."

Sactwu is currently involved in discussions with clothing employers at a national forum and is trying to create a similar body with textile employers.

But clothing employers in the Western Cape, the most important section of the industry, have so far refused to enter the forum. In the textile industry the union held discussions with employers last week from which it hopes progress will be made.

"What we are looking for are training programmes structured on a national basis in which the union will have an important voice in deciding policy and a stronger emphasis on exports," said Patel.

Education and training were at the heart of creating a more efficient and productive industry, he said, while raising the level of exports required increased investment.





**NO MORE RETRENCHMENTS ... Johannesburg clothing and textile workers joined the 'human chain' protest this week**  
Photograph: KEVIN CARTER

## Sactwu human chain highlights crisis

By FERIAL HAFFAJEE

A NATIONAL human chain was formed by 140 000 workers of the South African Clothing and Textile Workers' Union (Sactwu) this week.

Their action highlighted the unions demands for an end to retrenchments and short-time. A central call during the protest was for the implementation of Value-Added Tax to be postponed.

Sactwu's Shahied Taladia said the protest was a major success but was marred by two incidents.

In Johannesburg, a worker was alleg-

edly run over by a police car and in Cape Town a police helicopter hovered low over picketers in Woodstock and Salt River.

Sactwu members have been hard hit by retrenchments. As many as 10 000 have lost their jobs in the textile and clothing sectors in the past year, says the union's assistant general secretary, Ebrahim Patel.

He added that the disturbing trend in the two sectors was for entire factories to close down. "This decreases the productive capacity of the country and re-

duces options of re-employment when the recession comes to an end."

The sectors are also increasingly plagued by short-time. Patel estimates that almost half the workforce has been subjected to this measure.

Sactwu's job security campaign rides in tandem with its calls for a national bargaining forum and the restructuring of the industry.

"Strategies for restructuring include extensive training, export-orientation and domestic beneficiation of raw material such as wool," said Patel.

W/maif 619-12/9/91

140A

**I**N the immediate aftermath of the Inkatha funding scandal, a fresh wave of workplace violence has erupted involving Inkatha's labour wing, the United Workers Union (Uwusa).

Concentrated on the East Rand, the spate of incidents includes random attacks on workers in industrial areas, in which at least six have died and many have been injured. There are also repeated claims of forced recruitment and harassment and intimidation by Inkatha/Uwusa vigilantes

The Congress of South African Trade Unions believes Uwusa is bent on demonstrating its defiance in the wake of the Inkatha scandal, details of which were first revealed by *The Weekly Mail* six weeks ago.

Cosatu spokesman Neil Coleman also suggested that elements within Inkatha/Uwusa might be set on derailing the current church-mediated peace process. "We know that certain warlords and vigilantes went out of their way to sabotage the January 29 peace accord between Inkatha and the African National Congress," he said

Uwusa general secretary Dumisani Dlodla was contacted for comment, as was the union's East Rand representative, Duke Sennakgomo. Neither was available

By far the most serious incidents have centred on the Langeberg Foods factory in Boksburg, where five workers, at least two of them members of Cosatu's Food and Allied Workers Union, have been killed in recent weeks.

Langeberg executive Des du Toit said the violence followed the paying off of about 150 seasonal workers who had come to the end of short-term contracts.

**T**his had been given a "political meaning", and a large group of men had gathered at the factory on August 15 to demand the reinstatement of dismissed workers.

*The Weekly Mail* has a letter sent on Inkatha-letterheaded notepaper, addressed to the Langeberg managing director, demanding the reinstatement of dismissed Inkatha members and a ban "on the existence of any trade union on company premises". Fawu has an overwhelming majority at Langeberg and has long been recognised there

The letter also calls for the suspension of production until the demands are met

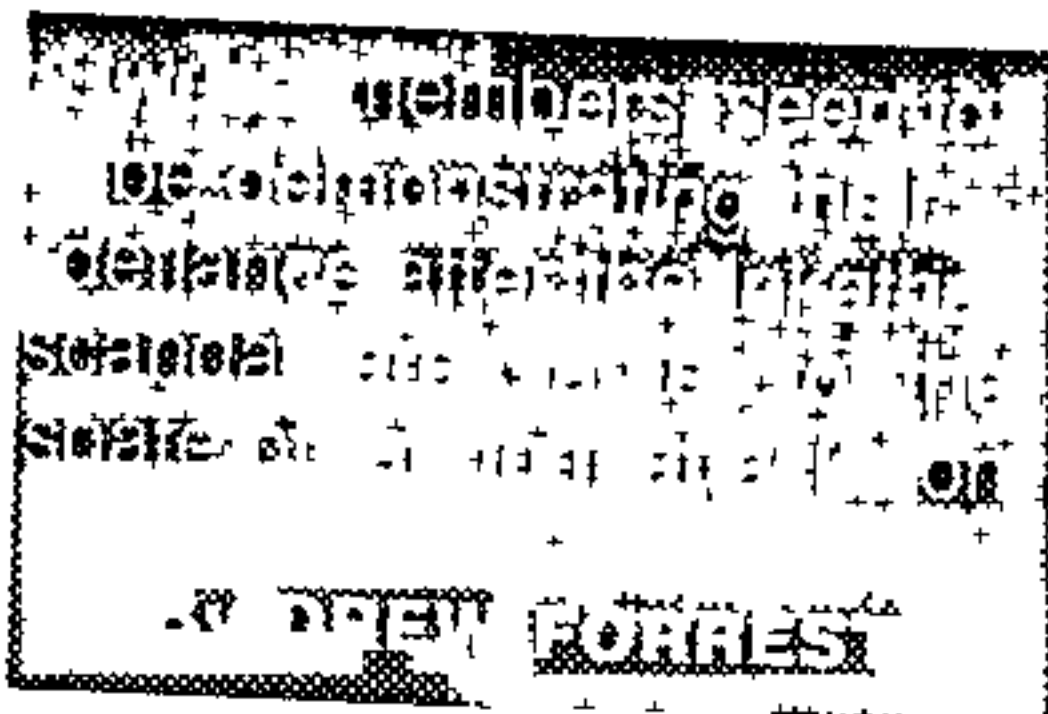
On the same day it was delivered,

# Surge of violence, deaths linked to Inkatha unionists

w/m a 6/9-12/9/91

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two workers were shot, one fatally, at the nearby Dunswart railway station. Another was killed the following day, and on Tuesday last week, three more were shot dead.

In addition, the home of the Fawu shop-steward committee chairman was attacked and partly destroyed. Fearing further violence, Langeberg workers stayed home on Wednesday and part of Thursday last week

Uwusa's Sennakgomo has been quoted as blaming management "for allowing itself to be bullied by the Cosatu/Fawu/ANC alliance into driving out our members".

"We have tried to speak to them but they allowed the situation to get out of hand," he is quoted as saying.

Another storm-centre has been the Driehoek industrial area, near Germiston, where in response to a pattern of violence, intimidation and forced recruitment, workers in many factories came to work late and left early throughout last week.

Random assaults on workers in the streets of the industrial areas is also said to have provoked a spontaneous worker protest march on August 21. Days earlier, 11 Cosatu affiliates held crisis talks with the Germiston Chamber of Commerce at which it was agreed to set up a joint violence monitoring group

The signs are that the violence is linked to an Uwusa recruitment drive. Arnold Blumenthal, managing director of Pan African Shop Fitters in Driehoek, said that until recently "we had only ANC supporters here. Since these other guys appeared, violence has cropped up".

He added that some employers had invited Uwusa into their plants "because the existing unions give them such uphill they can't carry on"

Wedge Steel managing director David Block confirmed his employees had complained to management about being attacked by "certain gentlemen carrying sticks".

**A**n internal document circulated by Cosatu's Wits region lists the following incidents in Driehoek last month, for which it blames Uwusa members.

● On August 1 Benjamin Ramakgale, of Pan African shop fitters, is assaulted.

● In August Lucas Makotomela is prevented from leaving GB Engineering after working hours. He escapes with the help of a white foreman

● On August 8 a group of workers from various factories is surrounded by armed men and threatened with violence.

● On August 16 Isaiah Maila of Current Electrical is attacked with knobkerries at the station

● On August 20 Ramakgale is again assaulted

● On August 21 male and female workers are attacked at random in the streets of Driehoek. Some are seriously injured and admitted to hospital.

The document also lists the fatal shooting of a worker at Rand Scrap Iron, in Germiston South, outside the factory gates on August 19.

The upsurge in Uwusa-linked violence receives specific mention in a recent Cosatu memorandum to the United Nations on political developments in South Africa.

"Since the Inkathagate revelations, attacks by Uwusa/Inkatha vigilantes on Cosatu members has intensified, particularly in industrial areas and factories," it says.

"Workers are forced to produce their membership cards, and if they are not members of Inkatha/Uwusa they are assaulted. Striking or balloting workers are attacked, or attacked simply for singing freedom songs. A number of Cosatu members have been injured or killed."



near 5/10/91

# Don't retrench, retrain - Cosatu

By FERAL HAJFAJEE

IN the light of growing unemployment, the Congress of South African Trade Unions is calling for retraining, not retrenchments.

Retraining workers for a restructured economy will minimise retrenchments, the federation believes.

It is also a way of ensuring the more skilled workforce a new economy will demand, as well as worker empowerment. At its July congress, Cosatu passed a comprehensive resolution on training which its affiliates have begun tabling in negotiations with employers.

"Training should be linked to economic planning and form an integral part of our attempts to restructure the economy," says Cosatu.

Training is controlled by the National Training Board. Cosatu recently agreed to participate on the board but demands that its scope be expanded to become a bargaining forum — presently it only advises the government.

Cosatu places the responsibility and funding for training on the state and employers. Historically, employers have viewed training as a "cost and not an investment", says Cosatu.

In a recent investigation into training it was found that South Africa spends only two percent of its national budget on training — in other countries, the average is five percent.

Cosatu's training specialist, Adrienne Bird, says unions are pushing for more involvement in planning, implementing and monitoring training. Cosatu is demanding equal union/employer representation on training forums.

Other facets of the resolution are for paid education and training leave for workers and for national industrial certificates. These certificates will enable workers to attain the same grade and pay if they enter another industry.

The document also says "training should continue throughout a worker's life to keep pace of technological change".

Of key importance is Cosatu's stress on the need for vocational training to be wider than artisan-only training and to also make provision for literacy, formal and tertiary education.

Many of these principles have been effected in training agreements which the National Union of Metalworkers of South Africa has recently clinched with employers in the automobile, tyre and engineering sectors.

The parties agreed to set up an Industry and Education Training Board consisting of equal numbers of employer and union representatives. The board will "direct education training to shortages and future industry needs". It will also develop industry training standards and co-ordinate the implementation of adult basic education programmes.

The agreement addresses the effects of past discrimination and makes provision for "affirmative action plans". The parties have agreed to paid training leave for all workers, continually updated training and the portability of skills. Career paths will be set up.

The agreement concluded in the engineering sector is as important because this sector trains most of the workers in the country, says Bird.

But despite these advances, access to technical colleges is limited and recruitment and selection procedures for training are often discriminatory. For example, psychometric tests are used and these are based on the assumption of formal schooling. Also, high entrance requirements — like higher level maths and science — are set for artisan training.



# Fresh violence could obstruct talks <sup>8/Day</sup> <sup>6/9/91</sup> <sup>140A</sup> Cosatu

VERA VON LIERES

COSATU yesterday warned that a new spate of violence against its members on the East Rand and northern Natal, allegedly by Inkatha and the United Workers' Union of SA (Uwusa), could seriously undermine the national peace initiative.

At a news briefing yesterday, the labour federation said its members had been subjected to a wave of attacks over the past five weeks in the industrial areas of the East Rand and northern Natal.

These included harassment of workers at factory gates, and assaults and killings at train stations and outside factories.

## Destabilisation

Cosatu detailed 15 attacks on its members.

The federation's assistant general secretary Sam Shilowa said the East Rand attacks focused on Germiston's Driehoek industrial area and at the Langeberg Foods factory in Boksburg, and were directed at members of the National Union of Metalworkers of SA (Numsa), the Paper, Printing, Wood and Allied Workers' Union (Papwu) and the Food and Allied Workers' Union (Fawu).

Langeberg Corporation and Canning's Boksburg factory was closed down last week following violence which left five Fawu members dead and several injured.

Shilowa said it was not a coincidence that the violence had been unleashed "precisely at the moment we are entering into a major national

peace initiative".

He said yesterday's news conference was called to express Cosatu's concern that the violence might jeopardise the National Peace Accord to be signed on September 14 by Cosatu, Inkatha, the ANC and government.

Shilowa said some of the attackers wore Inkatha T-shirts while others had been identified by workers as Inkatha or Uwusa members or supporters.

He said the current spate of violence was different in that it had shifted to the factory floor, and that it highlighted the urgency of the peace accord.

Cosatu would not allow the violence to derail the federation's commitment to the peace process, and at the same time a situation where members were attacked and killed could not be allowed. The federation was currently discussing a programme of mass action.

Shilowa repeated Cosatu's call for Uwusa, which he said was a creation of the security police, to be disbanded.

Uwusa's only expertise lay in "creating industrial violence and destabilisation", he said.

He warned that the violence could turn factories and industrial areas into battlegrounds.

"We believe that a real danger exists that the violence will continue and escalate if urgent and comprehensive steps are not taken by the SAP to apprehend the perpetrators."

1401A (276) (15)

## Cosatu seeks end to clashes at factories

By Brian Sokutu 6/9/91

Cosatu yesterday threatened countrywide strikes and demonstrations if the Government failed to halt industrial violence.

Five people have died in factories on the East Rand in violence allegedly between Inkatha-aligned United Workers Union of SA (Uwusa) members and Cosatu members

Cosatu also alleges that Uwusa members are attacking Cosatu members in northern Natal townships

Cosatu deputy general-secretary Sam Shilowa yesterday demanded that the Government take immediate action against Uwusa, which he said was a "creation of the security police".

"F W de Klerk complains that people accuse him of having a double agenda. But as long as violence continues to be perpetrated against our members by Uwusa vigilantes with impunity, we will continue to believe that he does have a double agenda. However, we will not allow this violence to derail our commitment to the peace process," he said.

Cosatu members had been attacked by Uwusa members inside factories and shot at at train stations, Mr Shilowa added

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VICTIMS: Anita Bailey (left) and Serone Wagenstroon

# Union tackles train terror

South 5/9 - 11/9/91

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By Thoraya Pandey

TRAIN violence is to be tackled by the South African Clothing and Textile Workers Union (Sactwu), which has set a precedent for other unions and organisations to follow.

A meeting initiated by the union with the police and Spoornet last week established a joint monitoring group and agreed to measures to curtail train-gangsterism. These include the upgrading of stations and additional security during off-peak hours.

"Committees will be set up to deal with specific complaints and to monitor progress," Sactwu spokesperson Mr Shahred Teladia said.

"Police indicated they already have a 24-hour presence on five stations, and Spoornet upgraded five suburban stations and indicated that nine more would be improved," added Teladia.

He said that the decision of the union to meet with the police and Spoornet followed constant reports from members of violent crimes on trains.

"We hope other unions will join us in this endeavour as it affects everyone, not only Sactwu workers."

SOUTH spoke to four union mem-

bers in the clothing industry about train violence:

● Ms Serone Wagenstroon, 19, was with a friend Ms Elizabeth Roberts, 20, when a group of people stoned the train this week.

● Roberts shared another experience when she was nearly thrown from the train because of overcrowding.

"The train was so full, I could hardly breathe, but I was forced to take the train because it's dangerous to travel later when it gets dark," said Roberts.

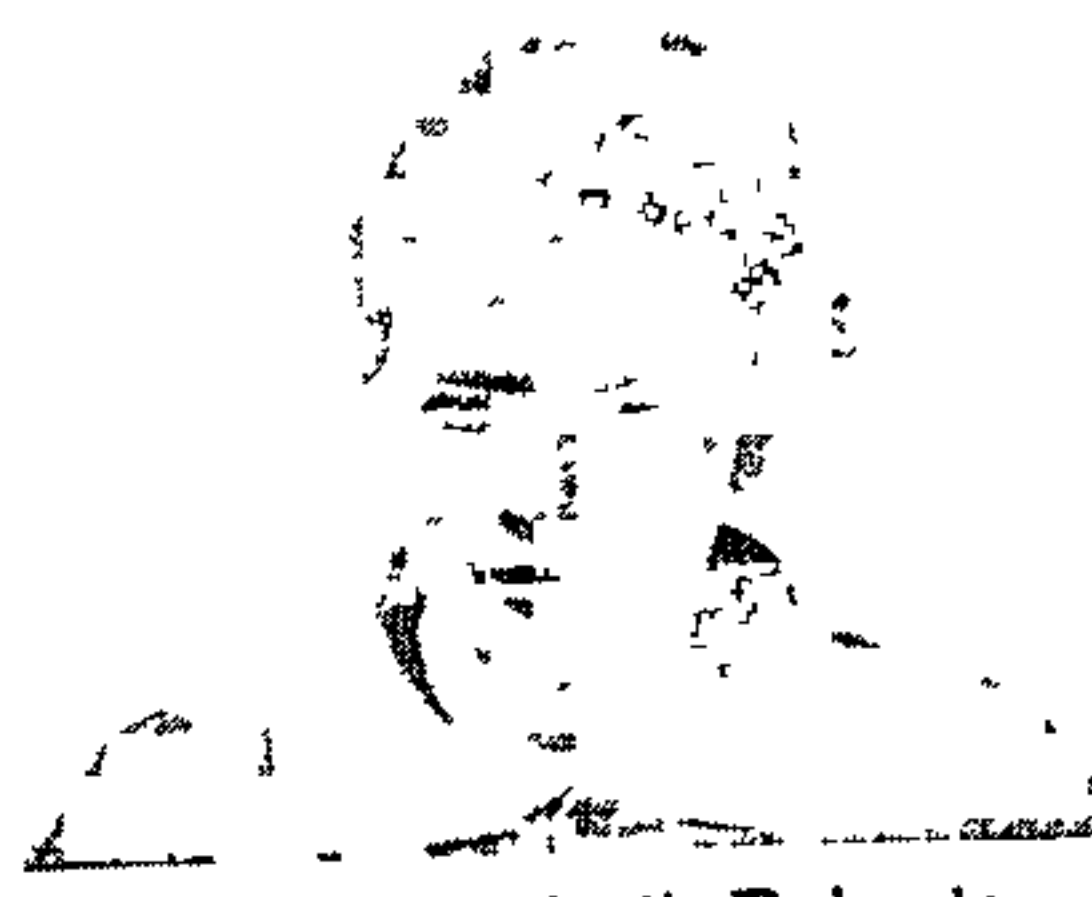
● "I'm glad the union is taking up this issue because it will benefit everyone, not only Sactwu members," said Ms Fatiema Tamboer, 19, of Mitchell's Plain.

Tamboer's purse with her full wages was once snatched as she boarded a train on Woodstock station. "I had to borrow money and could not cover all my bills that week," she said.

Tamboer said she travelled by train because it was cheap and she could not afford to travel by bus.

"We should feel safe," she added.

● Ms Anita Bailey, 23, injured her legs and arms after boarding a packed train that moved off before all the commuters had got on, about three weeks ago.



VICTIMS: Fatiema Tamboer (left) and Elizabeth Roberts



# Mayekiso disputes claim that workers are overpaid

Star 5/9/91 (140A)  
By Karzer Nyatumba  
Political Staff

A top trade unionist yesterday disputed Sasol chairman J A Stegmann's claim that salaries paid to semi-skilled and unskilled workers in South Africa had priced the country out of the international market

In his annual chairman's review, published in newspapers yesterday, Mr Stegmann said South Africa had priced itself out of competitive markets both in terms of its remuneration of semi-skilled and unskilled workers and in terms of the payment and average productivity of skilled workers.

"It is my view," Mr Stegmann said, "that in comparison with the newly industrialised nations, South Africa has succeeded in pricing itself out of the market in terms of its remuneration of workers

"Whatever the reasons for this state of affairs may be, it

has definitely impeded the global and domestic competitiveness of our economy. It has also contributed greatly to the high level of unemployment, which is perhaps our single most serious challenge for the future."

Moses Mayekiso, general-secretary of the National Union of Mineworkers — one of Cosatu's biggest affiliates — said Mr Stegmann's remarks were "surprising"

South African workers, Mr Mayekiso said, were among the worst paid in comparison to workers in Europe and other parts of the world. They were paid "slave wages", and it was capitalists' bad planning and the system of apartheid which had ruined the economy.

"We would not expect that (comment) to come from an enlightened employer, because employers know clearly that the pittance they pay workers cannot affect the economy," Mr Mayekiso said

In his review, Mr Stegmann said the problem could only be addressed by appropriate edu-

cational and training policies and by ensuring that the price of the most important of the country's resources, its human resource, properly reflected the relative scarcity or abundance of that resource

The Sasol boss said the end of sanctions against South Africa was "at last in sight" and that most participants in the constitutional process would agree that a future economic policy should have as its main focus the achievement of an economic growth rate of at least 5 percent a year

This, he said, could be achieved only if full and open financial relations were restored with the outside world, including institutions such as the International Monetary Fund and the World Bank.

In the meantime, South Africans themselves would have to demonstrate their ability to bring "the persistent unrest" under control and to manage fiscal and monetary affairs in a manner which would inspire confidence in foreign investors.

## Cosatu: job talks urgent

VERA VON LIERES

LARGE-scale job losses in SA's main employment sectors underlined the urgency of negotiations between Cosatu, employers' federation Saccola and government on a coherent approach to ending retrenchments and creating jobs, Cosatu said yesterday *B/day 4/9/91*.

The latest Central Statistical Service figures, released this week, show that more than 40 000 workers lost their jobs earlier this year in the four main employment sectors manufacturing, construction, mining and quarrying, and electricity

National Union of Metalworkers national secretary Bernie Fanaroff said Numsa was demanding a moratorium on retrenchments, and that government negotiate macro-economic policy

# 'Human chain' demo

Star 4/9/91  
By Shareen Singh (40A)

In the first major action against VAT, and in support of demands for industrial restructuring, about 100 000 workers countrywide are set to take to the streets today in a "human chain" demonstration.

The action, organised by the SA Clothing and Textile Workers Union (Sactwu), is in line with a recent Cosatu decision to hold demonstrations against VAT.

Sactwu spokesman Ebrahim Patel said

workers would also be highlighting their demand for union involvement in planning for growth and job security.

The union has held a series of workshops on economic restructuring as well as a major conference in April in which employers in the industry also took part.

Today's action aims to demonstrate actively on issues Cosatu has taken firm positions on.

Permission has been granted by various municipalities for the demonstrations to take place between 1 and 2 pm.



# Key to mining crisis is worker participation

B Wcsy 3 | 9 | 91

NEWLY appointed NUM acting general secretary Marcel Golding has set worker participation in mine management as a central strategic objective for the union in the coming years, and as a necessary part of the industry's survival.

The gold mining industry and mining in general will remain a critical vehicle for the transitional process in SA for the next 20 or 30 years at least, Golding says.

"There remains an important future for gold as a major source of foreign exchange for SA in its process of economic transition," says Golding. "The industry has long been the backbone of SA's political economy. Recent problems reflect the fact that, internationally, gold has lost its value as a hedge against inflation and instability."

The future of the industry will depend on the gold price and the country's ability to develop and sustain a jewellery industry to absorb and add value to gold production coming out of SA. It will also depend on efforts to cut wastage and improve efficiency in mining, Golding argues.

Any mineral resource-based industry obviously has a defined life, he says. "We are not merely looking at the end of mining and the development of manufacturing. The empha-

sis should be on the integrated nature of one's economy with a view to developing benefited industry that can use raw materials to develop other manufactured commodities," Golding argues.

The crisis in the gold mining industry has resulted in employers believing the only solution lies in job and wage cuts, Golding says. Management has responded in a piecemeal fashion that has resulted in the loss of jobs.

"Government has shown no grasp of difficulties facing the industry or of the scale of consequences. The NUM believes a permanent mining commission with a charter and state funding is needed to direct the process of restructuring the industry."

The recent mining summit involving employers, government and unions provided a first step in that direction.

The NUM does not necessarily agree with the equation "higher paid workers, less jobs." Obviously, the goal is to achieve both the maximum number of jobs and the most efficient conditions of employment with the emphasis on development and training of workers, he says. However, Golding argues little has been done to change the managerial

## VERA VON LIERES

140ft

culture on the mines, the labour process and the organisation of work.

"To save jobs and develop more efficient mining enterprises one must take into account a broader framework of principles which include the training, retraining and development of workers. But efficiency cannot be at the expense of declining health and safety and conditions of employment."

"Competition on a global market and the need for cheap commodities does not necessarily mean low wages. It can mean a skilled, highly paid labour force able to produce commodities at low cost."

The crisis requires a comprehensive response at both national and mine level. And there must be full democratic participation by workers and union representatives in any re-organisation process. It requires greater participation of workers in the decision-making of mining operations and less wastage on the part of management, Golding says.

The union has not yet developed co-management structures in the mining industry. Co-management,



□ GOLDING

says Golding, implies partnership, which is difficult when workers are housed in hostels and racial discrimination continues. In terms of the Occupational Diseases Act, for example, white workers received 13 times more than black workers for the same diseases. Substantive rights, including the

right to strike and the right to full disclosure of information, do not exist for miners. The present management prerogative also curtails the extent to which the union can involve itself in the production process, although this remains contested terrain, Golding says.

"Worker participation is the first stage to greater control over the labour process. Control over the utilisation of resources and investment decisions is possible depending on the rights that exist between the parties," he says.

Some employers have been far-sighted in their industrial relations and realise that unions are important and stable pillars in the relationship between labour and capital, Golding says. Others continue to use anti-union practices, Golding says.

"Once the union has greater independence and substantive rights to back that independence, we can begin with issues of participation and control over decision-making in enterprise."

Investment, training, development, research, job grading and pay levels should be collective bargaining issues which unions, as independent institutions, should be able to address with employers, says Golding.

## LETTERS





Out on strike . . . but the recent spate of stayaways is part of a predictable pattern, say several commentators.

## Why strike action is booming

**T**HE PAST two months have seen a dramatic increase in strike action compared to the first half of the year.

According to Andrew Levy and Associates, there were 375 000 workdays lost in the first six months of the year — and more than 600 000 in the past two months

But this is no cause for great alarm, say some labour commentators, because major strikes normally take place during this time of the year

Brian Allen, director of Andrew Levy and Associates, pointed out that the third quarter of the year was usually characterised by increased strike action because it was the wage-bargaining season for most sectors

However, this "traditional peak" was still not comparable to last year, when 2,2 million workdays were lost in the first nine months

Mr Allen believes the upsurge will subside over the next few weeks and that strikes that do occur will be in the smaller sectors where negotiations are in progress or have not begun

Patrick Deale, a director of SPA Consultants, has similar views, but he pointed out that apart from the major wage strikes in the motor and tyre

More than 600 000 days have been lost in the past two months because of industrial action, reflecting a major upsurge in strike activity.

Star  
3/9/91

SHAREEN SINGH reports.

(123)

(140A)

industries, which account for the most number of workdays lost, there were significant strikes over other issues

Centralised bargaining, job security and retrenchments were also major strike triggers. But because of the economic climate and ever-increasing threat of job losses, workers were more cautious than last year about striking

### Determined

In line with Cosatu's campaign for centralised bargaining, unions — particularly in the chemical industry and the commercial catering sector, where there are no industrial councils — were making a more determined push on this demand, Mr Deale said

Stuart Pennington, another SPA Consultants director, believes the upswing in industrial action is due only partly to major wage negotiations taking place in this period

The other reason was that

Cosatu took a bit of a knock at the ANC congress in July, in that its leadership was given no major role to play in the organisation's executive committee or national working committee

This had to a large extent relieved Cosatu of its political role, giving it space to consolidate as a working-class organisation concentrating on worker issues

Now that there was a greater certainty about Cosatu's role, shop-floor issues would once again be taken up with added fervour, he said

According to his assessment, Mr Pennington said, strike action, rather than declining, was likely to continue increasing

However, the tight economic climate and fear of job losses may be a harnessing factor in beating last year's figures

Cosatu officials said the increase in strike action showed a determination by workers to

continue their fight for job security, centralised bargaining and a living wage, particularly in the light of VAT

Campaigns on these issues had been reinforced at its July congress, and bosses were shortsighted if they believed workers had pushed aside their demands because of threats of dismissal

Strikes in the postal sector over the implementation of a grading system without consultation, and on mines in Bophuthatswana over union recognition, gave a clear indication that workers were being deprived of basic trade union rights, a Cosatu official said

### Stayaway

Mass action was being planned on the question of VAT, and there could be a mass stayaway if there were no co-operation from the Government, Cosatu said

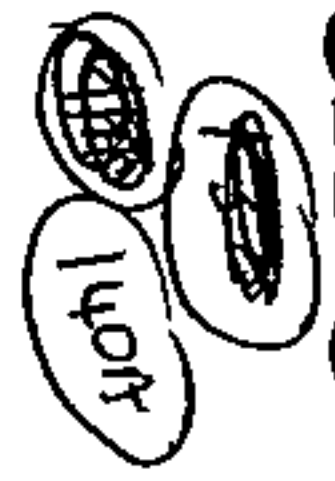
According to Independent Mediation Services of South Africa, many strikes had been curtailed because of the willingness of managements and unions to resort to mediation and arbitration in resolving disputes

There appeared to be a marked trend in moving towards co-operation rather than confrontation □



# When two hats are better than one

Sowetan 2/9/91



BY IKE MOTSAPI

SHOULD trade union movements officials hold leadership positions in political organisations? If so, how will they manage to perform their duties in both organisations?

The answers to these questions were provided by two prominent trade union leaders during a debate organised by the South African Institute of Race Relations last week.

The debate, titled "Union Officials In Political Office - Cai Among The Pigeons?", produced interesting arguments on the subject.

Mr Moses Mayekiso, general secretary of the National Union of Metalworkers of South Africa, president of the Civic Associations of Southern Transvaal and chairman of the Alexandra Civic Association, and Mr Rob Lagrange, Transvaal regional secretary of the South African Clothing and Textile Workers' Union, shared their experience on the subject with about 200 members of the public who attended the debate.

### Oppression

The discussions were mainly focussed on the feasibility of Cosatu officials holding office in political organisations.

This topic has caused much debate within Cosatu circles of late. During Cosatu's national congress, workers gave their leaders the go-ahead to assume leadership positions in political organisations if that meant work-

ing towards the total liberation of blacks'.

"This hot and controversial debate has revived the minds of people on what they are fighting for and has made some people reactionary in the analysis of the working class struggle for 'power' for socio-economic and political emancipation from the yoke of oppression and exploitation," Mayekiso argued.

Lagrange kicked off the debate by saying that while the wearing of two hats was discussed at Cosatu's national congress the "talks were rooted in recent historic developments and would have seemed irrelevant two years ago".

### Problems

"Certainly in relation to holding dual senior positions in the ANC and Cosatu policy is likely to be strengthened."

"It remains to be seen what will happen when elections are held at the SACP conference in December."

"With practical examples of the difficulties of wearing two hats in senior positions before us, the debate was removed from the realm of abstraction

and now rooted in reality.

"This argument confronts the question of dual leadership with the issue of dual membership of organisations," he said.

Lagrange said it was only at the level of prominent leadership positions where problems of dual accountability "arise in a very public manner that one leadership hat should be chosen."

### Racism

He said no restriction on individual's choice of political affiliations was suggested.

"What is particularly disappointing about the progress in the two hat debate is that the practical implications of acknowledging the structural independence of the alliance partners have not been followed through in addressing the dual leadership issue."

"The two issues are really part and parcel of the same debate," Lagrange added.

Mayekiso said, "Firstly we must be reminded of the fact that in this struggle for power to fight for a united, non-racial, non-

sexist, democratic South Africa, which will get rid of racism and apartheid, we are all fighting from the premise that all should have food, shelter, protection and freedom through organs such as trade unions, civic organisations, political organisations and other political organisations which I regard as organs of civil society and of social movement."

He said because of that conviction he believed that those who are given the task of serving in leadership of many organisations that are working towards the same goal, should avail themselves and serve in them "as long as it is not double or multiple fulltime positions."

"As long as when carrying out the work of say Cosatu or representing Cosatu or any other organisation, one's work is within the mandate of the body one is representing and the work is performed well there is no problem," Mayekiso added.

He said "This approach is further encouraged by the fact that the trade unions, especially in South Africa at this stage, are the most experienced leadership of the liberation movement in the terrain of negotiations."

"The other important notion is that since there is an overlap of membership and since the leaders, vice versa, believe that the programmes and policies of all these organisations are the ones which will liberate the masses, it is

difficult then to put up artificial blocks. "We believe the ANC must be blessed to the majority of people, the working class, the poor and must carry out programmes and policies to fulfil the aspirations and needs mandated by them from the grassroots levels. "The ANC can do this if it has the majority of its leadership from the working leaders," he argued.

Mayekiso warned people not to confuse trade unions with political parties. "The absurd notion come from people who think that the trade unions can be unions and also be political parties and liberate South Africa. "This is fallaciously dangerous and misleading because it is a dream that will never be fulfilled," he said.

*The discussions were mainly focussed on the feasibility of Cosatu officials holding office in political organisations.*

*This topic has caused much debate within Cosatu circles of late.*

*"As long as when carrying out the work of say Cosatu or representing Cosatu or any other organisation mentioned, one's work is within the mandate of the body one is representing and the work is performed well there is no problem."*



# Cosatu criticises govt plan

(140A)  
CT 2/9/91

Own Correspondent

JOHANNESBURG — The government's R1 billion injection into socio-economic projects was intended to prop up "discredited" local authorities and not benefit people in rural areas, Cosatu said at the weekend.

In a statement, Cosatu said the government should not — as it did with VAT — embark on programmes which did not have broad support.

Public works programmes which were not developed through negotiations with key political parties, trade unions and community organisations were doomed to failure, it said.

The Minister of Economic Co-ordination, Dr Dawie de Villiers announced on Tuesday that the government would create 59 000 jobs with its R1bn injection into socio-economic projects.

## Rural communities

The union federation said: "South Africa needs a comprehensive approach to a national economic reconstruction programme — not continued unilateral and ad hoc measures by the government, based on narrow interest and political considerations."

The government's projects were aimed more at propping up "discredited" local authorities and buying votes in future than at meeting the critical needs of rural communities, Cosatu said.

The projects should be used to meet critical needs in rural areas. They should be financed, implemented, monitored and geared towards training unemployed people.

The sale and use of oil reserves — which were a national asset — should be broadly negotiated "so that they are not squandered by a government which has a bad track record when it comes to abusing our country's resources", it said.

The government should then ensure that the money which had been allocated to the projects was used effectively, the union federation said.

# Govt's R1bn programme misdirected, says Cosatu

B/day 2/9/91

140A

WILSON ZWANE

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# Pact puts an end to Caltex depot strikes

WILSON ZWANE

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies — BP and Total — would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.



INDUSTRIAL RELATIONS — COSATU

1991

NOV. — DEC .

# Cosatu employment plan

W/Mail 1/11 - 7/11/91.

Far-reaching proposals to create jobs came out of a Cosatu workshop recently — but they pose some ticklish questions for the federation, reports DREW FORREST

**A** SPECIAL “youth corps” to work on community and environmental projects and a special tax on business to fund job-creation — these are among far-reaching steps mooted by the Congress of South African Trade Unions for tackling unemployment.

The proposals were aired at Cosatu’s first-ever workshop on job creation programmes in August. They are covered in the latest edition of the *SA Labour Bulletin*, published today

By mooted an immediate, emergency work-creation programme the workshop broke with policy adopted at Cosatu’s July congress, which called for unemployment to be addressed as “part of a macro-economic reconstruction programme”

The *Bulletin* suggests Cosatu needs to clarify its stance. The challenge posed by interim programmes, it stresses, is how to prevent them from undermining longer-term development strategies.

The workshop agreed that job creation should be tied to meeting community needs, such as housing, social amenities and water and electricity supplies.

It mooted the creation of “special youth programmes” to carry out community service or environmental projects. Based on “youth brigades” in other Third World countries and the US Civilian Conservation Corps set up under the New Deal, these would be based on a voluntary call-up and would involve people



Needing jobs ... Cosatu has plans to relieve unemployment

between the ages of 17 and 25.

As part of this scheme, which would offer food and accommodation to supplement money wages, better-educated youngsters would be offered literacy and other training.

Training should be integral to job-creation schemes, the workshop agreed, and should be given to participants both before and during programmes to equip them for other work. One idea, drawn from the US, was that participation be promoted as a qualification for mainstream employment.

A thorny issue is that of selection for job programmes — although it was stressed that the low pay, at around R300 a month, would attract only the most needy. Possibilities considered included a geographical quota system, “democratic” selection by communities of those most

in need, random selection by ballot for large-scale “non-community” projects and “affirmative” selection ensuring a pre-determined percentage of women

Guidelines emerging from the workshop recommend the creation of a national controlling body to set general principles and co-ordinate public works, involving unions, community bodies, employers and the state. Monitoring would remain at local/regional level.

On financing, the workshop recommended the restructuring of the Budget to favour departments that create employment. Also suggested were a tax on business to raise money for job-creation schemes and the tax relief for businesses which expand their workforce

Also highlighted by the workshop were potential pitfalls for the labour movement. One fear is that low-wage programmes could threaten jobs of those already in employment. As a co-controller of schemes at national level, Cosatu could also find itself negotiating wage levels with workers as a manager.

The workshop report concedes that Cosatu may have to give ground on its living wage demands in job-creation programmes, and goes on to suggest that unions affected by projects should negotiate wage levels.

This, the *Bulletin* stresses, poses the ticklish question of double standards, and the threat of contributing to a “dual workforce” Unions might find themselves negotiating high wages and skills training for their members, while agreeing to lower pay for labour-intensive work on job-creation schemes



**N**EXT week's two-day stayaway is more than a tax revolt — it is part of a frontal challenge to the government's right to frame economic policy

The immediate issue is Value-Added Tax, but the underlying agenda of the labour movement and its political allies is to force a moratorium on economic change and to bring it within the ambit of negotiations

The state's "unilateral restructuring of the economy" has become the latest union buzzphrase and VAT is seen as one facet of this

The stayaway — the Congress of South African Trade Unions (Cosatu) prefers the less accurate but more apocalyptic term "general strike" — is the first concrete expression of emerging unity on the left

Spearheaded by Cosatu it also involves the National Council of Trade Unions and 12 other worker bodies, and has received the backing of the African National Congress, the Pan Africanist Congress, the Azanian People's Organisation and the South African Communist Party

Process is partly at issue the campaign is integral to a broader push for a transitional order in which the government starts to cede power to the black majority But the conflict also centres on the nature of change — two philosophies are at odds socialism, in a loose sense, and economic liberalism a la former British prime minister Margaret Thatcher

There is general agreement that restructuring is taking place, but that it is nothing new

Faced with declining growth rates in the early 1980s, says top Finance Department official Coen Kruger, the government moved to spur economic activity in line with world trends by scaling down its role and giving the private sector its head

"When the economy was strong, policy was essentially a response to the business cycle," he said "For some years there has been a long-term, comprehensive approach to restructuring"

Alan Hirsch, a Cape Town economist who advises the ANC, believes that the influence of Afrikaner capital, notably in the person of former Gencor boss Wim De Villiers, was crucial to the shift He also argues that the government came to see apartheid as synonymous with economically interventionist government

Linked to this was a move from import replacement to an export orientation — largely because local production of former imports, an offspring of "total strategy" thinking, had reached its ceiling

The new outlook gave rise to a cohesive package of fiscal, monetary, trade and other policy reforms designed to boost private business and expand its role These included privatisation and commercialisation of state con-

# There's a lot more to next week's strike than taxes

W/M and 1/11 - 7/11/91

The looming two-day stayaway is, the unions tell us, about taxes But there are more fundamental things at stake here, reports **DREW FORREST** The real issue is Who controls the economy?

cerns, deregulation and moves, in the 1988 Labour Relations Amendment Act, to limit the power of organised labour

Fiscal reforms have seen a cut in direct taxation on companies — by two percent to 48 percent in the last budget, but the official aim is 40 percent — coupled with a move to a broader-based consumption tax, VAT

VAT is central to the state's new "outward" policy By taking machinery purchases out of the tax system — capital goods were subject to GST — the new tax is designed to put South African exporters on the same footing as their foreign rivals

The tide of laissez-faire is also nibbling at the protective walls around local industry in moves to boost business efficiency, reduce prices and spur exports, the government has scrapped quantitative import controls and is restructuring protective tariffs A recent Industrial Development Corporation report, under consideration by the government, calls for tariffs to be reduced gradually

Coen insists that the government's aim is to promote growth, create jobs and broaden the tax base, to raise additional revenue for social spending A key rationale for VAT, for example, is that as a more efficient instrument, it will stem leakages in the tax system

The unions take a very different view Their

first concern is that almost every government measure hits jobs or the living standards of the poor

VAT, they argue, has been introduced in a particularly pristine form without regard for the impoverished, while privatisation and commercialisation have brought swinging job cuts wherever they have been applied. Tariff reform may also encourage lean, mean enterprises with fewer employees

But there is a more sinister perception of the government agenda: "The underlying theme of all these measures is to ensure that the economy stays in white hands," asserts National Union of Mineworkers' economist Martin Nicol "Political reform will take place without economic reform, without redistribution except on the terms of capital."

The argument is that by forcing through major economic change in advance of political negotiations, the National Party government is undermining the capacity of a post-apartheid state to re-apportion wealth

There are signs that popular resistance has put the brake on aspects of the government's programme Commercialisation is proceeding apace in such areas as the post office, Transnet and state forests, but since last year's mass protests privatisation appears to have been quietly shelved

It is significant that in March last year President FW de Klerk announced that R1-billion earmarked for social projects might be raised from the proceeds of privatisation Instead, the money that was spent came from one of the government's strategic funds

Next week's stayaway is unlikely to force changes in the VAT system, but it will undoubtedly encourage greater state circumspection about economic reform without consultation

The conflict also raises some prickly questions for the unions, which are formally committed to spurring growth, improving industrial efficiency and promoting exports

Can these objectives be squared with Cosatu's own restructuring proposals, which lay heavy emphasis on job security and expanded worker power? Will they be served by the greatly increased strike rights Cosatu is demanding? How, without rewarding and reinforcing inefficiency, is one to protect employment in uncompetitive industries and the bloated public sector?

While formally acknowledging a post-apartheid role for private business, unionists often evince a knee-jerk hostility to profit as inherently exploitative More broadly, what is Cosatu's attitude towards company profitability and to government measures which seek to promote it?



**N**EXT week's potentially massive two-day stayaway on VAT is now a certainty, after the failure of eleven-hour moves by business leaders to broker further talks between the cabinet and the labour movement.

At a press conference on Wednesday, Congress of South African Trade Unions general secretary Jay Naidoo warned that the action, set for Monday and Tuesday, would be the largest in South Africa's history, suggesting a possible turnout of more than two million workers.

He added that it would be the first salvo in a campaign continuing into the new year, and that industrial action might be broadened to include demands for an end to PAYE.

The VAT campaign and the "general strike" have been crucial catalysts in the emerging unity between historically fragmented anti-apartheid forces. Drawing together Cosatu and its smaller rival, the National Council of Trade Unions, it commands the support of the African National Congress, the Pan Africanist Congress, Azapo and the South African Communist Party.

Black business groupings have also pledged support. Small businesses under the umbrella of the National African Federated Chamber of Commerce and Industries and Federation of African Business and Consumer Organisations are to close between 11am and 3pm on both stay-away days, while the South African Black Taxi Association has asked members to transport only students, teachers and essential service workers.

Sources confirmed yesterday that through "person to person" contact with cabinet ministers, senior busi-

# Millions brace for strike as peace bid fails

cal effect.

●Cosatu blamed "agents provocateurs" for incidents in which minibuses with loudhailers had toured Reef townships warning residents to observe the stayaway or have their houses burnt down

At Wednesday's press conference, involving a range of organisations, Naidoo warned that employers who disciplined stayaway participants would be blacklisted locally and abroad and face worker action

Business sources confirm a hardening of employer attitudes and the likelihood of retaliatory moves. "There will be dismissals and disciplinary action; some employers are threatening to close for the week," said one source. "Employers feel this is not their quarrel."

Claiming that research had confirmed a three to five percent increase in the cost of living for the poor since the launch of VAT, Naidoo said the unions remained open to talks with the government on their demands

In regard to VAT, these call for the zero-rating of basic foodstuffs and medical services, negotiations on adequate poverty-relief programmes and measures to cushion small business. But more is at issue: labour also wants an end to "unilateral government restructuring of the economy" and the reestablishment of a macro-economic negotiating forum involving labour, employers, political parties and the state

"Barend du Plessis' conciliatory statements at the IMF conference in Bangkok (acknowledging the need for a social contract with labour) have not been translated into a preparedness to resolve the conflict at home," Naidoo said



Jay Naidoo

VAT announced that they had withdrawn from various anti-VAT structures in protest against Cosatu's "big federation chauvinism and sectarianism"

●It is unclear whether the United Front of Democratic Independent Trade Unions opposes the stayaway. But in view of its small membership, its opposition would have little practi-

The general strike will go ahead next week despite a last-minute bid by big business to avert the VAT-linked stayaway. **DREW FORREST** reports

nessmen had attempted to restart talks aimed at averting the stayaway. "The government has dug in its heels," he said. "The main concern is the revenue implications of meeting the unions' VAT demands"

And in other developments this week:

●An estimated 3 500 doctors court-wide shut up shop in an unprecedented protest against the levying of VAT on formerly GST-exempt medical services.

●The Inkatha Freedom Party attacked the stayaway as "a power-play in which Cosatu wishes to exploit the VAT issue to humiliate the government, while projecting themselves and their ANC and SACP allies as championing the interests of the people". The IFP warned that the action would heighten tensions in the townships

●Non-aligned unions which took part in the recent union "summit" on



# Non-strikers face intimidation

INTIMIDATION has become the focus of next week's anti-VAT strike amid reports of township residents being threatened with death for avoiding the stayaway and calls by some groups to defy the strike.

Strike organisers Cosatu and Nactu emphasised earlier this week that people had the right to stay home or go to work and that they were committed to a peaceful strike. The ANC and Cosatu challenged police to arrest intimidators.

The Inkatha Freedom Party yesterday called on Cosatu to rethink its stayaway call, saying it was not in the interests of the country because of low business confi-

dence and high unemployment.

Inkatha said people were driving around Reef townships warning residents to adhere to the stayaway. (140A)

Johannesburg Chamber of Commerce and Industry president Mike Cato said intimidation was emerging as the biggest problem in the run-up to the stayaway.

A Soweto resident, who preferred not to be named, said men in a police-escorted vehicle threatened residents of Chiawelo,

VERA VON LIERES  
and WILSON ZWANE

□ To Page 2

## Strike

Soweto, with death if they heeded the stayaway call "These men — who were speaking in Zulu and Sotho — said workers should go to work as the police would provide protection"

GERALD REILLY reports that Soweto police spokesman Col Jac de Vries said the police van was out of bounds if it had indeed escorted the men "We need details of the incident so that we can investigate it"

Thokoza Hostel Dwellers Association chairman Zakhele Mlambo said members of his organisation would go to work as they were not consulted by the organisers of the stayaway

Law and Order Ministry spokesman Capt Craig Kotze said the SAP was prepared for any tensions that might arise

At least two trade union federations have rejected the strike Secretary of the 75 000-strong Federation of Transnet Unions, Abe Koekemoer, said the introduction of VAT did not justify a strike, while

the general secretary of the 250 000-member Federation of Salaried Staff Associations, Piet Heymans, said the strike could further damage an already strained economy

Employer bodies Sacob and Seifsa said they advocated a policy of no work, no pay. Seifsa executive director Brian Angus said, however, companies were within their rights to take disciplinary action

Chamber of Mines public affairs and communications spokesman Peter Bunkell said the mining industry regarded November 4 and 5 as normal working days "The manner in which member mines give effect to that ruling will be determined by individual mine managements."

More than 20 000 motor workers were likely to observe the strike, motor industry sources said The stayaway could cost the motor industry R120m in lost turnover

Actions organised by the VAT Co-ordinating Committee include rallies and marches in all major centres

□ From Page 1



# Fears as SA braces for VAT strike

Star 2/11/91 STAFF REPORTERS

SOUTH Africans are bracing themselves — and stocking their clipboards — this weekend in preparation for what is expected to be the country's largest nationwide general strike next week. (140A)

There are widespread fears that violence and intimidation will come close on the heels of the strike — called in protest against the introduction of VAT — but its main sponsors, the African National Congress and the Congress of South African Trade Unions, are co-operating closely with the South African Police to try to nip any unrest before it spreads.

Cosatu assistant secretary-general Sam Shilowa said this week that liaison structures, from national, regional and local levels — comprising senior police and Cosatu officials — had been established.

While Cosatu will monitor the response to the stayaway and the number of people going to work, the police have been asked to keep a strong presence at "flashpoint" areas such as hostels, railway stations and townships where violence might break out.

Frequent communication between the police and

Cosatu is planned to ensure swift action against anyone involved in intimidation and violence.

Witwatersrand police spokesman Captain Eugene Opperman confirmed the liaison with Cosatu. He said the police were planning to patrol in areas with a reputation for violence.

"We are also taking special precautions to protect commuters. Our aim, together with Cosatu, is to ensure that people who want to go to work are not intimidated," Captain Opperman said.

In spite of the special precautions, reports of intimidation came from Soweto earlier this week with reports of people travelling in cars with loudhailers warning them not to go to work.

According to the South African Institute of Race Relations (SAIRR) the threats were made to residents all over Soweto.

## Fears

SAIRR spokesman Molra Campbell said they were not able to disclose how many people had heard the threats but said the people who informed them about the threats were "very" reliable sources.

She said their sources did not report the threats to the police because of fear for reprisals.

"The identity of the intimidators is unknown to our sources but the threats were made in Zulu, Tswana and Sotho," she said.

Soweto police spokesman Colonel Tienie Halgryn said the police had not received any complaints of intimidation from Sowetans.

He said the loudhailer matter was being investi-

● TO PAGE 2.

## 9 pc Eskom

increase "a boost for industry"

KAIZER NYATSUMBA Political Staff

SOUTH Africa's giant electricity supplier, Eskom, yesterday announced its tariff increase for 1992 would be 9 percent — 5 percent below the predicted inflation rate.

It said that by keeping its increase below inflation, it would be providing an effective reduction in the real price of directly supplied electricity over the next five years of 20 percent.

Eskom believes the move will make SA industries more competitive in the international market.

Announcing what he described as a "precedent-setting compact" with electricity consumers at Megawatt Park, Sandton, yesterday, Eskom general manager for finance Dr Mick Davis said the five-year pricing agreement came on top of a 13,7 percent reduction over the past five years.

He said the benefits of the

● TO PAGE 2.

## Star deliveries during strike

DELIVERIES of The Star are expected to be disrupted by strike action on Monday and Tuesday. To alleviate the disruption as much as possible, The Star will be produced as a morning paper on those days.

Street sales will be limited, and readers who normally buy their Stars on

## Strike

● FROM PAGE 1.

gated but their task was made difficult by the reluctance of residents to come forward.

"The police are however patrolling Soweto 24 hours a day and we are on the lookout for these intimidators," Colonel Halgryn said.

Most suppliers have made special plans to ensure essential services will be available during the strike.

Another area expected to be hard-hit is refuse removal — especially in Johannesburg's suburbs. Residents whose rubbish is collected on these days have been given addition bags to be collected the following week.

Most major chain stores plan "business as usual" operations.

A Checkers spokesman said it had made contingency plans and the stores would be "open as normal". Workers who did come to work would be strengthened with casual staff for the day.

All OK Bazaars stores will trade during the strike and a Pick 'n Pay spokesman said "every single store will be open as normal".

SA Chamber of Baking deputy executive director Nic Alberts said the public could expect to find bread — even if not in the normal large quantities.

Catering, Restaurant and Tearoom Association executive director Frank Swarbreck said members were going to "try to keep going where they could".

The Johannesburg transport department will not cancel any bus routes.



# Cosatu faces crisis as funds dwindle

1409  
AUG 2 11/91

## Weekend Argus exclusive by JEAN LE MAY

COSATU, which with Nactu is organising next week's anti-VAT stayaway, has a crisis of its own, according to a special report on labour movements published by International Research and Information Service (IRIS) of Cape Town.

The crisis is one of funding, which was candidly admitted in a report prepared for discussion before the last congress.

Estimates are that Cosatu's budget is about 80 percent foreign funded, with the balance being supplied by levies on affiliates, said the report.

In spite of doubling the internal affiliation fee to 10c a member a month, Cosatu was able to cover only 35 percent of

its expenses even if all affiliates were paid up.

According to the secretary's report to congress, operating expenses consumed half the total expenditure, but affiliation fees covered only 28 percent of the operating budget.

The report disclosed that several affiliates, including the Construction and Allied Workers' Union, the National Education, Health and Allied Workers' Union and the SA Railways and Harbours Workers Union were "several months in arrears with their affiliation fees".

Legal costs can also take a huge slice from union budgets. The SA Clothing and Textile Workers' Union, for example,

found that it had accumulated debt of about R400 000 in the Eastern Cape because of legal proceedings.

Most of the foreign funding was in the form of direct assistance from foreign union federations and worker organisations, rather than bilateral aid from union to union, said the report.

However these funds are drying up, creating a serious problem for the movement.

"When we launched Cosatu we agreed that the primary way for Cosatu to exercise its independence was to be financially self-sufficient," said the report.

"The new international ch-

mate has substantially reduced the funds available for trade union running costs. Politically, it is important that we move to self-sufficiency in the immediate future. The choice that faces us is either the collapse of Cosatu as a result of lack of commitment from affiliates, or we move forward as a strong independent organisation."

The report proposed three ways of surmounting the cash crisis: a special levy on all members, or negotiations with the state to provide funds for trade union activities such as education and human resources development, or a solidarity fund to collect donations from sympathetic sources.

Cosatu spokesmen telephoned by Weekend Argus were unable to say whether congress reached any decision on the proposals.

# Insurance giant to sponsor Ramaphosa's birthday bash

ANC secretary general Cyril Ramaphosa will be honoured with a lavish farewell and birthday party — courtesy of the Southern Life insurance company

Company sources confirmed the party would be held for Mr Ramaphosa, former general secretary of the National Union of Mineworkers, at the Old Edwardian's Club in Houghton, Johannesburg, on November 17

They said the NUM had approached the company to sponsor the event. Originally 500 people were to

Times 3/11/91  
By STEPHANIE HULL

have attended, but the guest list has since been trimmed to 250. Guests will be treated to a braai and an open bar from 10am until late that night

Sources at Southern Life said the company had decided to sponsor the event because "the NUM has a provident fund with us which provides benefits for about 300 000 members. It was felt it would be beneficial to future business"

Southern Life is organising the event and has sent

out the invitations. It has budgeted R20 000 to cover costs.

But a NUM spokesman said the event was "very private" and had been paid for mainly by NUM staff members from their "own pockets".

She said some individuals and companies connected with Mr Ramaphosa had also provided "small sponsorships" and that an official party would be held for Mr Ramaphosa in January next year.

A spokesman for Southern, Mrs Lorraine Sassenberg, said she could not comment



**A** GENERAL strike, such as we are promised for the next two days, is different from a two-day stayaway, which is different from a work stoppage, but the distinctions elude me. I can't tell the general strike from that most cherished of South African institutions, the Stretched Weekend.

Experience has shown that businessmen will twitter anxiously, thereby encouraging labour to stay away again another day, that gangs of township beasties will thrash would-be commuters and perhaps burn some taxis and taxi drivers, and that in most cases the white skeleton staff will ensure that production is maintained at 60 percent or 70 percent of normal levels.

The risks — and they are real — lie in the townships where followers of Cosatu and Inkatha, the former intimidatory and the latter defiant, may well end up killing each other again, but I don't believe the organisers actually intend to create the occasion for another bloodbath. It's merely that they don't care.

I don't even believe they really want to harm the economy. The

Great General Strike of 1991 will do about as much economic damage as the Easter weekend, and it is revealing that Cosatu shows no signs of wanting a general strike of consequence, say six weeks, or six months. Its leaders know they don't have the muscle for a proper test of strength.

It's a circus, a reckless brand of showbiz. In its disregard for life, it is a variant of armed propaganda but its purpose is petty: a show of ferocity, a roar of circus lions, intended to frighten whites into believing that foreign capital will flee to Poland, thereby hardening Chris Stals's heart, and squeezing profits for another year.

Cosatu's Jay Naidoo is determined, in his words, to show the government that it cannot reshape the economy without him. By calling the Stretched Weekend a "general strike", he hopes, I imagine, to exploit the stereotypes which, at the end of this century, we all carry in our minds: brave workers, fists up, sleeves rolled over brawny forearms, marching beneath the red banner — oh, quake, capitalist, quake!

The reality is different. The

# KEN OWEN ON SUNDAY



Stiles 3/11/91

ANC, Cosatu's main ally, is struggling to formulate an economic policy which, as general secretary Cyril Ramaphosa tried to explain to businessmen at the Financial Mail conference this week, will not drive away investors or the skills (implicitly possessed mainly by whites) which this country has accumulated

**W**HERE Cosatu is trying to frighten the wits out of us, the ANC itself has begun to try to reassure us.

Mr Ramaphosa did not talk of general strikes, he spoke of creating a climate conducive to increased investment. He spoke of the need to establish strong and

growing domestic and regional markets, of political stability, of transparent and consistent economic policies, and of a well-trained, flexible and productive work force.

"Foreign investors in general, and transnational corporations in particular, will be crucial in our effort to restructure and regenerate the South African economy... we want to reintegrate South Africa into the world economy in such a way that we are more competitive than before."

He invited business to "pack in the front row" of the scrum to end the inequality of economic opportunity, and he spoke of redistribution by mechanisms which are

common to successful, modern industrial states: progressive taxation, welfare for the poor, and redistribution of "new income".

**S**OME of his audience listened to him with gloomy disapproval but I find it difficult to imagine what more he might say to reassure white South Africans. After all, do we not want equality of opportunity? Help for the very poor? An attractive climate for investment? Progressive taxation?

It is surely no secret that on most of these questions I have serious differences of opinion with the ANC and, indeed, with the "soft left"; but the space be-

tween Mr Ramaphosa's views and those of Finance Minister Barend du Plessis, it seemed to me, was less than the space between Neil Kinnock and Margaret Thatcher. On the main principles of economic policy, we seem to have entered the realm of legitimate policy dispute.

I make these observations intending to quarrel furiously with the ANC, for as long as I am able to do so, in order to persuade its leaders to avoid foolish nationalisations, to free the markets, to privatise government enterprises, and to reduce the government's role in the economy to maintaining an equitable basis of law and an atmosphere of order.

But it strikes me that, were I to emigrate to New Zealand or Britain, or Australia or Zimbabwe, I would find myself embroiled in the same arguments. These are disputes over means, not ends, and over priorities, not goals.

Why, then, the gloom? Wherever I go among whites these days, I am asked whether I am "optimistic" or "pessimistic", when I say "optimistic", I encounter a sceptical, sometimes sullen, silence

Only the gloomiest prognosis wins applause

Many years ago, I worked briefly in Mississippi as a volunteer for SNCC, the civil rights organisation known as "Smuck" — it was the time in which the movie, *Mississippi Burning*, was set — and it seemed to me that American whites were making very heavy weather of quite limited social changes.

**W**ITH that experience in mind, I have watched white South Africans go through truly traumatic change in the past 18 months, with quite unusual courage and composure. But I suspect their nerve is beginning to fray. There has been simply too much killing, and life has become rather too uncertain.

However, it would be a great pity if, now that we are beginning to bring the ANC round to see economic sense, we allowed ourselves to be so frightened by the street theatre of Cosatu that we failed to hear the invitation from Mr Ramaphosa to pack in the front row in the struggle for a just society.



# Keep the kids out of it, Kriel tells Cosatu

STW 3/11/91

1404



IT WILL BE PEACEFUL Cosatu's Jay Naidoo who says liaison committees have been set up



DON'T BLAME THE POLICE Law and Order Minister Hennus Kriel who has warned the ANC not to use children to front marches

**LAW and Order Minister Hennus Kriel has accused Cosatu of planning to use children in the frontline of some demonstrations during the two-day stayaway.** Mr Kriel said the police had information that children would be placed at the forefront of illegal marches and accused Cosatu of using children to "get sympathy if they are hurt in clashes with police."

He said "We give fair warning that children should not be used in this manner. If clashes occur they could get hurt, and if this happens the police should not be blamed." Furious Cosatu secretary general Jay Naidoo said yesterday the minister's charges were an "insult to our integrity."

"Our marches will be peaceful and on a completely voluntary basis," he said. "We had discussions with (deputy law and order minister) Johan Scheepers and senior police officers to set up a co-ordinated strategy to avoid and defuse any violence."

Tomorrow's Cosatu-initiated stayaway — expected to be the biggest in South Africa's history — could cost as much as R2.5-billion if all sectors of the economy ground to a halt.

Mr Kriel warned that police would take a hard line on illegal marches and gatherings during the strike. He said police had been told their own safety was their priority, but they should not hesitate to act against illegal marches, rallies and intimidations. Mr Kriel said the first objective of the police would be to stop illegal marches and rallies.

"Only a few applications for mass gatherings have been received and all others will be considered illegal. If there are too many people involved and the action cannot be stopped, we will film it with a view to prosecution afterwards," said Mr Kriel.

Police had also been ordered to act against people taking part in sit-ins at government buildings. "We have information that several of these are planned and I have given instructions that such people should be arrested immediately. There will be no negotiation on this," said Mr Kriel.

All available police will be on duty in the next 48 hours and additional police will be on duty at government buildings. Other measures include road blocks, foot and air patrols.

Mr Kriel said information was being received on the East Rand but no arrests had been made. Our informants are keeping us abreast of the situation and we will not hesitate to act against intimidators," he said.

SA Institute executive director John Kane-Berman said on Wednesday Soweto residents had been threatened with death if they went to work tomorrow or on Tuesday. Mr Kane-Berman said he had reports that vehicles fitted with loudspeakers were travelling around Soweto broadcasting the message that people would be "hacked to death" and have their houses burned down if they did not take part in the strike.

Cosatu blamed "agents provocateurs" and challenged the police to arrest them. A Cosatu spokesman said, "If it is discovered any of our members are guilty of such actions they will be disciplined in the most severe way since they will be acting against the very organisations they claim to support."

A Soweto resident said two men travelling in a car escorted by the police had moved around the suburb of Chawelo this week telling people through a loudspeaker in Zulu and Sotho that they should go to work.

The woman who did not want to be named, said the men threatened that "strikers will be dealt with".

In a letter to employers on the West Rand this week, the Inkatha Freedom Party offered "scab labour" in the form of "well-disciplined and hard working people".

Millions of people, excluding schoolchildren are expected to heed the call to protest against V.A.T. despite last-minute calls from President P.W. de Klerk, cabinet members and business leaders to call off the strike.

Organised by Cosatu and its smaller rival, Nactu, the stayaway enjoys the support of the ANC, the SA Communist Party, the Pan-Africanist Congress, Azapo and black business groups.

Rallies and marches have been planned in all major centres. Mr Naidoo said the stayaway was about more than V.A.T.

"Centrally, it has to do with the impact of V.A.T. but the broader issue is that the government is planning to restructure the economy without including other major players — and we are protesting against that."

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would blacklist companies that acted against strikers.

"Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them," said a statement



Right to work will be defended

# Cosatu in bid to defuse fears over stayaway

140A

B/pay 4/11/91

VERA VON LIERES

COSATU yesterday moved to end "general strike hysteria" on the eve of the proposed anti-VAT mass stayaway scheduled for today and tomorrow.

The trade union federation, which is one of the main forces behind the stayaway, reiterated its commitment to disciplined protest action and said it defended the right of anyone who wanted to work to do so.

This followed a week of bitter exchanges and tensions involving political organisations, government, employers and unions.

Law and Order Minister Hernus Kriel said at the weekend that police would take tough action against anyone breaking the law during the proposed stayaway.

Kriel told a Sunday newspaper that police had information children would be used in anti-VAT marches, and accused Cosatu of using the children to get sympathy if they were hurt in clashes with police.

Cosatu said government ministers and Inkatha were doing their best to whip up hysteria and "a fear psychosis" around the general strike.

Inkatha is not backing the stayaway call, saying it is not in the country's interests.

Our Durban correspondent reports that national peace committee chairman John Hall said yesterday that peace accord members were very concerned that the peace process would suffer during the stayaway.

He appealed to leaders of signatory parties to the accord to keep to the letter and spirit of the agreement.

"This is indeed a great test for the accord. And now is the time for all who take the cause of peace seriously to show that

the accord can work," Hall added.

Police reported that seven people had been killed in unrest incidents on the Reef on Saturday in the run-up to the strike, but said townships were quiet yesterday.

The ANC linked some of the unrest to attempts to undermine the stayaway. The organisation's PWV spokesman Ronnie Mamoepa said two unknown gunmen had emerged from Alexandra's Madala Hostel and fired into a crowd, killing two people.

"The shooting is aimed at undermining efforts by the Alexandra Anti-VAT Co-ordinating Committee to mobilise people for a meeting scheduled for Sunday afternoon," Mamoepa said.

Cosatu said in its statement numerous irresponsible comments had been made in the last few days, creating the impression that violence and conflict would be the order of the day today and tomorrow. While those opposed to the planned action had every right to disagree with the protests, they had no right to deliberately manufacture an atmosphere of fear and hysteria, it added.

Cosatu said it had issued guidelines to ensure the action was peaceful and free from intimidation. These included that people had the right to go to work or stay at home, and that all organisations should ensure no attacks on homes and families from whatever sources took place.

Last week the VAT Co-ordinating Committee and Deputy Law and Order Minister Johan Scheepers agreed to set up a liaison structure to allow communication

□ To Page 2

## Stayaway

between stayaway organisers and the SAP with regard to any incidents.

Cosatu accused Kriel of hardline and provocative statements which left the "clear impression that there was a securocrat cabal in the government determined to provoke confrontation".

"Instead of acting against peaceful marches, the Minister should be acting against those attempting to foment conflict on the days of the general strike," Cosatu said. It repeated its challenge to the Minister to arrest people engaged in violence or intimidation.

While Inkatha had the democratic right to take government's side on the VAT issue, to talk of violence and spread rumours that people's houses would be burned down was inflammatory and totally unacceptable, Cosatu said. It called on Inkatha president Mangosuthu Buthelezi to give an assurance that his members would respect

the right of others to stay at home.

Sapa reports the Joint Co-ordinating Committee on VAT and community based organisations in the Vaal Triangle have agreed that doctors, nurses, teachers and students will go about their normal duties during the stayaway.

Committee acting general secretary Saki Thagudi said a meeting on Friday resolved that students should wear school uniforms and those unable to do so should carry student cards or timetables and teachers should request letters from headmasters for identification purposes.

At least 22 rallies and other meetings, 17 marches and a number of pickets have been planned to coincide with the stayaway, which is expected to involve more than 2-million people.

The action has been backed by the ANC, the PAC, Azapo, the SACP, black business groups and the patriotic front.

□ From Page 1

Stayaway maintains wide support

# Cosatu warns of further strike action

B/DW 6/11/91

(140A) (152)

COSATU yesterday threatened further stayaways if it and other "major players" were not consulted on next year's Budget

Stayaway levels on the second day of the anti-VAT strike was largely unchanged at 80%-100% in the Witwatersrand, eastern Cape and Durban, while the least support was in the Free State, northern Natal and the western Cape.

Sacob reported largely unchanged figures from yesterday but said some companies had reported improved attendance.

Reaction to the stayaway from government has been minimal. President F W de Klerk said yesterday the strike was unjustified but he would address the issue when he opened the Transvaal NP congress tomorrow.

Cosatu and the ANC said the strike indicated that the majority of working people were no longer prepared to accept government's "diktat"

Cosatu general secretary Jay Naidoo told a news conference "the only sensible course" for government to take was to freeze further implementation of VAT and accept the need to negotiate with the entire spectrum of SA society "Those in government who are most resistant to these public pressures will have to assume full responsibility for any further mass actions necessary to make the voice of the majority heard"

VERA VON LIERES and BRENT VON MELVILLE

According to Sacob, workers in the private sector lost more than R200m in wages over the past two days — roughly the same as any potential burden imposed on workers by VAT's introduction

Department of Education and Training officials said attendance was normal at black schools and matric exams.

Major retailers including Checkers, OK, and Pick 'n Pay reported support for the stayaway among staff and customers was more or less unchanged

Transnet reported commuter levels on trains and buses were 1% higher than Monday's 25% countrywide

Chamber of Mines senior GM Johann Liebenberg said the strike was overwhelmingly rejected by the vast majority of employees on gold and coal mines affiliated to the chamber. Liebenberg said figures showed only 17% of employees heeded the stayaway call.

Anglo American reported more than 83% of workers in its gold, coal and industrial divisions turned up for work.

De Beers said about 61% of its employees went to work on Monday

Steel and Engineering Industries Federation of SA (Seifsa) spokesman Hendrik van den Heever said overall, 60% of engi-

□ To Page 2

## Strike B/DW 6/11/91 (140A) From Page 1

neering workers stayed away from work compared to Monday's figure of 65% maintained much the same as Monday, with about 90% of workers still off work

Iscor was hit by a wage strike at its Durban Navigation Colliery (Durnacol) in northern Natal, and about 3 500 workers walked out, but a spokesman said there would be no problem with supply

SAB beer division spokesman Adrian Botha said conditions in the breweries remained much the same as Monday, with about 90% of workers still off work

Consol spokesman Henne Stroh said there was a slight improvement on yesterday's figure of 97% absenteeism

There was a high stayaway rate among municipal employees in major cities with unskilled and semiskilled workers making up most of the absentees





**ON THE MARCH:** 20 000 people joined ANC leader Patrick Matajane in Khayelitsha on Tuesday.

# 'Intimidation did not cause strike'

South 2/11-13

11/91

140A



By Thoraya Pandey

**THE GOVERNMENT** and big business this week repeatedly attributed enormous support for the VAT Coordinating Committee stayaway call to intimidation.

Cosatu spokesperson Mr Bangumzi Sifingo refuted allegations of intimidation by Cosatu and ANC members against people who wanted to go to work. They challenged security forces to come forward with evidence.

"We formulated guidelines on intimidation jointly with Deputy Min-

ister of Law and Order Johan Scheepers, that resulted in a joint liaison mechanism between the police and Cosatu," said Sifingo.

Cosatu regional treasurer, Mr Nosey Pieterse, said: "The Western Cape has a different culture. More people are intimidated by the bosses than they are by the unions."

Incidents of violence and intimidation over the two days included:

- Fourteen miners were killed in violence at President Steyn Mine, in the Northern Transvaal, on Sunday night.
- Police arrested 108 people who participated in 16 marches and dem-

onstrations nationwide.

● In Cape Town, Ms Moira August was rushed to hospital with more than 50 buckshot pellets in her leg.

● Five people were killed in clashes between Inkhatha and ANC supporters in KwaMashu.

Sifingo said the government had no legitimacy and should heed the signal to step down as a government and allow for the establishment of an interim government.

The South African Chamber of Business (Sacob) lashed out at the action and blamed intimidation and a lack of transport for low attendance at workplaces.

# IFP ~~blames~~ blames Cosatu over <sup>(1409)</sup> Gwala <sup>sowetan</sup> <sub>11/11/91</sub>

THE Inkatha Youth Brigade has expressed its outrage at the assassination of its longest-serving National Executive Committee member as a result of tension surrounding the VAT stayaway.

IFP Youth Brigade chairman Mr Musa Zondi said yesterday that national executive committee member Mr Mbhekiseni Gwala had been shot and killed in Secunda's Embalenhle township on Monday night.

"We blame his death directly on the national stayaway as it heightened tensions. When we pointed this out to Cosatu and others, we were accused of sabre-rattling," Zondi said.

"Yet the facts speak for themselves. The VAT stayaway has triggered off another cycle of hideous violence.

"Cosatu announced to the world before the stayaway that it would be peaceful, and when it was pointed out to Cosatu general secretary Jay Naidoo that at least 17 people had died as a result of the stayaway, he said they were just isolated incidents.

"Gwala's death is a continuation of the systematic campaign to eliminate IFP leaders. Over 180 leaders have been murdered," Zondi said.

# Metal workers to get 15% pay rise

SHARON SOROUR  
Labour Reporter

IMPROVED conditions of employment for the metal industry's 350 000 workers and wage increases of up to 15 percent will be gazetted this week

The amendments to the main agreement negotiated at metal industry wage talks in July will be published in the Government Gazette tomorrow

The executive director of the Steel and Engineering Industries Federation of SA (Seifsa), Mr Brian Angus, said the comprehensive range of improvements would be legally binding

on all employers and employees from November 18

Mr Angus said "Many employers in the industry will by now have awarded the negotiated wage increases effective from July 1 as agreed between employers and unions in July

"Employers who have not yet implemented these increases, or who have only implemented a portion, will have to implement the full increase or balance backdated to July 1"

This payment had to be made by March 9 next year, and applied to all employers in the industry irrespective of

whether they were Seifsa members, Mr Angus said

"The reduction of the working week to 44 hours, without the additional special overtime hour a week, provided for in the previous agreement, will be made legally binding on all employers in the industry," Mr Angus said

Any extra hours worked would be regarded as normal overtime, he said

But leave pay and bonuses would be calculated on the basis of an ordinary working week of 45 hours. In cases where normal hours of work constituted fewer than 44

hours, leave would be calculated on the basis of the normal hours worked

"Employers will have to pay retrenched employees a minimum severance payment of one week's pay for each completed year of service, up to a maximum of four weeks' pay after four completed years," he said

Employers would also have to "consult in good faith" at plant level to reach agreement on higher severance payment, at the request of a trade union.

However, this did not mean the parties had to agree to a higher severance payment



# Cosatu-Nactu co-operation boosted Cape stayaway

By DICK USHER

11/14/91

IMPROVED co-operation between the Congress of South African Trade Unions and the National Council of Trade Unions, combined with stronger Nactu participation, were key factors in the greatly increased support for the VAT stayaway in the Western Cape.

Unionists and labour experts also listed a strong turnout by members of the South African Clothing and

Textile Workers' Union — clothing and textiles is the region's largest industry — and backing from taxi-operators and other small businesses.

Support for the stayaway in the Western Cape, where participation in such mass protests has historically been weak, was at least double that of previous stayaways and approached national levels.

Overall estimates of support

ranged from 40 to 50 percent, given by the Cape Chamber of Industries (CCI), to the African National Congress' estimate of about 70 percent.

The shortage of transport was allied to the participation by members of the Nactu-affiliated Transport and Omnibus Workers' Union (Towu), the majority union in City Tramways, in addition to members of Cosatu's Transport and

General Workers' Union.

Towu's role was part of the overall picture of better support by Nactu and its affiliates, which according to the federation's acting regional secretary Ben Petersen flowed from improved organisation in the region.

"Over the past few months Nactu has taken important steps to improve its organisation in the region and put in place structures previously absent," Petersen said.

# Despite the doubts, the unions did pull it off

w/Man 8/11-14/11/91

140A

By PAUL STOBER  
and FERIAL HAFFAJEE

**W**HITE South Africans were provided with a glimpse of what a Boerestaat might be like this week when the cities emptied of black workers

Both business and labour agreed it was the biggest stay-away ever to hit the country — at a time when many doubted the capacity of the unions to organise successful mass action

Congress of South African Trade Unions spokesman Neil Coleman ascribed the success of the strike to grassroots resistance to VAT. "People know about the economic effect of VAT and how it is hitting working people and poor people in their pockets."

Cosatu estimates that between 80 and 100 percent of the country's workforce supported the strike. Its monitoring teams notched up the highest percentages in the Witwatersrand and Eastern Cape, where 100 percent stayaways were not uncommon in many areas.

Business and labour monitoring groups reported similar figures. Drawing on interviews with 500 companies nationwide, the University of the Witwatersrand-based Labour Monitoring Group reported that 81 percent of workers stayed away on Monday and 68 percent on Tuesday.

Important successes for Cosatu were in northern Natal, seen as an Inkatha stronghold, and the Western Cape, where there is traditionally a poor response to stayaway calls.

In centres such as Empangeni and Isithebe in northern Natal 60 percent of workers stayed home, despite Inkatha's voluble anti-strike sentiments

Adding that in the PWV hotels and in southern and northern Natal there had been stayaways in excess of 60 percent, Coleman said "the myth of

Inkatha support in these areas has been blasted away".

The general strike was unusually successful in the Western Cape, where both business and trade union officials put the stayaway figure at between 50 and 70 percent for the two days

Union officials in the region said the success of the action was due to thorough preparation and the intense publicity the VAT issue received in the run-up to the strike. Close cooperation between Cosatu and a resurgent National Council of Trade Unions (Nactu) in the region was also a factor.

Another surprise was the support given by some farm-workers to the stayaway — the first time this has happened. Sugar employers reported that 35 percent of cane-workers in Natal had stayed home, while forestry workers in the Eastern Transvaal also heeded the call.

There are signs that black workers in the strategic mining industry, traditionally unresponsive to stayaway calls, may have supported the action on an unprecedented scale.

The National Union of Mineworkers estimated that 250 000 workers, or about 34 percent of the total workforce, stayed away. But even the Chamber of Mines' estimate — an average 17 percent — indicates a wider response.

Despite the relatively low percentage turnout, the mines were the scene of the worst stayaway-linked violence.

This week Anglo American requested the Standing Commission on Public Violence and Intimidation to investigate the killing of 15 workers at its President Steyn Mine in Welkom, which it says took place when miners wishing to work were attacked by anti-VAT workmates. The NUM says miners returning from an anti-VAT rally were set upon by "worker leaders traditionally in management's pockets"



THE STAYAWAY

FM 8/11/91

# Making political cement

The union groupings Cosatu and Nactu, together with others in the ANC alliance, may well have demonstrated their capacity to stage an effective work stayaway

But what does the two-day general strike really amount to? Business and government are well aware that Cosatu is an important economic actor. It was not necessary, as one businessman puts it, to damage the economy to repeat the point

As for the demands of the strike — exemption of certain “basic” items from VAT, and a union say in economic policy-making — it is difficult to take them seriously. The VAT system is already in place, and no amount of economic blackmail is likely to change it, and the policy-making demand is accepted in principle by government and is likely to be accepted in some form

Anglo American's Michael Spicer remarks that “if (Cosatu's) Jay Naidoo is really serious about bringing down the government, why not call a six-week stayaway? An extended weekend is hardly a measure of political virility.” Spicer described the stayaway as only a qualified success. What is awaited from Cosatu, he says, is evidence that it can build and create, rather than break and stay away. The strike's knock-on effects on investor confidence and jobs mean that it was “entirely negative.”

Spicer believes the stayaway (he refuses to call it a general strike) was backed up by “fairly extensive” intimidation in the run-up

As the largest private sector employer, says Spicer, Anglo finds it difficult to square the numbers reportedly involved in the stayaway with the fact that the mining industry had over 80% of its workers present

Another observer reckons the high rate of

work attendance on the mines could be because they are housed in hostels, which makes them less easy to “organise,” or because many are foreign. Interestingly, certain Iscor divisions whose workers tend to live in hostels also had relatively low absenteeism

According to Seifsa, whose affiliates draw on a work force of 350 000, the absentee rate on Monday was 65%, which dropped to nearly 60% on Tuesday. But production losses were impossible to assess as many companies had made contingency plans to reduce the impact

The motor industry shut up shop completely for the two days

Sacob said late on Tuesday that support for the stayaway was about the same over the two days. It estimated that between 80% and 100% of workers stayed away in the Witwatersrand, eastern Cape and Durban metropolitan areas, between 60% and 80% in Maritzburg, Bloemfontein and Pretoria, and from 20% to 40% in the western Cape, Free State goldfields and northern Natal

Lack of transport, said Sacob, was a major factor contributing to the level of absenteeism. Private-sector workers would have lost more than R200m in wages. More emphasis may now be placed on capital intensive investment, it warned

Aside from the numbers involved, the strike does seem to have had political symbolic value. According to Wits political scientist Rupert Taylor, it confirms the organisational ability of the ANC-Cosatu alliance, which appeared to be flagging, and gives them a sense of common purpose

Taken further, it demonstrates the potential of the Patriotic Front alliance — revealing a degree of unity on the Left that the NP won't like from the perspective of the negotiations. That is, it appears to strengthen the ANC's preference for a two-sided bargaining table, rather than the Nats' vision of a range of independent participating groups

Roughly translated to electoral terms, it recalls the 1989 two-day stayaway at the time of the general election that while 1m whites voted, about 3m blacks protested by staying away

According to Numsa's Bernie Fanaroff, chairman of the Co-ordinating Committee on VAT, the strike shows that “the issue of VAT is a lot more relevant to workers than the media, government and business thought.” It was significant, he added, that the strike was well supported in Natal, which throws doubt on the level of support claimed by “other organisations” (a clear reference to In-

katha)

“We are not trying to destroy the economy,” said Fanaroff. “We'd like to build the economy but we cannot allow the government to do so unilaterally.”

What happens after the strike? “We remain open to negotiation and urge the government to meet with us as a matter of urgency.” If it does not, then it's up to the membership to decide on the next course of action, says Fanaroff

According to labour lawyer Rod Harper, Cosatu's strike is in breach of the Labour Relations Act and conditions of employment. He says the threat to blacklist employers who discipline strikers is an unfair labour practice

ANC POLICY

## Master of the game

FM 8/11/91

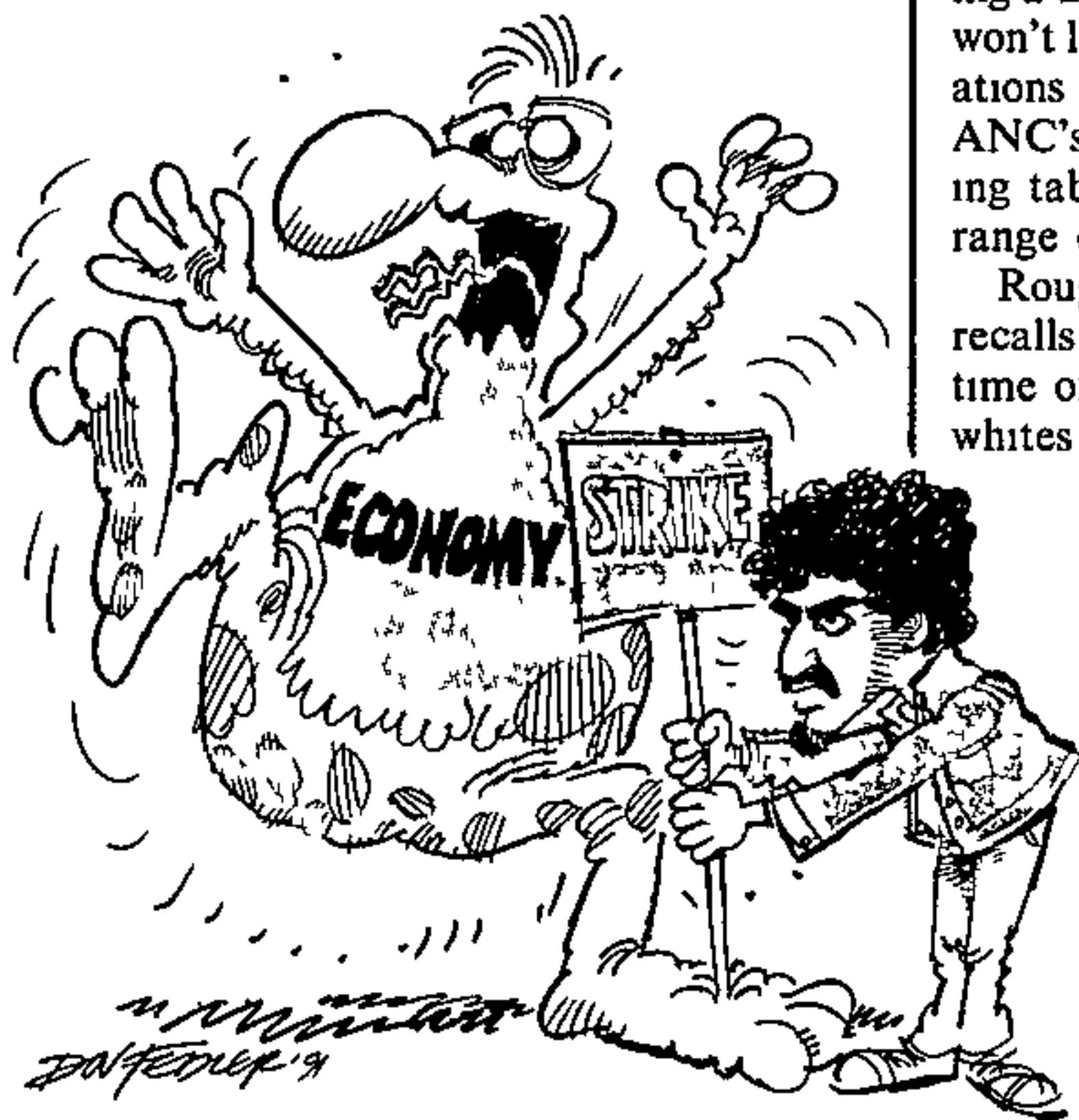
A politician who has never held public office, but who speaks in public as if he soon will be running the country, is confident indeed. That is what ANC secretary-general Cyril Ramaphosa did last week at the FM investment conference. Coming from Neil Kinnock, leader of Britain's opposition Labour Party, such confidence would be construed as intolerable arrogance, coming from Ramaphosa, in the context of SA's political history, it was unremarkable

The looming burdens of office have clearly tempered official ANC rhetoric. Few conference delegates could quibble with Ramaphosa's assertion that the ANC and, by implication, the country, “must pursue policies that distribute the benefits of this economy more equitably. However, in doing this we must pursue policies that enhance investment. We would, therefore, be very unwise if we were to alienate investors or drive away the skills that we have in this country.”

But Ramaphosa also pointed out that the link between investment and redistribution is critical to future stability and he neatly summed up the public debate. “One side fears that redistribution will stop investment, while the other fears that the pursuit of investment will be at the expense of redistribution.” And he called for the development of a “common framework of approach” to these issues

As for the measures to achieve redistribution, Ramaphosa demonstrated an acute sense of occasion. The tone was conciliatory, the style dignified — but the remedies were vague. How else should a politician behave?

He spoke of “a combination of progressive taxation and a benefit or welfare system,” of the need to “ensure that employment, wages





JAY NAIDOO'S STAYAWAY

# A handful of dust

FM 8/11/91

(140A)

The impact of a stayaway as practised in SA is always ambiguous — both impressive and a little desolating. It can never be claimed as a triumph of black political unanimity simply because, though well-planned and co-ordinated, the element of fear can never be properly quantified.

Apartheid made this possible by isolating black suburbs far from places of work, accessible only by a few extremely visible modes of transport. Whatever the percentage support of the strike (see *Current Affairs*), the fear of intimidation is itself intimidation and cannot be measured. The deaths on the Free State gold mines inaugurated the stayaway.

That said, business would do well to consider the two main political messages of the strike.

□ The Cosatu-ANC alliance is holding for the moment — suggesting that this axis of the liberation movement will form a powerful and aggressive component at the negotiating table; but

□ In forewarning of yet further mass actions to compel the institution of an interim government, Jay Naidoo may be over-reaching himself, since this would set in train a process of revolution from which the ANC itself has been forced away by events. If he is, in effect, simply calling for a transfer of power, Naidoo will be compelled to embark on an agenda to which the ANC is no longer committed.

Naidoo's apparent victory, therefore, could be rendered nugatory if he believes in some kind of crescendo of popular feeling that will sweep away the existing government. What form an interim government will take is what is to be negotiated: there is no alternative to that, since blacks are in no position to engage in another cycle of endless and unre-

deemed suffering. This week's stayaway hurt them most.

There is a division between Naidoo and the ANC comparable to that between the ANC-in-exile and the homeland governments in the Eighties — and it concerns the question of "co-option." You either smash the system, or choose to work within it in the hope of eventually taking it over. The ANC, by abandoning the armed struggle, has chosen the latter course though it would deny that it has chosen co-option. This is merely semantics: an interim government is an inclusive mechanism, not a ride to unbridled power.

The strike is, therefore, oddly meaningless.

What Naidoo also appears to misunderstand is that by participating in negotiations, the ANC will attain a far greater awareness of the limitation of public resources than it has at present. As an important component of an interim government it is hardly likely to abolish sales tax which will give it resources to bridge gaps and redistribute social welfare.

Such a greater awareness of limitations is, of course, part of the challenge of responsibility. It certainly makes sense — as Cyril Ramaphosa suggested to the *FM's* Investment Conference last week — to make home-ownership in townships accessible to millions by converting rents to freehold (the *FM* has itself suggested this). But then you have to consider what you mean by ownership and think a little more deeply about all the other freedoms that flow from the right to private property.

We believe that Naidoo's strike was a Pyrrhic victory for him — which means that he can afford no more such victories at all. The time to negotiate is now. ■

Farm workers 'to get union rights'

# Cosatu rejoins govt labour body for talks

FIVE weeks after its withdrawal from the National Manpower Commission (NMC), Cosatu will today join a meeting of the body at which Manpower Minister Eli Louw is expected to announce the extension of labour law to farm workers, and disclose his views on the commission's restructuring.

Cosatu general secretary Jay Naidoo said yesterday the federation, together with Nactu, saw the meeting as an opportunity to resolve the disputes and eliminate the obstacles which led to Cosatu's withdrawal on October 1.

Cosatu's walkout was sparked by its perception that Louw was resisting the restructuring of the commission into a more authoritative body, and was delaying the extension of labour law to farm, domestic and public sector workers.

"Our withdrawal was not a matter of principle. However, we did not want to participate further in the NMC until there was a clearer timetable," Naidoo said.

He said while Cosatu was to attend today's meeting with existing commission members, this did not mean it had reversed its withdrawal. Nactu says it has never officially joined the commission.

Naidoo said the commission's work was part of a negotiating process established as a consequence of the tripartite Laboria Minute. "We are committed to that process, and are going into the meeting to try to eliminate obstacles and set about the business of getting better labour legislation. I hope the Minister is coming with a sense of wanting to resolve the problems."

Naidoo said Cosatu did not plan to raise the question of a national economic bar-

ALAN FINE

gaining forum — the crux of this week's stayaway — at today's meeting. The meeting would focus on more easily resolved labour law and commission issues in dispute with the Manpower Minister.

It is understood Louw plans to tell the commission and other participants about a Cabinet decision to put before Parliament legislation for the partial extension of the Labour Relations Act (LRA) and the Wage Act to cover farm workers.

The LRA is likely to be extended almost in total. However the commission, in its recommendations published in May, suggested a number of key adjustments to facilitate better labour relations.

It proposed a system of "no-strike" arrangements during peak seasonal farming periods, when disputes should be resolved through compulsory arbitration.

It also recommended the establishment of Small Labour Courts to deal with individual disputes of right, and the drafting of an unfair labour practice code applicable either to agriculture only or to all sectors covered by the Act.

The Wage Act, in terms of which minimum wages and conditions of employment are set for unorganised sectors, is likely to be substantially revised for its application to agriculture.

The commission was split between mostly union parties which wanted the Act to be fully applicable, and those opposed to any setting of minimum standards for agriculture. A middle view held that the Wage Board should make minimum wage recommendations which would not become law but serve as a guide to farmers.



# Songs of praise abroad accompanied by some dull thuds back home

President to impose a... on him... at home for a year His... is run... ave risk of be... as a lame... ant while... syndrome eroding his image... songs of abroad are ac... by the dull crumbling con... at home... Gorbachev com... is again rele... more than... ago there were... pointed to the... in the bril... oika moves... outfoxed oppo... smashed insti... dead wood at a... This time the... is between... leaders... very bases are... under them... bache's case, it... economy and the... and in De Klerk's... ine sovereignty of... and, more im... the support of... its constituency... the State's au... rests... Africa's tran... two competing no... of sovereignty are... for power. The NP... to uphold the go... of the gov... institutions and... the capacity of... to act as the... for democrati...

NP accepts that current government weak to impose its (as it could in 1910 Hence it is re... to draw in the... of the... parliamentary... in concluding... kinds of pacts How... except in its waver... moments, the NP sets... conditions. Firstly, extra-parliamentary... actions must have... the same politi... and economic goals



Pattern of Politics BY HERMANN GILOME

(In the VAT strike goals clashed fundamentally with those of the NP) Furthermore, sovereignty must remain in the hands of government until a new constitutional order is in place

## Showbiz

To allow the governing institutions (as distinct from the constitutional forum) to become paralysed by conflicting paradigms of how society should be governed is the surest way to set the country on the road to ruin and destruction

For the ANC, on the other hand, sovereignty lies in the totality of political, economic and cultural relations or, in short, in the nation that is yet to be born. The first post-apartheid government's authority would rest on the nation's newly found freedom. Thus there will be an inordinate emphasis on the movement that liberated the nation (the ANC) and its inspirational leader (Nelson Mandela)

For the ANC the objective is to win symbolic

power in all the political, economic cultural and sports institutions before it competes in the first post-apartheid election. To get masses of people to turn out in the election must be the celebration of a liberation already achieved. Short of that the election will be a huge anti-climax

The ANC has already succeeded in this objective in the sport and cultural fields and it was making good progress towards an economic "summit" until Mr Eli Louw was kicked upstairs for being too soft on Cosatu. The ultimate battle will be the one for political sovereignty in the multi party conference and the constituent assembly where the ANC wants to demonstrate its paramountcy visibly

As things now stand South Africa seems to be heading for a lethal paralysis of competing sovereignties with some Cabinet members already showing a lame approach to the next budget and the possibility of yet another stayaway. To compound



COLIN EGLIN Constitutional conference will apparently not be sovereign



ELJ LOUW Progress until he was 'kicked upstairs' for being too soft on Cosatu

matters the NP and the ANC, as movements representing these competing sovereignties, have both become much weaker over the past two years

To argue as Allister Sparks did on this page on November 18 ("Critical power shift to ANC in the build up to negotiations") is to mistake the show business of politics with the substance of politics

## Middle sector

The ANC has indeed managed to reorganise itself at the top but there is no sign that the leadership at the top could penetrate the grass roots except for punitive actions or that the movement could generate its own internal sources of funding. The ANC remains a symbol of resistance to white misdemeanours. It is still far from being a constructive force that can revitalise society

On the NP side there has been an ominous weakening of the ability to hold the actual and potential support base together. The main problem is that South Africa's transition is taking much too long and that the violence levels are far too high

Some had hoped that the political elites in the country could strike a quick deal, but the sober reality is that South Africa is much too politicised a society for an elite settlement

Simply put, the elites on either side of the colour line are increasingly unable to take middle and grass roots followers into the commitments they have made at the very top

Well-placed observers and analysts are convinced that the De Klerk

government is close to losing majority white support for its constitutional initiatives. Resistance among whites to even sharing power is no longer confined to the right wing. Following events like the VAT stayaway the middle sector is objecting

Furthermore it now looks as if the Conservative Party would simply recommend a stayaway at the constitutional referendum, branding participation as *volksverraad*

A low poll, say one of 40% or 50%, would be a hammer blow to a peaceful transition, raising the spectre of whites in growing numbers taking the law into their own hands to suppress stayaways or boycott actions or rolling back residential integration

## Investors shudder

To aggravate matters the Democratic Party at its last congress effectively defected from the De Klerk coalition. It accepted Colin Eglin's proposal for an elected constitutional conference to draw up a new constitution after the multi-party conference has agreed to the principles

While Mr Eglin claims that the constitutional conference will not be sovereign it is difficult to believe that elected representatives will not act as if the body was indeed a sovereign one with the right to sweep aside MPC principles as matters of detail and challenge the President on any conceivable matter

Since Mr Eglin is prepared for the body to sit for as long as two years the potential for rival sovereignties developing and even political anarchy ensuing is considerable

Box 11 CAPE TOWN 8000

## It has Dishonesty: A game growing in popularity

From ANTHONY CONNELL (Sea Point)

BUSINESS corruption seems to be the name of the most popular game nowadays

A recent authoritative survey revealed disgracefully blatant immoral attitudes towards honesty and fair dealing, even in top companies

Honesty was rated as "relatively unimportant" in relation to "effectiveness" and "ambition"

The hogwash about "everybody else does it" is obviously no valid excuse

What a pity so many leaders in the political, business, social and even religious fields appear to accept as routine, that the only way to success is through dishonesty

This means they accept that to be an expedient winner you have to be a moral loser, and self-respect, stature and integrity are sacrificed

This is the philosophy of incompetent pathetics

## Toddlers being abused

From MRS M T STEYN (Mossel Bay)

REFER to a report in The Cape Times regarding proposed protest march planned for toddlers at an Alexandra nursery school

is a disgusting piece of psychological begging

To use toddlers from a nursery school to the offices of an "unwilling" donor — who had donated R3m to the Alexandra Com... ucation Department — is rude, arrogant... veable

teach them next how to boycott the... ol? And after that how to burn the



## LABOUR

By DICK USHER  
ANOTHER challenge to the Food and Allied Workers' Union (Fawu) has emerged in the Western Cape — this time from a rival union.

Apart from challenging Fawu, employers also fear that the arrival of the Food Workers' Council of South Africa (FWCOSA) will threaten shopfloor peace through struggles for membership.

An Eastern Cape-based outfit, FWCOSA first went public in the Western Cape in October this year, when several hundred supporters at

## Rival food union challenges Fawu

questioning Fawu's participation in the first workers' summit. Several branches broke away from the union to form a new organisation, Eastern Cape Fawu, which survived despite strong efforts by Fawu to recapture its membership.

A check of employers in the region showed that FWCOSA was making approaches to employers and workers and several plants.

FWCOSA was formed in 1988 after senior Fawu unionists in the Eastern Cape were disciplined for publicly

three organisers were dismissed and five leading branch members were expelled from Fawu. These unionists mounted the campaign on the basis that democracy and worker control were being undermined in the union by a dominant leadership — a claim Fawu totally rejects.

According to FWCOSA spokesman Eugene Appels, who is a leading light in the campaign, the council's appearance in the Western Cape is due largely to a link-up between the two groups. "We don't want to undermine Fawu, but want it to return to worker democracy," Appels said.

Appels said FWCOSA currently had about 2 500 members nationwide and was associated with the United Front of Democratic Independent Trade Unions of South Africa. The front, which claims 27 affiliates, withdrew from anti-VAT structures last week in protest against the Congress of South African Trade Unions' "big-federation chauvinism".

W (Mc) 8/11 - 14/11/91  
140ft

# The watchdog bites

It is the biggest opposition in the transition to a democracy in that it continues  
 central task is to remove it and replace it with a government of national unity.'

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**WATCHDOG'S SPOKESMAN** Jay Naidoo sees Cosatu as a watchdog, and is adamant it will remain a watchdog, irrespective of what government is in power. He is that watchdog's public voice

Asked whether Cosatu's foray into the political world had created tensions with the ANC, Mr Naidoo said the Government had tried to create this impression but it was untrue.

"That the ANC, along with the PAC and Azapo was central in organising the strike disproves this.

However when the questions turned to the call by Mr Naidoo this week for mass action to bring down the Government - a position his ANC partners have abandoned - he became less emphatic.

Our view is that the Government is the biggest opposition in the transition to a democracy in that it continues to act unilaterally on the political and economic fronts.

Out central task is to remove this Government and replace it with a government of national unity.

**H**E said his understanding was that the ANC concurred in this assessment but you must speak to them.

Pressed on the idea of a government of national unity - a new entry into the negotiation stakes - he said he felt such a government was tantamount to an interim government structure - closer to accepted ANC policy.

Asked what Cosatu hoped to achieve if it gained a seat at the APC/MEF tables, he said the main aim was to bring together major players who would then make decisions collectively.

"However if the Government remains intransigent and continues to act in a paternalistic and arrogantly racist manner we have no option but to bring it down with mass action.

A question on suggestions that Mr Naidoo was trying to further his own political aspirations through the national strike brought forth a laugh.

Some journalists have tried to place all the economic woes of South Africa, and all the mass action, on the shoulders of Naidoo. I'm just a spokesman for an organisation.

A final question - Do you have political ambitions yourself? - brought a bigger laugh.

"Oh no! I'm a trade unionist! I know what problems politicians can have with trade unionists! I'll not venture into that seat!"

Cosatu is like a watchdog. It will remain a watchdog irrespective of what government is in power.

"We are challenging the Government in this way to get across the message that in future we want publicly accountable governments. We want taxpayers' money to be used to serve the interests of all the people, and at the end of the day we want ordinary people to have a say in what happens in the country."

international relations and so on. The MEF on the other hand would deal with the creation of a national framework within which economic policy could be implemented.

Mr Naidoo left little doubt as to which body he felt was the more important. He said there was a tremendous amount of confusion in both the private and public sectors about how the economy was to be reconstructed. At present this was being carried out in a piecemeal fashion, and the MEF was vital to resolve this confusion.

"We cannot wait for political democracy before addressing the need for socio-economic development. The struggle for democracy and bread are both urgent, and both must start now."



# When the watchdog

'Cosatu's view is that the Government is the biggest opposition in the transition to a democracy to act unilaterally. Our central task is to remove it and replace it with a government'



THE man most in the news this week has undoubtedly been Jay Naidoo, general secretary of the Congress of South African Trade Unions. For many white South Africans he has replaced Joe Slovo as the man they would love to get to grips with in a dark alley. The man, as is often the case, is very different from his public persona. He spoke to Saturday Star Deputy Editor KEN VERNON about what the VAT strike was really about.

The Government has made a Cabinet decision to marginalise Cosatu from the process of negotiations — and that is the major component of what the anti-VAT strike was about



We were not prepared to be involved in a subcommittee and let crucial South African economic issues be decided by the political agendas of political parties — irrespective of who they are



We cannot wait for political democracy before addressing the need for socio-economic development. The struggles for democracy and bread are both urgent and both must start now

**T**HIS week's two-day national "anti-VAT" strike was a desperate attempt by Cosatu to prevent its being frozen out of future political negotiations — and had little to do with VAT

In an exclusive interview with Cosatu general-secretary Jay Naidoo, it has emerged that the "major" reason for the strike was a last-ditch attempt to force the Government to admit Cosatu as a full partner in negotiations towards the creation of a government of national unity

The spark, in a sense, was VAT. But VAT was only the tip of the iceberg of what the strike was about, said Mr Naidoo, the man labelled in one newspaper this week as "public enemy number one"

"The Government has made a Cabinet decision to marginalise Cosatu from the process of negotiations — and that is the major component of what the strike was about," he said

"It (the Government) has made a policy decision that it will not negotiate with Cosatu on economic issues, that all economic issues are to be decided at the level of a sub-committee of a future all party conference (APC). This is unacceptable"

He said the Government's view of the APC was that it should not include either Cosatu — representing the trade union movement — or business

We found ourselves in a Catch 22 situation. We were not prepared to be involved in a sub-committee and let crucial South African economic issues be decided by the political agendas of political parties — irrespective of who they are"

A solution to the impasse presented itself in the Government's inept handling of the VAT issue. Mr Naidoo said this had allowed Cosatu to flex its "mass action" muscle on an issue that had popular appeal and thereby to forcefully bring home its demands to the Government

"In the negotiations around the imposition of VAT it became apparent that VAT was part of a broader economic restructuring programme on the part of the Government. This was being unilaterally imposed

Star 9/11/91.  
on us," Mr Naidoo said

The policies of privatisation, deregulation and the shifting of the emphasis of taxation to the general public (VAT) "brought into focus the notion that a minority government, in a period of transition, was unilaterally restructuring the economy. This was politically unacceptable to us"

Replying to a question about Cosatu's political aspirations, he said the union's congress this year had adopted a resolution that the organisation wanted to be present at the APC — but so does Sacob

Political transition is not only for political organisations. In our view it is for all the key players — for all those with a constituency

It is as part of this "wider vision of democracy that Mr Naidoo said Cosatu's call for a Macro Economic Forum (MEF) was presented. He said he saw these two forums, the APC and the MEF, as operating more or less at the same time and possibly sharing players within an environment created by the Peace Accord

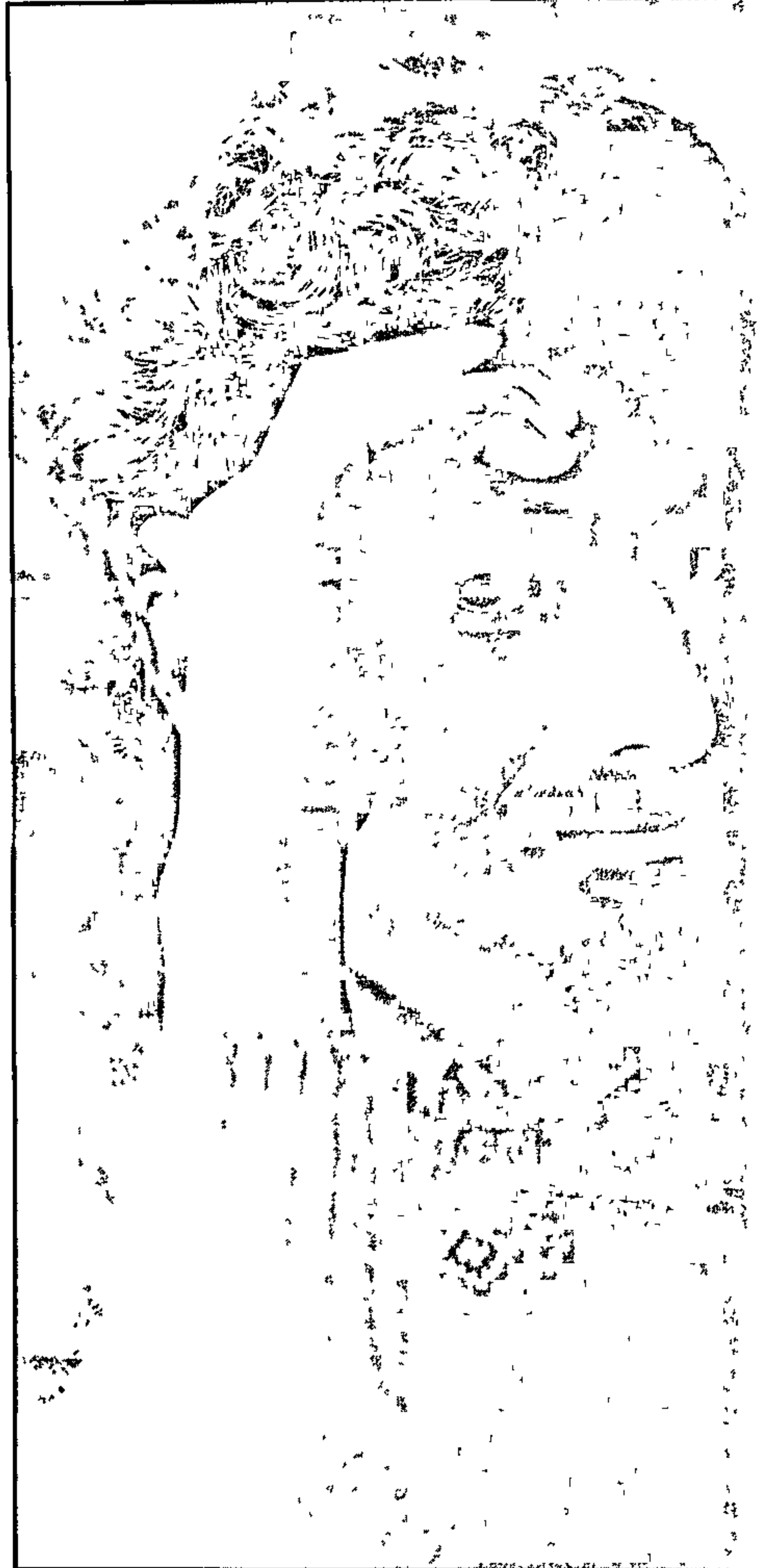
In a speech to a group of businessmen this week Mr Naidoo explained that the MEF should be convened as a matter of urgency

He said he saw the MEF as being composed of employers, the major political parties, unions and the State

**I**TS mandate would be to develop programmes that would

- Create jobs
- Develop sophisticated training and retraining programmes for the workforce
- Improve South Africa's international competitiveness and capacity to export
- Increase the country's capacity for beneficiation — for adding value before export
- Plan for State assistance and intervention where needed, and remove it where not
- Give the people the capacity to buy — create larger internal and regional markets
- Develop South Africa's construction, electrification and associated industries
- Scrap wasteful, racist and bureaucratic government expenditure

He foresaw no confusion in the operation of the two bodies, saying the APC would concern itself with ideas such as consti-



WATCHDOG'S SPOKESMAN Jay Naidoo sees Cosatu as a watchdog, and irrespective of what government is in power. He is that watchdog

tion-making, a bill of rights, international relations and so on. The MEF on the other hand would deal with the creation of a national framework within which economic policy could be

implemented

Mr Naidoo left little doubt as to which body he felt was the more important. He said there was a tremendous amount of confusion in both the private

and public sectors. The economy was to be reconstructed. At present being carried out in a piecemeal fashion, and the vital to resolve this



## Du Plessis also slates Jay Naidoo

THE war of words between government ministers and Cosatu's Jay Naidoo continued this week, with Finance Minister Barend du Plessis joining the fray 10/11/91

Du Plessis, referring to Naidoo saying President FW de Klerk had been dishonest in his speech on Thursday night, said Naidoo was twisting the facts

"Mr Naidoo has a political agenda and is acting like a politician," he said (140A)

Earlier this week Naidoo claimed De Klerk was lying to the world or his white electorate about his intention for a new South Africa - Sapa

# Big business and Cosatu may get say on economic strategy at talks

By EDYTH BULBRING  
Political Reporter

COSATU and the SA Chamber of Business are demanding involvement in the all-party talks. And the demand was made more insistent by this week's successful two-day stayaway.

Despite strong opposition from some cabinet ministers to Cosatu's involvement, there are indications that both organised labour and business will be given a say in an economic sub-committee of the multi-party conference. While business, Cosatu and the government differ on details of an economic negotiating forum, there is a recognition that economic restructuring and budgetary expenditure during the transition cannot take place unilaterally.

Cosatu general secretary Jay Naidoo said this week that the union movement wanted to take part in all-party talks where interim mechanisms and the framework of a constitution would be drawn up. But, in addition, Cosatu also wanted the establishment of a macro-economic forum, separate from an all-party conference, equal in status and comprising all interested parties which would deal with economic issues. The forum would identify a priority

agenda, a timetable and strategy for the restructuring of the economy during the transition. Mr Naidoo sees the forum addressing economic growth on a macro-economic rather than a piecemeal approach — addressing the issues of taxation, expenditure and budgeting. It would also address industrial policy, socio-economic policy and trade union policy. He says that while the forum would address the immediate economic crisis, it should also impact on the legislative process and the negotiating forum could at some stage converge with the all-party conference.

South African Chamber of Commerce chief economist Dr Ken van Rensburg said the organisation had decided at the highest level that it was important for business to participate in one way or another in the all-party conference. Both business and labour should be involved in future constitutional discussions and suitable mechanisms to achieve this had to be devised, he said. "This message is already being conveyed by Sacob to the main political players on the eve of the multi-party conference," he said. Dr Van Rensburg said Sacob was also in favour of further economic discussions with Cosatu and other extra-parliamentary organisations. Studies it had done of economic growth, industrial strategy and the

challenge of poverty in SA would be at the heart of such discussions. However, he added, no formal decision had been taken by Sacob on the structure, nature and role of any possible economic forum as had been suggested in various business and trade union quarters. "This proposal remains to be discussed with various interested parties shortly. Sacob hopes that all groups will participate in any such discussions in good faith and without ulterior political motives."

The government had proposed the issue of Cosatu and business involvement in the all-party talks be placed on the agenda of the first meeting of the multi-party conference scheduled for November 29, senior government mem-

bers said this week. It had also proposed that the issue of how economic policy was to be decided in the transition be placed on the agenda under the item of transitional arrangements. They indicated that the government would not be averse to the idea of business and organised labour being involved in a sub-committee of the conference which dealt with economic matters. This would be on the clear understanding that any sharing of power would also entail a sharing of responsibility. However, ministers still rejected the Cosatu proposal for a macro-economic forum that would operate separately from the multi-party conference. South Africa, one senior member of

the government said, did not have the culture for a macro-economic accord. The government, he added, did not trust Cosatu to abide by an agreement that might be made at the proposed forum. ● CHARLES LEONARD reports that the government's decision on Friday to extend the terms of the Labour Relations Act and Wages Act to farm workers has gone some way towards healing the rift between the government and the unions caused by the two-day stayaway. But the decision has outraged Transvaal Agricultural Union president and Conservative Party MP Dries Bruwer who said yesterday farmers had been betrayed by Minister of Manpower Eli Louw. Cosatu attended Friday's National Manpower Commission meeting — during which the minister also announced the restructuring of the NMC — in an observer status after it withdrew from the commission on October 1. It withdrew then because of what it saw as delays on the government's side to implement NMC proposals and restructure the commission.

# The labour movement's show of strength

By Day 12/11/91

(140A)



IT WOULD be very dangerous to conclude, as Business Day did in its patronising editorial (Calm down, November 7), that the most significant result of the national stayaway was the loss of two days' pay by participants. The loss of wages is tragic. But to ignore the significance of their decision to lose their wages is to misjudge seriously the event's far-reaching implications.

Cosatu and its allies have demonstrated an unprecedented ability to mobilise peacefully on a mass scale, nationwide Business Day misses the central point of the stayaway when it suggests that Cosatu cannot impose its will on government through mass action. From now on, negotiations — political and economic — will not succeed without the active support of this broad coalition.

No crude intimidation thesis will explain the breadth and depth of the stayaway. Its roots lie in the decision made at Cosatu's third national congress in July 1991 to take mass action if VAT was implemented unilaterally. "Inkathagate" dispelled any illusions of the state's capacity to gov-

ern impartially during the political transition.

There has been considerable debate in the media as to the success of the stayaway. Our research, conducted in association with Markinor, was based on a telephone survey of 510 companies, representing all economic sectors and regions. The results conclusively show broad support from black workers in all sectors except mining and agribusiness (Table 1). It also shows wide regional support (Table 2). This was the largest turnout for a stayaway

## GLENN ADLER, JUDY WALLER and EDDIE WEBSTER

since the Labour Monitoring Group began monitoring in November 1984.

The implications of this mass action are far-reaching. Firstly, it has established the labour movement as a key actor within the patriotic front alliance. Labour took the lead in calling out its members and supporters to heed the stayaway.

Secondly, it has given ordinary working people the opportunity to shape their future through mass action. For the first time since the release of Nelson Mandela, it reasserts ordinary people's desire to be involved in the process of change. It captures labour's dual strategy of combining direct mass action with a willingness to negotiate.

Two broad demands emerged from the stayaway. The first was political: "no taxation without representation". The second was economic: for a macroeconomic negotiating forum. Labour will no longer allow restructuring of the economy without its participation.

It is important to recognise the contribution of the successful stayaway to the emergence of a broad coalition. The event not only strengthened the alliance between Cosatu and Nactu. It has also, for the

first time, widened labour's support base to include white-collar unions, the small business sector and even professional groups such as those doctors who closed their surgeries. Of particular interest is the large support among coloured workers in the Cape and Indians in the Durban area. Labour has shown a capacity to reach beyond the ANC's constituency and to provide leadership in this broad coalition.

Finally, it challenges employers to make a decision about their relationship with labour. Our survey showed a larger proportion of employers (24%) than in the past were willing to impose penalties or dismiss workers who took part in the stayaway. The success of the stayaway has strengthened the hand of those who want to reach an accommodation with the union movement. Employers — and the state — now face the choice of further unrest or developing a true partnership with labour.

The authors are members of the Labour Monitoring Group based at Wits University.

Table 1

ECONOMIC SECTOR	MONDAY	TUESDAY
Finance/insurance	94%	91%
Manufacturing	81%	80%
Construction	73%	73%
Retail/Wholesale	71%	68%
Transport	59%	56%
Personal services	46%	44%

Graphic: FRONAL KRISCH. Source: LABOUR MONITORING GROUP.

Table 2

REGION	MONDAY	TUESDAY
PWV	81%	68%
OFS metropolitan	80%	73%
Western Cape	78%	76%
PE/Unhanga	98%	98%
East London	67%	67%
Durban metropolitan	84%	82%
Rest of Natal	73%	72%

Graphic: FRONAL KRISCH. Source: LABOUR MONITORING GROUP.

THANK YOU



# Weak <sup>Star</sup> issue over which to strike

The general strike and doctors' stayaway were called by Cosatu and the ANC ostensibly because of the levy of VAT on essential goods and services. But given the number of exemptions and zero-rated items under the current VAT system, Cosatu and its supporters in the ANC picked a weak issue over which to strike.

Clearly the issue is not whether or not there is a VAT, since VAT replaces a grossly unfair and inefficient sales tax. Small businesses and small consumers were made to pay the lion's share of GST. And a VAT has been adopted in an increasing number of progressive countries, most recently in Kenya and Canada.

An infinitely more plausible explanation for the decision to call a strike is that Cosatu and the ANC wish to flex their economic muscle to prove that they control the economy and that they should dictate economic policy. This has not been articulated clearly. But the VAT debates and strikes have focused attention on the real social

issues that need to be addressed' — by means other than a VAT — such as the lack of a national health service and the insufficient welfare net.

The gist of the protest against VAT is that it lacks fairness. Of course an unmodified VAT is fair in the sense that it treats individuals equally and that it treats goods and services neutrally. But VAT is not fair if progressivity is the ultimate tax policy goal.

In order to make a flat rate VAT progressive, so that the wealthy are taxed more and the poor less, exemptions of essential goods and services need to be introduced into the system. The usual candidates for exemption are essential goods such as food, clothing and energy and essential services such as medical services and education. But in order to maintain progressivity, mainly the poor should benefit from an exemption.

The issue becomes muddled if people call for exemption of all medical services, food or energy. It is absurd to think that the Government

# issue over which to strike

versely, it is only right that goods and services consumed mostly by the poor should enjoy a 10 percent subsidy.

Differences about line-drawing between these extremes is not sufficient reason to call a general strike. In fact the Government and the ANC have covered much common ground on the need for exemptions. The economic debate should be elevated to discussion, and action, on health services, educational support and a welfare net on basic food and shelter requirements. That would be worth such a drastic measure as a general strike.

J P Snijders MA,  
LLM (Cantab),  
LLM Taxation (New York)  
Randburg

I do not believe that employers should sit back and accept Mr Jay Naidoo's stayaway blow to our economy without a clear demonstration of resistance.

A principle of no work, no pay should strictly and consistently be imposed by all employers, even in respect of

domestic workers. These unfortunate intimidated people need not suffer any financial losses. They should be allowed the opportunity to make up for the 16 lost working hours by working additional hours, even on Saturdays.

Leave arrangements should solely be determined between employers and employees, without interference from Mr Naidoo and his ANC/SACP colleagues. We do not need their involvement in a breakdown of discipline and responsibility in labour relations.

I personally intend to implement an arrangement with my employees to make up for lost working hours and trust that other employers will follow suit.

It is imperative that further stayaways should be discouraged by means of counter actions. I believe Mr Naidoo is already active in organising the next stayaway for the first trivial issue that may arise.

WR du Plessis  
Secunda



No interference from Mr Jay Naidoo and his colleagues, please, says a reader.

and, by extension, all citizens should provide a 10 percent subsidy (that is what a VAT exemption amounts to) to consumers of champagne and caviar (food) or facelifts and tummytucks (medical services) or central heating and airconditioning (energy). Con-

# Cosatu to blame for violence - FW

140A  
Sowetan 13/11/91

TEL AVIV - President FW de Klerk has blamed the violence at President Steyn Mine in Welkom on Cosatu and the National Union of Mineworkers.

In a stinging attack on the two organisations, he claimed that last week's two-day strike against Value Added Tax had sparked widespread intimidation.

De Klerk, who leaves for Taiwan today, told a news conference that "a radical trade union" had unilaterally called the strike which had had nothing to do with employer-employee relations.

Clearly referring to Cosatu, he said the strike did not have the support of most workers.

## "Black-on-black"

His information was that the mine violence had started when Sotho-speaking workers wanting to go on shift clashed with a trade union, led by Xhosa miners, which insisted they should not.

"It is a sad event which took place," De Klerk said "I commiserate with the families of those who died or were hurt."

He said in this case "black-on-black" killings

"I have no pleasure in saying this, it doesn't ex-

onerate anybody. But it is an important factor."

Explaining what the Government was doing about the violence, he said mechanisms were in place to prevent violence through negotiation and dialogue and create a new atmosphere.

The police capacity to deal with the violence - including the addition of 10 000 police and 10 000 more civilian administrative employees this year - had also been improved.

## Volatile

No government could guarantee that there would be no violent outbreaks. "It is a volatile situation and we are doing our level best," he said.

There was a line and, if the situation in South Africa reached it, the Government would not refrain from taking further steps.

Such measures, which he first mentioned last Friday, would "unfortunately bring negative aspects to the negotiating process. So we would like to try and avoid them," he said.

When word first came of the mine killing, it spread quickly through De Klerk's delegation in Israel with officials hurriedly telephoning home to ascertain the details and its extent.

140A

# Cosatu, Nactu in Peace Accord row

South  
14/11 - 20/11/91

LAST week's stayaway has thrown a spanner in the works of unity between Cosatu and Nactu, South Africa's strongest trade union federations.

Nactu spokesperson Mr Ben Petersen said Cosatu was stealing the limelight. But at the heart of the dispute is Nactu's rejection of the Peace Accord to which Cosatu is a signatory.

"Nactu is unhappy with Cosatu's role in the VAT Co-ordinating Committee and is busy reviewing its participation in it," said Petersen.

He said Cosatu wanted to give the impression it alone was responsible for the success of the stayaway.

"Nactu is dismayed that Cosatu did not consult us before making important decisions like the setting up of joint monitoring structures with the police in terms of the Peace Accord which Nactu rejects."

Cosatu education officer Ms Tasneem Essop dismissed Nactu statements, saying Nactu officials were present at all Vatcom meetings nationally and regionally where issues were discussed.



# Cosatu denies funds crisis

140A

South 14/11 - 20/11/91

By Thoraya Pandey

COSATU this week denied it was in dire financial straits but acknowledged mounting concern over dependency on foreign funding.

Recent press reports have quoted research by the Cape Town-based International Research and Information Services and concluded that Cosatu is facing financial ruin.

It is estimated that 80 percent of Cosatu's revenue comes from foreign funding, while the balance is raised from levies on affiliates.

A discussion policy document at its 1991 congress candidly pointed out its dependency on foreign funding was becoming a problem as donors were moving money in other directions.

Cosatu spokesperson Mr Bangumzi Sifingo said a five-year programme to attain financial self-sufficiency was adopted at its congress this year.

"It is critical that we address the problem and the central executive committee was given the mandate to ensure its effective implementation," Sifingo said.

"Subscriptions and contributions from affiliates would increase next year. This we expect would cover 60 percent of Cosatu's running costs," he added.

The secretariat's report to congress this year stated its operating expenses

constituted about half of total expenditure, but in 1990 affiliation fees only covered 28 percent of its operating budget.

Cosatu's discussion document highlighted affiliates, including unions in the construction, railway and harbours and health sectors, who were several months in arrears with fees.

However, it recognised problems experienced with employers and the state in blocking stop-order facilities.

The document also pointed out that, despite doubling the initial affiliation fee to 10 cents a member a month, and even if all affiliates were fully paid up, Cosatu would still only be able to cover 35 percent of its expenses.

It noted the changing international climate had substantially reduced the funding available for trade union running costs, "as much more funding was made available for developmental work".

Some of the options put forward to meet the crisis were:

- A special levy on all members to be decided periodically through consultation by the central executive committee.
- Negotiations with the state to make available funds for trade union activities such as education and human resources development.
- A "solidarity" fund to collect donations from sympathetic sources and fundraising activities.

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*For two days this week, millions of workers stayed home.*

*The tax system they objected to is unlikely to disappear in*

*response, but there is no denying that the*

*balance of political power has shifted ...*

*permanently. The government is not*

*likely to underestimate the unions again.*

**By DREW FORREST 140A**

**I**F the government used this week's VAT stayaway to "test the water" — as the Congress of South African Trade Unions chief, Jay Naidoo, maintains — it got its fingers badly burnt

After the dust has settled, the claims and counter-claims about numbers staying home, about intimidation, the hard fact remains — the stayaway worked. And it worked on a uniquely large scale against the unfavourable background of surging violence and economic hardship

Nor can the state easily dismiss workers' response as that of *staakvee* stampeding to their union masters' voice. The constituent assembly stayaway early this year elicited a patchy turnout, while the recent regional strike over violence on the Reef was an outright failure

Appealing directly to people's pockets and coinciding with political transition, when the government's right to rule is under unprecedented fire, the VAT campaign has clearly struck a responsive chord

And although the stayaway is most unlikely to force immediate changes in the tax system, it may have permanently changed South Africa's political landscape and balance of power. "There'll be no more government unilateralism on any issue," commented one business leader this week

The VAT campaign has served first and foremost to assert Cosatu's independence from its political allies and determination to play an independent role in dealings with the state, particularly in promoting a worker agenda

**A**fter the unbanning of the African National Congress, the unions ceded pride of place in the political arena to the ANC, but became increasingly restive about the movement's "top-down" political style

The charge was that congress politicians had not understood the need to "relate negotiations to a base, to back negotiations with pressure", observes *SA Labour Bulletin* editor Karl von Holdt

By narrowing the constitutional process to technical committee hearings and discussions between leaders, the ANC was seen to be falling in with government strategy, which was to

"demobilise" the left and cut it off from its real source of power

"This is the big shift signalled by the stayaway," Von Holdt said. "For the first time since February 2 last year, the negotiating process is drawing in ordinary people through mass organisations"

What the labour movement has forced to centre stage through the VAT campaign and the stayaway is its characteristic preoccupation with economic and social policy, issues which

direct role in economic and political restructuring were unacceptable and would be resisted. This is not the view of the whole cabinet — Manpower Minister Eli Louw, for example, is known to be pressing for Cosatu involvement in economic policy formulation — and is unlikely to prevail

Although it may not be a direct participant, Cosatu is certain to be involved in some way in the economic commission set up by the impending Multiparty Conference. And the

have been low on the negotiating agenda

In effect, it is underscoring the fact that without the material upliftment of South Africa's impoverished millions there can be no meaningful political settlement — and that economic change is as centrally important as the extension of political rights and freedoms

Law and Order Minister Hennis Kriel was quoted before the stayaway as saying that Cosatu demands for a

stayaway has lent new urgency to business moves to broker a standing macro-economic negotiating forum for labour, political parties, business and the state

Of equal significance for South Africa's future is the VAT campaign's role in strengthening "organs of civil society" — organised pressure groups outside the state and political parties — which Cosatu sees as a vital prop of a democratic order

"Civil society will have a huge impact on transition and on the future democratic South Africa," Cosatu's Naidoo remarked in a recent *SA Labour Bulletin* article. "The National Party strategy is to deal only with political parties through the forum of the All-Party Congress."

**D**rawing together Cosatu and its historic ideological and organising rival, the National Council of Trade Unions, the campaign has served to forge new links with representatives of white

labour such as the Federation of Salaried Staff Associations (Fedsal) and the Confederation of Metal and Building Unions

The two-day doctors' "strike" over the levying of VAT on medical services is further testament to the campaign's broad appeal, and dovetails with the Cosatu national congress decision to broaden its organising focus to skilled, technical and professional workers

Although white or predominantly white unions did not join the stayaway, saying they were constitutionally precluded from doing so, they appear not to have criticised it

The Cosatu-led Co-ordinating Committee on VAT has also attracted an unprecedentedly wide range of non-union interest groups, from civic

P.T.O.

# nation's heartbeat

TWO FLOPPED. THIS WEEK'S WAS A TRIUMPH EVEN UNION OPPONENTS HAD TO ACKNOWLEDGE

# Two days that stopped a

THE BIG STAYAWAY: THE UNIONS ORGANISED THREE STAYAWAYS IN THE PAST FEW MONTHS. THE FIRST



associations and political parties to welfare bodies. Many of these are "apolitical", but have remained committee members despite the stayaway. Although the VAT campaign and stayaway have been spearheaded by Cosatu, and entailed a dramatic reversal of its past relationship with the ANC, it would be a mistake to read this as a deliberate union move to upstage and seize the reins from its political ally. "Our engine for inter-

vening in negotiation and transition is both the political organisations and the organisations of civil society," Naidoo stresses in the *Labour Bulletin* interview. *Wim*

Commentators suggest that the ANC's low-key role reflects both the push to draw in the widest possible front of organisations — the Pan Africanist Congress and Azapo are

part of the co-ordinating committee and backed the stay-at-home — and the fact that it must deal with a motley constituency, including big business. It is understood that the ANC's president, Nelson Mandela, and its secretary-general, Cyril Ramaphosa, wholeheartedly supported the stayaway. The challenge now facing the labour movement is how to sustain the momentum it has generated. Like a

rocket-burst, the stayaway may overshadow and diminish the impact of other, less dramatic forms of mass protest. And it may prove more difficult than Cosatu imagines to hold together the rag-bag of organisations in the anti-VAT front. The sensitivities of smaller worker bodies may be a factor. Last week a front of non-aligned black unions announced that it was pulling out of

# As costly as a typical long weekend

THE immediate damage to the economy from the two-day general stayaway is not as great as has been trumpeted.

The cost is not even as high as that of one of South Africa's Friday-to-Monday long weekends, when almost everyone, black and white, stays away from work for two days. Law and Order Minister Hermus Kriel was quoted as saying the stayaway could cost R2,5-billion.

"That is a complete overstatement of the cost," says South African Chamber of Business economist Ben van Rensburg.

He says that figures produced by the National Productivity Institute put the cost of a total stayaway at R500-million to R700-million.

This would give a cost of R1,4-billion at the most. But, Van Rensburg adds, the stayaway was not total.

Fifty-eight percent of the entire South African workforce stayed away from work on Monday, an estimate of at least 3,7-million workers, according to a survey by the Labour Monitoring Group and Marklinor.

8/11-14/11/91

Wim

Since there are no accurate figures for unemployment, the number of people actually formally employed is a guess. Hence the percentage of people, already an estimate, cannot accurately be translated into the number of those who stayed away.

The actual loss to the economy because of the stayaway is also difficult to determine:

● Lost production may be made up through overtime.

● Employers had advance warning, and could have built up stock in anticipation of the stayaway.

● Some areas of business were affected more than others. The stayaway did not in all cases equal a complete shutdown of business. The mining industry was let off lightly for instance, with over 80 percent attendance on both days.

● Production in many cases continued, though hampered by lack of staff.

Standard Bank chief economist Nico Czipionka believes it is impossible to arrive at an exact figure, but that the stayaway was symbolic

more than anything.

"A lot of major sectors just kept working, like the mining sector. Similarly, the effect on many service sectors was limited, because operations continued with skeleton staff."

It is said some manufacturers have made arrangements with workers to make up lost production. If this is true the economic impact may be minimal, guesses Czipionka.

Midland Chamber of Industries managing director Brian Matthew, commenting on the impact of the stayaway on the Eastern Cape, said most companies were in a fairly good stock position and would still be able to supply their products to dealers and outlets.

While the economic impact may have been overstated, the R200-million figure being bandied about as the loss to the workforce must also be put in perspective. It amounts only to two days' wages, after all, and a number of companies allowed workers to have the two days counted as part of their leave period.

Reg Rumney

various VAT structures in protest against Cosatu's "big-federation chauvinism". There are also hints that Natal's Western Cape region is unhappy with the co-ordinating committee complaining in a statement "subsequently repudiated by the head office — of lack of Cosatu consultation on key decisions".

Von Holdt points out that when controversial Labour Relations Act amendments were passed in 1988, the unions offered no resistance because they had shot their bolt during an earlier stayaway. In part, this was because their energies had been channelled into fighting mass stayaway dismissals — a potential threat in the current action.

Cosatu has threatened a continuing protest campaign into the new year, but a telling programme of action will be no easy matter.

Further national stayaways will be hard to mount in the short term and could damage the fragile anti-VAT coalition. The only other measure mooted to date, a push against PAYE deductions, would be fraught with practical difficulties.

"The unions will have to find creative ways of keeping up the pressure and tabling and pushing their demands in various forums," Von Holdt remarks. "The lesson of '88 is that once-off action is not enough."



# Unionists slam FW over 'undignified' remarks

*BT Party 14/11/91*  
COSATU and the NUM yesterday attacked President F W de Klerk over his "undignified" remarks made on Tuesday in Israel that last week's anti-VAT stayaway sparked the violence at Welkom's President Steyn mine in which 76 miners died

Cosatu general secretary Jay Naidoo and NUM acting general secretary Marcel Golding slated De Klerk's comments as "undignified and an insult to the miners and their families who have been killed and injured in the horrific violence at President Steyn mine during the last 10 days"

They said it was "an act of extreme cynicism" for De Klerk to sit in Israel and judge a situation which was the direct result of government and employer intransigence.

De Klerk said earlier this week the violence came about "because, unilaterally, and with regard to a matter which had nothing to do with employer-employee relationships, a radical trade union called out a

strike"

The trade union leaders told a news briefing De Klerk should have informed himself properly about steps taken by Cosatu and the NUM to resolve the conflict on the mines and the conduct of mine management

"Maybe, then, he would not have been so quick to judge," they said

De Klerk should have asked questions about why non-mine workers were involved in the fighting at President Steyn and he should also probe management's handling of the stayaway after agreements were reached with workers

De Klerk had chosen to make "political capital" out of the tragedy

Sapa reports Anglo American spokesman James Duncan said yesterday the situation at President Steyn mine No 2 shaft hostel remained calm throughout the night and some employees returned to work yesterday morning

VERA VON LIERES

140A

# Unionists hit back at De Klerk

140A  
Soweto  
14/11/91

THE National Union of Mineworkers and Cosatu have lashed back at President FW de Klerk, who on Tuesday accused the two organisations of being responsible for violence at Welkom's President Steyn Mine.

It was an act of "extreme cynicism" for De Klerk to sit in Israel and pass judgment on a situation which was the direct result of intransigence by the Government and employers - and to reach conclusions before his own commission of inquiry had investigated the causes of the conflict, the NUM said.

It said this violated the spirit of the Peace Accord which De Klerk himself had signed.

The NUM further accused De Klerk of trying to make political capital out of the tragedy - which claimed up to 76 miners' lives since the first outbreak.

"The State President should make the effort to inform himself properly about what steps we had taken to resolve the conflict on the mines, as well as the conduct of management.

"Maybe then he would not have been so quick to judge," the NUM said.

De Klerk referred on Tuesday to "a trade union movement which had unilaterally called a strike . which had brought about widespread intimidation"



Samwu general secretary Mr John Ernstzen presenting a memorandum to Johannesburg town clerk Mr Graham Collins. Pic. PAT SEBOKO

# Marchers want the police to be impartial

*Soverain 14/11/91*  
 JOHANNESBURG's CBD came to a standstill yesterday as more than 30 000 municipal employees took to the streets in protest against alleged police partiality

The workers, who are members of the South African Municipal Workers' Union, said police had failed to bring to book people behind acts of intimidation and violence

The march started at 9 30am at the union's Johannesburg offices in Fox Street and proceeded through Rissik Street to the civic centre in Braamfontein, where a memorandum was handed to town clerk Mr Graham Collins

Collins promised Samwu general secretary Mr John Ernstzen that the council would study the union's demand and that a response would be forwarded to him later

The marchers then proceeded to the John Vorster Square police station, where a memorandum was handed to a Brigadier Venter

Venter did not want to discuss anything with the organisers of the march but ordered them to move away from the

*140A* *[Signature]*  
 By IKE MOTSAPI

police station "as soon as possible"

Addressing the workers, Ernstzen said "We protest to the Johannesburg City Council and the police against the persecution of our workers at the Van Bieck Hostel, the terror to which they are subjected, the assaults which take place and the killing of our workers"

Ernstzen quoted instances which he said were about Samwu members who were assaulted and killed

He said the workers demanded

- \* An end to bias or partiality,
- \* An end to a terror campaign against Samwu,
- \* Impartiality and neutrality by police and the army,
- \* All those implicated be investigated and prosecuted,
- \* Police stop assaulting workers, and
- \* Police adhere to the code of conduct contained in the National Peace Accord



# Enough is enough, set our people free now

Sowetan 14/11/91

140A

**THE die is cast. Our people want freedom. They reject unilateral minority rule.**

That is the message that millions of workers, small businessmen, unemployed, women, children - you and I - sent to this illegitimate Government on 4 and 5 November

The people have unreservedly endorsed our programme for change. They have overwhelmingly rejected the agenda the National Party seeks to impose on the people. Only the blindness of racist arrogance will not see the writing on the wall.

We have had enough of apartheid rule, of the sickening cycle of violence, of the endless destruction of our economy and natural resources which have characterised this white monopoly of economic and political power.

It is a tragedy for the National Party to now present itself as the party of the future. No amount of chemistry is going to cleanse the soul of a party whose policies so systematically stripped our people of their human rights and dignity and brutalised millions throughout the sub-continent.

The old attitudes still pervades the "newspeak" of the NP as they regurgitate the policies of apartheid. Their notion of a multiparty government where a minority party can demand the same right to rule as a majority party is an insult to our intelligence.

The current crisis has only one solution. We want our freedom and we want it now.

The people rejected dictatorships in the past, and they will do so in the present and the future. No government is going to rule without the consent of people. Cosatu vows, together with other democratic formations, to ensure that accountability and open govern-

## FOCUS

**This is an edited version of a speech by Mr JAY NAIDOO, general secretary of Cosatu, when he accepted the *Indicator* Newsmaker of the Year Award on behalf of the federation last Friday, and in which he responds to attacks levelled at Cosatu by the National Party.**

ments is firmly ingrained in the future fabric of society.

It is unfortunately necessary for us to publicly respond to last Thursday's attack on Cosatu and the ANC. There are four comments we must make.

First, we should not look to Naidoo and noses, but to Barend and his bungling if we want to find the cause of the general strike. Du Plessis' ill-considered implementation of VAT, his unilateral and *ad hoc* responses, and his inability to understand the need for negotiations are to blame.

Secondly, we note with concern that De Klerk has called on employers to discipline workers and to show unionists who is the boss. We urge employers not to allow De Klerk to lead them by the nose. Jumping into bed with the NP will only bring more trouble to our land. It will be about as profitable as a cruise on the Oceanos.

Thirdly, we believe De Klerk is being dishonest. On the one hand he tells his supporters that "the Na-

tional Party is not prepared to allow the ANC or any other party or movement to take over power". On the other hand, he tells us and the world he is ready to usher in a democratic dispensation.

Which is to be, Mr de Klerk? Either you are lying to us and the world or you are lying to the white electorate who are increasingly rejecting you.

Democracy means universal franchise, free and fair elections, and all participants accepting the outcome - or do you have something else in mind if the voting goes against you?

Finally, we are concerned to hear threats of a clampdown against the union movement. Why, when you hear a mighty roar from the people, do you respond with kragdadigheid instead of listening?

Perhaps the Government should clarify what it has in mind. Will it be another new labour law? If so, then read the history books, Mr de Klerk.

Will it be arrests and detentions and show trials? We have coped with these in the past and we will endure them again if need be.

Or will it be more assassinations, death squads and bombings? Whatever De Klerk has in mind he should know that we will not be bullied into relinquishing our democratic right to peaceful protest.

What can we say to De Klerk after his childish attack? We say to him we want democracy, not revenge. We are prepared to be generous.

Despite everything this white minority Government has done, we continue to espouse the cause of nonracialism. We continue to say that South Africa belongs to

all who live in it - black and white. There is a place for everyone, even for him.

We ask him and his NP to recognise the misery and suffering their economic and political policies have caused. Acknowledge that your NP is not God's gift to South Africa. Accept that it cannot be the referee, the main player and, in the words of our great leader Walter Sisulu, also the scorekeeper.

We call on the NP to have humility as this is not a weakness but a strength. Accept that the only way forward is to step down in favour of a government of national unity.

On the side of the democratic movement our doors are open for genuine negotiations. But we will not allow the Government to unilaterally restructure the economy or dictate the political agenda.

Let me turn now to the issue of the economy. On one point we are all agreed - the economy is in a mess. We need to take urgent steps to jointly restructure it.

This is the real issue thrown up by the general strike. Socio-economic restructuring needs all major actors - unions, employers, major political players and the State - to sit down and negotiate a way out of the mess.

We cannot understand why the Government is resisting our proposal to establish a socio-economic negotiating forum. We cannot wait for political democracy before addressing the need for socio-economic development.

We are stretching out a hand to employers and the State on this matter. Up to now they refuse to take it. The Government appears more concerned in blaming others for our country's economic crisis and to whip up mass media hysteria against the union movement.

**LABOUR**

# This won't lure the unions back

W/mail 15/11 - 21/11/91

**T**HE government's preliminary response on the reshaping of the National Manpower Commission is unlikely to lure the Congress of South African Trade Unions back into the NMC fold.

Union sources indicated this week that further negotiations would be vital to bringing the sides closer together, but that the state was unlikely to concede more ground.

Eli Louw's abrupt departure from the Manpower portfolio — suggesting the ascendancy of hawks in the cabinet — made further concessions to the labour movement even more unlikely, they said.

"The cabinet's in a froth about the whole interim government drive and the challenge to its authority," said one unionist. "With Louw out of the way, they're not likely to further strengthen the NMC at the expense of the state."

Cosatu and the National Council of Trade Unions were due to meet Louw again next Tuesday to discuss the NMC and other issues, but the talks have been cancelled.

In the light of these talks, Cosatu was to have reviewed its withdrawal from the NMC at a central executive committee meeting at the end of the month.

Although the federation's shock

The response to proposals on restructuring of the National Manpower Commission falls short of Cosatu's demands for the advisory body. And Manpower Minister Eli Louw's abrupt removal won't help either **By DREW FORREST**

withdrawal from the advisory body was partly aimed at forcing the state into a macro-economic negotiating forum, Cosatu has indicated it will rejoin the NMC if it is revamped to its satisfaction.

Louw's reaction to NMC proposals for its own restructuring — relayed to Cosatu, the National Council of Trade Unions and employer representatives in Pretoria last week — in some important ways follow the NMC.

The minister agreed that the NMC should be more representative of organised labour and business and that its recommendations should as far as possible reflect consensus — implying the need for negotiation.

He also agreed to appoint and recall members according to the wishes of their constituencies.

However in four respects his views fell short of Cosatu demands.

● He rejected the principle of proportional representation on grounds that other interest groups — for exam-



**Eli Louw ... Ousted**

ple, small business and unorganised workers — need to be catered for.

Accepting the need for some independent members, the NMC had proposed 10 employer, 10 worker and five independent delegates. Louw suggests an equal three-way division.

● He rejected an NMC proposal that the state as an employer should sit on the commission, stressing that this would pre-empt current negotiations for a new public service labour statute. He also emphasised that as civil servants did not fall under the Labour Relations Act, he had no jurisdiction

over them

Instead, Louw suggested "interaction" between NMC technical committees and the Commission for Administration, which would "in no way bind the state".

● Louw laid heavy emphasis on the advisory character of the NMC, which should not be able to bind him or the government.

Cosatu favours a tighter arrangement, proposing a "minute" to regulate the relationship between the commission and the minister.

The NMC also recommended that the commission have direct access to parliament on new law — an idea rejected by Louw as "pre-empting constitutional arrangements".

● Louw accepted that the Manpower Department should "interact" with the NMC to advise and inform. Cosatu wants much more extensive departmental involvement to ensure what Cosatu negotiator Geoff Schreiner calls "a single process of negotiation and consultation".

Cosatu was furious earlier this year when hard-bargained NMC compromises on the extension of the Basic Conditions of Employment Act to farmworkers were largely overridden or ignored in a Bill subsequently drafted by the department.



# Top union chief named as police spy

**T**HE president of the National Union of Metalworkers has been suspended following allegations that he spied for the police for seven years

Maxwell Xulu, suspended from his post as Numsa president at the weekend, also served two terms as the national treasurer of the Congress of South African Trade Unions. This means that he had access to the innermost councils of Cosatu and to highly sensitive information on the federation's finances.

Numsa general secretary Moses Mayekiso told *The Weekly Mail* yesterday that investigations into the Xulu affair were continuing "as other Numsa or Cosatu people may be involved".

The blowing of Xulu's cover, which may have been the work of African National Congress intelligence operatives, brings to an end the highest-level police infiltration of the labour movement yet uncovered.

Xulu had been suspended as Numsa president "after overwhelming evidence that he had for some years been providing information to the security police", said a joint Cosatu/Numsa statement yesterday.

The statement strongly condemned the use of police informers on "legal, public organisations" and called on the government to halt the practice and come clean on other under-cover agents. It also urged spies within the union movement to give themselves up either to their union or Cosatu.

South Africa's largest trade union has been rocked by 'overwhelming evidence' that its most senior office-bearer is a long-serving police spy.

By DREW FORREST

Xulu, a shop steward at Smiths Industries in Durban, played a central role in the rise of the 270 000-member Numsa. The president of Numsa's predecessor, Mawu, he was a long-standing member of the giant metal union's central committee and national executive committee. He was also founder treasurer of Cosatu, remaining in the post until 1989.

The London-based African news journal, *Southscan*, reports union sources saying Xulu had been a member of the police force for at least seven years. It adds that the Numsa central committee suspended him after hearing evidence which included the name of Xulu's police handler — a Warrant Officer Brown in the A2 section of the security police.

*Southscan* speculates the issue may have come to a head after Xulu's nomination as a Cosatu representative to regional peace accord structures in Natal. It is understood Xulu has demanded a hearing before a tribunal to which evidence against him would be presented.

Doubts about Xulu's bona fides have been voiced in the past within Cosatu, and may have been influential in convincing him not to stand for a third term as the federation's treasurer. Yet despite the suspicions, he was elected Numsa president at the union's congress this year.

Mayekiso said evidence of Xulu's security force links was presented to the union about a month ago, but only the central committee had the power to act on it. He declined to identify the source of the information.

Xulu would remain suspended until the next Numsa congress or a special congress called by members addressed the issue. Until then, Mercedes Benz shop-steward Mthuthuzeli Tom would serve as acting president.

Approached on the Xulu allegations, Law and Order spokesman Brigadier Leon Mellet said the department would not identify "people supplying us with information. "Like any police force in the world we will investigate criminal or illegal actions," he said "We will not spy on legitimate, legal trade union activities."



# Numsa suspends president 'for spying'

THE National Union of Metalworkers of SA (Numsa) said yesterday it had suspended its president Maxwell Xulu after 'overwhelming evidence' that he had provided information to the security police

And in a letter sent to President F W de Klerk yesterday, Numsa general secretary Moses Mayekiso said the union — the largest in SA with more than 250 000 members — recently received information pointing to security police infiltration of the union "at a very high level"

Security policemen allegedly involved were a W/O Brown and W/O Twala

Numsa demanded to know why government had infiltrated and spied on it, and why it had "seen fit to pervert union office bearers" It asked whether security forces had been involved in "numerous" attacks on Numsa offices and members.

Xulu was Cosatu treasurer from 1985 to 1987 and a central executive committee

member of the federation by virtue of his position as Numsa president

In a statement with Cosatu, the union said Numsa's central committee resolved — "with deep regret" — last weekend to suspend Xulu as president and Numsa member after overwhelming evidence that he had for some years provided information to the security police.

The organisation's democratic and open nature ensured informers could do only limited damage, Numsa said

Sapa reports Xulu last night denied supplying information to police and said he was surprised and "highly disturbed" by his suspension He had refused to resign, saying he required evidence to back the allegations

Police yesterday declined to comment on the reports

140A

15/11/91

VERA VON LIERES

15/11/91

(Ms D. Brey)

Star 15/11/91

# Cosatu to stage marches

By Abel Mushi

(140A)

(140A)

Nu-World, Haz and Checkers

The Witwatersrand region of the Congress of South African Trade Unions announced yesterday it would stage marches and pickets in central Johannesburg next Wednesday to highlight the plight of workers at present on strike countrywide

Wayne Chan, chairman of an ad hoc committee co-ordinating the strike, said the strikes mainly involved wage disputes among Cosatu's unions and at companies including Ellermes,

Cosatu said 290 workers on day shift were dismissed at Crown Cork for heeding a strike call on September 30

Nu-World had expelled 95 workers for demanding basic union rights, and at Haz, workers were on strike to demand union recognition, Cosatu claimed

A spokesman for Crown Cork said 226 workers were dismissed for taking part in an action aimed at hindering a disciplinary hearing. Comment from Nu-World was not available.

# Numsa head 'a security police spy'

stew 15/11/91  
National Union of Metalworkers of South Africa president Maxwell Xulu has been suspended because of "overwhelming" evidence he had been providing information to the security police, Numsa said yesterday.

Mr Xulu said he was surprised to hear of his suspension and added that he had not received official notification of it.

Speaking during a brief telephone interview on Capital Radio yesterday, he did not directly deny or confirm the allegations that he had been supplying union information to the police.

The Numsa statement said "It is with deep regret, to both Cosatu and Numsa, that Numsa has been compelled to take this step. While we cannot condone Mr Xulu's behaviour, we do not seek revenge against him for the damage his betrayal has caused our organisation."

Numsa's central committee resolved at the weekend to suspend Mr Xulu as union president and as a Numsa member.

"A public announcement to this effect was delayed in order to give an opportunity for

(140A)  
Numsa members to be informed through normal union channels.

"We are angered by the State's manipulation of people of integrity in the furtherance of its own dirty agenda."

Captain Burger van Rooyen, of the police public relations directorate in Pretoria, would not confirm or deny Mr Xulu's alleged links to the security branch. He said it was not police policy to disclose the identity of informants.

In the radio interview, Mr Xulu said "I'm sur-

prised because I understood they (Numsa) were going to set up a commission of inquiry into my inventory, my financial background and my financial ability at the moment to establish if I have got any outside income.

"I was told that I could not be given access to see whatever statement the organisation has got."

Mr Xulu, a senior shop steward at a Durban manufacturing company, was in a closed meeting with union members yesterday — Sapa



# 'Police link': Numsa boss suspended

By NKOPANE MAKOBANE and Sapa

*Sowetan 15/11/91*  
THE National Union of Metalworkers of South Africa has suspended its president, Mr Maxwell Xulu, for allegedly supplying police with information.

Numsa general secretary Mr Moses Mayekiso said yesterday the Durban-based Xulu had been suspended until the union's annual congress in July next year.

He said Xulu had been given written notice of his suspension.

Numsa branches would decide if he could attend the congress.

"If our ongoing investigations reveal any evidence contrary to what we already have, then we will lift the suspension.

"But if the evidence proves otherwise, we will decide on further action," Mayekiso said.

Asked what evidence the union had, Mayekiso said they did not want to discuss that as investigations were continuing.

Captain Burger van Rooyen of the police directorate of public relations in Pretoria would not confirm or deny Xulu's alleged links with the security police.

"It is not police policy to disclose the identity of any of our informants," he said.

Numsa said in a statement yesterday that it was with "deep regret, to both Cosatu and Numsa, that this step was taken".

**Cops sued - P4**

JOHANNESBURG  
The National Union of Metalworkers of SA (Numsa) said yesterday it had suspended its president Mr Maxwell Xulu after "overwhelming evidence" that he had provided information to the security police.

And in a letter sent to President F W de Klerk yesterday, Numsa general secretary Mr Moses Mayekiso said the union recently received information pointing to security police infiltration of the union "at a very high level"

Security policemen allegedly involved were a WO Brown and WO Twala

Numsa demanded to know why the government had infiltrated and spied on it. It asked whether security forces had been involved in at-

# Axed union man says: I'm no spy

tacks on Numsa offices and members

Meanwhile Mr Xulu denied the charges, saying he was surprised and "highly disturbed" by his suspension

"I have never been involved in supplying information to the police," Mr Xulu, a senior shop steward at a Durban manufacturing company, said.

Numsa said it was with deep regret, to both the

Congress of SA Trade Unions and itself, that it had been compelled to take the step

"While we cannot condone Mr Xulu's behaviour we do not seek revenge against him for his betrayal."

Numsa's central committee resolved last weekend to suspend Mr Xulu as president of the union and as a Numsa member. — Own Correspondent and Sapa

## Interdict sought by ex-union boss

DURBAN — The suspended president of the National Union of Metal Workers of SA (Numsa), Mr Maxwell Xulu, yesterday said allegations that he was a police informer were part of a "setup" by a "network of liberals" in the union opposed to his presidency and intent on dominating Numsa.

Mr Xulu is to seek an interdict preventing further publicity on the matter until a commission of inquiry is set up and its findings made known to union members.

Numsa announced Mr Xulu's suspension on Thursday "after overwhelming evidence that he had for some years been providing information to the security police".

The Ministry of Law and Order yesterday refused to comment on speculation that Mr Xulu had been an agent of the South African security police.

In a statement yesterday the ministry noted that in line with police policy no comment would be issued on speculation concerning the possible identity of police informants or agents. — Sapa

(146A) CT 16/11/91



# New deal is a load of garbage, says union

**CLIVE SAWYER**  
Municipal Reporter

APR 16 11 1971

CLEANSING workers were suffering because of once-weekly collections, a Municipal Workers Union delegation said at a meeting with city council officials.

At a civic centre meeting yesterday, the union demanded an immediate restoration of twice-weekly collections, especially in areas without containerised refuse collection.

This week, callers to Weekend Argus complained of disrupted refuse removal caused by allegedly illegal work stoppages.

A council spokesman confirmed disciplinary action was being considered against cleansing staff who stopped work on two consecutive Fridays.

Samwu chairman Mr Salie Manie said health issues related to the cutback to once-weekly collection in some areas were being underplayed.

Workers were suffering under a heavier workload, their home lives were being disrupted and the whole community was at risk.

"Rats can party all week through in areas where there is once-weekly collection," said Mr Manie.

Because the council had limited the number of bags for each collection to five, residents were overstuffing these bags.

"A worker injured himself lifting one, while the contents decompose

in the long period before removal and the fumes are terrible for the workers," he said.

He rejected a council survey which said most workers were happy with the new system.

"Those results cannot be trusted because they talked to only 64 people and did not ask them about once-weekly collections," he said.

The union would ask the University of Cape Town industrial health unit to monitor the situation.

"The city council medical officer of health is, of course, totally trustworthy, but we want an independent survey done, too," said Mr Manie.

Samwu and city council management will meet again on Tuesday. In the meantime, the union will report back to workers on Monday.

City council director of personnel Mr Dave Beretti confirmed the meeting and said a final decision on the matter lay with the full council.

# Axing of top unionist as 'spy' slammed

140A

ARG 16/11/91

Weekend Argus Correspondent

JOHANNESBURG. — The unmasking of a top Cosatu and National Union of Metalworkers of South Africa trade unionist as an alleged security police spy has been widely condemned by trade unions and political groups

Cosatu and its largest affiliate, the National Union of Metalworkers, revealed on Thursday that Mr Maxwell Xulu, president of the Metalworkers' Union, had been suspended because of "overwhelming" evidence that he had been providing information to the security police.

Mr Xulu, a Cosatu central-committee member and former national treasurer of the federation, did not outrightly deny the allegations but said he had not received official notification of his suspension

Cosatu publicity officer Mr Bangumzi Sifingo said yesterday he could not disclose evidence of Mr Xulu's alleged security police involvement.

He sharply condemned government "interference" with bona fide unions and the use of taxpayers' money to pay informants.

"We are surprised that the

government in this day and age still spends money and manpower to infiltrate unions while it is supposed to be negotiating a new democratic future," he said

Democratic Party manpower spokesman Mr Tony Leon said if the allegations were true, this was an indication of "the security mindset which still persists" in the government despite the formal disbandment of the security police.

"This is like putting a short fuse into a tinderbox because labour relations are so delicate.

"If true, this is plain stupidity which has no place in the South Africa of today."

Even the Conservative Party, which recently expressed outrage at alleged security police infiltration into its ranks, condemned the alleged security police involvement in the Metalworkers' Union

Publicity secretary Mr Chris van den Heever said the "basic principle remains the same", that the government should not spy on bona fide political parties and trade unions.

At the time of going to press, the Ministry of Law and Order was investigating the allegations

## Xulu to seek interdict

SUSPENDED National Union of Metal Workers president Maxwell Xulu said on Friday that allegations he was a police informer were part of a "setup" by a "network of liberals" in the union opposed to his presidency and intent on dominating the union.

Xulu will seek an interdict preventing further publicity on the matter until a commission of inquiry is set up and its findings made known to union members.

Sapa *Open 17/11/91* (140A)



# Not true says Xulu

*Sowetan*  
18/11/91 Staff Reporter and Sapa (140A)

THE suspended president of the National Union of Metalworkers of South Africa, Mr Maxwell Xulu, said allegations that he was a police informer were part of a "set-up by a network of liberals" within the union.

He said at the weekend that the "network" was opposed to his presidency and intent on dominating Numsa.

Xulu will seek an interdict preventing further publicity on the matter until a commission of inquiry was set up and its findings made known to union members.

Last week Numsa announced his suspension saying it had evidence he had been supplying police with information about the union.

**Union official  
is chairman  
of Western  
Cape SACP**

A CONSTRUCTION and Allied Workers' Union shopsteward, Mr Fred Gona, has been elected chairman of the Western Cape region of the South African Communist Party. In a statement on Sunday the SACP said another union official, Mr Lizo

Nkonki of the Food and Allied Workers' Union, had been elected secretary in a secret ballot monitored by an independent election commission (140A). Mr Lerumo Kalako was elected deputy chairman. According to the statement the regional confer-

ence discussed a wider range of political and organisation issues in preparation for the SACP's national congress. Political discussions centred on the SACP's draft manifesto and constitution due for adoption at the national congress.

Sowetan 19/11/91

# Don't smear us warns Cosatu

Sowetan 19/11/91

1401A

THE Congress of South African Trade Unions has warned the Government to stop its "unwarranted smear attacks" on the organisation

Cosatu said at a meeting in Johannesburg yesterday that it would not allow itself and the "vast majority of people" to be marginalised in the process of transition to a new South Africa

"The vast majority of people on November 4 and 5 decisively passed a vote of no confidence in the disastrous economic and political policies of the National Party

The result of that referendum cannot be

ignored," Cosatu said

"The Cosatu executive reiterates that the basic demands of our people must be dealt with in a bona fide negotiations process, that is the right to one-person-one-vote, the right to proper housing, education, health, the right to a job at a living wage"

It condemned De Klerk's statement in Israel, saying he had passed judgment on the union federation about violence in the country, particularly on the mines

Cosatu reiterated its demand for a forum to discuss economic policy - Sapa



Wilmour 22/11-28/11/91

# Dorbyl to sue metal unionist

By DREW FORREST

ALLEGING defamation, engineering giant Dorbyl is suing metal trade unionist Dr Bernie Fanaroff for R750 000 (LOA) (ES)

The action relates to an article in *Finance Week*, apparently based on an article in *Work in Progress*, in turn drawing on a speech by Fanaroff to the engineering industrial council. In this, he made an uncomplimentary remark about the firm's industrial relations approach.

Fanaroff, the organising secretary of the 280 000-strong National Union of Metalworkers (Numsa), is being sued in his private capacity.

No date has been set for the hearing of the case, which is still at the stage of pleadings.

Comment could not be obtained from Dorbyl on Wednesday, but it is understood the company holds that Fanaroff's offending remark has hurt its business.

Reacting, Numsa general secretary Moses Mayekiso said the union and workers fully agreed with Fanaroff's comment "This is the workers' case just as much as Bernie's, and workers will attend court with him," he said.



**Battling for survival** . Talks are being held to ensure the viability of the clothing industry and its workers

## State wants Cosatu's help

*w/ Mat 22/11 - 28/11/91*  
THE Congress of South African Trade Unions' 190 000-strong South African Clothing and Textile Workers' Union (Sactwu) has been offered a seat on a working committee to advise the government on the future of the clothing and textile industries

The establishment of the committee was announced by Trade and Industry Minister Org Marais after vital talks between government and industrialists on tariff protection and international competitiveness in Pretoria on Tuesday

Sactwu was invited to the talks, but said it had been unable to attend because of short notice

Reacting to the committee proposal, Sactwu assistant general secretary Ibrahim Patel said the union viewed it as "a constructive attempt to involve the entire pipeline in formulating proposals for the industry"

Patel said the union leadership would meet at the weekend to discuss details of the proposals, which he said recognised the major role of trade unions in the process of industrial restructuring

*(140A)*  
Sactwu would probably nominate a representative to serve on the committee, but this first had to be ratified by the union, he said

The Pretoria talks were held partly in response to fears by clothing manufacturers that increased import tariffs on fabrics threatened the survival of many firms and jobs. They focused on the issue of new tariff proposals to allow for greater profitability and world competitiveness in the clothing and textile industries over the next three years

Patel said Sactwu wanted an urgent industry summit to be convened by employers, unions and the state to hammer out survival policies — Sapa

## Cosatu four suspended <sup>(14/11)</sup>

JOHANNESBURG — Four officials of the Congress of South African Trade Unions (Cosatu) have been suspended for breaching federation policies, congress spokesman Mr Neil Coleman confirmed yesterday. <sup>ET 23/11/91</sup>

The four — including Northern Transvaal general-secretary Mr Donsie Khumalo — were suspended following the Cosatu Northern Transvaal special congress.

Mr Coleman stressed the four had not been suspended for mismanagement of money. — Sapa



# Public service blacks

# in new demand

By ADRIAN HERSCH

A COSATU union has made affirmative action demands in pay talks involving the public service.

The National Education Health and Allied Workers Union (Nehawu) first seeks to get an "in-principle" agreement on the need for affirmative action. The working details would be settled later.

Nehawu general secretary Sisa Njikelana says demands centre on skills upgrading, promotions and appointments.

He stresses that the union wants affirmative action not only in terms of race but gender.

The union also demands a minimum wage of R1 000 a month.

Mr Njikelana says the affirmative action plan will not lower standards.

## Issue

"The fact that we are seeking skills upgrading means that we do not want to see people promoted without the adequate qualifications."

The union wants the programme to be jointly run by labour and management.

The Commission for Administration (CFA) has not yet commented on the affirmative action demand.

However, CFA chairman Piet van der Merwe has previously said that blacks already outnumber whites in the public service.

The union's demands indicate that affirmative action will become a major industrial relations issue in years to come in all sectors.

The pay talks in the public service will begin at the end of January through an "interim national bargaining forum".

The forum includes 11 staff associations and trade unions and the CFA.

The parties have held discussions in the past year to consider new legislation for public servants to give them full labour rights.

## Degree

A draft Bill, released recently, may become the Public Service Labour Relations Act in 1992.

It is similar to the Labour Relations Act and would allow State workers access to the Industrial Court and the Labour Appeal Court.

The head of the mostly white Public Servants Association (PSA), Hans Olivier, says the 11 associations and unions achieved a remarkable degree of agreement on the proposed legislation.

CFA spokesman Hannes du Preez says the drafting committee will meet again in December.

He says the proposed legislation will cover about 400 000 State employees.

3/2/91 25/11/91  
**Suspended unionists 'breached policy'**

FOUR Cosatu officials had been suspended for breaching federation policies, congress spokesman Neil Coleman said on Friday

The four, including Northern Transvaal general secretary Donsie Khumalo and regional chairman Peter Bokaba, were suspended on November 17 after a no-confidence vote by affiliated member unions

They had failed to adhere to Cosatu's constitution, which upholds the principle of worker control, but had not mismanaged funds, Coleman said

(140A)  
The no-confidence vote came in the wake of the suspension at the beginning of November of the SA Railway and Harbour Workers' Union's management committee — Sapa

## Unionist expelled

Sowetan 26/11/91 (140A)

THE secretary of the Northern Transvaal region of the Congress of South African Trade Unions, Mr Donsie Khumalo, has been ousted from his position

According to the region's acting secretary, Mr Maphetha Leeu, this follows the endorsement on Sunday by the region's executive of a vote of no-confidence passed on Khumalo by the trade union's special regional congress held this month.

The executive argued that Khumalo and two other unionists had failed to take the mandate of the workers seriously - *Sapa*



A major issue was submerged by the anti-VAT strike, says Mike Siluma

# Showdown looms over the economy

Star 27/11/91

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THE Congress of South African Trade Unions' demand for the formation of an economic forum to deal with economic issues in the transition to a nonracial democracy — a call that tended to be submerged in the furor surrounding this month's anti-VAT strike — has paved the way for a new battle front between Pretoria and the ANC-SACP-Cosatu alliance over control of the economy.

In the strike's aftermath, Cosatu and its anti-VAT allies threatened sustained action over VAT, but debate within the alliance is pointing increasingly towards an even more fundamental showdown with the Government on overall economic policy.

Cosatu has expressed fears that the Government is hastily restructuring the economy to protect whites' interests and ensure that a new government would not be able to meet the economic needs of the underprivileged majority. Jay Naidoo said "By restructuring the economy during a period of transition, the Government is trying to ensure that the democratic movement enters political negotiations with one arm

behind its back"

The roots of the union drive for a macro-economic negotiating forum, or an economic policy forum, lie in last year's watershed agreement between Cosatu, the National Council of Trade Unions, employers and the State on new labour legislation. Parties to the agreement acknowledged the need to "discuss, in an appropriate forum, the impact of labour relations issues on the economy".

In the interim, Cosatu and allied organisations have moved with speed to formulate their proposals for an economic forum, but not before dealing with some prickly tactical questions raised by the concept of such a forum. Chief among these are:

- How to link the alliance's participation in constitutional talks (which are, in any case, bound to impinge on the economy) with Cosatu's campaign for a separate economic forum
- Whether Cosatu should attend the multiparty talks as a separate entity or as part of the ANC-SACP alliance, given Cosatu's determination not to be relegated to the spectators' stand in the talks.

● How the forum would relate to existing advisory bodies such as the State President's Economic Advisory Council and the National Manpower Commission

● Whether, by taking part in a forum including the Government, Cosatu and its allies would make themselves co-responsible, in the eyes of their followers, for the country's economic problems.

The forum — which would include the Government, the main political parties, the unions and organised business — would deal with macro-economic policy, including VAT and the Budget, socio-economic needs, including housing, health and welfare, and labour market policy.

This means the forum cannot get off the ground without the participation of the Government and the employers. But what are their views on the matter?

While the employers and the Government say they are committed to some form of "appropriate forum" to discuss labour and other economic issues, they have not put forward their views on its structure and functions. Bobby Godsell, the labour

spokesman for the employer body the SA Consultative Committee on Labour Affairs, said no agreement had been reached on what would constitute an "appropriate forum". "It's my opinion that most employers acknowledge the need for ways in which key economic stakeholders like the unions and business can make an input in economic matters in an orderly and constructive way. But there is no developed Saccoca position on the issue."

The Government seems to believe any forum on the economy should be subordinate to political negotiations. Before moving from his portfolio as Manpower Minister, Eln Louw said the Government's view was "while organised labour and organised employers are important players in the economic debate, they are not the only ones", and there was a need to link economic initiatives with constitutional talks.

He added: "Having parallel talks (on the constitution and the economy) is an option, but there are other options. The Government cannot make any prescriptions." □

# Union denies firing man for pro-Cosatu stance

South African

28/11/91

140A  
~~140A~~

THE National Union of Leatherworkers was politically independent and it was ludicrous to claim that a Cape Town organiser was dismissed for supporting Cosatu, the union said this week

NULW official Mr Kessie Moodley was reacting to charges by axed organiser Mr Irwin "Che" Kinnes that he had been fired for his pro-Cosatu stance and his support for closer cooperation with the SA Clothing and Textile Workers' Union - a Cosatu affiliate

The Cape Town and Wellington branches of the NULW, representing more than 7 000 members, have threatened to break with the union if its leadership does not reinstate Kinnes by December 7

Labour observers in the Western Cape believe this would mark the first move towards their integration with Sactwu, the largest union in the region

Moodley said "From the outset it must be made clear

that the NULW has not, and will not, unless its national congress decides, be identified with any political organisation or trade-union federation "

The NULW had been part of the National Coordinating Committee on VAT - a joint initiative between Cosatu and its political rival, the National Council of Trade Unions, he said

Moodley added "The stayaway call for November 4 and 5 was heeded by 98 percent of the NULW's 28 000 members

"Insofar as the termination of Kinnes' job is concerned, to say that he was dismissed because of his pro-Sactwu/Cosatu stance is ludicrous "

According to a copy of a letter from the NULW head office to all branches on November 2, Kinnes had been dismissed for "serious misconduct" - *South African Press Association.*

BY DREW FORREST

THE Congress of South African Trade Unions has deftly sidestepped the government's refusal to allow it a seat at next month's All-Party Conference

To be formally endorsed at a central executive committee meeting at the weekend, the strategy involves the inclusion of key Cosatu figures in the delegations of its political allies, the South African Communist Party and the African National Congress. As the Cosatu delegates wear "two hats" — being simultaneously ANC or SACP leaders — no objection is possible

The plan is to co-ordinate the approach of both teams to the APC talks, meaning that the "tripartite alliance" will effectively be represented

# Cosatu 'sneaks' into the APC

*W/Weekly Mail 29/11/91 - 5/12/91*  
 Cosatu assistant general secretary Sam Shilowa said the proposal had successfully been canvassed with the federation's allies

The emergence of an integrated approach to dealings with the state on all fronts is an important sign of growing alliance co-ordination, as South Africa moves from "talks about talks" to negotiations proper, comments Cosatu information officer Neil Coleman

In regard to the APC, it represents a shift in Cosatu's thinking. In September, the central executive committee decided that the federation should attend the conference as an independent organisation, subject to

discussions with its alliance partners

The view was that although Cosatu was not a political party, it was an important political force — in fact, the strongest formation of the left. Government moves to narrow attendance at the APC to political parties were seen as a dodge to weaken the ANC and marginalise Cosatu's mass base. "The feeling was that Cosatu's role had been underplayed and the negotiating process impoverished as a result," Coleman said.

The rethink arose from a Cosatu wish not to impede the APC process, in the face of the state's continued insistence that labour could not attend in its own right

assembly must draw up the constitution

They are equally adamant in opposing government moves to append macro-economic negotiations to the all-party talks, insisting that transitional economic arrangements be dealt with in a separate forum.

The shift to a joint delegation to the APC signals the emergence of a more co-ordinated alliance strategy as real negotiations approach. Initially, Cosatu was content to leave political negotiations to the ANC, while economic negotiations were seen as the domain of the labour movement

The current approach is an integrated team in both arenas, with the ANC leading the political thrust and Cosatu playing the spearhead role on the economy.

The vital thing, it was felt, was that the major players were directly or indirectly represented, rather than "Mickey Mouse organisations whose leaders represent no-one but themselves and their jackets", as Shilowa puts it

Cosatu's presence at the APC will stiffen ANC sinews on three vital issues: the constitution-making arena, macro-economic negotiations and the timetable for interim rule

The unions are adamant that only broad constitutional principles — those embodied in the Harare Declaration, such as universal adult suffrage — may be discussed at the APC and an elected constituent



## LABOUR

**RAIL CRISIS: The ANC alliance looks at the ousting of Sarhwu's leaders, reports FERRAL HAFFAJEE**

**A** HIGH-POWERED "tripartite alliance" commission is looking into the ousting of the entire executive of the South African Railway and Harbour Workers' Union (Sarhwu) by disgruntled workers earlier this month.

The commission, drawn from the Congress of South African Trade Unions, the South African Communist Party and the African National Congress, has been mandated to make a finding early next year.

Sarhwu members used their power as employers to suspend general secretary Martin Sebakwane, his assistant Johnny Potgieter and president Justice Langa.

Citing the recently concluded wage agreement with Transnet as the reason for the palace coup, workers accused the executive of not consulting the rank and file before signing the agreement.

They claimed the wage agreement was prejudicial and barred them from taking mass action unless they opted to forgo their bonuses. The agreement, which ended a six-month dispute, makes provision for the payment of an attendance bonus to workers who are absent from work for no more than one day a month.

Sarhwu members from the Southern Transvaal region occupied union offices at the beginning of October, five days after the signing of the wage agreement.

They continued their occupation despite a national executive committee (NEC) meeting called to resolve the issue.

At a second NEC meeting in Kimberley at the end of October, the suspension of the entire six-member

# Commission investigates 'palace coup'

140A  
29/11/91 - 5/12/91



Investigating the ousting ... Cosatu national administrator Jeremy Baskin, right, looks into the dismissal of former Sarhwu general secretary Martin Sebakwane.

Photos: WILLIAM MATLALA

national management committee, including Sebakwane, Potgieter and Langa, was ratified. In addition, Southern Transvaal regional office bearers have been suspended because

from the tradition and norms of Sarhwu by signing an agreement without mandate," said Sarhwu's honorary president, Arche Sibeko.

Elected to deliberate on Sarhwu's crisis are Cosatu national administrator Jeremy Baskin, the SACP's Siphwe Nyanda and Jabu Moloketi of the ANC.

Baskin said that the commission had sat for the first time last week and he was confident that the inquiry would be completed in the mandated two months.

The leadership crisis is having sad consequences for a number of exciting developments in which Sarhwu is involved.

At stake is its contribution during the crucial preparatory stages of the newly established Transnet industrial council.

Although Sarhwu members have attended industrial council meetings, they have no mandate and are unable to take decisions.

This allowed the conservative Black Trade Union (Blatu) to take a leading union role in the council's fledgling deliberations.

In addition, the unity talks between the Transport and General Workers' Union and Sarhwu will have to be mothballed until the crisis is resolved.

Transnet labour executive Vic van Vuuren confirmed that the crisis had had a negative impact on labour relations. He said that Sarhwu and Transnet had, from a position of conflict, moved to a more fruitful and positive relationship.

Saying that he had absolute faith in the suspended executive, he added that it was currently impossible to communicate with the union.

of the office occupation. Only then did the Southern Transvaal workers vacate the offices.

"The meeting noted that the national management committee deviated

# Consumer report confirms public scepticism <sup>140A</sup> Cosatu

Bl Day 29/11/91

VERA VON LIEREE

COSATU yesterday said the President's Council's report on consumer issues was a "devastating indictment on government mismanagement" of the economy

Cosatu said in a statement the report concurred with statements made by the trade union federation and other organisations that the majority of South Africans had absolutely no confidence in government's ability to address the economic hardships they were facing

"If this is the view expressed by a government institution such as the President's Council, there can be little doubt that the overwhelming majority of South Africans support Cosatu's contention that it would be disastrous to allow the government to unilaterally restructure the economy."

Some of the problems which the report suggested the public attributed to government mismanagement included the lack of a coherent approach to job creation, failure to address unemployment and inflation, soaring taxation on individuals, and continued wasteful expenditure on apartheid

While the report was undoubtedly correct in identifying much of the problem, it fell far short in its proposed cure, Cosatu

said

The report proposed that the same government — which it said the public had no confidence in — set up an advisory forum on the economy which would "report to the State President on an annual basis," and its report would be "studied by the Cabinet Committee for Economic Affairs"

The fact that the country was in a process of transition in which the NP had no right to unilaterally determine the process of restructuring the economy seemed to have escaped the President's Council, Cosatu said

## Forum

The labour federation said a macro-economic negotiating forum involving all major players in the economy needed to be set up as a matter of urgency

"It is high time for the government to expedite the setting up of the economic negotiating forum, so that a range of problems facing our people can be addressed with the full involvement of all parties"

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# Azawu holds its first congress

THE Azanian Workers Union will hold its first annual congress in Durban at the weekend since its formation two years ago, writes Ike Motsapi

The conference will be at the Justice Hall from tomorrow until Sunday

Azawu was formed in December 1989 by workers employed in what is generally referred to as small businesses

Presently, Azawu has a paid-up membership of 3 000

Mr Patrick Mkhize, the union's organiser, said "Azawu is gradually gaining recognition very fast in other provinces"

"Azawu also fully participated in the campaign against the implementation of VAT"

"The union has also gained support in big industries and has also signed seven recognition agreements," he added

Mkhize said among issues to be discussed at the congress were:

- Constituent assembly and
- The Future of Azawu.

(139)

Sowetan  
6/12/91



# Six fired as wages used to pay bail

(139) SOWETAN 12/12/91

SIX workers at Waterberg Security in Marble Hall were last week dismissed without pay after their salaries were allegedly used to bail out two white employees charged with murdering blacks.

The two white employees, Mr Fanie du Plessis (26) and Mr Johanns du Plessis (24), sons of the owner of the firm, Mr J du Plessis, allegedly murdered two blacks about two weeks ago

They are charged with murder and abduction together with three other white men

The six workers were dismissed last week following the first court appear-

ance of the five men

They said Du Plessis, the father, told them they were fired and he could not pay their November wages because he had used all his money to pay bail for his sons

They then approached the National Workers Union of SA for assistance, said union spokesman Mr Hendrik Ngwenya

An official at the Groblersdaal office of the Department of Manpower confirmed that the six men were being assisted by his office

By MATHATHA TSEDU

# Mass action threatened <sup>(1407)</sup>

COSATU's Western Transvaal branch has threatened Gencor with "mass action" unless the group withdraws a policy of dismissing workers who fail to report for work for six days.

The policy meant 83 Buffelsfontein miners awaiting trial since for alleged intimidation, could be fired even if they were acquitted, the union said.

The mining group had until December 9 to resolve the issue <sup>B(DC) 2/2/91</sup>  
C. A. du Plessis, chief of executive management resources at Gencor's mining arm, said the company's disciplinary procedures would decide whether the men could return to their jobs. — Sapa

# Cosatu calls for full say at Codesa

STAR 3/12/91  
By Mike Siluma

South Africa's biggest labour federation, the Congress of SA Trade Unions, has increased the temperature of the negotiations process by demanding the holding of constituent assembly elections within 18 months

In a hard-hitting statement yesterday, Cosatu also announced it would only take part in the Convention for a Democratic SA (Codesa) — which holds its first meeting in two weeks' time — if it was allowed to attend in its own right, not as part of a delegation of either the ANC or the SA Communist Party.

Announcing the decision at a press conference, Cosatu general-secretary Jay Naidoo said "We believe that the process of political transition should involve as many major players as possible, and that includes Cosatu

"We want to see democratic, one-person, one-vote elections within 18 months, if not sooner. We believe that 18 months is enough for Codesa to complete its task of preparing for the installation of an interim government which will focus on ensuring free and fair elections to a constituent assembly"

Mr Naidoo said the decision was taken by Cosatu's central executive committee (CEC) — its highest policy-making body, after congress — after considering recent developments, including meetings between the Government and the ANC, as

well as deliberations within the Cosatu/ANC/SACP alliance

"The CEC resolved that if Cosatu could not take part (in Codesa) in its own right, (it) would not do so at all. Cosatu would throw its weight behind the ANC-SACP negotiating teams," Mr Naidoo said.

Flowing from this, Cosatu had set up a six-person committee "to liaise and strategise with the ANC and SACP in the negotiating process"

The Cosatu decision, which effectively overturns one taken last month by the federation's national executive committee, favouring the integration of Cosatu into ANC and SACP delegations to the talks, betrays fears about the Government's intentions and a desire by the organisation to reassert itself on the political stage

It is understood from union sources that Cosatu's decision to insist on attending the talks separately followed the Government's and other conservative parties' resistance to the participation of unions

Cosatu is understood to have been offered seats on the delegations of the ANC and the SACP, but the feeling among the 80-person CEC was that participation in this way would hinder the Cosatu delegates from independently articulating the federation's views.

Other CEC decisions included urging the Government and employers to agree to the establishment of a macro-economic negotiating forum



# Numsa official survives assassination attempt

*Sowetan 5/12/91*

AN East Rand organiser of the National Union of Metalworkers of South Africa, Mr Jeffrey Khubeka, was nearly killed when his car was fired on in Springs last week

Mr Moses Mayekiso, general secretary of Numsa, told *Sowetan* that the attack on Khubeka took place last Friday on November 29 1991 about 9pm

He said one of the attackers was white and they were driving a dark grey Toyota

Mayekiso said "The gunshots struck at different parts of the car including the petrol tank "Another passerby's vehicle was also struck and the owner has been hospitalised"

Mayekiso said police have so far made no progress in arresting any of the assailants

"We call upon those responsible for the security of society to convince us that they have really changed and as such can be relied upon

*1404*

By IKE MOTSAPI

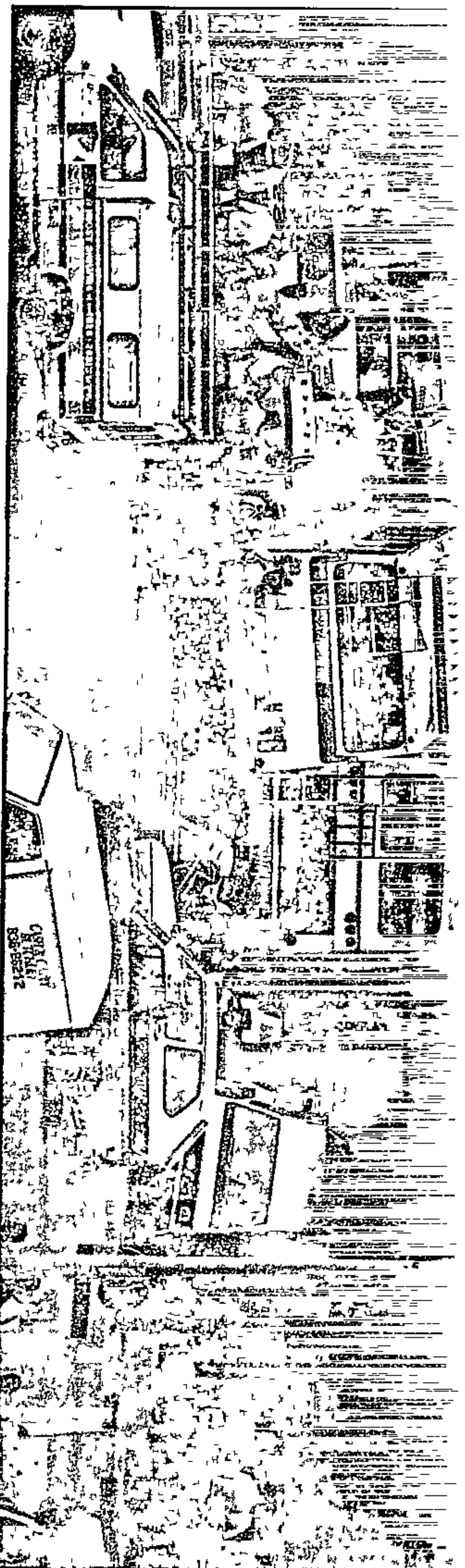
"The object is to bring those responsible to justice" Mayekiso added

Lieutenant Wikus Webber, the East Rand police spokesman, said the matter had not been reported to the police

Webber appealed to Mayekiso or the victim to report the case to them

Mayekiso also revealed that another union official Mr Johannes Mosia, chairman of the Western Transvaal region, is also under constant threats by elements closely associated with KwaMadala Hostel. He has not been sleeping at home for the past two weeks

"These latest developments follow the death of Pepsi Mahlangu, a union official who was killed in July this year as well as threats made four weeks ago to another official, Mr Andries Malaudzi



Jammed . . . Fox Street was blocked by buses carrying thousands of protesting mineworkers

Pictures Etienne Rothbart

# Peace chief steps in as 2 500 miners flock into Jo'burg CBD

By Bronwyn Wilkinson and Monica Oosterbroek

A potentially volatile protest by about 2 500 miners in central Johannesburg yesterday was defused when Cosatu called in National Peace Commission chairman John Hall

Mr Hall said Cosatu officials told him there was trouble at the Fox Street offices of Gold Fields, and asked for his help in negotiations between Gold Fields management and National Union of Mineworkers delegates

"The Peace Accord says people must obey the law, and if they want to protest, they must get permission. These protesters did not get permission, which put the police in a difficult situation," said Mr Hall

He said he had reminded Cosatu delegates that the organisation had signed the Peace Accord

"An offer has now been made to meet people at the mine and hopefully the situation will be defused," he said

In a statement to Sapa, the Doornfontein Gold Mining Company reported yesterday that all underground production had ceased at the mine, near Carletonville, after the dismissal of most of its 5 800-strong workforce

## Surrounded

The dismissals resulted from an illegal strike and subsequent failure to respond to an ultimatum to return to work.

The strike resulted from disciplinary action taken against some miners involved the November 4 and 5 anti-VAT stayaway

An NUM spokesman said mine management had given the striking miners an ultimatum to return to work by 11 am yesterday or face dismissal

The miners did not return

to work and about 25 busloads of them drove to Fox Street yesterday. They were surrounded by about 500 policemen. A section of the street was cordoned off and Casspurs were parked at each side

Riot police guarded the doors of the buses with rifles at the ready to prevent miners getting off

Miners wearing union T-shirts rocked the buses from inside, chanting songs and toy-toying

Police allowed NUM and Cosatu officials into the Gold Fields building to meet management

The NUM proposed the extension of the ultimatum to today and asked for the opportunity to persuade workers to return to work

Management agreed to meet an NUM delegation at the mine at 9 am today

At about 4 30 pm, union representatives went from bus to bus asking the miners to leave peacefully



Airring grievances . . . protesters were prevented from leaving the buses for several hours by armed police with rifles at the ready.



# Cosatu in surprise shift on talks

W/M/12-12/12/91

14017

In an eleventh-hour switch of direction, the Congress of South African Trade Unions has decided against direct participation in next month's Convention for a Democratic South Africa (Codesa)

Instead, Cosatu will throw its weight behind the delegations of its alliance partners, the African National Congress and the South African Communist Party. The plan, Cosatu general secretary Jay Naidoo told a press conference this week, was to thrash out a co-ordinated strategy in a political committee representing the three allies, which will meet regularly as Codesa proceeds

The federation's central executive committee resolved in September that Cosatu should attend the all-party

The Congress of South African Trade Unions will not be at next month's all-party conference. But it will have a hotline to "tripartite alliance" negotiators  
**DREW FOREST reports**

talks, subject to discussions within the alliance

Confronted with an adamant government refusal to admit the labour movement, and fearing that its participation might open the floodgate to a host of "Mickey Mouse" organisations, Cosatu's executive committee recommended that Cosatu representatives should be included in the delegations of its allies. This was successfully canvassed within the alliance itself. However, at a meeting at the week-

end, the Cosatu CEC decided after long debate that if the federation could not participate in its own right, it should not attend at all. Labour should rather throw its weight behind the ANC/SACP negotiating teams through a political committee comprising six members of each ally, ensuring that an alliance perspective is advanced at the talks

A key consideration in the switch of direction was that Cosatu delegates in the ANC and SACP teams — who would wear "two hats" — would lack a clear organisational mandate

Cosatu representatives appointed to the committee are understood to include assistant general secretary Sam Shilowa, vice-president Chris Dlamini, seasoned metal unionist

Chris Dlamini



Other matters which belonged high on its agenda were prices, redundancies, job creation and "the inequalities created by apartheid"

chemicals and tyre and rubber. Other matters which belonged high on its agenda were prices, redundancies, job creation and "the inequalities created by apartheid"

An issue which warranted the forum's special attention, he added, was government tariff policy, which had sparked widespread retrenchments in such sectors as textiles, chemicals and tyre and rubber.

Both the state and employers of dragging their heels. An issue which warranted the forum's special attention, he added, was government tariff policy, which had sparked widespread retrenchments in such sectors as textiles, chemicals and tyre and rubber.

It also demanded that the transition- at authority legislate agreements reached in a macro-economic negotiating forum — a persistent Cosatu demand on which Naidoo accused both the state and employers of dragging their heels.

To ensure free elections, Cosatu called for the interim government to make "satisfactory arrangements" in regard to the security forces, the media, control of the budget and the involvement of international organisations

The transitional government should have a limited lifespan — the government is rumoured to be thinking of a 10-year interregnum — and should focus on ensuring free and fair elections to a constituent assembly, which would in turn draw up the constitution

"Codesa is not charged with formulating a new constitution. That process belongs to elected representatives of the people," Naidoo insisted. To ensure free elections, Cosatu called for the interim government to make "satisfactory arrangements" in regard to the security forces, the media, control of the budget and the involvement of international organisations

Spelling out the labour movement's expectations of Codesa, Naidoo said Cosatu wanted one-person one-vote elections within 18 months and the establishment of interim rule "without delay". The transitional government should have a limited lifespan — the government is rumoured to be thinking of a 10-year interregnum — and should focus on ensuring free and fair elections to a constituent assembly, which would in turn draw up the constitution

Bernie Fanaroff and Transport and General Workers' Union leader Randall Howard



# 3 000 dismissed miners leave Durnacol colliery

ABOUT 3 000 NUM members left Iscor's Durban Navigation Colliery (Durnacol) in northern Natal yesterday after they were dismissed by management for rejecting an ultimatum to return to work, an Iscor spokesman said.

At least 500 miners remained on the mine premises and production at the mine continued.

The Iscor spokesman said employing a new workforce would start only next week. He said not all miners had been informed of the dismissals and management was still communicating with workers.

NUM official Kgalema Motlanthe said yesterday at least 1 500 miners were paid off and bused out of the mine. The union's lawyers would approach the company asking it to give preference to dismissed workers when they started employing a new workforce, Motlanthe added.

The workers were dismissed after they failed to heed an ultimatum to return to work earlier this week. More than 3 000 coalminers embarked on a legal strike on

VERA VON LIERES

November 4, demanding above-inflation rate increases.

The company offered wage increases of between 10% and 14%, implemented at the beginning of July.

Meanwhile, Doornfontein gold mine management and NUM representatives held talks yesterday believed to centre on the reinstatement of 5 800 workers dismissed from the mine on Wednesday.

Motlanthe said management was last night awaiting a written "proposal" from the union guaranteeing steps would be taken to avoid a repeat of illegal strikes. Talks were expected to continue last night.

Doornfontein owners Gold Fields of SA said earlier this week workers were fired after they embarked on illegal strike action starting with the night shift on Monday and rejected an ultimatum to return by Wednesday morning.

The NUM said workers were protesting against the dismissal of at least 50 miners after last month's anti-VAT stayaway.

# Highveld strike to fight layoffs

WITBANK - All the black workers at Highveld Steel, the huge iron and steel manufacturer in Witbank, resumed their strike yesterday in an attempt to stop the company retrenching 600 employees.

About 4 000 workers downed tools again following their brief work stoppage on Tuesday, National Union of Metal Workers of SA (Numsa) spokesman Frank Boshielo said yesterday.

Attempts to negotiate a compromise on Wednesday had failed, said Boshielo.

Numsa first attempted to convince the company that it should retain the services of the 600 workers and then, apparently conceding that the retrenchment would go ahead, negotiated with management over a settlement package for the affected employees.

Boshielo said the company was offering a retrenchment package of two weeks pay for every year a worker had been employed.

Numsa was demanding four weeks pay for each year.

He conceded the strike was illegal in terms of the Labour Relations Amendment Act, because no strike ballot had been conducted.

"The problem is that the company wants to retrench the 600 workers tomorrow. There is no way to block them except by an immediate strike"

The company gave notice of their intention to retrench on November 12, just three weeks before the 600 employees were to lose their jobs, Boshielo said.

Numsa expects the company to seek legal means to force the strikers to return to work.

It says it will oppose such action and the strike will continue.

Only white employees were at work at Highveld Steel's three plants in Witbank yesterday.

Management confirmed the strike and said negotiations would continue early today.

It said workers had downed tools at Vantra, Transalloys, Rand Carbide and Highveld Steel yesterday. — Sapa.

# 4 000 steel men out on strike

By **THEMBA KHUMALO**

AS Christmas draws near, 4 000 black workers at Highveld Steel Corporation in Witbank have downed tools in protest against the retrenchment of 600 of their colleagues.

The strikers, most of whom are members of the National Union of Metalworkers of South Africa (Numsa), have vowed not to return to work until the management agrees to hold meaningful talks with them on the retrenchment issue.

A statement issued by the strikers claimed that the employers refused to discuss a severance package or any alternative arrangement.

"The standard agreement for the industry provides that companies will consult in good faith with a view to reaching agreement on any retrenchment or redundancy. This was an agreement between Seifsa and the metal unions."

It went on to say management failed to inform the retrenched workers in time about their pending plight.

The corporation's management was not available for comment.

Meanwhile, about 150 workers at Cuthberts, Barnes and ABC shoe stores have entered their third week on strike.

They are demanding a R1 200 minimum wage, a R250 across-the-board increase, a 13th cheque and improved working conditions for black staff.

According to Stanley Mngomezulu, spokesman for the South African Commercial and Catering Workers' Union (Saccawu), discrimination against black workers is rife at the three stores. There is disparity in salaries between black and white staff doing the same job.

Paul Gartner, personnel manager for the stores, said racial practices were against his company's policy and anyone found practicing racism was dealt with.

"The strike is about the recognition of Saccawu and the other demands have just been added to make the strike big. In all our stores Saccawu is supported by only 176 employees out of a total of 1 200."



# Doornfontein management stands by firings

LENGTHY negotiations between Doornfontein gold mine management and the NUM ended inconclusively last week with the company standing by its dismissal of about 5 800 miners earlier in the week

Gold Fields said discussions with the NUM, after Wednesday's firing of most of its unskilled and semi-skilled workforce, "yielded no satisfactory conclusion"

VERA VON LIERES

and the dismissals of the miners stood

The workers were fired after they embarked on an illegal strike last Monday and rejected an ultimatum to return to work by Wednesday morning. The strike was sparked by the dismissal of 38 miners after last month's anti-VAT stayaway, the NUM said

NUM acting general secretary Marcel Golding said yesterday that despite a number of proposals made by the union at renewed talks on Saturday, the company appeared intent on dismissing the workers.

The NUM proposed that concrete procedures be followed in future should there be "any potential threat" of illegal industrial action and that the case of the 38 workers be taken to arbitration (140A)

Gold Fields said the precarious financial position of the mine had been made untenable by three unlaw-

ful strikes in almost as many months

An illegal work stoppage for nearly two weeks led to a loss in September

Since then another illegal stayaway had further eroded the mine's financial position and the current stoppage would do substantial further damage, Gold Fields said.

"This leads us to the conclusion that, if the company is to succeed and continue to operate underground workings, it needs to rely on a workforce which can contribute towards the achievement of this goal."

Mike Siluma reflects on the SACP conference which ended yesterday

# Who speaks for SA's workers?

S TAR 9/12/91

140

THE weekend conference of the SACP once more brought into focus the need for the unions to carve a niche for themselves. The need was first articulated after the ANC conference, and again recently when Cosatu demanded representation at the multiparty talks.

After nearly 40 years as an underground party, the SACP formally re-launched itself into a South Africa where its mantle as the defender of the interests of the working class has, in practice, been usurped by the union movement, primarily Cosatu.

While SACP membership currently stands at a claimed 25 000, its ideological allies, the unions, command far greater visible support among workers. Cosatu, for instance, claims a membership of more than a million, while the National Council of Trade Unions boasts more than 300 000.

In addition, a new survey of the political views of Cosatu shop

stewards has shown that if an election were called today, an overwhelming 94 percent would vote for the ANC. A paltry three percent would vote for the SACP.

The survey, commissioned by Cosatu and carried out in September by the Community Agency for Social Enquiry (CASE), also showed that of the 860 shop-stewards interviewed, 70 percent believed Cosatu was the body best able to represent workers' interests during the constitutional negotiations, against nine percent for the SACP and 21 percent for the ANC.

Senior CASE researcher Siphon Pityana, who co-ordinated the survey, ascribed the low support for the SACP to two main factors — the party's lack of an independent political profile as a result of its participation in the ANC/Cosatu alliance, and Cosatu's prominent political role in recent years.

"Until the unbanning of the ANC and SACP, Cosatu played the

role of representing workers' interests both politically and on the shopfloor, and won the workers' confidence."

SACP executive member Charles Ngakula was dismissive of the findings. "We do not place a lot of emphasis on such surveys. The fact that our membership has grown from 5 000 at the beginning of the year to 25 000 shows that there is a lot of interest among the working masses in the SACP."

He points out that many Cosatu shop stewards are also active as party activists at branch level. Also, key Cosatu leaders hold party executive posts.

"The party is the political home of the working class. The labour movement largely concerns itself with the situation at the factory floor. The main objective of the party in the short term is to work with the ANC to achieve national liberation for all our people. In the longer term our aim is to introduce socialism in SA."

But what common ground is there between Mr Ngakula's views and those of union leaders?

Plenty, it seems, in the case of Nactu assistant general secretary Mahlomola Skhosana. "We see the SACP as an important organisation. We believe that a strong communist party in SA can help to fight the economic imbalances in the country."

"Unions are reformist by the nature of their work, whereas the party is a revolutionary body which is a necessary complement to the unions' struggle."

Cosatu general secretary Jay Nadoo agreed there was a convergence of objectives in as far as the party and Cosatu wanted "a democratic socialist SA", but added that, while Cosatu's primary role was to look after workers' interests such as wages, employment and economic issues in general, the federation remained a major political player. □



# Cosatu and Nactu garner huge gains

THE year 1991 will go down as one which saw trade union movements in South Africa continue to win their battles with the Government.

Trade unions grew from strength to strength as more people threw their support behind them

A significant factor is that the country's two big trade union federations, the Congress of South African Trade Unions and the National Council of Trade Unions, continued to co-operate when tackling the Government on issues that affected their members

However, they failed on the big one - getting the Government to suspend the introduction of Value Added Tax

The face-saver was the Government's concessions in dropping VAT from 12 to 10 percent, exempting union dues from VAT and zero-rating several foodstuffs and public health services

The big question is Who did what?

A look at Nactu shows that the federation had concentrated its efforts in supporting initiatives of Cosatu. One may argue that possibly they may have embarked on certain things alone but in the end had common purposes with those started by Cosatu

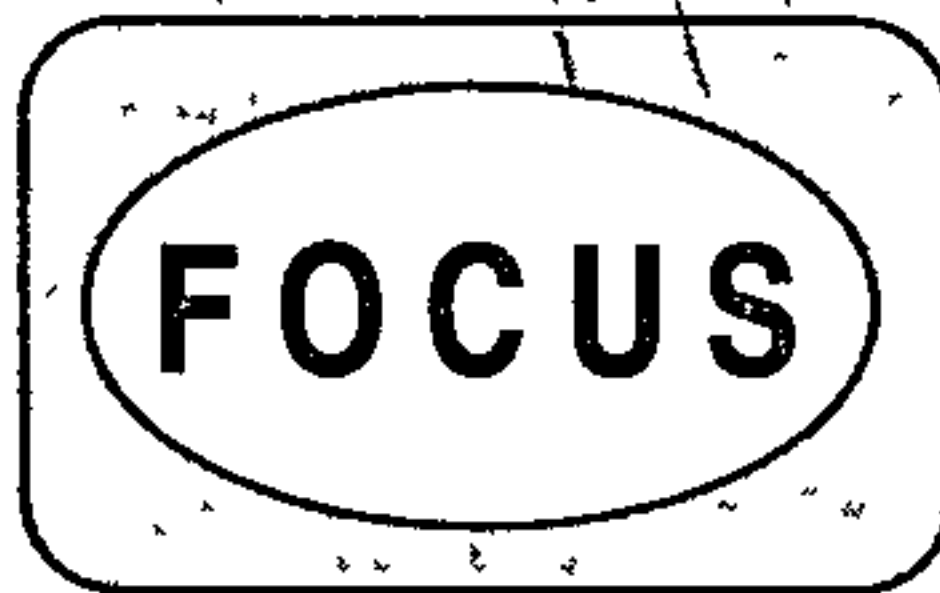
Nactu president Mr Cullingham Ngcukana said the federation had received much of its success this year during the anti-VAT strike

He said "This is despite the fact that we did not make much gain out of the issue

"This, however, has proved that the federation has the ability to tackle serious issues in the political arena."

Ngcukana said 1991 was, on the other hand, a very difficult year for trade unions

"We faced a lot of challenges,



**Labour reporter IKE MOTSAPI looks at co-operation between the Congress of SA Trade Unions and the National Council of Trade Unions in 1991.**

especially with the changing political climate in the country

"The bad state of the economy led to massive retrenchments, industrial actions and mass actions"

Mr Bangumzi Sifingo, Cosatu Press officer, said Cosatu worked towards forging unity with Nactu

"We worked together in tackling the Labour Relations Act issues and VAT

"Our working relationship with Nactu has improved.

"We view this as a major achievement for trade unions in South Africa

"We are also working towards drafting a workers charter which will ensure that in future we will be speaking in one voice for the benefit of our members

"We also played a key role in the formation of the Peace Accord. We seconded Jayandra Naidoo from Cosatu to be on the Peace Accord Committee," he said

Cosatu's image was also slightly tarnished when three of the union's executives were convicted of kidnapping a policeman

Cosatu general secretary Jay Naidoo and executive members Sidney Mafumadi and Moses Mayekiso were found guilty in the Johannesburg Magistrate's Court for having held policeman Monge

Maleka inside Cosatu House without reason

They were each fined R2 000 or one year's imprisonment.

Despite these setbacks, trade unions, especially Cosatu, won most of their major battles with the Government.

Firstly, the trade union movements started their fight with the Government early this year to get May 1 (May Day) to be regarded as Workers' Day. Former President PW Botha met the unions half-way when he said the first Friday of May each year would be a public holiday

The first such Friday fell on May 1 and then fell on other days of the week. The unions pressed on, getting employers to grant this holiday

The Government this year gave in and May 1 is now a public holiday. The unions regarded this as the first "victory" towards the establishment of a nonracial democratic government in South Africa.

Then there were numerous national stayaways which were headed by the majority of black people

The stayaways and mass actions had the support of the black liberation movements such as the Pan Africanist Congress, the Azanian Peoples Organisation and the African National Congress

The first stayaway to be called by Cosatu this year was for February 1

The stayaway was called to demand

An interim government,  
A constituent assembly,  
The unconditional release of all political prisoners,

The scrapping of all security legislation and an end to political trials, and

An end to violence

Protest marches and rallies were held countrywide in a bid to pressure the Government into acceding to the demands

Memorandums listing demands were presented to various Government departments

Most of the demands have been met by the Government

During July Cosatu entered into a historic agreement with the SABC to screen and broadcast Afrikaans and African language programmes mainly aimed at the more than one million federation members

Cosatu, which had conditionally agreed to participating in the restructuring of the National Manpower Commission, pulled out after it and Nactu had successfully negotiated a better deal for domestics and farmworkers

These are now covered by the Labour Relations Act.

Cosatu told a Press conference that it decided to pull out of the NMC because it believed the Government "was not prepared to implement the recommendation of the commission"

Ms Lisa Seftel of Cosatu said former Minister of Manpower Mr Eli Louw promised to establish a forum on negotiation, a condition demanded by Cosatu for its participation in the NMC, by next year

"We will only then consider taking part in the restructuring of the NMC once this forum has been established," Seftel added

Then came the war against VAT. Before the implementation of VAT the Government had vowed to go ahead with the proposed 12 percent new tax

But, the unions, backed by black organisations, forced the Government to back down. Hence the tax was reduced from 12 to 10 percent



Metal  
workers  
return  
to work

(140A)  
Soweto  
12/12/91  
ALL 4 000 members of the  
National Union of Metal-  
workers of South Africa  
who had been involved in  
industrial action at  
Highveld Steel in Witbank  
returned to work yesterday

This was confirmed by  
both Numsa and a spokes-  
man for Anglo American  
Corporation

Negotiations between  
Highveld Steel's manage-  
ment and the union were  
still continuing yesterday -  
*South African Press Asso-  
ciation*

AGRICULTURE IN SOUTH AFRICA  
IN THE EIGHTIES AND NINETIES:  
AN ANNOTATED BIBLIOGRAPHY.

<sup>13/12/91</sup>  
<sup>13/12/91</sup>  
Retrenchment  
talks continue

14/12/91  
VERA VON LIERES

TALKS between the National Union of Metalworkers (Numsa) and management at Iscor's Highveld Steel plant on the retrenchment of several hundred employees were expected to continue today, a Highveld official said.

This follows a return to work by nearly 4 000 workers who had been engaged in illegal industrial action at all four Highveld plants near Witbank since last Tuesday because of the retrenchments.

Meanwhile, management at Iscor's Durnacol mine in Natal yesterday accepted a request by the NUM for mediation on the re-employment of 3 100 workers.

# Cosatu shop stewards say No to communism

S/ Times 15/12/91

(140A)

**ONLY three percent of Cosatu shop stewards support the SA Communist Party, according to a new survey.**

And the poll found that nearly three-quarters of them believe their trade-union federation should be represented independently at the Convention for a Democratic South Africa (Codesa)

If South Africa had a general election tomorrow the ANC would get the support of 94 percent of the 860 shop stewards — from Cosatu's 13 affiliated unions across nine regions countrywide — who were sampled.

The survey — carried

**By CHARLES LEONARD**

out for Cosatu by the Community Agency for Social Enquiry (Case) through face-to-face interviews in September this year — also revealed an unexpected two percent support for the National Party and one percent each for the Pan Africanist Congress and Inkatha

Despite the fact that Cosatu was excluded from Codesa, 70 percent of the shop stewards believed their trade-union federation should represent worker interests during negotiations. This was followed by 21 percent who believe that the ANC should fulfil that role, with

nine percent depending on the SACP

Regarding economic policy, 67 percent saw nationalisation as the solution, while 17 percent favoured privatisation and 16 percent regulation

Those sampled were overwhelmingly in favour of an interim government running the country during negotiations — 92 percent against the remaining eight percent who backed the government staying in power during that period

### Services

The survey revealed 57 percent favoured a constituent assembly working out the new constitution. The remainder wanted that task put at the door of a multi-party conference.

Questioned about social services, the shop stewards — 52 percent of whom earn less than R250 a week, and only 10 percent more than R400 — were also divided.

The survey found 56 percent were behind increased taxes with subsequent free social services, and 44 percent supported no increase

in taxes with individuals paying for services.

About issues concerning workers and politics, the findings were

● Workers must retain the right to strike, 93 percent agreed

● Factories should be run by worker committees; 75 percent agreed

● Civics should represent workers in communities, 63 percent agreed

● Workers do not comprehend politics, 52 percent agreed

● Minority rights should be protected, 52 percent disagreed

● Unions should stay out of politics, 80 percent disagreed

When it came to reading, 56 percent preferred English, followed by 11 percent Afrikaans and then various black languages.

When it came to the media, The Sowetan was the most popular daily newspaper at 37 percent, the Star at 14 percent and then the Citizen at eight percent

On a Sunday 31 percent preferred City Press, with the Sunday Times a close second at 29 percent



# Mineral wealth is in white hands - NUM

140A

So we have 17/12/11



JAMES MOTLATSI...  
president of NUM

SOUTHERN Africa is rich in mineral resources but this wealth is not reflected in the standard of living of the masses, according to a top National Union of Mineworkers official

Mr James Motlatsi, president of NUM, was addressing members of the Southern African Miners Federation in Kadoma, Zimbabwe last week

Zimbabwe's president Mr Robert Mugabe, and his Minister of Mines and also president of Associated Miners of Zimbabwe, Mr Jeffrey Mutandare, were in

**By IKE MOTSAPI**

attendance

Motlatsi said the wealth has in general not gone to the people of Southern Africa but has been transferred to the "colonial elites in the region and, in greater quantity, to the rich countries, who pay us less and less in real terms for our hard-won minerals"

He said "Mining is controlled by only a few gigantic companies, many of whom can be traced back to the racist companies from the last century

"The most important company in the region is the South African Anglo American/De Beers group, which alone controls probably more than half of the regional mineral production"

Motlatsi said the mining operations needed to return to the "pre-capitalist mining industry's role where mining provided the raw material to make useful items that will increase the living conditions of the masses"

"We must start transforming our minerals into

manufactured products for the local market and for export. If we do this we will create jobs and earn foreign currency to import what we cannot produce yet

"We need to join together in a Southern African block that goes beyond the borders imposed upon us by the colonialists

"We need to organise workers in all the mines and refineries across the region to enable them to combat the constant attacks on their wages and working conditions"

# NUM application turned down

VERA VON LIERES

THE Industrial Court on Friday dismissed an urgent NUM application for the temporary reinstatement of more than 4 000 workers fired two weeks ago at Doornfontein gold mining company, a Gold Fields of SA spokesman said yesterday

The application was dismissed with costs on the grounds that there was no urgency in the matter, the spokesman said

And in another development, the Pretoria Supreme Court on Friday granted the company a provisional order allowing it to evict dismissed workers. In terms of the order, the workers and the union will be given an opportunity on Wednesday to show cause why it should not be made final, the spokesman said

NUM acting general secretary Marcel Golding could not be reached

for comment yesterday (140A) (140B)

Workers were dismissed after they embarked on an illegal strike two weeks ago (140A) (140B)

Doornfontein announced last week it had applied to the Supreme Court for an order evicting the dismissed workers who were occupying mine territory. It said accommodation occupied by the fired workers was needed to accommodate a new workforce. The illegal strike had led management to conclude that if the mine was to have a future, it needed a reliable workforce

Golding said management had failed to accept several union proposals aimed at effecting a return to work of the dismissed workers

# Union violence holds up containers

VIOLENCE between two trade unions which left one worker dead and several injured at Spoornet's Kaserne depot near Johannesburg last week has led to backlogs at the container terminal

Spoornet said a half-day backlog had built up as a result of the dispute, but expected work to return to normal today.

Nearby container terminal City Deep was not affected by the action, but was suffering from a one-day backlog

Container terminal manager Buks Coet-

140A  
21 Dec 19/12/91  
ANDREW GILL  
and ROBERT WICKS  
zee said this was primarily due to the higher Christmas season volume, a 6% to 10% increase in exports and the implementation of VAT.

Spokesmen for commerce and industry said terminal delays had been experienced as a result of the backlogs. However, if drivers resumed work today, it was

□ To Page 2

## Containers

Blattu 19/12/91  
unlikely there would be any major problems, they said

The violence erupted last Wednesday between the SA Railways and Harbours Workers' Union (Sarhwu) and the Black Transport Workers' Union (Blatu)

Blatu president Dan Phiri said the trouble started early last week when Sarhwu members decided to evict Blatu members from the plant

Phiri said Blatu members returned to work two days later after management gave them assurances of their safety, but were assaulted by Sarhwu members, resulting in the death of a Blatu member

Negotiations were under way between management and the unions for an orga-

From Page 1

nised and "law-abiding" return to work.

Phiri said management locked out Blatu and Sarhwu members in an attempt to stop the violence (140A) (140A)

Spoornet spokesman Huibert van Teilinge said the unions now had to sign a commitment to work normally. He said that action undertaken by workers had become "unacceptable to management"

Management had brought in extra workers to supplement staff and as a result, the potentially large backlog had been restricted to half a day

A spokesman for the Federation of Transnet Unions said none of its unions had been involved in the action

Sarhwu was unavailable for comment



## Political killings drop 26%

*Biday*  
*20/12/91* PETER DELMAR

DEATHS in political violence have dropped 26% this year, according to the SA Institute of Race Relations.

The institute said in a statement preliminary figures showed 2 510 had died in political violence compared to last year's record figure of 3 699.

Institute executive director John Kane-Berman said 11 748 people had died since September 1984.

He said 1991 had started off relatively calmly, but that the fatality rate had doubled in March to more than 11 a day.

The worst month was March when 351 people died. The institute said in 85% of the 1 236 incidents of political violence it studied it was impossible to identify who were the aggressors.

Firearms were used in 30% of incidents, explosives and incendiary devices in 25%, instruments capable of inflicting hack and stab wounds in 16%, and stones in 15%. Common assault and burning of people accounted for 8% of cases.

## Right-wingers admit to Cosatu bomb blast

*1408* JONATHAN REES

PRETORIA — A right-wing extremist group calling itself the Boer Republican Army yesterday claimed responsibility for the powerful bomb blast which caused serious damage to Cosatu's offices in Pretoria earlier in the day.

*Biday* *20/12/91*  
An anonymous caller with a muffled voice told Sapa that the army was also responsible for three explosions which destroyed a private multiracial school in Klerksdorp on Monday.

Details of the army remain unclear but a right-wing expert said yesterday it was believed to be an umbrella military front for extremist right-wing groups, used as a cover to avoid exposing leadership figures on that end of the political spectrum.

The bomb at Cosatu's offices exploded yesterday at 1 15am, blowing a 0,5m hole in the pavement outside the building and damaging several surrounding shops and offices.

A 41-year-old security guard sleeping on the first floor of a neighbouring shop was slightly injured. Police have made no arrests so far.

Sapa reports that the blast caused damage amounting to thousands of rands.

The explosion left Cosatu House offices in chaos with collapsed ceilings and smashed furniture.

Regional officials said they could not yet estimate the full costs of the damage and were not aware of anything which could have been removed from the offices.

A motorbike dealer opposite the offices, Lawrence van der Merwe, said he was still assessing the damage to his shop, customers' motor bikes and new bikes which were in the display window. He expected his replacement costs to be considerable.

A representative of a nearby stationery shop, Joe Frylrick, said about 70 window panes from the shop were destroyed, while attorney Elias Pyekga, whose offices were about 500m away, said there were broken window panes strewn all over his premises.

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20 Dec

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# Numsa man in spy wrangle

By THEMBA KHUMALO

NATIONAL Union of Metalworkers (Numsa) general secretary Moses Mayekiso is caught up in a wrangle with the government over alleged spying on his trade union by the police

In a letter to President FW de Klerk this week Mayekiso alleged that the President was ignoring his requests that a senior police officer in the security branch either be suspended or have disciplinary action taken against him for spying on Numsa

The officer, according to Mayekiso, was also linked to the continued funding of the IFP after De Klerk had publicly stated this year that there would not be any more such funding

The State President's office referred Mayekiso's letter to the Ministry of Law and Order for investigation

Spokesman for the Law and Order Minister, Capt Craig Kotze, told



COMPLAINED ... (140A)  
Moses Mayekiso.

City Press Mayekiso's letter was replied to by the Minister on November 26. A second reply was faxed to Numsa's offices this week after Mayekiso complained he did not receive the first letter

Kotze said: "If Mayekiso has problems with the administration of his office he shouldn't blame the police for not receiving our letters"

Mayekiso then said he had received the reply but was not satisfied with its contents

He said: "We obviously want the State President to handle the matter himself. We feel he is sidestepping the issue by referring it to the Minister of Law and Order. How can he refer our letter to the very department we are blaming for spying. It's totally unfair"

The request that the police officer involved in the spying on Numsa be suspended comes a month after the union suspended its president, Maxwell Xulu, whom they accused of supplying sensitive union information to the police.

Xulu has vehemently denied the allegations.

He has blamed his suspension on a "network" opposed to his presidency and intent on dominating Numsa.

His suspension remains effective until Numsa's annual congress in July.

City Press 2/12/91

INDUSTRIAL REL. — WORKERS' ORG. — COSATU

1992

JANUARY — MAY



# Labour issues move to centre stage

W/Med 3/11-9/11/92.

(L40A)

1992 promises to bring in some dramatic changes on the labour front.

**FERIAL HAFFAJEE**

looks at the prospects for the year

**T**HE new year is set to herald exciting developments for the labour movement internationally, nationally and on the shopfloor

The Congress of South African Trade Unions' call for a macro-economic negotiating forum will become more urgent this year and planning meetings will take place in the new year, according to Erica Jancowitz of the Andrew Levy and Associates management consultancy

The demand gained ground during last year's union-led anti-Value-Added Tax campaign, when Cosatu warned the government to not undertake any restructuring exercises without first consulting all major players

With the plans for the new forum, the year is also likely to sound the deathknell for the National Manpower Commission in its present form, especially after Cosatu's widely publicised walk-out from the body last year

Instead it is likely to be replaced by a more representative body with the power to deliberate on national issues like economic restructuring

In another measure to maximise union influence nationally, unity



between Cosatu and the National Council of Trade Unions could develop further this year. Last year, Nactu general secretary Cunningham Ngcukana delivered a keynote address at Cosatu's national congress reflecting on all that the two federations had in common

Internationally, it is also likely to be an exciting year for labour with a high-powered commission from the International Labour Organisation (ILO) planning a visit to South Africa next month

Cosatu is also forging a leading role in southern Africa through its work in

the Southern African Trade Union Co-ordinating Committee. The federation played a key part in the drafting of a social charter for the region by Satucc earlier last year

And through its work in Satucc, Cosatu is also likely to exert influence throughout the continent through the Organisation of African Trade Union Unity

Meanwhile, the shopfloor will feature both new and old demands from management and trade unions in 1992

Job security will still feature prominently, according to Jancowitz. With

the recession unlikely to let up for at least four months and the call for a moratorium on retrenchments not very successful last year, the new year is likely to find the trade union movement grappling with new ideas on job security

Productivity deals like the one concluded between the National Union of Mineworkers and the Chamber of Mines last year will gain more prominence, believes Jancowitz

And in industries where productivity is difficult to measure, wastage and shrinkage could become the determining features

"Reductions in both these areas can lead to significant savings and increased profitability, which in turn can be shared with the workforce," according to Jancowitz

Centralised bargaining, a demand ratified by the Cosatu congress last year, is likely to feature prominently in the trade union movement this year. Centralisation of benefits schemes like provident funds and medical aid schemes is also on the cards

Campaigns for harmonisation of working conditions to line up working conditions for production and administration workers will get off the ground this year, believes Jancowitz. She says "This often entails the reduction of working hours in the production facility, introducing the same provident/pension and medical schemes and paying similar bonuses"

The affirmative action campaign is also likely to increase in prominence

The ILO has commissioned a study on affirmative action in South Africa and already many companies are promoting blacks from within into management positions

But unions will push for a collective form of affirmative action encompassing training for all workers so that all are able to be promoted along clear career paths

From the management corner, Jancowitz believes more companies will move away from across-the-board increases to merit increases. She also notes an increased move toward linking bonus payments to attendance — unauthorised absence being debited against the full sum of the bonus

## LABOUR

BY DREW FORREST

THE National Union of Metalworkers (Numsa) has claimed a systematic terror campaign against its officials, following a string of recent shootings and threats on the Reef

In one case, a death threat was made by an anonymous caller claiming to be from the Afrikaner Weerstandsbeweging

Numsa said Springs organiser had been hospitalised

# 'Terror' campaign against Numsa officials

Jeffrey Khubeka narrowly escaped death in mid-December when three men in a grey Toyota, one of them white, shot at his car on the Dunottar-Duduza road

His car was hit several times, as was another passing vehicle whose owner had been hospitalised

Numsa lists other recent incidents, three involving Springs officials, suggesting a "systematic attempt to intimidate its officials":

● Springs official Pepsi Mahlangu was shot dead in kwaThema in July.

● In November Springs organiser Andries Malaudzi was warned by an

organisation calling itself the "ASO" that he faced death if he did not resign from the union. His car was subsequently broken into and damaged

● In September a nameless caller warned that the A WB would "get" Springs organiser Makgao Mloshwa. The call was taken by the

office administrator, Sibongile Skosana, whom the caller named and also threatened to kill

Numsa said Johannes Mosia, chairman of its Western Transvaal region, was under threat from "elements associated with the Kwamadala Hostel" — a disused hostel occupied by Inkatha supporters at Iscor's Vanderbijlpark works — and had not been sleeping at home for weeks



# Cross-holdings could go to State

# NUM looks at mining houses

SI Times (BUS) 5/11/92

140A

140A

A CONSULTANT to the National Union of Mineworkers (NUM) has suggested that cross-holdings of the major mining houses be nationalised so that "a future democratic government could redress the gross ownership imbalances".

Paul Jourdan, consultant for technical aspects of the National Union of Mineworkers (NUM) project for the mining industry, put forward this idea in a paper to the Metals Bulletin Southern African conference in Harare

He is, however, quick to point out that the paper was presented in a personal capacity — not as an NUM policy statement

By IAN ROBINSON

Dr Jourdan says he is studying measures "to redress the totally racist ownership pattern (of SA's mining industry) so that it does not impair the ability of the industry to operate efficiently and profitably to create wealth and employment and to contribute to State revenue"

NUM acting general secretary Marcel Golding will not be drawn on the union's attitude to Dr Jourdan's views

Mr Golding says nationalisation 'has been part and

and a greater share of profits would go to the State from dividends

This mechanism for redressing the ownership imbalance would allow a more discretionary approach than indiscriminate legislation, such as US anti-trust laws

Anglo American declines to comment on Dr Jourdan's proposal

Anton von Below, senior lecturer in mineral economics at the University of the Witwatersrand, is worried that nationalisation of cross holdings would threaten the profitability of mining houses

Their cross-holdings are a complex system in which management skills and financing are interwoven. Mining is capital intensive and confiscation of assets could threaten mines' ability to finance new projects

## Precious

Dr Von Below says the mining houses grew out of the need to consolidate capital and technological resources at the beginning of the century to mine gold reefs at increasing depths

The system has proved successful in the development of SA's mining industry

The question of compensation — if any — would also be a contentious issue

Dr Von Below suggests that nationalisation of mineral rights would be an effective means of increasing the State's stake in the mining industry without the risks associated with the nationalisation of cross-holdings

The current system of private ownership involves the risk of sterilisation and fragmentation and can retard development of mineral resources

If mineral rights were nationalised, mining companies would pay lease fees to the government for the right to mine all minerals — as is the case with precious metals and stones

State ownership of mineral rights is the norm in the Western world

THE National Union of Mineworkers will hold a conference this month

The central committee of 350 delegates from 17 regions will meet to discuss four major issues

● Progress since the last congress in April 1991

● Progress since the tripartite mining summit in June 1991 of representatives of unions, employers and the State

● Policy on wages and conditions of employment in 1992

● Violence on the mines

The meeting will coincide with an international coal conference in Johannesburg. It will be attended by UK mining union leader Arthur Scargill and the presidents of the Australian, US and German mining unions

parcel of NUM policy. But such measures must be planned and be part of an overall economic policy"

He says that as an instrument of economic policy "it must have specific objectives if it is to be used"

NUM is interested in redressing the "power relationships" to better reflect the country's political restructuring

Dr Jourdan believes that nationalisation of cross-holdings, such as between Anglo American and De Beers, would have advantages for both shareholders and the State

No private or corporate shareholders would be directly affected. The "people", through the State, would gain some control of a company



MARCEL GOLDING Nationalisation part of overall economic policy

# Pirelli goes for big one and fails

LEOPOLDO Pirelli, eponymous chairman of the Italian tyre-maker and one of the country's top industrialists, faces a tough new year — one that could be his last at the helm

Not only has he been forced to concede defeat in Europe's longest-running bid — the so-called "merger" between Pirelli and German rival Continental — but he burdened his group with huge losses just as the tyre industry faces its toughest time for years

To rub salt in the wounds, most of the losses, about £310-million for the year, stem from the ill advised Conti assault

Now Mr Pirelli has to go to his shareholders for a rescue rights issue. He is selling off parts of the business to help reduce his company's debts

## Backing

His position could be worse. If Pirelli were a British company and the convoluted merger plan had been put together there, he would almost

FRANK KANE charts the story and dire consequences of Pirelli's failure to take over its German rival Continental in the Eurobid of 1991

man industrial establishment, collapsed last November when Pirelli was forced to disclose the indemnities and its huge losses

How did Pirelli get itself into the parlous position of mounting a contested takeover in Germany where such things are almost unknown?

On the face of it, it was logical to suppose that a merger of the world's fourth and fifth-largest tyre companies would bring into being a new force against the French, American and Japanese giants that dominate the industry, especially as the outlook suggested there would be little room for the smaller players in the 1990s

But the plan Pirelli brought to Conti's Hanover headquarters had little else to recommend it. It would have saddled Conti with most of the combined debts, but

On the basis of vague nods from Ulrich Weiss, chairman of the Conti supervisory board and a board member of Deutsche Bank, the German financial giant that has 5% of Conti, the Italians believed they had a green light for the deal in spite of declarations from the Conti directors and shareholders

The Italians also faced a boycott threat from BMW, Volkswagen and Mercedes, Conti's main customers

The Italians had some things going for them. They pulled heavyweight financial advice on board from American investment banks Morgan Stanley and Merrill Lynch as well as the important Italian institution Mediobanca

They also managed, through the concert party and indemnities, to gain a stake of about 35%

This was the springboard

of the first operators... many operations...



# UK strike boss 'King Arthur' heads for SA

S/Times 5/11/92 (140A) (2A)

BRITAIN'S controversial union leader, Mr Arthur Scargill — "King Arthur" to his followers — will be in South Africa this month to attend two mining conferences

Mr Scargill who led British miners in the bitterly divisive and economically crippling coal strike of 1984-1985, has been at the centre of a major investigation into the misappropriation of R7,5-million raised by Soviet miners to aid British families during the strike

In South Africa he will first attend an international mine union conference in Johannesburg and later the SA National Union of Mineworkers central committee meeting, where a new general secretary will

By CHARLENE SMITH

be elected to succeed Mr Cyril Ramaphosa, appointed ANC secretary-general last year (see Page 1 of Business Times)

NUM acting general secretary Marcel Golding said Mr Scargill had been invited because "British miners have always been supportive of the South African NUM"

The left-wing British mine leader is held in high esteem by many black South African mineworkers, few of whom are familiar with some of the recent controversies that have surrounded Mr Scargill

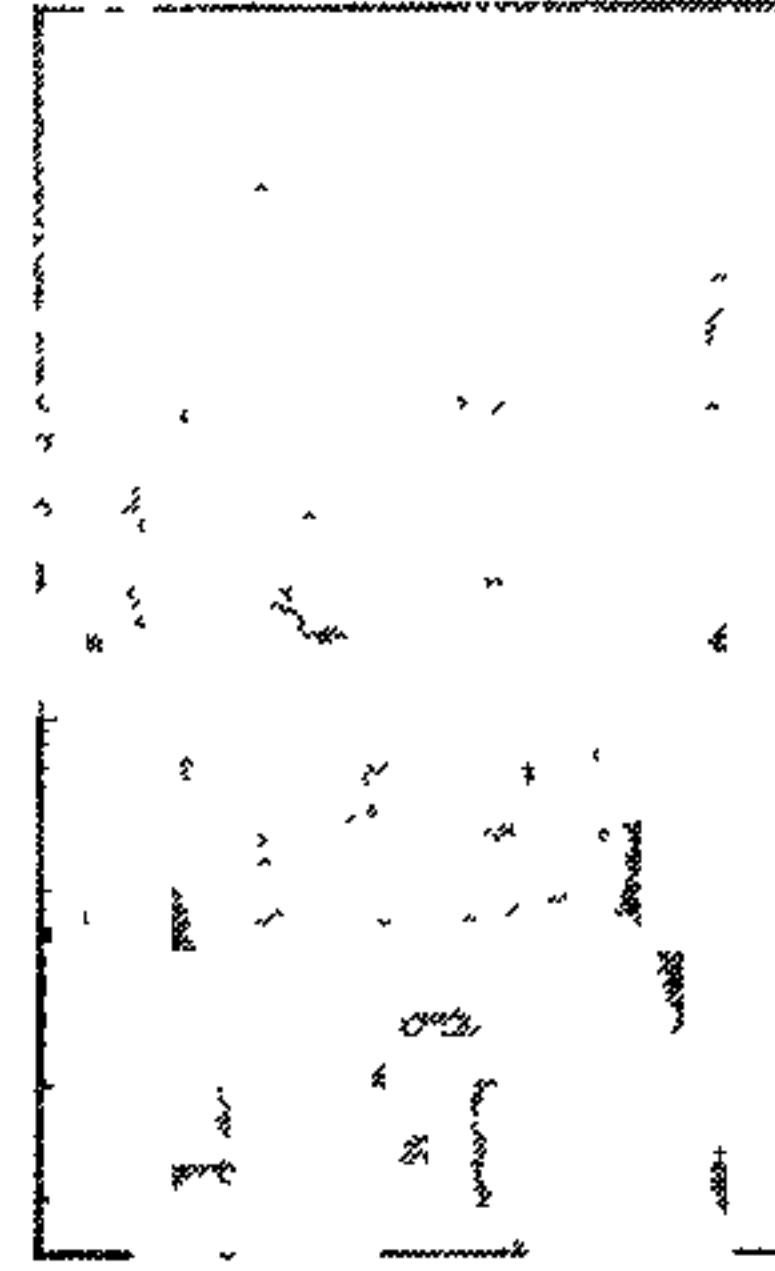
The money donated by Soviet miners during the 1984-85 strike never reached British mine fam-

ilies, and Mr Scargill freely admitted that he had used it to set up a variety of secret trusts to protect the union from sequestration

The money was channelled through the Paris-based International Miners' Organisation into a complex network of secret accounts

There have been other claims, however, that Mr Scargill intended using the money to set up an international left-wing mining union empire through the IMO, which he heads, that could cause crippling global strikes

The 1984-85 coal strike split the British miners' union and led to the creation of the Union of Democratic Mineworkers. Mr Scargill has refused to negotiate a single pay increase for his union



ARTHUR SCARGILL  
Dogged by controversy

members since the strike because he will not sit at the negotiating table alongside the UDM

Since the strike, employment in the British coal-

mining industry has dropped from 180 000 workers to 65 000

Three million Soviet mineworkers raised the money in 1984-85 by working one or two days of their holidays without pay.

A 133-page report into the misappropriated funds by British QC Gavin Lightman in 1990 found no evidence implicating Mr Scargill in personal corruption

The investigations were begun after Mr Roger Windsor, the NUM's former chief executive, said he had paid a R111 105 mortgage on his house with money donated by the Soviet Union and Libya during the strike. Questions were raised about how Mr Scargill, a former coal miner, could afford to buy a house for R625 000 in 1985

## Troubled

The Lightman report said the money came from a R500 000 loan Mr Scargill received from the IMO in 1985, and that his general secretary, Mr Norman Heathfield, received a loan of R300 000 in the same year, also to buy a house.

The national executive committee of the NUM was sufficiently troubled to launch its own four-man commission of inquiry, aided by Soviet miners, who demanded the money back plus interest.

The executive committee decided to sue Mr Scargill, Mr Heathfield, MP Norman West and Mr Alan Simon of the IMO for the return of up to R15-million

However, that case collapsed in June last year after a magistrate said the report commissioned by the union could not be admitted as evidence.

# Union warning on wage freeze

Biday 4/3/92

140A

WILSON ZWANE

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) will oppose wage freezes or further restructuring and retrenchments in the hard-hit retail and service sector.

Saccawu assistant general secretary Kaiser Thibedi yesterday told a news conference the union would meet employers within two weeks to discuss the formation of a central bargaining forum to deal with all matters affecting workers.

"The wage freeze and planned restructuring and retrenchments in the sector are not acceptable as they represent the most comprehensive attack on workers since the emergence of independent trade unions in the late 1970s," he said.

Thibedi said employers could not resolve the crisis individually.

The union would have no choice but to mobilize its workers if employers did not agree to the formation of the forum and a moratorium on retrenchments, he said.

Workers in the sector are expected to receive their smallest wage increases in 10 years this year, most of them below 10%.

OK Bazaars and Southern Sun are reportedly to offer zero increases

next month.

An OK spokesman has said the company was prepared to consider a 6% increase in November if the economic situation improved.

A Southern Sun spokesman said it would guarantee a 6% increase in October.

Saccawu — the biggest union in the retail trade with 90 000 members — is demanding a R285 across-the-board increase at OK with a minimum monthly wage of R1 113.

It also wants a guaranteed 13th cheque.

Checkers intends telling the union it is prepared to liquidate the company if Saccawu impedes its recovery.

It is making a loss at 130 stores, with 12 000 out of 18 000 jobs at stake.

Productivity underpins the crisis. Most employers want to trade job security for agreements to keep wages down, control industrial action and enter productivity and flexibility arrangements to keep companies profitable.

Thibedi said the union would negotiate such agreements with employers at the central bargaining forum.

# Retailers negotiate over provident fund

8 (10) au 13/21/92 (140A) (140B) (140C) (140D)  
TWENTY major employers in the retail industry are negotiating a national provident fund with the 100 000 strong SA Commercial, Catering and Allied Workers' Union (Saccawu), says Saccawu assistant general secretary Kaiser Thibedi.

The talks are the result of a Saccawu initiative to involve the entire industry in setting up the fund.

The employers, who have grouped together in a Participating Employers' Association, include Checkers, Clicks, Edgars, OK Bazaars, Pick 'n Pay, Foschini, CNA/Gallo, Ackermans, Pep Stores, the Beares Group, Game, Metro Cash and Carry, Morkels and SA Druggists. Other retail employers, who were originally involved in discussions around the proposed national provident fund, have pulled out at this stage.

The major problems were whether to make membership of the fund compulsory and whether to merge existing funds into the new national fund. The employers are adamant that membership should be voluntary and that the new fund should run parallel with existing ones, says employer spokesman John Corlett.

Thibedi argues that Saccawu members should join the fund and that existing funds should be "collapsed" into the national fund.

The companies involved employ about 90 000 people.

The existence of this new negotiating forum's does not address the question of whether an industrial

council could be established in the retail trade. Corlett said yesterday the diverse nature of the industry militated against the formation of a council and the issue "wasn't even on the agenda". Thibedi said while an industrial council was desirable in the industry, Saccawu was concerned only with the provident fund issue at the moment.

Meanwhile, Checkers is asking for the setting aside tomorrow of an industrial court order that "proper consultation" take place between the company and Saccawu before retrenching workers.

Nearly three weeks ago Saccawu sought urgent relief from the industrial court to stop Checkers retrenching workers in a store it had closed. In a ground-breaking ruling, relief was granted and Checkers was obliged to consult Saccawu before retrenchments could take place.

This has apparently sparked a wave of applications from unions seeking to halt retrenchments.

At issue is whether a company has the right to unilaterally retrench workers when closing or selling its operations or whether the union should be involved in the decision.

A source said there had been nearly 60 hours of consultation and Checkers now wanted the order set aside. A Saccawu spokesman said the union would oppose Checkers' application.

DIRK HARTFORD



# Union slated as 3 injured

Crime Staff

Police have condemned the leadership of the South African Commercial Catering and Allied Workers Union (Saccawu) after three workers were injured in an attack early yesterday at a plant in Industria, Johannesburg.

Police spokesman Captain Eugene Opperman said two workers employed by Eureka DIY were seriously injured after being stabbed several times and a third was beaten up near the firm's premises.

He said that according to the injured workers

and other witnesses, the attack was allegedly carried out by "members or supporters" of Saccawu who attempted to intimidate workers to stay away from work.

Captain Opperman said in a letter to the police yesterday "The action of Saccawu members or supporters this morning at Eureka DIY is proof that the leaders of the organisation are unable to control any of its members and/or supporters," he said, adding that the union's leaders should take full responsibility for the attack.

Saccawu official Elise Stainbank said she could

not comment on the police claims because she "had only heard through the grapevine" about the incidents.

The union had not responded to The Star's request for commentary on the allegations at the time of going to press.

Captain Opperman said the names of the seriously injured workers — who were taken to the JG Strijdom Hospital — would not be released until their next of kin had been informed.

Police were investigating charges of intimidation and serious assault, he added.

# US can dial a donation to the ANC

WASHINGTON — Americans wishing to contribute to the ANC now need only pick up their telephones and dial 1 900 230 8880

The call will cost them \$5,95 (about R16), a portion of which will be sent to the Mandela Freedom Fund and will, they are assured, be used for charitable purposes. In return, they will hear a two-minute taped message from former congressman Walter Fauntroy expressing his "sincere gratitude"

A six-minute update on the state of play on Wall Street or in the top TV soap operas can be had for about the same price

ANC president Nelson

8/10ay 16/1/92  
SIMON BARBER

Mandela is understood to have provided his own message, but this has not yet been put on the service

The number has yet to be publicised

Callers are warned in advance that they must be over 18 to hear the message. This is to deter children making vast donations to the ANC.

Fauntroy, whom the ANC has retained as its Washington consultant, says that despite the founding of Codesa and the political progress it implies, SA's humanitarian needs "must not be overlooked".

Proceeds, he implies, will be used to reduce mal-

nutrition, train doctors, nurses and teachers and provide new clinics, schools and textbooks

When the message ends, callers are asked to give their names and addresses, to be placed on a mailing list which the ANC can use to raise further funds

It is unclear what percentage of the R16 will make it to ANC coffers

However, a spokesman for the ANC's Washington office, Wantu Zenzile, said "whatever comes in comes directly to us"

Nothing would go to Fauntroy's firm, Walter Fauntroy and Associates, which was already being paid a retainer estimated at \$200 000 a year

## Two stabbed 'by pickets' in Industria

8/10ay 16/1/92  
DIRK HARTFORD

TWO employees of Eureka DIY in Industria, near Johannesburg, were seriously injured when they were stabbed close to the factory yesterday

SAP spokesman Capt Eugene Opperman said the injured employees claimed that the attack was "carried out by SA Commercial, Catering and Allied Workers Union (Saccawu) members or supporters who tried to intimidate workers into staying away from work"

Opperman said a third employee had been beaten up

A Saccawu spokesman said workers had picketed the factory since Tuesday. The union was unable to comment on yesterday's violence as it was unaware of what had happened

However, Saccawu said 44 of its members at Eureka DIY had been arrested at Langlaagte station yesterday; 38 had been charged with disturbing the peace and each was fined R100

Opperman said Saccawu had promised that its pickets, dismissed in December after a strike, would not interfere with customers or employees who wanted to work. "Saccawu even went so far as to threaten the police with legal action if any of its members were unlawfully arrested while picketing."

140A  
Police were investigating charges of intimidation and serious assault.

Union  
*Sowetan*  
wins  
*28/1/92*  
ruling  
*(140A)*  
against  
*(1988)*  
store

THE Industrial Court ruling that a company cannot sell any of its shops before consulting with the union will make it difficult to run a business, says Checkers managing director Mr Sergio Martinengo.

Martinengo was reacting to the court ruling last Friday that Checkers should consult properly with the SA Catering, Commercial and Allied Workers' Union before selling or closing any of its shops.

Saccawu brought an urgent application last Thursday to prevent the company from retrenching 34 union members.

In a statement yesterday the union charged that Checkers had announced that three of its branches, in Roodepoort, Bethlehem and Fleurdal, would be closed or sold.

Martinengo said only the Roodepoort store had been sold, but that the Bethlehem and Fleurdal branches were still operating. There were plans, however, to close them.

He denied the union claim that Checkers planned to close or sell 100 of its 169 stores, and said a total of only 12 stores would be affected.

He said some of the workers affected by the closure had been absorbed into other branches of the group, but that those who could not be placed had not been retrenched - *Sapa*

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# Union ready to trade Karos pay freeze for concessions

KAROS Hotels and its workers are close to agreement on a wage increase suspension — in exchange for several concessions — says the recognised trade union.

SA Commercial, Catering and Allied Workers Union (Saccawu) spokesman Allen Horwitz says a pay-rise suspension for three to six months is likely.

An important concession sought by the union is a moratorium on retrenchment, reflecting the trend where job security issues have moved to centre stage in many pay talks.

Saccawu acknowledges Karos's tight financial position. But it seeks monthly financial disclosure as part of the deal.

Mr Horwitz says "Should the financial position improve significantly during the year we want the right to get increases backdated to the normal implementation time."

The implementation date would be April 1.

Another request from the union is a reduction in the working week from 45 to 40 hours. But this may not be conceded as readily as a retrenchment moratorium.

A Karos spokesman says it is possible that an agreement could be reached in a few days.

Mr Horwitz says relations

By ADRIAN HERSCH

between the union and Karos have improved since the late 1980s.

Pick 'n Pay and Saccawu are trying to resolve their pay dispute in conciliation board talks. Both parties made concessions at the latest meeting.

A company spokesman says the union lowered its demand for a 21.9% pay rise to 17.9%. The company increased its offer from 15.24% to 16.6%.

Rejected 140A

Saccawu is consulting its membership and conciliation board talks will resume on Wednesday.

It is unlikely that job flexibility issues will form part of the Pick 'n Pay agreement, says a company spokesman.

The union appeared to reject job flexibility at a recent conference. But since then some union officials have said that the statement has been misunderstood.

One says "We reject flexibility where there are no guarantees of job security."

# 'Come talk or face sit-ins and strikes'

W/Med 16/4 - 23/4/92

1404

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**S**OUTH AFRICA could face the spectre of bank, hotel and store occupations if commercial and catering employers continue to ignore the South African Commercial Catering and Allied Workers' Union's demands for an industry pow-wow.

The establishment of a national industry forum was the key issue that delegates haggled over at Saccawu's national bargaining forum held in Johannesburg last weekend.

Employers have been given until a meeting planned for June to commit themselves to creating the forum and thrashing out solutions to the crisis facing the industry. If they do not, the union will start proceedings for mass action.

Up for discussion at the June meeting are

- The union's demand for a moratorium on retrenchments
- The wage freeze expected in

Saccawu has given commercial

and catering employers an

ultimatum: join an

industry-wide forum or

face mass action.

By **FERIAL HAFFAJEE**

many negotiations

● Job flexibility, casualisation and sub-contracting

● The national provident fund and a national industry board

The first meeting on the national forum, held in March, flopped when only 23 employers attended. Metro and Karos were the only big employers to show up while giants like Pick and Pay, Checkers and Southern Sun were conspicuous by their absence.

Pick and Pay has indicated it will attend the June meeting while other employers could not be reached for

comment.

The union stipulated at the week-end that it was opposed to wage freezes, job security measures, casualisation and sub-contracting and is seeking a moratorium on retrenchments.

These militant demands emanated from rank-and-file members whose jobs are directly threatened or who have already lost jobs. But union officials indicated that all their demands were up for negotiation — provided employers came to the forum.

"For example, we are not opposed to discussions around job flexibility," said a union representative this week. She acknowledged that the moratorium on retrenchments would be difficult to enforce. It is the same issue which is threatening to derail negotiations in the automobile and mining industries. "We would have to apologise very strongly on the ground."

In addition, Saccawu also faces the problem of employers who have already imposed wage freezes like OK and Southern Sun.

Traditionally the fierce competition in the sector has made employers hesitant to negotiate jointly but to save off action from Saccawu, they may have to.

If employers turn their backs on the June forum and do not reach consensus on the various demands, then Saccawu will "declare disputes, apply for a conciliation board and conduct strike ballots for national action". In addition to conventional strike action, the union will occupy banks, hotels and stores to popularise their demands.

Good progress is being made toward a national provident fund. But the hotel sector is the only sector which has a training board of which Saccawu is a member and the union will push for training boards to be established in all the other sectors.

# Saccawu demands a joint employers' forum in June

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) has threatened to occupy major stores, hotels and banks if all the major service sector employers do not come to a joint meeting in June to discuss the 96 000-member union's demands.

Saccawu will also then demand the nationalisation of the service industry.

This emerged from Saccawu's national bargaining conference held at the weekend.

The union said it would present all retail, catering and financial services employers with demands for a national industry forum, a national provident fund and training board.

Saccawu also rejected job flexibility, employing casual workers and subcontracting, and demanded

DIRK HARTFORD

union with a long list of stores it wants to close altogether. And Southern Suns and OK Bazaars are offering 7% and 5% respectively, both to be implemented later than usual due to depressed conditions.

If employers did not meet these demands in June, Saccawu would declare disputes, apply for conciliation boards and conduct strike ballots.

The strike ballot would be for national strike action, including occupation of stores, hotels or banks.

When Saccawu last called all employers to a joint meeting in March — to discuss a national provident fund — the only major employers to turn up were Metro and Karos Hotels.

According to Saccawu, Pick 'n Pay and Metro have already indicated they would attend.

If current offers on the table in the retail and catering sector are anything to go by, the union seems headed for a major showdown with employers.

Checkers, which is losing several million rands each month, has proposed a 10% wage cut, and provided the

union with a long list of stores it wants to close altogether.

And Southern Suns and OK Bazaars are offering 7% and 5% respectively, both to be implemented later than usual due to depressed conditions.

In retail, where minimum wages range from R500 to R1 250 a month, there are large disparities between groups.

Pick 'n Pay, for example, has offered a 13% increase and it, along with Edgars and Wooltru, is among the sector's top performers.

Retail employers are reluctant to join a national forum for the service industry because of the scope of industry. Saccawu has organised everything from supermarkets to hairdressers.

In the financial sector, where Saccawu's membership is minute, the 22 000-strong SA Society of Bank Officials recently had to abandon a strike at First National Bank after its members voted against it. And the Perm and Absa are retrenching staff.



# Samancor to meet Numsa on takeover

THE National Union of Metal Workers of SA (Numsa) will meet Samancor management next week to request more information on the group's takeover last September of Middelburg Steel & Alloys which Numsa says intends retrenching 400 workers.

Numsa national secretary Bernie Fanaroff said yesterday the company had not yet provided information on the takeover. He confirmed Samancor had proposed to retrench about 400 workers in the restructuring of the enlarged group's operations from January 31.

Barlow Rand sold Middelburg Steel and Alloys (MS&A) to a consortium including Anglo American, De Beers and Gencor — which owns Samancor —

VERA VON LIERES

for R1bn Samancor bought MS & A's ferro-alloy division for R487,5m

It was reported at the time that Samancor would retrench 400 workers from the Middelburg Ferrochrome plant bought from MS&A. The plant employs about 3 000 people.

Samancor G M (chrome division) Wilrich Schroeder has said the rationalisation of its operations was due to market conditions. He said discussions with employees and employee representative organisations regarding rationalisation were underway.

A Samancor spokesman said yesterday he could not confirm that a meeting would take place next week.

# Common regional labour law sought

<sup>(1000) 9/11/92</sup>  
MOVES to transform the entire southern African region into a cohesive economic community should include a programme to create a common labour law system

This is the view of UCT labour law unit researcher David Woolfrey, who believes a "harmonised and enlightened" labour system is essential to balanced and equitable economic development

Writing in the Industrial Law Journal, Woolfrey said investors had to contend with an industrial relations environment that varied considerably from country to country.

"Transnational" investors in southern Africa faced a multiplicity of labour law systems," he said.

"Migrant workers shed rights and obligations, and acquire new ones, as they move across national frontiers"

Woolfrey said the need for labour law harmonisation was possibly more pressing in southern Africa than it had been in Europe because sharp disparities in wage levels and general conditions of service would increase the temptation for "social

SUSAN RUSSELL

'dumping' as countries competed for scarce foreign investments

"Those countries with a high rate of unionisation and well-developed labour law systems may find themselves outbid in the market for capital by those offering a haven from labour strife and a relatively cheap supply of labour," he said

The approximation of labour standards, Woolfrey said, would go a long way towards averting this process.

<sup>(1400)</sup>  
Basic

"Investors will not be able to shop around for the most docile and legally handicapped work-forces

"Workers will not have to move in search of basic minimum working conditions and organisational rights"

Opposition to a harmonised labour law system was likely, though, he added, because the typical Third World problems of poverty, high in-

flation, unemployment and lack of technology and skills mean a high premium was placed on employment creation and economic growth

"Inevitably, pressures for economic deregulation and the provision of investment incentives in the form of cheap labour, a union-free environment, will run counter to any calls for labour law harmonisation"

But Woolfrey stressed that an enlightened labour system was essential and would promote industrial democracy thus contributing to overall social consensus and stability

"The SA Commercial Catering and Allied Workers' Union has already initiated demands for regional wage bargaining and has formed alliances with unions in Namibia, Botswana and Swaziland"

Those interested in promoting sound industrial relations policies and practices in southern Africa, Woolfrey said, should do everything within their power to ensure labour issues were placed squarely on the agenda of current regional political and economic planning

Unable to reach a decision, the court ordered a new round of arguments. Barring a change in a colleague's posi-

price increase to finance billions of dollars in damages that could be expected from more lawsuits. — Sapa-AP

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## Cosatu organisers at summer school

MORE than 150 Cosatu union organisers gathered in Johannesburg last night for the federation's second three-week long summer training school. *Biday 14/1/92*

The school, opened by Cosatu vice-president and education chairman Godfrey Oliphant at Wits University, is aimed at developing the skills of union organisers and administrators, according to a Cosatu spokesman

A variety of courses, from basic to advanced and covering topics ranging from economics to organising and negotiation

DIRK HARTFORD

skills, are on offer. *(140A)* Worker education has been central to Cosatu's activities from the outset and has been a training ground for its leadership. A Cosatu spokesman said many of the current leadership of Cosatu and its affiliates had previously been involved in union education. Cosatu assistant general secretary Sam Shilowa is one example.

Cosatu is looking into the feasibility of setting up permanent worker colleges for union education



## Talks continue as mine strike ends

DIRK HARTFORD

THE strike by 11 000 workers at Impala Platinum's Bafokeng North mine and mineral processes plant ended at the weekend. Management and worker representatives agreed to call on strikers to return to work while appeal procedures against the dismissal of 1 800 employees continued.

The workers were dismissed after an overnight sit-in a week ago.

Although the NUM was not involved in negotiations because it is not recognised in Bophuthatswana, the majority of workers and their representatives are NUM members, the union said *8/Day 14/1/92*.

Meanwhile, the National Union of Metalworkers (Numsa) said yesterday 250 workers from Lascon Lighting Industries in Johannesburg had returned to work after striking last Friday against short-time measures.

Another 350 workers at Girlock SA went on strike — also in Johannesburg — yesterday in an attempt to stop retrenchments, Numsa said. The company and union will meet today.

In the catering industry, the strike at Kentucky Fried Chicken branches is nearly a month old.

## Taiwan prepares to end curbs on gold exports

MATTHEW CURTIN

TAIWAN is to lift its 43-year ban on gold exports, a move which could turn the island into one of Asia's major gold trading centres and boost gold demand and prices.

Reuters reports that the Taiwan Monetary Affairs Bureau said at the weekend the cabinet had in principle agreed to remove the ban, paving the way for free trading in gold for the first since the nationalist government moved to Taiwan in 1949.

"The move is a first step towards a free gold market," said Leon Shen, director of the bureau's international banking division.

An SA Chamber of Mines spokesman said yesterday the gold mining industry welcomed any development providing stimulus to the gold trade. He said gold had retained its attraction as a store of value far better in the Far East than in the West.

Jewellery demand was also strong in the region. However, it was difficult to predict what impact Taiwan's move would have on the gold market.

An analyst said any new market for gold was good news, and if there was an increased Taiwanese offtake

of gold it could improve the metal's fundamental market conditions.

Reuters reported that bullion dealers said Taiwan's gold market would be more active after the export liberalisation. Taiwan permits jewellery shops, precious metal firms and some government agencies to import gold. Individuals are only allowed to bring in a limited amount of gold.

The island was the world's largest gold importer in 1988, buying 354.7 tons of gold bars and coins. Imports fell to 160.22 tons in 1989 and to 103.7 tons in 1990 before rising to 111 tons in 1991.

Bullion dealers said the export liberalisation could boost Taiwan's gold imports this year by between 160 and 200 tons.

"Our gold market is a lame duck market because of the export ban," said China Trust Precious Metals Corp analyst Jack Wu.

"The liberalisation will help Taiwan move one step further towards becoming a regional financial centre," said another analyst.

## Sacob warns govt not to tamper with VAT rate

ANDREW GILL

SACOB has warned government that it should "strongly resist" any tampering with the present VAT system, including the current VAT rate of 10%.

In its recommendations, sent to Finance Minister Barend du Plessis for the 1991/92 Budget and published in the Johannesburg Chamber of Commerce and Industry newsletter, it made recommendations on tax issues including personal and company tax.

Those rates needed to be adjusted downwards in line with the five-year plan spelled out in the 1989/90 Budget. Also, individual tax rate structures needed to be adjusted for bracket creep, it said.

It also called for the fight against inflation to be reinforced by a more effective competition policy supported by a strengthened, more independent Competition Board. *8/Day 14/1/92*

It registered its strong opposition to a capital gains tax and a wealth tax and said the process of removing the import surcharge should be continued.

The report warned that there seemed to be a "sting in the tail" in the recession, and a number of negative factors could still slow down the upturn.

"Uncertainty in the business community is exacerbated by the inconsistency, perceived or real, often to be found in government policy application as well as the policy pronouncements of important extra-parliamentary leaders."

The report said a high priority should be awarded to law and order, education and training and job creation.

# Cosatu seeks clarity on VAT plans

*3 Day 14/11/92*  
COSATU called on Finance Minister Barend du Plessis yesterday to assure the public that VAT would not be increased this year

The trade union body was responding to Du Plessis' refusal yesterday to comment on speculation about a VAT rate increase in the coming months.

"Du Plessis has not denied it and we want to hear his response," Cosatu spokesman Neil Coleman said

The VAT Co-ordinating Committee would meet today and announce plans to intensify its anti-VAT campaign

"Government promised the co-ordinating committee that VAT would be lower than GST and it seems it will be far higher.

*140A (3/10)*  
**SHARON WOOD**

"November returns showed that revenues from VAT were short of what is needed and it is clear that government did not do its sums properly when it implemented VAT," Coleman added

The evidence of the past two months had placed a question mark over whether VAT was a more efficient tax, he added VAT's implementation had been a good example of crisis management and ad hoc response. Speculation that Du Plessis met leading tax advisers early yesterday in Pretoria could not be confirmed.

● Page 3

● Comment: Page 6

**LABOUR:** Unions and employers pull together ...

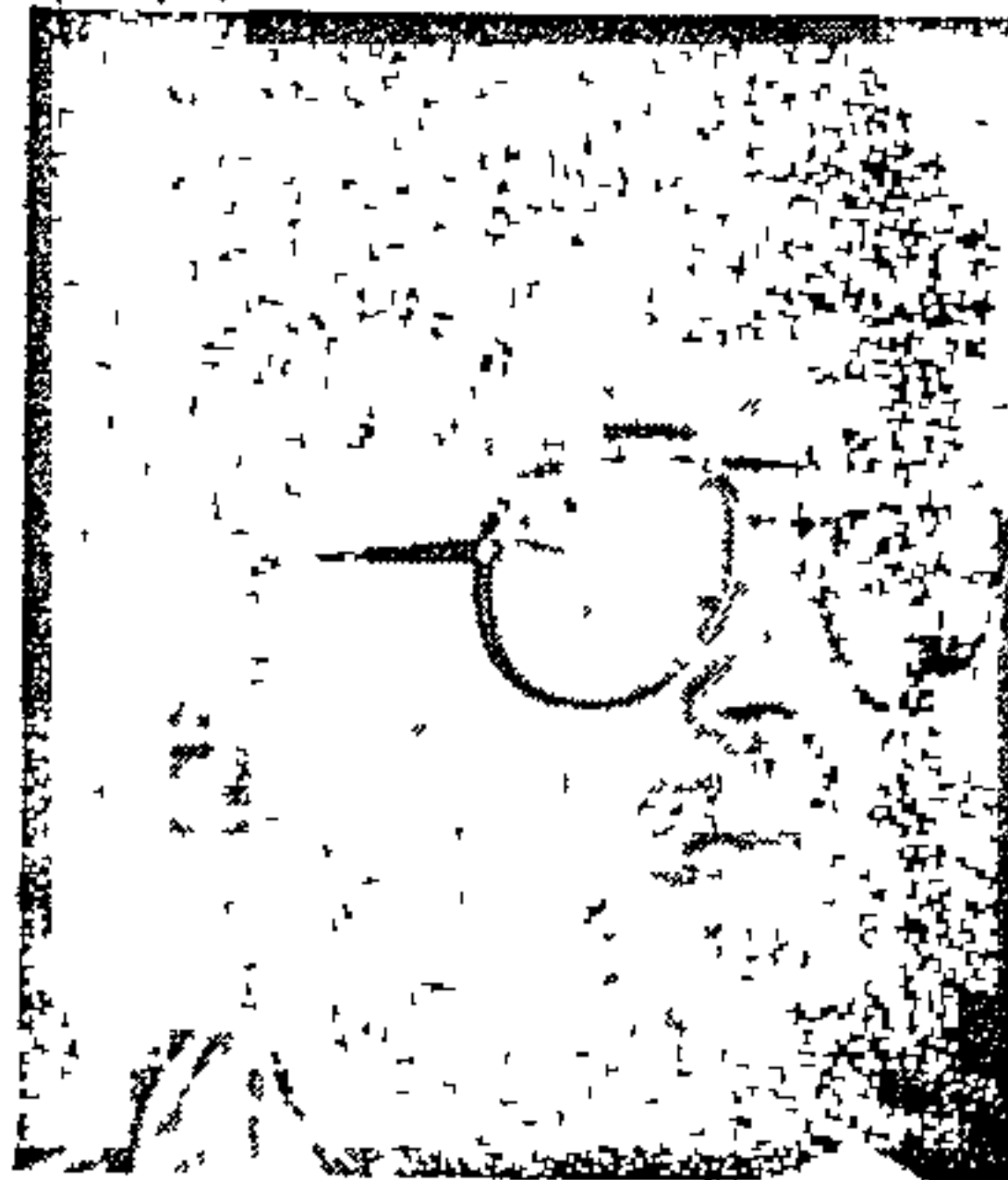
# Textile industry sews up new restructuring deal

*A ground-breaking deal to restructure the ailing textile and clothing sectors also heals rifts among employers, reports* **DREW FORREST**

**I**N A decisive step towards industrial co-determination, employers and organised labour have clinched a deal aimed at securing growth and stemming job cuts in the recession-hit clothing and textile sectors

The plan — South Africa's first industrial restructuring agreement involving labour — will now go to cabinet for a decision. Trade and Industry Minister Org Marais is known to favour the agreed approach.

"We see it as the first step in securing a role for the union movement in macro-economic decision-making. It complements the Congress of South African Trade Unions' demand for a role in broader economic restructuring," said South African Clothing and Textile Workers' Union (Sactwu) assistant general secretary Ebrahim Patel.



**Ebrahim Patel**

Agreed in the "working group" on clothing and textiles set up to advise the government last year, the plan entails an initial, transitional phase which seeks to limit the damaging effect of cheap textile and clothing imports, largely from the East, by means of a tariff quota system.

This would permit imports at current rates of duty in quantities agreed by the various sectors, with imports above the agreed quantities being permitted at higher duties.

In phase two, the industry will formulate a long-term growth plan to make it more competitive internationally and a larger employer.

From agriculture through to retailing, the industry "pipeline" employs some 500 000 workers — although it has shed 20 000 in the past 18 months. The intention is to stem the loss of a further 12 000 and create 30 000 new jobs.

Agreed by Sactwu and employers in the cotton-growing, spinning, knitting, textile and furniture industries, as well as clothing retailers, the agreement has healed an ancient breach in employer ranks.

Textile and clothing employers have been at odds for years over tariff protection. It is understood that Sactwu played a constructive role in bringing together these historic antagonists.

Cosatu and employers will next week resume talks on the creation of a macro-economic negotiating forum, but the Sactwu deal bears out predictions that progress towards joint policy-making is likely to be most rapid at industry level.

Restructuring talks in some form are also under way in the metal, motor assembly and mining industries.

w/m and 17/11 - 23/1/92

184

140A





Scargill and 140A  
B10 17/11/92  
union party due  
in SA next week

DIRK HARTFORD

A HIGH-powered delegation of British miner leaders, including Arthur Scargill of the UK's National Union of Mineworkers, arrives in Johannesburg next week for a meeting on the world energy situation.

Union leaders from some of the world's major coal exporting countries first met in October to share information, strengthen cooperation and try to co-ordinate strategies worldwide, SA NUM acting general secretary Marcel Golding said yesterday.

Next week's meeting would include the presidents of the Australian, British, German and SA mine unions, as well as the secretary treasurer of the United Mineworkers of America. Golding said leaders from the Southern African Federation of Mine Unions, which included unions from Zambia, Zimbabwe and Botswana, would also attend.

He said the NUM had been very active in regional and international mine union federations, but this would be the first time such meetings had been held in SA. The international unionists would attend the NUM's central committee meeting next week — at which wage demands would be finalised — and the union's farewell mass meetings in Rustenberg and the Free State for former union general secretary Cyril Ramaphosa.

# Scargill due in SA <sup>(2)</sup>

CONTROVERSIAL British trade unionist Arthur Scargill is to arrive today in Johannesburg, where he will attend a coal mining summit next week

The summit, to be held on January 20 and 21 at an undisclosed Johannesburg venue, is to discuss energy and coal mining issues worldwide <sup>(2)</sup>

Mr Scargill, president of the British National Union of Mineworkers and Labour Party member, is expected to land at Jan Smuts Airport at 11 am, and will address a press conference, the South African National Union of Mineworkers (NUM) announced in a statement yesterday

It follows a previous summit held in Geneva, Switzerland, in October, said NUM acting general-secretary Marcel Golding. <sup>(2)</sup> (140A)

Representatives of coal mining unions in Australia, Germany and the US will also attend the summit. — Sapa.

TAP 18/1/92

□ FOREIGN VISIT

# Don't visit SA Dutch PM told

By ZB MOLEFE

CIPMS 19/1/92

140A

HOLLAND's credibility as an anti-apartheid nation was on the brink of collapse this week as its Prime Minister and Foreign Affairs Minister's proposed SA visit generated heat from Cosatu and the South African Council of Churches (SACC)

The 1,5 million-member Cosatu hopes this problem will be solved at the end of January when president John Gomo and general-secretary Jay Naidoo visit Holland "and hopefully will have the opportunity to personally convey our views on these issues"

In an open letter to Prime Minister Ruud Lubbers, Cosatu was blunt "It (the visit) would undermine the reputation which the Dutch people have established in recent decades, justifiably in our view, for being in the front ranks of those fighting for human rights in our country"

Lubbers and Foreign Minister Hans van den Broek have planned to visit South Africa from February 18 to 20

Earlier the Cosatu letter touched on a raw nerve "It (the visit) would be seen as a historical regression of the role which the Dutch played as colonisers in South Africa, obviously a sensitive issue in both our countries"

The letter by assistant general-secretary Sam Shilowa argued that Lubbers' visit would give weight to the false impression that the government was "irreversibly committed to peace and democracy in South Africa"

Cosatu charged this week there were allegations that the South African government and its security forces contin-

ued to sponsor violence "and use death squads against anti-apartheid forces despite (President) De Klerk's public assurances that such 'covert operations' had been terminated"

Instead, the letter also argued that Lubbers' visit would encourage the South African government to entrench itself in power. This would delay a democratic transition

"It is for these reasons that we would regrettably be unable to meet you in the event of you coming to this country in February," the Cosatu letter pointed out "We would furthermore be compelled to publicly oppose your visit"

The SACC said that prominent church leader Beyers Naude as late as last Sunday called Lubbers and Van den Broek's visit "too early"

The SACC added that should the two Dutch parliamentarians visit South Africa "they would be hosted by a government which everybody expects to be folding up in preparation for interim arrangements which will manage negotiations on a new constitution"

Also, the Dutch parliamentarians' visit would be used by the ruling National Party for its own party political interests, the SACC said These interests included a plan to boost the National Party's flagging international image

"The SACC's conclusion thus far is that until an interim government or some form of transitional arrangements are in place, the irreversibility of all the changes that have been legislated thus far cannot be guaranteed," it said



# Business and labour set to finalise forum

140A

B/Day 20/1/92

DIRK HARTFORD

ORGANISED business and labour will meet at the Premier Group headquarters in Johannesburg tomorrow to thrash out the mechanisms for the establishment of a national economic negotiating forum

The meeting results from several months of informal discussions between union and employer groups

A South African Chamber of Business (Sacob) spokesman said the meeting, which has been convened by the Consultative Business Movement (CBM), would be "exploratory" and would aim at agreement on the structure, tasks and methods of an economic forum. Several employer organisations supported this view

The meeting is expected to discuss and, where possible, take decisions on

- The aims, objectives and terms of reference of the economic forum,
- Whether the forum should attempt to establish a social accord and/or negotiate economic policy or guidelines,
- Who should participate, in particular whether the forum should include representatives of government and political parties,
- The forum's structure and financing,
- The forum's relationship with Codesa and other transitional structures, and
- How agreements would be implemented and a time frame for them

The CBM confirmed it was convening the meeting. It drafted the agenda in consultation with the principal parties

Employer groups scheduled to attend include the Afrikaanse Handelsinstituut, the Chamber of Mines, Fabcos, Nafcoc, Saccola, Sacob and Seifsa. They will each

have between two and five delegates.

On the labour side Cosatu, Nactu and the Federation of Staff Associations will have 10 delegates each

The question of government and party political participation in the forum has been a matter of intense informal debate in recent months. There are influential leaders in organised business and labour who argue that policies should be negotiated and agreed between themselves alone and then, where necessary, put before government for implementation.

Both parties fear that, were the forum to fall under Codesa, critical economic policy issues might be sacrificed in the horse-trading of broader constitutional and political negotiations.

Others in the unions argue, however, that once the ANC is in government the organisation could be a useful ally in economic negotiations.

Other groups argue that political parties should be involved as organised business and labour represent only the elite in the economy, while political parties can claim to represent a broader spectrum

Cosatu assistant general secretary Sam Shilowa said he hoped the meeting signalled the beginning of formal negotiations at national level, but said the unions had to decide on the aims and scope of the forum and whether they were aiming for a social contract or an agreement.

He said Cosatu expected employers to use the forum to convince unions to accept wage restraint. Cosatu opposed this.

He said the unions would demand a mor-

To Page 2

## Forum

B/Day 20/1/92

atorium on retrenchments. Other issues Cosatu would seek to place on the agenda were VAT, housing, pensions and labour legislation affecting farm, domestic, public sector and homeland workers

Shilowa said Cosatu wanted to participate in Codesa if it was open to non-political organisations.

Nactu assistant general secretary Mahlomola Skosana said the federation wanted a tripartite structure involving government, business and labour to be set up.

He said the CBM had already convened a series of meetings between parties to the talks and "while it was nice drinking tea" it

was urgent to get "a properly constituted tripartite structure off the ground"

He said the union movement did not want an economic forum to be a "junior partner" to Codesa. Nactu believes the forum must be "democratic and accountable" if it is "to take the workers with it"

Nactu's general secretary Cunningham Ngcukana, speaking last week at Cosatu's summer school, urged unions to play a "pro-active role" and said the forum should address all the macro-economic issues facing SA. He cited investment, taxation, economic restructuring, trade and GATT as examples.

From Page 1

140A

layt

# Union boss on SA visit

BRITISH union leader Mr Arthur Scargill has arrived in South Africa to show solidarity and share experiences with union chiefs here

Scargill jetted into Johannesburg's Jan Smuts Airport yesterday at the invitation of South Africa's National Union of Mineworkers

The fiery Welshman is president of the British NUM, which boasted a membership of 152 000 until former prime minister Mrs Margaret Thatcher broke the power of the unions in a showdown in the 1980s

Scargill, with fellow British unionist Ken Gill, will represent the UK at international union talks to be held in South Africa this week

Worker representatives from Australia, the United States, Germany and Southern Africa are also due to fly in for the meeting, the first of which was held in Geneva.

Scargill will meet various people on his visit, including Government and Chamber of Mines delegations - SA Press Association

140A

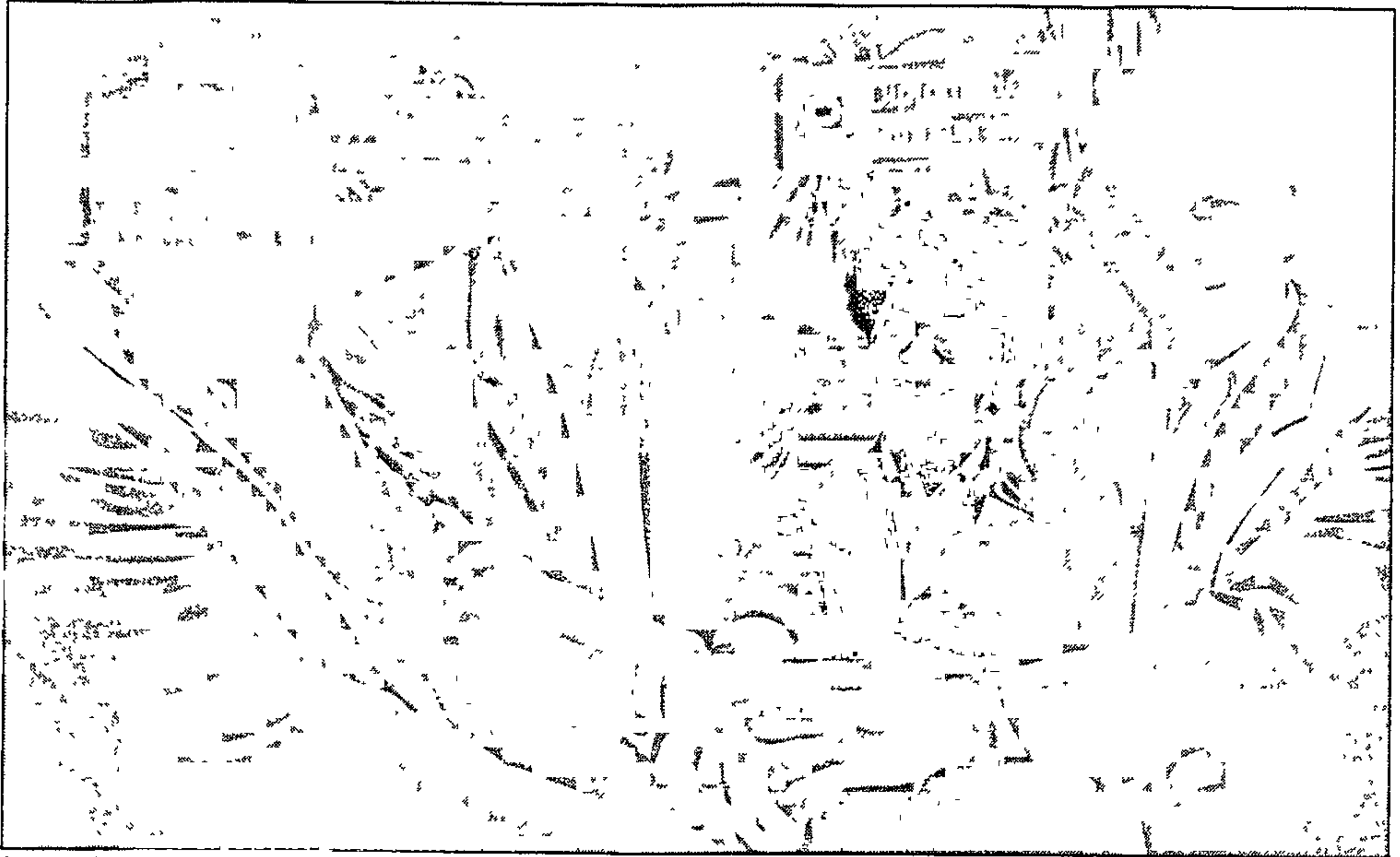
20/1/92

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Labour force . . . union leaders greet each other at Jan Smuts Airport. From left are NUM president James Mohlatsi, Ken Gill of the British Technicians Union, NUM general secretary Marcel Golding and Arthur Scargill. Picture Alf Kumalo

# UK miners' leader Scargill flies in

By Shareen Singh

STAR  
20/1/92

Controversial British mining union leader Arthur Scargill arrived in South Africa yesterday as a guest of the National Union of Mineworkers (NUM)

Mr Scargill is the president of the 52 000-strong British National Union of Mineworkers and is known as an arch-enemy of former Conservative Party leader Margaret Thatcher

He is in South Africa to attend the birthday celebration of former NUM general secretary Cyril Ramaphosa and to hold talks with mining union leaders from other countries about the formation of one international federation for miners

Union leaders from the Unit-

ed States, Germany, Australia and southern Africa are due to fly in this week

Mr Scargill, who is on his first visit to South Africa, said he was looking forward to finding out more about local mining unions and sharing experiences

He has much to exchange about lessons learnt from the British coalminers' strike. In 1984, he led his union into the longest and most violent strike in British mining history, lasting almost a year

The British government's announcement that 20 coalmines would be closed down had incurred the wrath of coalminers and offered Mr Scargill the ideal opportunity to spur workers to strike

He ignored the rules about conducting a national strike ballot and got workers out district by district, bringing the union's 185 000 members to the picket line against armed British police

When the British High Court ruled the strike illegal in the absence of a national ballot, Mr Scargill ignored a subpoena to answer charges, saying he "would rather go to prison than betray his class or his union"

He was fined for contempt of court

Thousands of miners were arrested during the strike, about 600 were injured and at least two died

Mrs Thatcher managed to break the might of the unions,

leaving thousands without jobs, but the battle between the Iron Lady and "King Arthur" did not end

British miners did not receive financial aid during the strike. Mr Scargill told reporters yesterday, but he was "very moved when a cheque for a small amount from South African mineworkers" was handed to them

Mr Scargill, who spent 20 years underground before assuming leadership of the union, is a staunch Marxist who has been critical of the repression in some communist countries

"They can't tolerate criticism and how they can equate that with Marxism is beyond me," he told a British newspaper

(140A) (SM)



# NUM to formulate strategy for pay talks

THE NUM central committee is scheduled to meet this weekend to formulate union policy and demands for the 1992 wage negotiations, and to discuss the post of general secretary vacated six months ago by Cyril Ramaphosa.

It is expected that the future of the bonus schemes negotiated with gold mining companies last year will come under intense debate.

Acting general secretary Marcel Golding said yesterday the meeting would need to develop a "militant but creative programme of action to defend our members and force employers and the state to accept a workers' plan for the transition of the mining industry"

Union sources said there was little consensus over what demands to

*B/day 21/1/92*  
DIRK HARTFORD

make, and the central committee would have to decide on options

One grouping associated with the sizeable SACP cadre in the union wanted to reassert the union's living wage policy and dump the productivity and gold price-linked bonuses, the sources said. They felt the union was in danger of becoming locked into complicated agreements that suited employers, while real wages and employment continued to fall.

Golding said the NUM's programme should aim to achieve both more jobs and a higher-paid skilled workforce over a period of time.

He said the aim of the union on gold mines was to "defend jobs, ensure

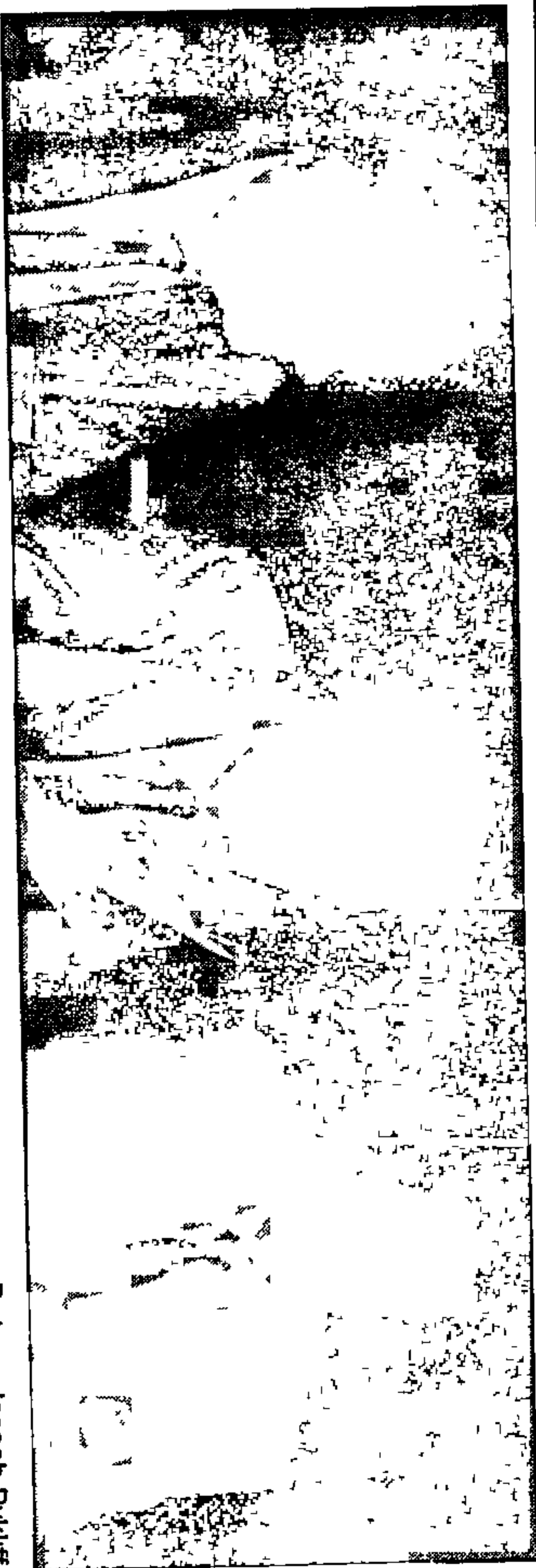
that wage differentials between workers do not widen and still put extra money in miners' pockets in creative ways which take account of the realities of the industry".

Golding said other issues the meeting would deal with included

- Health and safety where the NUM's main demand was for an independent judicial commission of enquiry into safety; *(140A)*
- Job security; and
- Violence on the mines.

The current situation, with Golding as acting general secretary, could either be endorsed or changed by the meeting, union sources said.

The meeting of international mine labour leaders, scheduled for today, would now take place on Thursday, the NUM announced yesterday.



At Codesa . . . Barend du Plessis (left), Dr Dawle de Villiers and Roelf Meyer yesterday.

Picture: Jacobo Rykloff

## Cosatu set to seek representation at negotiations

By Mike Simons



The Congress of SA Trade Unions, which today meets business leaders in talks to discuss the formation of a macro-economic negotiating forum for the country, is to seek direct representation at Codesa, The Star has learnt.

Sources close to the organisation's national executive, which met in Johannesburg yesterday, said Cosatu leadership would decide to apply for membership of Codesa. There is no union representation on the body  
Cosatu's involvement in the

constitutional talks has been the subject of much debate within the federation as well as inside its alliance with the ANC and the SA Communist Party, both of which are Codesa participants.

The decision to seek membership of Codesa follows a decision taken last year that Cosatu would only attend Codesa in its own right, and not as part of the ANC or SACP delegations.

Cosatu has insisted that, as one of the key players in South African civil society, it should be allowed to take part in constitutional talks —

a position backed by the other major union federation, the National Council of Trade Unions (Nactu).

Referring to the absence of union representation at Codesa, Nactu general-secretary Cunningham Ngcukana said yesterday "We believe there are collective worker rights which need to be entrenched in any new constitution, such as the right to strike

"No organisation can claim to represent our interests"

But when asked whether Nactu would seek membership of Codesa, Mr Ngcukana

said Nactu would have to ask itself "many questions" before joining Codesa

On a related matter, Cosatu and Nactu, together with the Federation of Staff Associations, will meet business organisations to plan the establishment of the economic forum. The forum was one of labour's key demands during November's anti-VAT strike

Union leaders are confident that, unlike last year, when they accused the Government of foot-dragging on the issue, chances of reaching agreement are greater this time



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# Pragmatists set to influence NUM's future path

THIS weekend the NUM's central committee meets to finalise demands for 1992 negotiations. With the economic situation no better than last year, and with retrenchments already wreaking havoc on the NUM's organisation and threatening more, the direction taken will be critical for the future of the union and the industry as a whole.

Debate over whether the union should be prepared to contemplate future agreements similar to last year's bonus scheme settlement, and over the union's leadership, are likely to be the most contentious at the meeting.

The "pragmatists" appear willing to trade substantial wage increases for improved social conditions and rights for miners and, for the time being, if necessary, bonus and productivity schemes. They believe the main task of the union is to protect members' jobs while struggling to get employers and the state to accept union proposals for a restructured mining industry.

For them, the road to restructuring lies in increasing worker control over the labour process itself, while being an "equal partner" with the mining houses and government in plans to transform the industry. To

this end they argue for creative, but militant, union participation in areas like training, safety and job security.

The only alternative, they believe, is to confront the industry head-on as the British NUM did in 1984. They argue that, as happened in Britain, such action simply enables mine employers to get rid of workers through mass dismissals. They point to the 10 000 workers dismissed for participating in November's VAT strike and the 4 000 dismissed in December for an illegal strike at Gold Fields' Doornfontein mine as examples. With the current state of the political economy this road is filled, they argue, with uncertainty and danger.

An opposing, less compromising view argues that the union is being forced to swallow the employers' agenda for the industry which is to make the NUM a junior partner in the continued exploitation of workers. They find the centralised leadership of the NUM "too autocratic" and believe workers' needs are being left behind in the complex bargaining road the NUM has embarked on.

The group would prefer to try to force mine employers, through industrial action, to concede on fundamentals like wages and jobs and so disentangle the union from the co-op-

## DIRK HARTFORD

erative approach set in motion by last year's mining summit.

The second prong of this strategy is to preserve the union's militant independence a while longer. Then, they hope, a political settlement which gives the ANC power will turn things in their favour. They are also wary of a future ANC government having to inherit a situation where solid agreements on the future of the industry already exist.

This approach seeks to relieve the heady days prior to the 1987 strike when organisation and struggle were the watchwords of the union. For the union has moved a long way since the day, almost exactly 10 years ago, so the story goes, when three men made a pact to stand by each other no matter what.

One was a miner who enjoyed huge support on the mines through the well-organised networks of the Basotholand Congress Party among Sotho migrant workers. Another was an old ANC stalwart from the '50s whose agitational rhetoric became legendary among workers. The third

was a quiet, unassuming union lawyer with a cool head and a sharp tongue and an uncanny sense for making the right move at the right time.

Together these men — NUM's president James Motlatsi, vice-president Elijah Barayi and former general secretary Cyril Ramaphosa — turned their idea of a miners' union into one of the biggest in the world in a few years.

The 1987 strike, which cost miners' lives, 50 000 jobs and about R1bn in lost production, was the major turning point in relations between the union and mining houses. Neither won. Neither was in a hurry for a similar conflict. Neither would ever be the same again.

New initiatives, like an attempt to negotiate a code of conduct between the NUM and Anglo and an unfair dismissal procedure, followed the strike. Further down the line workers won the right to have meetings and marches on mine property and there were commitments to start providing family accommodation, and new worker benefits and training schemes were negotiated. In return, the union agreed to comply with the procedures for legal strikes and to consider the impact of indus-

trial action and high wage demands on the viability of the mine industry.

The class struggle rhetoric of pre-1987 cooled down, demands for nationalisation were shelved and a more pragmatic posture was assumed by the union leadership under Ramaphosa. This culminated last year in the NUM's historic bonus and productivity agreement with the Chamber of Mines for gold mines, where the NUM departed from its living wage policy to settle for an average 5% wage increase on gold mines linked to schemes that depend on the economic viability of the industry. Soon after, Ramaphosa left the union to assume the position of ANC secretary-general, leaving his bright young assistant Marcel Golding to hold the reins.

This weekend's meeting must decide whether the militant pragmatism of Ramaphosa and Golding will suffice to guide the NUM through the difficult years ahead. Or is it time again, five years on, to throw down the gauntlet to the mining houses?

The chances are that the economic and political realities of the "new SA" will neutralise opposition to the pragmatic tradition that has developed since the 1987 strike.

SHEEP syndrome took over interna-  
tional force



# Cosatu vies for Codesa seat

PATRICK BULGER  
and DIRK HARTFORD

CODESA was willing to consider Cosatu's claim to membership, Codesa daily management committee chairman Pravin Gordhan said yesterday.

Gordhan said while Codesa in principle was open only to political parties and groups with proven support, Cosatu's history justified that its claim should be considered. But he said no Cosatu application for membership had been received.

Gordhan, a Natal Indian Congress office-bearer and former Operation Vula trialist, takes up Codesa's chairmanship after DP leader Zach de Beer. Gordhan was arrested and charged in 1990 for treason and possession of arms, but was indemnified last year.

A Cosatu spokesman said the 1.5-million-member labour congress's decision to apply to participate in

Codesa did not make applications from a host of non-political organisations legitimate.

"Cosatu has a legitimate right to be part of Codesa as the force representing the majority of workers in the country" (140A) (30AA)

He said participation in Codesa in no way compromised yesterday's initiative by business and organised labour to set up an economic forum.

"Our aim in the economic forum is to develop mechanisms to deal with the economy in the transition period. Our participation in Codesa will help us to look at what kind of relationship there might be between the economic forum and an interim government," he said.

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South 23/11-24/11/92

## Cosatu in bid to sign up at Codesa

By Thoraya Pandya

COSATU this week announced plans to formally apply for membership to the Convention for a Democratic South Africa (Codesa).

Their letter of application, already drafted, has received support from the ANC, the South African Communist Party (SACP) and their other allies.

Cosatu Western Cape regional chairperson, Mr John Malebo, said. "Broad principles for a new constitution will affect workers and it is crucial for both Cosatu and the National Council of Trade Unions (Nactu) to be part of the process

"We won't always agree with the ANC on policy matters and it will be good for us to be seen as separate," said Malebo.

A survey conducted among Cosatu shopstewards recorded a 70 percent support for the labour federation to be independently represented in Codesa.

"Unilateral restructuring affecting workers is taking place and would be unacceptable should we not be part of the process," Malebo said.

"We have shown our negotiating abilities with the signing of the National Peace Accord and business organisations."

Malebo said Cosatu has gained recognition as an independent force in determining the future of South Africa since the success of the Anti-VAT stayaway.

The application will be considered by the Codesa daily management committees if it reaches its offices by January 28

# Labour, business take initiative

By DREW FORREST

IN A giant stride towards co-determination, business leaders this week signalled their clear backing for macro-economic negotiations with the labour movement.

At a heavyweight meeting convened by the Consultative Business Movement in Johannesburg, both sides agreed to set up a working group with 50/50 representation within two weeks which will debate the aims, scope, powers and composition of an economic forum, as well as urgent issues such as its relationship with the Convention for a Democratic South Africa (Codesa).

The plenary will reconvene within weeks and sources were confident a forum would be in place by mid-year.

Speaking for labour were the Congress of South African Trade Unions, the National Council of Trade Unions (Nactu) and the largest representative of organised white workers, the Federation of Salaried Staff Associations.

On the employer side of the table were the South African Chamber of Business, the South African Co-ordinating Committee on Labour Affairs (Saccola), the Afrikaner Handelsinstituut, the Steel and Engineering Industries Federation, the Chamber of Mines, Federation of African Business and Consumer Organisations (Fabcos) and National African Federated Chambers of Business and Industry (Nafcoc).

Business has been equivocal about the forum concept, mooted last year by Cosatu. As long ago as last July, a meeting between Cosatu, Saccola

and the government yielded a draft agreement on a procedure for establishing a forum, which business and the state subsequently failed to endorse.

"The dominant employer view is that this must be pursued," said a business source. "Other business organisations will come in as the process develops."

A potential stumbling-block is the issue of state involvement. Influenced by its experience of the National Manpower Commission—where employer-union compromise proposals were regularly overridden last year—Cosatu insists that the government must participate directly in the forum as a negotiator.

The government's view is unclear, but the dominant view appears to be that the forum should be a bilateral affair with advisory powers. Unionists see Finance Minister Barend du Plessis and Law and Order Minister Hennis Kriel as key obstacles.

Business sources contacted this week were confident that once a forum was in place, government would find pressure to join it irresistible—as happened with the "Saccola Accord" on the Labour Relations Act.

On the forum's scope and powers, there are differences of emphasis between employers and unions. Cosatu is looking in the long-term for negotiations on economic policy, but its immediate goal is to agree "transitional economic arrangements", including immediate, concrete measures to stem job cuts and create employment and an end to "unilateral

al restructuring" by business and the state.

Employers are more cautious some appear to see the forum as a way of setting principles and guidelines rather than policy.

It is likely that the parties will agree to draw a range of political players into the process, including the African National Congress and civic organisations, but as junior partners.

"If we're discussing transitional measures, major political groupings must be included," said Cosatu spokesman Neil Coleman. "Agreements on job creation schemes, for example, must involve the ANC as a potential future ruling party."

Although it is misleading to describe the forum as the "economic Codesa"—economic talks will focus on substantive issues and solutions, while Codesa is concerned with principles and procedures—the relationship between the two will have to be defined.

One approach mooted at this week's meeting was the creation of a constitutional committee under the forum, with formal links to Codesa, which would make an input on economic matters.

Some Cosatu unionists fear employers' primary interest in the forum will be to win union undertakings on pay restraint and industrial stability.

Employer sources deny this. "We're looking for an institutional structure in which the partners can play their proper role in society—the question of strikes and wages belong at a lower level of negotiation," one commented.



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7/14/1992

# Silawu heads new-look Cosatu executive in northern Transvaal (140A)

w/mail 24/11-30/11/92

■The Congress of South African Trade Unions' northern Transvaal regional office has a new-look executive. The entire executive was suspended in November last year for irregularities arising out of the use of signing powers.

National Union of Metalworkers' member Joseph Silawu is the new regional secretary. His predecessor, Donsie Khumalo, spearheaded Cosatu's anti-Bophuthatswana campaign.  
Report by Weekly Mail staff

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# Government gives ground on guards

By DREW FORREST

*w/m arl 24/11-30/11/92*

THE government has given significant ground on the controversial Security Officers Act as a result of sustained trade union pressure — and further concessions may be on the cards

The Act, and particularly the requirement that low-wage security guards pay a registration fee and annual levy to the Security Officers Board (SOB), was the spark for mass protests last year by members of the Transport and General Workers' Union

This week the TGWU's Jane Barrett revealed that major changes to the Act had been agreed in a tripartite "working group" set up in the wake of the protests. These were embodied in a draft amendment Bill published late last year.

The working group, which includes the TGWU, the South African National Security Employers' Association, representatives of the Law and Order Ministry and the Consumer Council, was to meet again this week to consid-

*140A*

er other possible changes.

Barrett said consensus had been reached on including worker representatives on the SOB, changing the schedule of crimes disqualifying workers from the industry; negotiating the code of conduct; and the police's role in monitoring the industry

Barrett said that at this week's meeting, the union would press for further changes, including provision for representation for trade unions and employer bodies on the SOB.

This weekend Cyril Ramaphosa formally took his leave of the National Union of Mineworkers. The union which has just hosted an international coal mineworkers union conference will elect his successor today. He developed the NUM into the most powerful union in Africa and leaves it to become the ANC's secretary general.

CYRIL RAMAPHOSA was in hospital with pneumonia just before Nelson Mandela was released. His reading matter was American historian Barbara Tuchman's study, *The March of Folly: From Troy to Vietnam*.

In her excellent summation of political folly, Tuchman maintains that the art of government is the avoidance of "wooden-headedness". It is a lesson, that the often stubborn former National Union of Mineworkers general secretary does not always observe.

On that occasion he defied doctor's orders, pulled the drips out of his arm and, with the United Democratic Front leadership, hired a plane and flew to Cape Town to welcome Mr Mandela. Ramour later had it that the ANC leader suggested Mr Ramaphosa maintain his base at NUM and strengthen it, which Mr Ramaphosa did, until widespread dissatisfaction within ANC ranks about the "old-guard" leadership saw Mr Ramaphosa elected by an overwhelming majority to the post of ANC secretary general in June last year.

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# Tough mine union boss Cyril's ready for his new challenges

BY CHARLENE SMITH

The NUM that his successor will take over is a union where the divide between political and union activity is being closely debated. Can a union maintain independence if it is allied to a political party or the government of the day? It is a key question that is unlikely to be answered within union ranks for some time yet.

The largest trade union in Africa was born in two cold offices, in a dilapidated building in Johannesburg. Mr Ramaphosa, its founder and general secretary, was a young man in a black leather jacket who zoomed across the goldfields on weekends recruiting mineworkers.

A lawyer, Mr Ramaphosa was seconded by the Black Consciousness-oriented Council of Unions of SA to form a mineworkers union. It was initially a union without members or funds, facing hostile employers who would not let him meet on mine premises. No-one really believed he would succeed. Within a decade membership was

close to 300 000, it had recruited a third of all workers in the mining industry and was the biggest union in the country. Mr Ramaphosa had also become perhaps the most respected union leader in South Africa — among both bosses and workers.

It was a relationship that was often highly combative but it was Mr Ramaphosa's fortune, and that of the mining industry, that at the same time he was battling to create the union there were young men — such as Bobby Godsell and Johan Liebenberg — bringing their own unique vision to the mining houses.

Mr Ramaphosa won a reputation for toughness and brilliant negotiating skills and an almost uncanny ability to make the right move at the right time. The 1987 mineworkers strike may have been his one failure, but it may also have been a necessary baptism of fire for the union and mine bosses.

One beneficial outcome is a code of conduct that Anglo American and the NUM have been working on for three

years. The code is likely to prove not only a model document for employment practices, but will enshrine principles pertinent to civil conduct. It is being awaited with some interest by political organisations.

Mr Ramaphosa tended to look ahead and, just before sanctions crunched into the SA economy, NUM forged important links with unions in the rest of Africa.

On a continent beleaguered with often badly managed, corrupt unions, the NUM is with little doubt the most powerful, and best managed union on the continent.

The two contenders for Mr Ramaphosa's job are acting general secretary Marcel Golding, a man renowned for powerful negotiating and strategic skills, and Kgalema Motlanthe, also an ANC activist, but with stronger grassroots popularity.

The election will also determine whether or not the union takes a strong, negotiating and strategic approach toward the mining industry, or a more militant hard line with more strikes. Mr

Ramaphosa tended to take the former approach, it will be interesting to see if his union continues along that path.

Perhaps Mr Ramaphosa also remembers how authorless Tuchman described 6th century BC Greek leader, Solon of Athens, who was acceptable to both rich and poor: "An absence of overriding personal ambition together with shrewd commonsense are among the essential components of wisdom." No-one could accuse Mr Ramaphosa of a lack of ambition, but perhaps he has achieved a better balance between his aims and those of his constituents than most



# Inkatha aims to extend labour wing

By Shareen Singh

Inkatha's labour wing, the United Workers Union of South Africa (Uwusa), has applied for its registration to be extended into major industries in the Transvaal and Natal.

These include the mining industry, steel and engineering sectors, textile and clothing manufacturing and motor industry.

The union has also applied for registration to

cover the Sasolburg and Welkom magisterial districts

Any registered union which objects to the application is invited to lodge its objection with the Industrial Registrar at the Department of Manpower in Pretoria by February 10.

The Congress of South African Trade Unions (Cosatu) said it would definitely challenge Uwusa's application but it would consult its lawyers to make sure the

challenge would be "an informed one"

For Cosatu, the continued existence of Uwusa is a thorn in the flesh.

Uwusa and Cosatu members have a history of violent clashes on the factory floor and Cosatu had often alleged that certain companies were colluding with Uwusa against its affiliates.

Revelations by the press last year of Government funding of Uwusa had angered Co-

satu affiliates, particularly the National Union of Mineworkers and the National Union of Metalworkers which were most affected by rival clashes.

Both unions had called for the immediate de-recognition of Uwusa at all companies in South Africa.

Cosatu had also reported to the International Labour Organisation (ILO) on companies which it claimed colluded with Uwusa.

STAR 27/1/92

(140A)

# Employers unhappy with NUM rejection of productivity bargaining

MEMBERS expressed disappointment yesterday at the NUM central executive council's (CEC) weekend decision to reject profit and productivity-linked wage bargaining

The union said the "bad faith" of employers demanded they revise the whole productivity-linked bonus scheme. The NUM was also unhappy that it received insufficient information from mines to monitor the situation accurately and that workers did not have a role in setting targets

The central executive committee rejected Marcel Golding as successor to outgoing

NUM general secretary Cyril Ramaphosa and decided not to take part in Codesa, a decision which was contrary to Cosatu's recently-announced stand on the issue

But a disappointed Anglo American director Bobby Godsell said that bonus payouts on Anglo mines had so far averaged between 9% and 12%, which he felt was not bad against the backdrop of a minimum 5% annual wage increase for 1991/1992.

"The process may have been long, difficult and frustrating, but the scheme is beginning to work. Whatever way we skin the

# NUM rejection of productivity bargaining

DIRK HARTFORD

cat, we are going to have to find a balance between short-term wage increases and our mutual long-term desire to conserve jobs. The NUM and Anglo are caught in this situation, whether we like it or not."

Godsell pointed out that these bonuses had been a result of productivity or cost containment schemes negotiated at mine level. The bonus driven by the gold price had not paid out as the "trigger price" for gold had not been reached in the first two quarters of this year's wage agreement.

# of productivity

An industry analyst added that JCI's Randfontein Estates, which awarded a 17% basic wage increase last year, had paid out 12% in bonus increases over the first two quarters

This brought the overall wage increase, half way through the bargaining year, to 16% - which equalled the inflation rate. However, he said mines like Western Areas had paid no bonuses at all because of their poor profit situation

Genmin's At du Plessis said the NUM's decision was wrong "When you make an agreement like that, it's for a long-term

# bargaining

purpose. The economy is still very bad. We'll have to discuss these things with the union," he said

And Chamber of Mines' industrial relations GM Adrian du Plessis echoed other employers when he said the chamber had in any event undertaken to review the scheme after a year "We would welcome any new suggestions from the union on this score"

Labour commentator Duncan Innes said the NUM's opposition to the agreement was understandable given the high inflation

To Page 2

NUM 6/10am 27/11/92 (140ff) From Page 1

tion rate and workers' desire to protect their living standards

But he argued the difficult conditions in the industry mitigated against traditional approaches to wage bargaining and again demanded creative responses from the union. "A confrontation in the industry under present conditions could prove highly damaging for the union and the industry"

In his opening address to Parliament on Friday, President F W de Klerk described as "particularly encouraging the far-sighted productivity and price-related wage agreement reached in the mining industry" He hoped it would set a pattern for agreements in other industries

But a source in the NUM said workers did not trust schemes that employers were enthusiastic about and the basic wage increases had been pitifully low. He said the union could not rely on factors beyond

obliged to fight for higher basic wages

The NUM's central executive committee also elected a new general secretary Kgalema Mothlanthe by a two-thirds majority. Acting general secretary Marcel Golding will be his assistant, according to a union source

He said Mothlanthe, an ex-Robben Islander and star soccer player who was the first chairman of the ANC in the Witwatersrand region, was a popular choice. Mothlanthe was previously the NUM's education secretary

Another interesting decision, the source said, was to oppose union participation in Codesa. The source said it was only last week that Cosatu's executive committee decided to apply for membership of Codesa, a move which apparently caused concern in certain ANC quarters



# SOWETAN BUSINESS



The National Council of Trade Unions was represented by Mr Mahlomola Skhosana, Mr James Mndaweni, Mr Joseph Maqhekeni, Mrs Agnes Molefe and Mr Tommy Oliphant

## Unions gear to shape up SA's future

Sowetan 27/1/92

Last Tuesday organised labour and big business met at the headquarters of the Premier Milling Group in Johannesburg to look at future economic and business policy. Sowetan reporter JOE MDHLELA (right) was on the sidelines and reports



BY A strange twist of fate, last Tuesday's historic meeting between organised labour and big business took place at the same building that used to house the executive suite of the company's former managing director Mr Tony Bloom

It was Bloom who in 1985 was in a delegation of white South African businessmen which met the African National Congress in Lusaka at a time when public contact with the then outlawed organisation was taboo

The Lusaka meeting was later denounced and described as unpatriotic by the National Party Government, then under president Mr PW Botha

### Destiny

Last Tuesday it was the same businessmen who were meeting with black leaders, some of whom are members of the ANC

This time the Government was cheering from the sidelines

It was a pity that Bloom, who has since left the country, was not at this meeting

One thing emerged at the forum - the labour movement will play an important role in shaping the political destiny of South Africa

Predictably the meeting was conciliatory perhaps a harbinger of the stormy sessions still to come. For, it is this forum that will deal with the bread and butter issues of change in South Africa

One observer said: Given the volatile politi-

cal climate, it was a miracle that these people reached agreement within hours"

Although political parties were not represented the forum resolved that the Government be invited

It is logical to assume that the presence of the Government in the forum will imply that other political players should form part of the economic process

But it will also be realistic to imagine that trade unions will use the forum to articulate their displeasures about, for example the Government's unilateral implementation of the Value Added Tax

The unions will also have the opportunity to warn the Government that it would be walking on live landmines if it were to increase VAT

The Congress of South African Trade Unions is clearly sympathetic to the cause of ANC while big business element, which is in favour of negotiations, would also be comfortable with the idea of Codesa being handed about

If that happens distinct battle lines will be drawn with the National Council of Trade Unions known to be uncomfortable with Codesa showing dissent

The more than 60 delegates were drawn from Cosatu, Nactu, the South African Chamber of Commerce, the Afrikaanse Handels Instituut, Fabcos, Nafcoc, Steel and Engineering Industry Federation of South Africa and the Chamber of Mines

They agreed that while politicians were busy with shaping a political programme for a new society

the forum should look at economic problems

But it also emerged that without the Government's input into the economic debate, the forum would remain an exercise in futility, hence the decision to invite it

What also became clear was that Nactu did not want the forum to be an extension or be a sub-committee of Codesa

Mr Cunningham Ngcukana, Nactu's general secretary said the forum was in fact an answer to the feelings expressed during the Labora Minute in 1990 where Nactu and Cosatu sought a fair deal for black workers

"The forum will have to address itself to job creation and other schemes that will improve the lot of black working class" Ngcukana said

### Movement

Chief economist of Nafcoc Mr Vincent Phaahla said an increasing number of blacks would need to become employers, thereby expanding the employment base

"Black employers will help a lot towards increasing the employment base and thereby contributing in job creation," he said

Chief executive of Barlow Rand Mr John Hall said the fact that the labour movement and big business were ready to co-operate was indicative that the parties were keen to help solve the economic crisis

He said the move should not be seen as an attempt by big business to bludgeon unions into co-operation so as to minimise industrial action in the work place



# From Socialist Island dreams to NUM top job

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AS KGALEMA Motlanthe, the new acting general secretary of the NUM, whiled away his 10-year sentence for terrorism on Robben Island, he dreamt of socialism and union organisation on the mainland. So when he was released in May 1987, he headed straight for Cosatu House to speak to the NUM about a job

It was a baptism of fire. He arrived in the middle of the bitter railway workers' strike. "I came in the afternoon. When I wanted to leave a few hours later, the building was surrounded by yellow vans and armed police. They were raiding the whole of Cosatu House. We were eventually accompanied out, in groups of 10, by armed police," Motlanthe said. Two days later the building was bombed.

Now, just less than five years on, 42-year-old Motlanthe has been appointed acting general secretary of the 296 000 member union, strengthening his chances of being elected to the general secretaryship at the NUM's next triennial congress in 1994.

He says his appointment will not herald any radical changes in NUM policy and direction. "I believe in teamwork. That is the way we in the NUM have always operated. Except for the absence of Cyril (Ramaphosa) the same team remains intact."

Motlanthe displays a modesty about his future role. Asked what special qualities he has to bring to the post, Motlanthe responds, "I have no special qualities, I was surprised the delegates elected me."

But he already shows himself adept at dealing with difficult questions. At his first media conference yesterday, he was questioned about whether the contest between Marcel Golding reflected divisions in the union. "Does a democratic election mean division? You tell me where you have experienced it," he retorted.

Motlanthe unhesitatingly describes himself as a socialist. "That is why I am a trade unionist," he says. But surprisingly, given the depth of support for the SACP within the NUM, Motlanthe is not a party member. "I am agonising over whether to join," he says, declining to elaborate.

Motlanthe's first formal job was as a seven-year stint as a supervisor at a Johannesburg City Council-run bottlestore "where I learned not to take liquor". At the same time, he joined an underground ANC unit which recruited cadres to be sent out of the country. It was these activities which led to his conviction on

## ALAN FINE and DIRK HARTFORD

charges of furthering the aims of a banned organisation and possessing explosives.

During his time on Robben Island he began to study for a BCom through Unisa. He achieved eight credits but has not had the time since his release to complete the degree. Nevertheless, Motlanthe has the reputation of being a strong intellectual with a philosophical bent. Immediately on his release he joined the NUM's education department and was its head by the end of 1987.

While his educational work concentrated largely on training shaft stewards in the nuts and bolts of union structure and organisation, he has also been known to turn his attention to such Marxist philosophical concepts as dialectical and historical materialism.

Soon after his arrival, dismissals following the August 1987 strike severely damaged the NUM's shop-floor leadership. Motlanthe played an important role in remedying this, seeing his educational function as "to inculcate a spirit of self-confidence"



□ MOTLANTHE

in the new and surviving shaft steward leadership layer, and to heighten their understanding of broader socio-political issues. He believes he carried out this

task satisfactorily. At Saturday night's official NUM farewell to Ramaphosa, a number of old, former NUM leaders said they had been impressed at the level of debate they had heard earlier in the day at the union's central executive committee meeting. Thus they put down to the union's education programme

He is known in Cosatu circles as a valuable mediator in disputes. He is regularly called in to smooth out potentially divisive situations within or between unions.

Motlanthe spent a year as the first chairman of the ANC's key PWV region until he stood down from the position — in order to be able to devote more time to the NUM — at last September's AGM. He remains a member of the regional executive.

Motlanthe says his and the NUM's main task in the next few years is to improve the quality of service to its members and strengthen the organisation. He was, in earlier days, a keen sportsman. He played first league soccer in the old National Professional Soccer League and was reputedly the star player on Robben Island. He is married with three children, of whom two were born before and one after his spell in prison.

## LETTERS

# NUM wage-bargaining study

DIRK HARTFORD

THE NUM will hold a special workshop next month to look into all aspects of wage bargaining, including bonus schemes, NUM assistant general secretary Marcel Golding said yesterday

But the miners would push this year for a basic across-the-board wage increase in line with the NUM's policy of a uniform wage structure and a living wage

Golding was speaking at a news conference to announce decisions taken at the union's central executive committee meeting this weekend, and to introduce the newly-elected acting general secretary Kgalema Motlanthe

Golding said the decision to review the bonus for the next wage round was a result of "the way it has been

applied" He said the Chamber of Mines had not honoured last year's agreement and selective bonuses were causing division among workers He cited as examples lack of information to the union, poor control over prevention of accidents, and workers' non-participation in setting targets Mass dismissals after the VAT stayaway showed the chamber was using the agreement in a "punitive way"

Pressed on whether it was the bonus scheme itself, or the way in which it was applied, that the NUM objected to, Golding said the decision was "not to enter into a similar agreement this year"

● See Page 8

1407  
28/11/92

# NUM opposes Cosatu move

140A

DIRK HARTFORD

NUM president James Motlatsi said yesterday his union would try to get parent body Cosatu to change its decision to apply to join Codesa.

But a Cosatu spokesman said the federation had applied officially to Codesa in terms of last year's congress resolution. Cosatu would discuss the issue with the NUM, but the miners' decision might be because they "did not benefit from discussions on the issue at Cosatu's executive".

According to the NUM's claim of 296 000 members, it is Cosatu's largest affiliate. The National Union of Metalworkers, whose membership is close to the NUM's, says it is bound by Cosatu's decision on Codesa. Together these unions make up nearly half Cosatu's membership.

Motlatsi argued that a line had to be drawn between labour and political organisations. If unions wanted issues addressed at Codesa, they could do so through their political allies — the ANC and the SA Communist Party. He said Cosatu could not put up candidates for an interim government or constituent assembly. "If Cosatu joins, all other labour organisations will join and we will have a jamboree."

Cosatu said it represented one of the biggest organised constituencies in SA and had a right to be at Codesa. It would put all important issues facing workers on the table at Codesa.

● See Page 3

28/1/92  
13/02/92



NUM wants  
(140 ft) (211)  
Cosatu out  
(140 ft) (211)  
of Codesa  
STATL 28/1/92  
Staff Reporter

The National Union of Mineworkers (NUM) yesterday revealed that it would ask Cosatu to reconsider its decision to take part in Codesa

Discussing the union's decision on Codesa, NUM president James Motlatsi said the union's view was that it was not a political organisation and could therefore not take part in that body

Workers should put their case to Codesa through the delegations of Cosatu's alliance partners, the ANC and the SA Communist Party, he said, adding that the NUM would seek an urgent meeting of the Cosatu leadership to discuss the matter

Also at yesterday's press conference, NUM introduced media to its new general secretary, Kgalema Mothlanthe

# Nats congratulate new NUM boss

*Sowetan 29/1/92*

IN a startling display of détente the National Party this week sent a message of congratulations to the National Union Mineworkers' newly elected secretary-general, Mr Kgalema Motlanthe

The NP's manpower study group chairman, Mr Tjaart Kruger yesterday also said it was "regrettable" that NUM had decided to renege on a deal it struck last year with the mining industry bosses to link

*(12/1)* *(140A)*

wage increases in the industry to profits and productivity

"The National Party appeals to NUM not to sacrifice their solid achievements in the wage negotiation field to posturing for political ends and appeals to both NUM, the Chamber of Mines and other employer bodies to get together and employ creative means to resolve the problem for the benefit of the industry as a whole," Kruger said

## EC lifts SA ban

BRUSSELS - European Community member states have lifted their last economic sanctions against South Africa on imports of gold coins and iron and steel products.

Community Ministers formally approved the ending of sanctions without debate on Monday after Denmark stopped blocking the decision first taken in April last year.

The sanctions were imposed in 1986 in protest against apartheid.

The EC wanted to lift them in recognition of President FW de Klerk's moves to scrap apartheid laws, but opposition parties with a majority in the Danish parliament objected that reforms had not gone far enough.

Copenhagen lifted its veto earlier this month. United Nations sanctions on crude oil exports and arms trade with Pretoria remain in force. - *Sapa-Reuter*

## ILO to look into Cosatu gripe

A THREE-MAN fact-finding mission from the International Labour Organisation will arrive in South Africa next week to investigate a complaint by Cosatu lodged against the Government in 1988.

The ILO's Fact Finding and Conciliation Commission, which will be in the country from February 6 to 23, will also "deliberate" on other labour-related matters.

The term of reference was broadened after the Government agreed to this

By IKE MOTSAPI

Former Minister of Labour, Mr Eli Louw, last year told a Press conference in Pretoria that the ILO was satisfied all parties had agreed to broaden the complaint.

### Commission

Former Ghanaian Supreme Court judge, Sir William Douglas, who is now High Commissioner for Barbados in London, will chair the

commission

He will be assisted by Judge Kirby of New Zealand and Judge Lallah of Mauritius.

Cosatu lawyer Mr Hilton Cheadle said the organisation had lodged a complaint against the Government after it had introduced the Labour Relations Amendment Act of 1988.

The Act attempted to remove the rights that workers and their unions had gained over unfair labour practices and the right to strike.





"OUR decision to participate independently in the Convention for a Democratic South Africa (Codesa) stems from our insistence on being recognised and accepted as an important player, and not because we have no faith in the ANC to guard our ideas and positions," said Cosatu vice-president Mr Sam Shilowa.

He said Cosatu had faced the brunt of repression before the change in the political climate and played a crucial role in directing the struggle when political organisations were restricted or banned.

"At the height of protest politics the government considered us a force to be reckoned with, but now they're doing their utmost to trivialise our role," said Shilowa.

"Although we're not a political organisation, issues affecting workers will be tabled at Codesa and our input in this regard is pivotal.

"Besides, there are non-political organisations participating in Codesa. It would be unjustifiable for Cosatu and Nactu to be excluded.

"Apart from Cosatu and Nactu, no other trade union grouping can genuinely claim to have a track record of fighting for democracy."

Shilowa said Cosatu had hoped Nactu would also apply to Codesa for membership but realised they would probably support the anti-Codesa stance of the PAC.

He said affiliates had agreed at Cosatu's last executive committee meeting that the federation apply for Codesa membership.

However, the National Union of Mineworkers (NUM) was absent from the meeting and thus week threw a spanner in the works when it came out against the application for Codesa membership.

"Cosatu is a labour movement and participating in a political forum, such as Codesa, can create complications.

"If the application is successful, other organisations will have a stronger case to argue for acceptance to Codesa," said Mr Kgalema Motlanthe, national acting secretary of NUM.

He said the NUM has called on Cosatu to convene an urgent meeting to reverse the decision. Shilowa said the issues the federa-

# Cosatu wants

## a voice in shaping the new SA

South 30/11-5/2/92.

Cosatu's decision to participate in the Convention for a Democratic South Africa (Codesa) is an attempt to assert its role and position in shaping the new South Africa. The vice-president of the federation, Mr Sam Shilowa, spoke to THORAYA PANDY:

tion would raise at Codesa had been discussed at its last congress.

"In a recent survey, our members supported the proposal that their views and aspirations be independently represented."

He acknowledged that their late entry into Codesa would mean officials putting in extra hours to familiarise themselves with the working groups but said weekly meetings with the ANC and SACP kept them on par with the events in Codesa.

"We agree with the ANC on major political issues and strategise together. "But the issues addressed by the five Codesa working groups affect workers in some way or another and our participation in this regard is important," he said.

Shilowa said the task of Codesa should be limited to speedily setting up an interim government which would pave the way for an elected constituent assembly. Cosatu supported the reintegration of the TBVC states into South Africa and would push for the right to organise freely there, specially in Ciskei and Bophuthatswana.

The federation also planned to feed into discussions around unemployment, housing and education.

Shilowa said Cosatu's bid for Codesa membership should not be seen as a move away from the ANC, but rather a positive step to ensuring worker independence in a future government.

Asked whether Cosatu would hold mass demonstrations if the "new and democratic government" did not sup-

port worker demands, he responded, "Of course we will.

"Workers, or any other group for that matter, have the right to protest, that is if we are genuine about building a democratic society. We won't always agree with the government and will certainly voice our opinions, the best way we know how."

He said the "fundamental right" of workers to strike was not negotiable and should a new government not grant workers that right, it would invoke "anger and disgust."

Expressing his personal view, Shilowa said Cosatu would not contest elections and would call on its members to vote for the ANC.

However, Cosatu would be "in a real predicament" should the SACP decide

to contest elections.

"The only thing we could do then is ask our members to study the programmes of both the ANC and SACP and decide for themselves who they will vote for."

Shilowa, a member of the central committee of the SACP and an ANC member, declined to say which way his vote would go.

He said Cosatu was his priority and he would not even consider running for parliament. "I'm staying in Cosatu until my term of office expires in 1994 and will remain in the unions."

Shilowa, one of the ANC's representatives at Codesa, said he would "probably withdraw" and join the federation's team if Cosatu's application succeeded.

**COSATU VICE-PRESIDENT: Mr Sam Shilowa**



# Cosatu says it has right to be involved

THE Government should not be allowed unilaterally to dictate the economic policies of South Africa, hence the involvement of Congress of South African Trade Unions in the Ecodesa indaba last week.

This was said by Cosatu's publicity secretary, Mr Bangumzi Sifingo, when he defended Cosatu's right to participate at the Convention for a Democratic South Africa, and in the economic forum which was held in Johannesburg last week.

The forum, which consisted of big business and labour movements, was chaired by Mr John Hall, Barlow Rand chief executive.

Sifingo said Cosatu did not see Ecodesa, or the economic forum, as a structure that should address long-term economic policies of the country.

"Rather we see Ecodesa as a body to negotiate the restructuring of the economic policies of the country.

"In that sense we would like to play a role in shaping all economic aspects, including investment, taxation and all other economic matters that will affect the country," he said.

## Continue

On the decision by NUM's president, Mr James Mahlatsi, to try and dissuade Cosatu from joining Codesa, Sifingo said Cosatu played a major role in helping start the democratic process while political organisations and its leaders were in jail.

It was, therefore, logical that they should continue that process.

By JOE MDHLELA

"We are not apolitical and deserve a seat at Codesa. When political organisations were banned, Cosatu acted as a pressure group to earn some of the victories our people enjoy," he said.

He said Cosatu would talk to Mahlatsi, and did not see NUM's position on Codesa as insoluble.

Mahlatsi's objection to Cosatu's participation at Codesa was that he felt that a distinction should be made between labour and political organisations.

He would rather have unions allow their allies, like the ANC or SA Communist Party, to represent their views at Codesa, and not a direct representation.

● Meanwhile State President Mr FW de Klerk will address the World Economic Forum on South Africa's role in a changing role in Davos, Switzerland, next week.

This will be part of De



JAMES MAHLATSI

Klerk's six-nation tour of western and eastern Europe which starts tomorrow.

After his speech, De Klerk will be in a panel to discuss the route for South Africa's economic recovery.

Other members on the panel will include president of ANC, Mr Nelson Mandela, Inkatha leader and Chief Minister of KwaZulu, Chief Mangosuthu Buthelezi, general secretary of Cosatu, Mr Jay Naidoo, chief executive of Barlow Rand, Mr John Hall and Lebowa leader Mr Nelson Ramodike.

## Nyakallong gets houses

ABOUT 250 new houses will be built in Nyakallong, Allanridge in the Free State to ease the housing backlog in the area.

This follows months of negotiations between the civic association and the local administration.

The civic's spokesman, Mr Wilson Cele, said they had approached the local administration after receiving complaints about lack of shelter from the community.

Both parties agreed that a farm be bought in Allan-

By GRACE RAPHOLO

ridge, where four-roomed houses would be built for residents of Nyakallong.

Cele said surveyors began working on the land early this week and sewerage pipes had already been installed.

He pleaded with the community to pay their service charges so that the township could be developed. The charges would be increased from R20 to R30 with effect from February 1.

## Cabinet discusses ILO mission's visit

140A DIRK HARTFORD

THE visit next week by an International Labour Organisation (ILO) fact-finding and conciliation commission and the scope of its reference were discussed at a Cabinet meeting yesterday, government sources said.

But Manpower Minister Piet Marais' office would not be drawn on decisions taken by the Cabinet.

Sources close to negotiations on the visit said the Cabinet could "make or break" the commission's work in SA.

They said the ILO understood that, after a meeting between former Manpower Minister Eli Louw and ILO director-general M Hansenne last year, the commission's terms of reference had been extended to cover the entire labour situation and law.

But after Louw's departure from the Manpower portfolio last year, government argued that the commission's terms of reference should be the two original complaints Cosatu submitted to the ILO in 1988, namely the racial registration of unions and strikes and lockouts being defined as unfair labour practices. *BIDAY*

It is understood that Louw's move to Speaker of Parliament related directly to his agreeing that the commission would investigate all aspects of SA labour relations. *31/1/92*

Cosatu, Saccola and government have submitted memorandums to the ILO. But it is understood that while Cosatu's 500-page memorandum covers the whole gamut of labour legislation, government is concerned only with the original complaints. A Saccola spokesman would not comment on the content of its submission.

Sources said government originally had opposed the ILO visit, but changed its mind in 1990.



MINE WAGES

Teething troubles

(140A) (150)

FM 31/1/92

Within days of the State President praising, in his opening address to parliament, last year's profit and productivity-linked mining wage agreement as far-sighted, the National Union of Mineworkers (NUM) announced that it will pull out of the deal

The miners are essentially warning employers that they should not be regarded as a soft touch, which is how the rank-and-file evidently perceive their leadership and have told them so

The choice of Kgalema Motlanthe as acting general-secretary is symbolic of the present mood. Motlanthe, a socialist, was the NUM's education secretary, he is an ex-Robben Island prisoner who last year served as the first chairman of the ANC's Witwatersrand branch

But the NUM's sudden leftward swing is more apparent than real. This can be inferred from the explanation of the bargaining posture put forward by former acting general-secretary Marcel Golding (now the assistant general-secretary), who stressed that the productivity wage deal runs till June. Much can happen before then

As Golding puts it, the unhappiness is more to do with employers not having adhered to the agreement. The principle of it has not been rejected

Golding accused the mining houses of withholding information essential for the bonus scheme to work properly, adding that implementation of the scheme "has caused substantial problems for our members"

Part of the problem seems to be an inconsistency among the mining houses in applying the agreement. In general employers are dismayed and disappointed, there was hope that the productivity-linked approach would catch on

Regarding job security, Golding said the union would have to assess the gold price and its impact on the industry. "We recognise the crisis of gold, in terms of its low price, and some of the problems experienced by the industry. But the solutions that are being proposed and the manner in which these are being implemented raise serious concerns"

The union decided on that basis to review its position and advised its negotiators not to

participate in the scheme "But you must understand the scheme only comes to an end in June when we have to enter a new wage deal. As the negotiations unfold, we will have to see what other mechanisms we can use to try to augment workers' wages"

The pragmatic approach pioneered in NUM by former general-secretary Cyril Ramaphosa remains intact at the top. The leaders know they must find the best compromise between earnings and job security

But they agree with their members' complaint that the base increase of 5% agreed last June is too low. It is further questioned by the members whether they can have much control over productivity in order to make any impact on their earnings

Yet there remains a great deal of scope for creative bargaining, says labour consultant Pat Stone. It's possible, for example, that this year's compromise might take the form of a slightly higher base increase and better information disclosure, but with the pay rise still linked to productivity



NUM's Golding problems with information disclosure

# NUM'S shock wage move

W/Mail 3/11/62/92

The National Union of

Mineworkers' rejection of

productivity bargaining

raises questions about its

wage strategy. **DREW**

**FORREST reports**

**A**LARGE question mark hangs over the National Union of Mineworkers' wage strategy this year, following its rejection of productivity bargaining.

At a press conference this week, NUM leaders conceded the ongoing crisis on the gold mines, but gave no indication of how they intend addressing it.

In resolving not to renew productivity agreements struck on Anglo American, Genmin and JCI mines in terms of last year's watershed national wage deal, the NUM's central committee meeting last weekend restated the union's official wage policy: a uniform pay structure and a living wage.

Wage demands endorsed at the meeting are understood to be similar to last year's opening proposals, of between 20 and 30 percent on the gold mines and between 50 and 100 percent on the collieries.

But at the current gold price, across-the-board increases will sink to the lowest common denominator of the marginal mines — to the detriment of 70 percent of the workforce employed on profitable operations — and invite retrenchments or closures

agreed safeguards for mine-level negotiations, including full disclosure of information and worker involvement in setting targets.

He also claimed the scheme has been used punitively, with some managers threatening to withdraw bonuses if workers joined the Value-Added Tax stayaway.

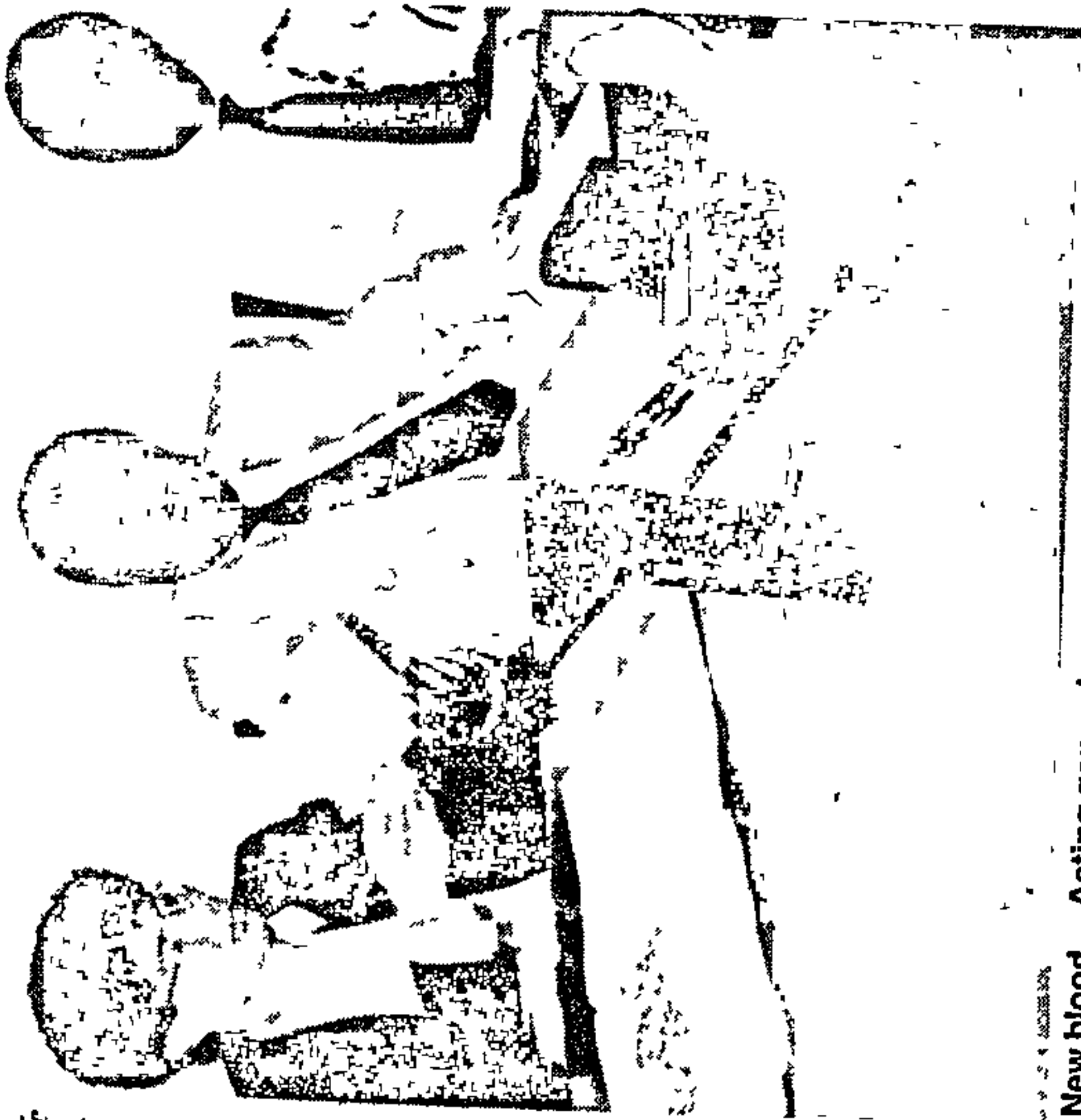
By heaping praise on the scheme in his address opening parliament, President FW de Klerk merely reinforced suspicions.

"Workers say that if employers and the government like it so much, it must be designed to weaken the NUM," said a union source.

Golding left the door slightly ajar for other forms of productivity bargaining by announcing that the union would hold a national workshop to debate alternatives before pay talks start. This would look at productivity deals elsewhere in the world.

It has been suggested that the NUM's shock move on productivity, coupled with the election of Kgalema Motlanthe as acting general secretary in Golding's stead, points to a "moderate-militant" split. Sources deny this, stressing that the central committee's rejection of the productivity scheme was unanimous.

Golding is an able and experienced negotiator and administrator, but as a non-African in an exclusively African union with a strong nationalist bent, he was at a disadvantage. His political background — he comes out of a western Cape, independent socialist tradition — may also have told against him.



**New blood . . . Acting general secretary Kgalema Motlanthe (right), with NUM president James Motlatsi and Marcel Golding**

**Photo: William Matlala**

scaling — the next step would be closure.

The NUM has never been happy about an approach which discriminates between workers doing the same jobs and undermines central bargaining, reluctantly moving to it as an adjustment to the gold crisis.

The application of the scheme has stiffened opposition. Assistant general secretary Marcel Golding complained that employers have flouted

Last year, the union traded a low basic increase, supplemented by productivity bonuses negotiated at "healthy" mines, for a measure of job security.

"The fact is that increases will partly depend on higher productivity. Otherwise, they will have to be paid for by employing fewer people," warned Gengold managing director Gary Maude. "Several marginal mines would not benefit from down-



# Cosatu objects to Uwusa move

By DREW FORREST

THE United Workers Union's (Uwusa) application to extend its registration scope may trigger a counter-move to have it entirely de-registered

Cosatu's Sam Shilowa said this week Cosatu would not only lodge an objection, but might ask the industrial registrar to "strike Uwusa off the roll" on the grounds that it could not serve workers' interests

During last year's Inkatha funding scandal, the government admitted it had funded Uwusa to the tune of R1,5-million, while internal police documents described it as a security police project. A confidential report by the Inkatha Institute, commissioned by the kwaZulu government, revealed the chaotic state of the union's finances and administration.

In addition, Uwusa members have been accused of extensive factory violence

Currently registered only for the milling industry in Inanda, the union has applied for registration throughout the Transvaal and Natal, as well as Sasolburg and Welkom, in the iron and steel, local authority, textile, clothing, motor transport, motor industry and commercial and distributive undertakings.

As always, Uwusa general secretary Dumisani Dladla was unavailable for comment this week. But the registration move suggests the union is back on the offensive

Financial considerations may be crucial in terms of the Labour Relations Act, unions can only ask the Manpower Minister to compel employers to provide stop-orders for union dues if they registered for the relevant area and industry





They're in.  
No, they  
aren't. (140ft)  
Yes they

W/ Mail 3/1/11 - 6/2/92  
By DREW FORREST

INTENSE debate continues in the Congress of South African Trade Unions over its proper relationship with Codesa.

The uncertainty on the issue was highlighted this week when the National Union of Mineworkers' central committee decided against direct participation in constitutional talks — a week after Cosatu applied to Codesa for a seat.

Defending the decision at a press conference, NUM president James Motlatsi stressed that Cosatu and the NUM were labour, not political organisations and should feed into Codesa through their political allies, the African National Congress and the South African Communist Party. The NUM would canvass this position within the federation, he said.

Motlatsi's view was described as "idiosyncratic" by one unionist this week. "The dominant view in Cosatu is that labour must play an independent political role. The debate is about the form of participation in Codesa."

Pointing to the NUM's traditionally strong sympathies for the ANC and SACP, other sources say its rank and file may be concerned about any Cosatu move suggesting a lack of confidence in its allies.

The NUM's Codesa decision might also reflect a feeling in the regions that the union was paying insufficient attention to workaday shop-floor issues, they said.

Cosatu's application for a seat at Codesa is in line with a central committee decision last November that the federation should be independently represented, rather than working through the ANC and SACP teams.

A possible confusion over mandates was one reason for this. But sources say some Cosatu leaders are concerned about being tarred with the brush of any compromises the ANC might have to reach.

**S**OFTLY spoken, bespectacled Kgalema Motlanthe hardly seems suited to his new post. With predecessors like the charismatic Cyril Ramaphosa and feisty Marcel Golding, one expects someone more forthright, more self-assured.

But his diffident facade belies strength of purpose. An avowed socialist — although not a member of the South African Communist Party — he expresses firm views in clear, carefully chosen words.

His eloquence is that of someone who has pored over many books for many hours. Confronted of terrorism, he spent 10 years on Robben Island before joining the union in 1987.

"He never speaks off the top of his head," comments Iscor's Neils Howatt, who knows Motlanthe from the two years he served as the National Union of Mineworkers' chief negotiator at the steel giant.

In a surprise move, Motlanthe was installed as the union's acting general secretary at a weekend central committee meeting, when many assumed that Golding was safely ensconced as NUM chief until its next national congress in 1994.

Support for the new man was overwhelming, taking even Motlanthe by surprise. Union sources say that of all the officials, he enjoys most grassroots support.

Leading 290 000 militant workers in South Africa's most strategic industry, Motlanthe will have his work cut out this year. His most daunting task will be to find alternative ways of tackling the crisis on the gold mines, following the union's decision to ditch productivity bargaining.

On the weekend's shock abandonment of productivity bonus schemes, he says: "It was a difficult decision dictated by a difficult situation."

Motlanthe was one of the architects of last year's ground-breaking wage agreement — in which the NUM embraced productivity bargaining for the first time — and was sent to Germany and Sweden to study how such deals operate in social democratic Europe.

He says they work there — and he is keen that they should work in South Africa. "Today's decision may not be right for tomorrow," he comments.

The existing scheme fell apart, he says, because it was difficult to relay developments to workers without access to information from the mines. Doubts began to set in when months went by without bonuses or evidence to show that mines could not afford bonus payments.

The NUM is not looking for quick-fix solutions to the industry's crisis, Motlanthe stresses. Under his hand, the approach is likely to be considered and carefully formulated. "He always comes well-prepared," said an Iscor negotiator.

# The quiet man with a paisley tie heads the NUM

*The election of Kgalema*

*Motlanthe as acting general*

*secretary of the National*

*Union of Mineworkers*

*surprised many, including*

*himself. How will he*

*handle the hard men of*

*the Chamber of Mines?*

By **FERIAL HAFFAJEE**



**Kgalema Motlanthe ... Avoids conflict**

His bent toward the meticulous is expressed in his dress: tweed pants, paisley tie, matching shirt and socks and the shiniest of shoes. A maroon leather-bound filofax, in which each appointment is carefully noted, ensures that he will honour every appointment and be on time.

But don't risk getting his back up. "That is absolutely without basis," he retorts angrily when questioned about claims that he is a militant, and the militants' candidate in the leadership election. During his five years with the union, he has built a reputation as one "who

works to unite, not divide", he says.

Employers agree: they describe him as "problem-orientated" and "keen to find solutions".

As former chairman of the African National Congress' Wits region, he won widespread respect. "He has the ability to avoid conflict, he thinks through issues," says regional secretary Barbara Hogan.

His dislike for the adversarial colours his plans for the union. To continue the work of the mining summit, a key move towards co-operation between the mining houses and the NUM initiated last year, will be his priority.

He will also work to get a negotiated code of conduct governing worker-employer relations, and designed to reduce mine violence, off the ground. He describes the initiative as being "as important as securing wage increases".

But his long-term aim is to increase worker education so that workers can lead the union. By 1994, at the NUM's next congress, he would like to see mineworkers taking up national positions.

His experience as the union's education officer will assist him in this. "I will ensure that a fair layer of workers get the necessary training to lead the union."

Motlanthe also inherits responsibility for the NUM's decision not to join Codesa — in defiance of its big brother, the Congress of South African Trade Unions. Again the conciliator, he feels strongly that the press should not have known of Cosatu's decision to apply for a seat at Codesa before the two had met.

He justifies the decision, however, stressing that Cosatu should maintain its independence and become a pillar of civil society. The federation should seek to influence the constitutional process through its alliance with the ANC and SACP, he believes.

Union sources describe him as "a 120 per cent ANC supporter", and he still retains his seat on the region's executive. Although he may relinquish even this because of his new union job, he plans to remain a working member of the ANC and believes wearing two hats will not be a headache.

He also "sees no problems" with the divergent views he holds on Codesa as a unionist and as a member of the ANC.

Motlanthe refused to be drawn on why he was re-elected over Golding, commenting only that "it is for us to achieve synergy in our work".

He is more forthcoming on his socialist beliefs and how he hopes to realise them.

He has no ideological problems with the SACP, and indeed is "agonising" over whether he should join. Finding time to be an active and hard-working member would be the only constraint — he does not believe in "paper membership" of any organisation, he concludes.



# A man seeking justice, equality

STAR 31/1/92.

**Y**OU won't find the name Kgalema Motlanthe in Who's Who. But it is a name which is well known to thousands of mineworkers and one that is bound to increasingly catch public attention.

Mr Motlanthe (42) is the new acting general secretary of the National Union of Mineworkers, one of South Africa's biggest and most influential unions.

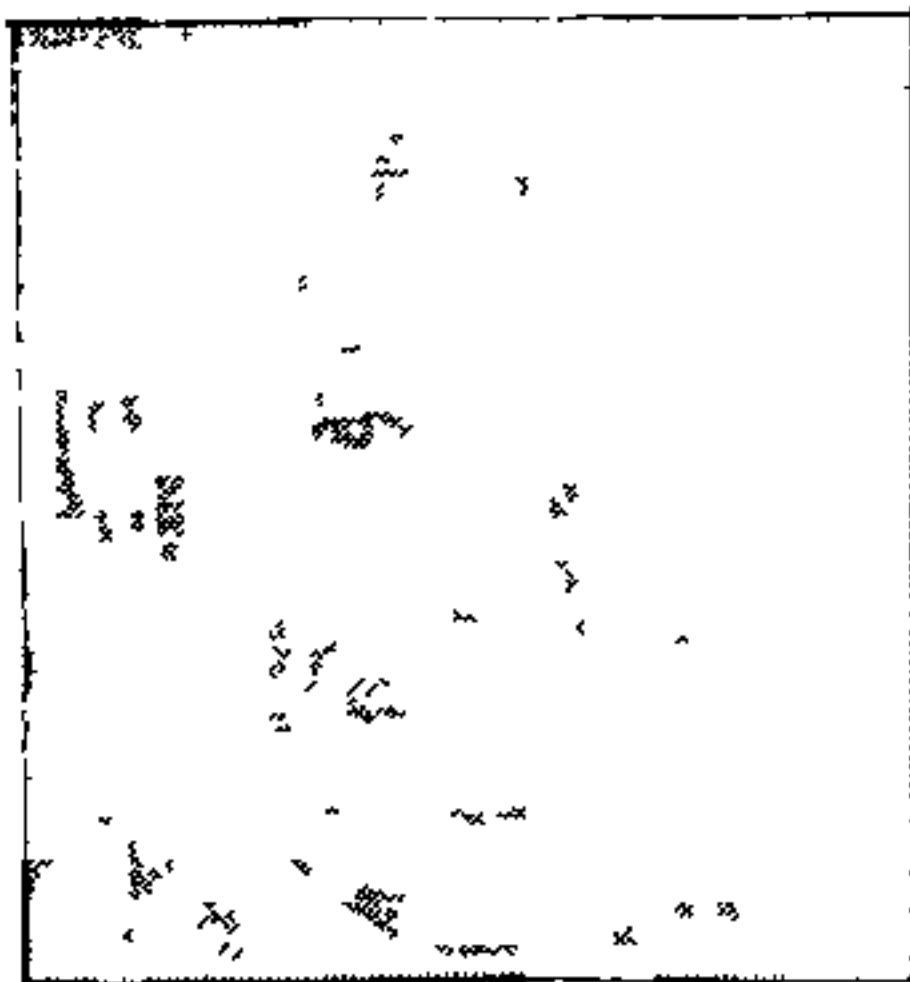
This makes him a man of great consequence in the relationship between the union movement and employers, as well as in the nation's political life, especially on the Left.

Mr Motlanthe's credentials in the struggle for a more equitable and just South Africa are impeccable.

At one time, he was a fellow inmate of Nelson Mandela on Robben Island where he served a 10-year sentence after being convicted under the old Terrorism Act. The charges arose from his involvement with the underground of the then-banned ANC.

Prior to that, Mr Motlanthe, a self-proclaimed socialist, terminated his membership of a community relief project which provided aid to the poor in Soweto, questioning its ability to solve the problems of poverty and homelessness in the long term.

When the ANC was unbanned it was he who was entrusted with the daunting task of head-



140A  
It will be no easy task to fill Cyril Ramaphosa's shoes, but new miners' leader Kgalema Motlanthe (left) seems ideally qualified, reports MIKE SILUMA.

ing the organisation's important PWV region.

He explained his passionate involvement in the struggle for social change thus: "I'm from a poor, working class family. My father was an office messenger and my mother worked in a clothing factory. My approach to life is informed by a belief that it is necessary to bring about justice and equality in this country."

And where does his union work fit into this?

"The labour movement has an important role to play in bringing about the equitable distribution of wealth. I think unions are an important organ of civil society and that they will remain so regardless of whether you have a democratic government or not. I'm also a firm believer in the indepen-

dence of the labour movement from political parties," said the softly spoken Mr Motlanthe.

A former head of the NUM's education department, Mr Motlanthe believes that the union will soon have a mineworker for a general secretary. "Through our education and training project we have been able to heighten our members' political and social consciousness. The union is now 10 years old and it is high time the job went to a miner," said Mr Motlanthe.

He feels strongly about the status of black miners in the country's economic life.

"The South African economy is built on the sweat and blood of mine workers. Miners, especially the categories we represent, who are on the lowest rungs, deserve better living and

working conditions."

A keen student of economics, he confessed to a fascination with the workings of financial institutions, "without an understanding of which one cannot hope to bring about economic justice."

Mr Motlanthe was amazed at being labelled a "hardliner" by sections of the media when he had barely moved into his new office. His election was, he believes incorrectly, even linked to the NUM's decision to suspend an historic bonus scheme with mining employers.

Weighing his words carefully, he said: "My experience is that labels are not helpful to society. At various times I have been called a social democrat, a pseudo-Marxist, a nationalist, and many other names. But all I ever did was to try to unify people wherever I was. That is my main task now — to help the union attain maximum unity among mine workers."

And even when he has managed to take time off from working for the NUM, the married father of three has found it difficult to keep his mind off the weighty matter of transforming South Africa into a more just society, devoting his leisure time to working for the ANC instead.

His enthusiasm for soccer — he is a former player — now goes only as far as watching the odd game on television. □



# Pact workers won't give an inch

EMPLOYEES of the Performing Arts Council of the Transvaal (Pact), unfairly dismissed in 1990, this week refused to be evicted from the houses which have been repossessed because they cannot pay their bonds.

Thirty-five of the 300 unfairly dismissed workers have had their Mamelodi houses repossessed by Saambou and other financial institutions

The banks agreed not to repossess the houses, or transfer them out of the names of the owners, pending the outcome of the workers' Industrial Court case against Pact

In September last year the Industrial Court found the workers had been unfairly dismissed and ordered Pact to reinstate them and give them six months back-pay

The workers, members of the Paper, Printing,

Wood and Allied Workers Union, thought the threat to their houses was over. They intended to start repaying their bonds and negotiate with the banks about the arrears

Their hopes were dashed when Pact decided to take the Industrial Court decision on appeal

Meanwhile, most of the houses have been repossessed by the banks and in some cases, the houses have been resold and eviction notices served

PPWAWU General Secretary Siphon Kubheka this week criticised Pact for trying to intimidate its employees

"Even after winning the Industrial Court case, our members have had no relief. It is scandalous that a state-linked employer like Pact should treat its employees like this," Kubheka said.

The workers now re-

## Readers' Hotline

Helping you with your problems

PO Box 548  
Kengray 2100

fuse to leave their homes

The Mamelodi Civic Association also supports their stand.

MCA media officer Pasty Molefe says the civic will take action to prevent people from being forcefully evicted.

Pact director Louis Bezuidenhout told City Press there was nothing Pact could do because they also faced financial difficulties.

"Lawyers for the union

suggested that Pact pay the bonds until the outcome of the appeal, but this is impossible as we do not have the money," said Bezuidenhout

"There is nothing we can do until the outcome of the appeal. We keep approaching the Industrial Court for a date, but we haven't heard anything yet," he said

For one homeowner there was a sigh of relief on Friday when the Perm agreed not to auction his home

After City Press explained the situation to Perm on Thursday, they agreed to postpone the sale in execution of Silas Mathebula's home until the outcome of the appeal in the Industrial Court

City Press put a series of questions to Saambou, but had not received a reply at the time of going to press

# White miners join NUM despite right wing

By Shareen Singh (140A)



Three white miners joined the National Union of Mineworkers (NUM) last week and several others have indicated an interest in the union, NUM member Louis Vosloo told The Star.

The three new NUM members attended a mass meeting at Klerksdorp at the weekend where they were welcomed by thousands of workers who carried them on their shoulders.

"This is the real start of breaking apartheid on the mines," Mr Vosloo told the cheering crowds.

The men did not want to be named for fear of intimidation from the right wing. The right wing could make life very difficult for white NUM members, Mr Vosloo said, referring to his own experience in Rustenburg when he first joined the union last year, becoming the first white NUM member.

Mr Vosloo also lost his job at Wildebeest North Mine in Bophuthatswana shortly after his detention by Bop police for his active involvement in the NUM.

He was forced to flee Rustenburg with his family because of right-wing harassment and threats by Bop police that they

would re-arrest him.

In the past few weeks Mr Vosloo, who has been a miner for 20 years, has addressed thousands of workers at different mines.

"I told them of horrific things I used to see — how white supervisors used to victimise black miners and how they discriminated against blacks.

"I used to vote CP until two years ago but I soon came to realise how inhuman racism is. I used to see it on the mines every day — my black colleagues, who were always friendly towards me, being

treated like animals."

Mr Vosloo does not have any white friends apart from colleague Wilhe van Staden at the Wildebeest North Mine who is also an NUM member.

Mr van Staden was dismissed from his job recently, but management had to re-instate him after representation by members of the workers' committee at the mine.

Despite the right-wing harassment and "victimisation by management and supervisors", Mr Vosloo and Mr van Staden are hellbent on remaining NUM members and promoting the union.

# Decision on Sarhwu inquiry expected soon

BID  
6/2/92 DIRK HARTFORD

THE crisis in the SA Railway and Harbour Workers Union (Sarhwu) should be solved next week when the union's executive committee decides on the report of the commission of inquiry into the ousting of the leadership last year, said Sarhwu spokesman Sanku Gwala

While neither Gwala nor the commission would be drawn on the likely outcome of the report, a source in Sarhwu said serious corruption had been exposed and "heads could roll".

The commission, consisting of representatives from Cosatu, the ANC and SACP, was established after workers in Johannesburg threw out their entire leadership and occupied the union's offices last October

The workers were apparently enraged by the wage deal the Sarhwu leadership concluded with Transnet last year, allegedly without a mandate from union members

Sarhwu president Justice Langa, general secretary Martin Sebakwane and assistant general secretary Johnny Potgieter, together with three other national management committee members, were suspended by the union's executive committee pending the outcome of the inquiry

The move against the leadership was actively supported by the southern Transvaal, southern Natal and eastern Cape regions, but the rest of the union was at best neutral, the source said

The leadership crisis had a paralysing effect on the union and members hoped the executive committee decisions on the leadership would enable Sarhwu to function properly again, he said

Transnet's Viv van Vuuren said yesterday the crisis in Sarhwu had caused "no big problems" as annual wage negotiations would only begin in April. He said Sarhwu had been participating in the newly-formed industrial council in the industry



# Cosatu condemns alleged spying on trade unions

STAR 7/2/92

140A

By Shareen Singh

Allegations of spying activities on trade unions by a security company published in a labour journal have been strongly condemned by Cosatu and one of its affiliates — which was allegedly most spied on

The latest issue of the South African Labour Bulletin alleged that Lodge Security Services placed agents at certain companies particularly in the commercial catering sector, to collect information on union activities for managements

Cosatu spokesman Bangums Sifingo said the use of spies by managements was "extremely short-sighted, leading to deeper mistrust which exacerbated the conflict between labour and capital"

The SA Commercial

Catering and Allied Workers Union said it viewed the allegations in a serious light and would fully investigate it

"The modus operandi was for Lodge to write to a company offering its services"

One such letter sent to the Four Seasons Hotel, read "The objective of an undercover investigation is to bring to the attention of the management, the attitude of the staff and their feelings about various management decisions, shop steward and union activities This enables management to make the right decisions before negotiating with the unions"

Reports from agents who spied on union activities at Pick 'n Pay branches in Natal detailed discussions by workers at meetings

The agents were clearly "shop-stewards", the journal said

Lodge Security Services managing director Edel Ashman said agents were used for pilfering and collected other information at the request of companies

Pick 'n Pay's industrial relations manager Frans van der Walt reportedly said undercover agents were used to break theft rings and sometimes reported on shopfloor activities Agents were not sent to union meeting but could have ended up there

● Sapa reports that a newly appointed staff member of Idasa was approached by the National Intelligence Service to spy on the organisation for them, Idasa executive director, Dr Alex Boraine, said yesterday

# Companies 'spying on unions'

AN INTERNATIONAL security firm is being used by company managements to spy on unions, a labour affairs publication has alleged *B1000y 7/2/92*

The SA Labour Bulletin says in its latest issue it has documents proving that Lodge Security Services has passed on information on union activities to firms it is contracted to

SA Commercial, Catering and Allied Workers Union (Saccawu) assistant general secretary Kaiser Thibedi yesterday said "severe action" would be taken against companies which used Lodge in this way — if the allegations are proved authentic

He said "these underhand methods are likely to undermine the economic forum. We are already suspicious about the bosses' intentions in such forums"

The bulletin claimed "a web of agents employed by Lodge Security Services collected information on union activities" in Natal in 1990. The Bulletin said its sources believed this was still going on

The companies using Lodge services, as far as the bulletin was aware, were Pick 'n Pay, Dunlop and Cabana Beach Hotel

Pick 'n Pay's Frans van der Walt said it could not "prescribe to agents what they should write about or not" and if an agent wrote there was a strike looming "it would be a warning sign for us and we would try

*14017*  
DIRK HARTFORD  
and act on it" He said undercover agents were employed to prevent pilfering but it was possible an agent "could end up at a union general meeting" He added that the company would be very circumspect about how to use information

Lodge Security Services MD Edel Ashman said they passed on whatever their agents reported to their clients. Ashman was "not aware" of any reports on union activities currently

The bulletin quotes from a letter sent by the then investigations manager for Lodge in Durban, Warwick Freislich, which said the objective of an undercover investigation was "to bring to the attention of management shop steward and union activities. This enables management to act quickly and make right decisions before negotiating with shop stewards and the unions" This letter was addressed to Tommy Smit at the Four Seasons Hotel

The bulletin article is based on reports in its possession from agents operating at a range of Pick 'n Pay stores in Natal. The bulletin said "it's clear from the reports that some of the agents are shop stewards" as not only general union meetings, but shop steward and Cosatu regional executive meetings are reported on

An international delegation is in SA to probe trade union complaints, writes Mike Siluma

# Return to ILO in the balance

STAR 7/2/92



140ft



**T**HE arrival yesterday of a high-powered International Labour Organisation delegation will provide South Africa with a chance to return to the international labour relations fold after a 28-year absence.

The visit by the ILO's fact-finding and conciliation commission is in response to a complaint laid by the Congress of SA Trade Unions (Cosatu) at the ILO in 1988 over the promulgation of the Labour Relations Amendment Act.

At the time, the thrust of Cosatu's complaint was that the Act would restrict workers' right to strike and reverse gains made regarding working conditions.

Following vigorous campaigning by unions — primarily Cosatu and the National Council of Trade Unions — and protracted negotiations between the Government, labour and employers, the Government withdrew its amendments and signed a new labour legislation accord with unions and capital in 1990. But Cosatu was still

not satisfied. It pushed for the broadening of the commission's terms of reference, which would, in its view, bring South African labour legislation up to international standards.

Cosatu, which is to present a 500-page submission, wants the commission to focus on key areas including:

- The right to strike
- The right to collective bargaining for all workers
- The right to organise trade union activities without hindrance
- The state of industrial relations in the TBVC and self-governing territories

Although the present Labour Relations Act gives some protection from dismissal to workers taking part in legal strikes, it totally excludes large categories of employees, such as those in the essential services and public utilities, as well as members of the police and prison services. Similarly, public sector work-

ers, together with their counterparts in the agricultural and domestic sectors, are not entitled to collective bargaining.

The question of violence against unions and problems with access to the workplace to service members will be examined by the commission, if Cosatu has its way.

But of all the issues Cosatu wants investigated, the matter of worker rights in the self-governing territories is likely to be the most intractable, as it raises the politically prickly question of those territories' sovereignty.

The unions would like South African labour legislation (in its present, as well as its future, modernised form) extended to the whole of South Africa including the "homeland" territories.

It is this issue that is at the heart of the simmering, if costly, conflict between the Bophuthatswana authorities and a number of South African unions, particularly the National Union of Mineworkers, which is active at the territory's Impala Platinum

Mines. Although the NUM's support among Impala's workers is beyond question, the union is not officially recognised by either management or the Bophuthatswana authorities.

The Bophuthatswana government has taken the view that because Bophuthatswana is a sovereign territory, it cannot allow "foreign" unions to operate there.

It has recently moved to tighten legislation regulating labour relations in the territory.

In terms of the new legislation, only "independent" unions may operate. Such a union is defined, in part, as one which "is not under the direct or indirect control of a non-Bophuthatswana trade union (or) a non-Bophuthatswana federation of trade unions (or) a non-Bophuthatswana political party".

Additionally, for any union to be recognised in Bophuthatswana, it would have to have its head office in the territory.

These provisions are clearly aimed at keeping Cosatu and its

affiliates, such as the NUM, out of the Bophuthatswana industrial relations arena.

Cosatu, which refuses to recognise Bophuthatswana and other such territories as independent, is set to argue before the commission that in terms of international law, Pretoria is still ultimately responsible for what happens in its homeland backyard.

It would want any legislation agreed with the South African Government extended to all homeland areas, irrespective of whether they are considered by Pretoria to be self-governing or independent.

Apart from Cosatu, the employer body the SA Consultative Committee on Labour Affairs and the Government will make submissions to the commission.

The commission will hold hearings until February 23 and will report to the governing body of the ILO in June. Its report will form the basis of the decision on whether or not to re-admit South Africa

This week, just days before the ILO team's arrival, the Government was understood to be locked in discussions on whether to agree to the extension of the investigation beyond Cosatu's original complaint. A concern of some in the Government has been that an extended investigation might reveal that in many areas South African labour legislation lags behind what is acceptable internationally.

The Government has already expressed its worry that the investigation should not be turned into a process whereby South Africa was put "on trial".

Without doubt, if the commission concerned itself only with the original Cosatu complaint — much of which has been addressed by the 1990 accord — the ILO may see its way clear to re-admitting South Africa soon.

But with an extended mandate the commission's report may not be so favourable, and South Africa's re-entry to the ILO may take much longer. □



# Pick 'n Pay spied on unionists, says report

7/12-13/2/92

By DREW FORREST  
RETAIL giant Pick 'n Pay is at the centre of embarrassing disclosures relating to company spying on trade unionists in Natal. Carried in the latest edition of the *South African Labour Bulletin*, the disclosures are based on reports from agents of Lodge Security Services which the *Bulletin* says it has acquired. Pick 'n Pay agrees it has long used Lodge to monitor pilfering and provide security at its stores. However, the *Bulletin* says it has agents' reports from April 1990 dealing with problems faced by the South African Commercial, Catering and Allied Workers' Union (Saccawu) in national wage talks in the group, as well as a transcript of a Pick 'n Pay shop stewards' meeting — suggesting that shop stewards were acting as informers. It says it possesses reports by agents at four Durban branches of the chain, as well as two stores in Pietermaritzburg. Given the cordial relations

between Saccawu and Pick 'n Pay — generally considered the most accommodating of the retail groups — the expose is surprising. Also implicated is Dunlop Tyres. The *Bulletin* says it possesses reports written by former Lodge investigations manager and ex-policeman Warwick Freislich to a certain Mr Middlebrook.

These gave details of a work stoppage, as well as reporting that the agent at Dunlop in Ladysmith had established contact with a shop steward at BMH Clothing who "always tells the operative about what goes on in the Cosatu (Congress of South African Trade Unions) local meeting".

Pick 'n Pay group industrial relations manager Frans van der Walt said information on broader issues than theft was occasionally included in reports by Lodge agents, but that this was not solicited.

Lodge had now been informed not to pass back information on union activities, he said.



# NUM shifts strategy on operating in Bop

140A  
W/Mand 7/2-13/2/92

*The National Union of Mineworkers has done an about-face and applied for permission to operate in Bophuthatswana.*

**DREW FORREST**  
*examines the reasons for the policy switch*

**I**N A major policy switch, the National Union of Mineworkers has formally applied to the Bophuthatswana government for permission to operate in the homeland

The decision by the union's national executive committee in December, represents a departure from the Congress of South African Trade Unions' long-standing refusal to comply with Bop's Industrial Conciliation Act (ICA), on grounds that this would imply recognition of the "illegitimate" homeland government

"It's a tactical shift in response to practical problems," said the NUM's Marcel Golding "Workers are joining us in large numbers and there's extensive repression — workers have



**President Lucas Mangope. hard talk but no action**

been killed and hundreds have been detained"

No response had yet been received from the Bop authorities, he said

The ICA, passed in 1984, is still in force in the homeland, despite Bop's enactment of a draconian Industrial Relations Act last September

Yet to be promulgated, the new Act bans foreign unions outright and lays down stiff fines for employers dealing with them The ICA merely requires them to have offices in Bop and a homeland citizen as secretary

The NUM's compromise move offers some hope of an accommodation at the Genmin-owned Impala Platinum, Bop's largest employer, which has taken

the view that it cannot recognise the union in breach of homeland law Recognition demands sparked recurrent labour unrest last year, costing the company two weeks' production and the lives of 22 workers.

There can be little doubt that sustained pressure by employers, specifically large, South African-based concerns spearheaded by AECL, has so far succeeded in staving off the implementation of the new Act

Some companies, including Premier and SA Breweries, have recognised Cosatu unions at their Bop operations Employers have also lobbied South Africa's Department of Foreign Affairs, and, on the Cabinet's instructions, the National Manpower Commission last year held talks with Bop leaders

President Lucas Mangope may have taken a hard line at a meeting with the Bophuthatswana Chamber of Industry and Mines in December, warning that "errant" companies would "face the consequences", but two months later the Act remains on the shelf

In the long term, Bop employers are looking to the Convention for a Democratic South Africa (Codesa) to resolve their dilemma But in the interim, they are exploring ways of fighting the new Act

Among the options debated at an exploratory meeting last month were a joint declaration of intent to resist the legislation and a court challenge in terms of Bop's Bill of Rights

The declaration of intent remains no more than an option, according to employers, and has not yet been signed by any company

# Negotiations save ILO visit

W/Mail 7/2-13/2/92

By FERIAL HÁFFAJEE

FRENZIED negotiations have saved the day for the International Labour Organisation's fact-finding and conciliation commission which arrives in South Africa this weekend

Fears that the Congress of South African Trade Unions and the government were on a collision course over the commission's terms of reference were ironed out on Wednesday ~~(S)~~ (40A)

According to Cosatu lawyer Halton Cheadle "The South African government has allowed the commission to deliberate on labour matters in general" ~~(S)~~

The initial complaint laid against the government by Cosatu related to the controversial 1988 amendments to the Labour Relations Act.

Subsequent legislation remedied the Act and Cosatu then sought to extend the commission's terms of reference "to include issues that South Africa needed to address in order to meet its international law obligations"

It was assumed that the terms had been ironed out by then Manpower Minister Eli Louw when he visited the ILO last year, but this was disputed by Manpower director general Joel Fourie

This week Fourie said the extended terms of reference was to have been the subject of negotiations between Louw and Cosatu, which never took place

Cosatu says the government's reticence in extending the terms of reference related to its fears of "being put on trial" A serious diplomatic bungle was narrowly avoided by last-minute cabinet intervention

But the last hurdle has not been crossed Cosatu will request that all the ILO hearings be conducted in public even though the commission's rules demand confidentiality

Cosatu general secretary Jay Naidoo said "The commission's visit is part of the process to help develop a future dispensation and it must be jointly and publicly determined" However, Cheadle said the federation "will abide by the ruling of the commission"



# Govt does about-turn on ILO visit

B. Day 7/2/92  
DIRK HARTFORD

THE major obstacle to the visit to SA by an International Labour Organisation (ILO) fact-finding commission has been removed with the announcement by Cosatu yesterday that government has agreed to allow the ILO "to deliberate on labour matters in general"

Cosatu was notified after this week's Cabinet meeting that the ILO would not be restricted from investigating Cosatu's two original complaints, namely racial registration of unions and unfair limits on strike action.

This is in line with an agreement reached previously with government and the ILO when Eli Louw was still Manpower Minister.

One of the reasons Louw was demoted to Speaker of Parliament was this agreement with the ILO, sources said. Since his departure, they said, senior officials, such as Manpower director-general Joel Fourie, had tried to get the ILO's scope of reference reduced to Cosatu's original complaints — which have fallen away since the amendments to the

Labour Relations Act (LRA) were scrapped in 1990

The ILO commission arrives in SA today and will hold its first meeting this afternoon. Proceedings are confidential, although Cosatu said it would argue today to have the hearings and submissions made public. Cosatu, Saccola and government have made submissions to the commission.

Cosatu said yesterday the main aim of its submissions was to bring SA labour law into line with international conventions (140A)

This would facilitate SA being readmitted to the ILO, once political obstacles had been removed.

"We are not putting the government on trial. Cosatu thinks the ILO can assist in this transitional period where the future of labour market institutions and labour laws will have to be developed jointly with employers and government."

Sources said government's zig-zag on the scope of the ILO commission was because it and employers were

concerned Cosatu might use the recommendations of the ILO as a weapon in future negotiations.

"It would put employers and government in a very difficult situation if Cosatu made demands which they could support by pointing to the ILO recommendations."

Cosatu's submission focuses on the right of trade unions to

Develop in a climate free of violence and violent attacks on them, their officials and members,

Freedom of assembly,

Freedom of opinion and expression,

Join trade unions,

Administer trade unions,

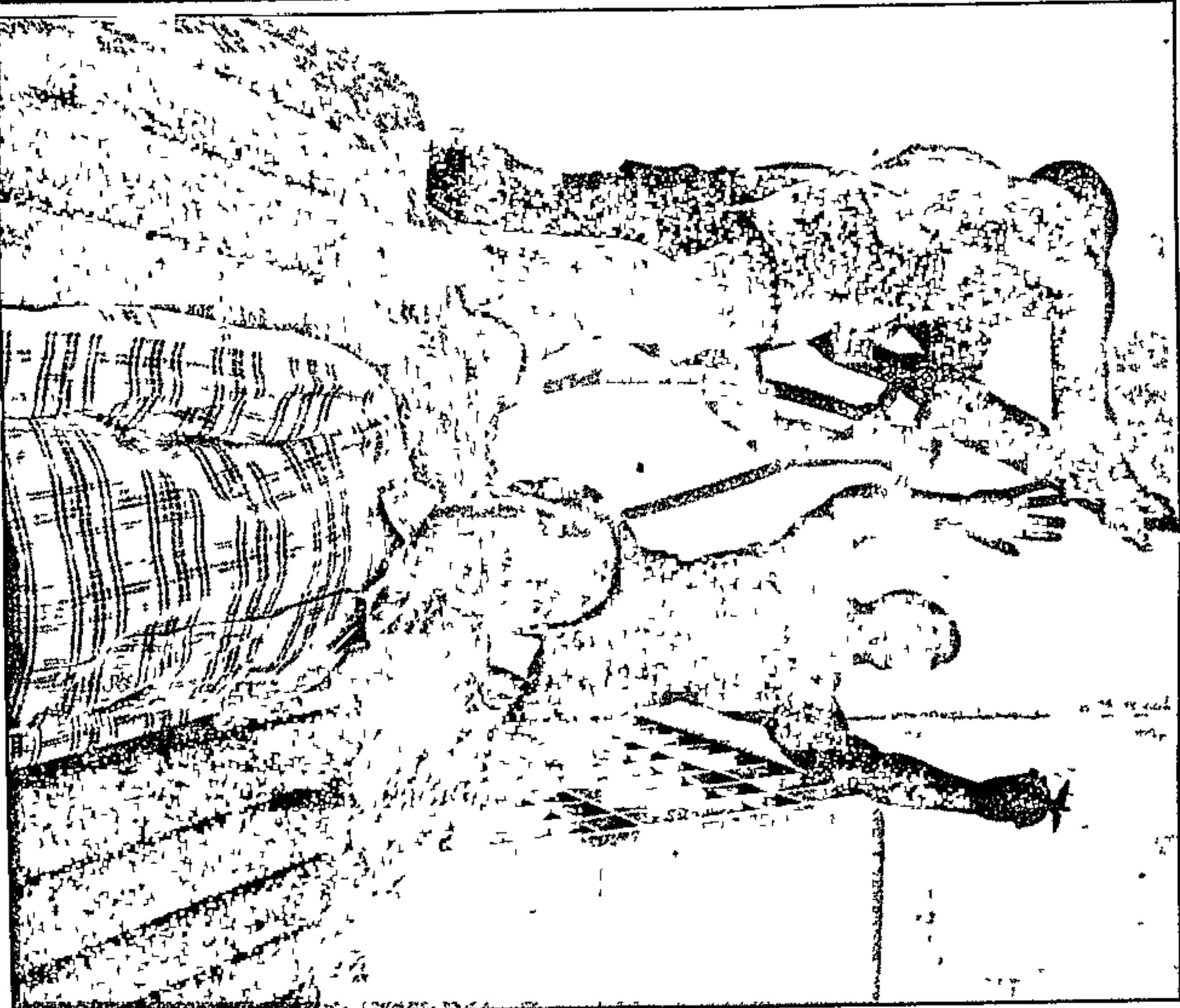
Strike,

Protection against anti-union discrimination, and

Bargain collectively for all workers

Cosatu will also try to prove that government is responsible, in terms of international law, for labour laws in the TBVC territories.

Government will be responding to Cosatu's submissions today.



TRUE GRIT... Unionist Kgalema Motlanthe cuts a serious figure next to the Dave MacGregor miners' sculpture in Johannesburg. He was a tough chief negotiator. ■ Pict. SIRPHWIZ MHLAMBI

# Rising star talks straight

Clare 9/2/92

(40A)

HEY say a man is judged by the jazz he listens to. But it would be hard to use this yardstick on Kgalema Motlanthe, the new key player in the affairs of the National Union of Mineworkers (NUM).

Motlanthe does not fit the common black headline unionist stereotype. There's no labour militancy from him.

His recent elevation by the NUM's central committee to acting general secretary makes him a power to be reckoned with. He will hold the position until the 1994 NUM national congress, when elections are held.

And, of course, there's the harsh spotlight he cannot escape. He occupies a position which makes him a man of consequence in the relationship between the 296 000-member union in one of the country's strategic industries and the mine owners.

There is also the legacy to match of Cyril Ramaphosa, one of South Africa's most prominent unionists and now a rising political star in the ANC ranks.

Motlanthe says of Ramaphosa's hard-to-follow act: "He was the epitome of what's best in mining. Singlehandedly he shaped the destiny of the NUM."

"His contribution cannot be quantified. He restored the dignity of black miners, which they had not had for years. Now black miners are known to walk with pride and dignity." Back to jazz. This 42-year-

old father of two boys and a girl, has a passion for jazz legends Pharoah Sanders and the late Clifford Brown. "I find Sanders' *Prayer at dawn* inspiring," he says.

Any township jazz buff worth his record collection will tell you that saxophonist Sanders and trumpeter Brown are remembered for anger, sensitivity, sadness, beauty and an uncompromising stand as spokesmen of the oppressed people of colour worldwide.

Do these features then help to give an accurate picture of Motlanthe, who occupies the hot seat in one of South Africa's biggest and influential unions? Far from it, in fact!

Like most regular township guys, he was a keen soccer player during his formative years spent in Alexandra, outside Johannesburg.

Today, a smile crosses his face when he tells that he won his spurs playing for Pretoria's Spa Sporting Club and Soweto's Rookville Hungry Lions during his soccer days.

Then his family moved to Meadowlands, Soweto, in 1959 where he attended the then famed Orlando High School. His first job was with the Johannesburg City Council as a supervisor. Asked about his formative

years, Motlanthe gently tells you "It's difficult to speak about yourself."

"I grew up in the Anglican Church and was very close to the priest. They belonged to the Community of the Resurrection."

"At that early age that experience had a foundation for my development. I discovered that it was possible for different people to live together."

But his church experience clashed with his reality as a black person.

There were harsh things like the Pass Office, black workers eating their lunch in the city streets because they were not allowed into restaurants, and the crude apartheid which militated against blacks at every turn of their lives.

"This begged an answer. I had to find answers to this contradiction. But at that early age that experience in the church presented what was possible."

"People could relate to each other," Motlanthe added. His 11-year imprisonment on Robben Island under the old Terrorism Act for furthering the aims of a banned organisation was a journey of self-discovery.

At one time he was a fellow inmate of ANC president Nelson Mandela, who was serving

a life sentence there. Motlanthe remembers that chapter of his life without bitterness.

"To me those were the enriching years of my life. We (the prisoners) tried to get the meaning of life out of that experience. The essence of life."

Then came his June 1987 release and he joined the NUM as an education instructor.

Within a month the mining industry was hit by a major strike and Motlanthe found himself in the thick of things.

"That brought me in contact with the brutal phase of the mining industry," he remembers.

Mining house negotiators speak of him highly as a tough former NUM chief negotiator.

Widespread respect for him from the mining industry is particularly deserved after his part in last year's groundbreaking wage agreement in which the NUM, for the first time, embraced productivity tied to bonuses for black miners.

But last week this agreement ran into stormy and turbulent waters.

Motlanthe argues "We knew that the success or failure of the (production/bonus) agreement would depend on workers being informed about production."

"The mining industry didn't honour their side of the bargain. This created more problems than solutions." This explains, according to

him, last weekend's NUM Central Committee decision not to renew the agreement when it lapses in July.

Motlanthe is emphatic that the agreement can only be sustained if there is full disclosure from mining employers.

"The decision not to enter into a new agreement is a difficult one. And the challenge facing us is to come up with innovative answers."

Motlanthe says the issue will be thrashed out at a crucial production/bonus workshop to be held by the NUM this month.

"Everything in the world today is fluid. At all times the decisions we take must be revisited."

What about his "agony" over whether to join a political party? Particularly with his reported "120 percent ANC membership" and his socialist beliefs?

The question does not cause him any ideological problems, he points out.

He reminds you that when the ANC was unbanned in 1990 he became its Pretoria Witwatersrand-Vereeniging convenor.

"I believe that when one takes membership of any formation one has to devote time to it. The responsibilities and tasks in the ANC are immense. Personally, I feel they'd be too much for me. That explains my 'agony'."



# NUM slams shoddy safety standards

W/maid 7/2-13/2/92

**T**HE DEATH of 10 mineworkers at the Western Deep Levels mine near Carletonville on Monday lit the fuse on the explosive issue of South African mine safety.

And no sooner had the dust settled when a small earthquake killed two more miners at the nearby Elandsrand Gold Mine on Tuesday.

The week saw a flurry of meetings between the National Union of Mineworkers and the mining houses to hammer out an agreement while the NUM renewed its call for a commission of inquiry into safety in the mining industry.

According to the NUM, 10 000 mineworkers are injured and an average of 700 fatalities recorded annually on mines in South Africa.

The NUM is adamant that there is a crisis in the industry. But according to Chamber of Mines senior general manager in charge of operations Horst Wagner, "there is a problem not a crisis. Things are not out of control, so how can one call it a crisis?"

He says that since the turn of the century, safety standards have improved. At the time, 5,5 in every 1 000 workers died on the job. Now one in every 1 000 miners die.

NUM health and safety officer May Hermannus says South African safety record is the result of bad management rather than a lack of safety technology. She says that most mine accidents are caused by rockfalls and rockbursts yet these accidents are predictable because they tend to occur at the deepest point of the mine. But no contingency support mechanisms are put in place at these points, she charges.

Another problem she points to is that although South Africans are world leaders in seismology, this technology is not transferred to the mine and there is no decrease in the frequency of accidents.

*A recent spate of mine accidents has underlined the need for safety underground. But South African safety standards are inadequate, insists the National Union of Mineworkers.*

**FERIAL HAFFAJEE reports**

**(140A)**

the ministry of Mineral and Energy Affairs' Government Mining Engineers Department (GME), is responsible for upholding mining safety regulations.

According to a representative of the GME, this inspectorate is inadequate. "There is a lack of inspectors to effectively enforce the rules and regulations," he says.

Only two of the inspectors have mining degrees. The rest are drawn

from middle-ranking mine management. The inspectorate is lowly paid and more qualified engineers are often attracted to the far more competitive salaries the private sector can offer.

And, after mine accidents, injured miners and the families of those who have died struggle to get compensation. Compensation forms are not completed after an accident and without the vital forms, no compensation will be paid according to the NUM.

Rand Mutual, the insurer for the mining industry, processes some 30 000 claims a year and these are processed by only five claims officers.

"In a recent objection brought by the NUM on behalf of one of its members, a senior officer of Rand Mutual said that his organisation was seriously understaffed and unable to process claims efficiently," says Paul Benjamin, a senior research officer at the Centre for Applied Legal Studies

Wagner explains that rockfalls and rockbursts occur because "low productivity entails operating areas as long as 32km and having to provide supports all the way through is difficult".

Inadequate training also leads to mine accidents, believes Hermannus. Miners are sent underground and placed in charge of equipment they are not adequately trained to use.

Training on South African mines takes three weeks while British workers are put through 100 days of training before going underground where training continues for three years.

Wagner believes that with a more permanent workforce, training is easier and more effective than it was before. The chamber, he says, spends R400-million annually on training and education for mineworkers. A mine inspectorate, controlled by

Part of the reason behind the NUM's call for a commission of inquiry into mine safety is the new Minerals Act. Promulgated last year, it replaced the Mines and Works Act which contained safety regulations for the industry and many had hoped that it would improve safety standards.

Benjamin says, "The state missed a vital opportunity to bring South Africa up to world standards."

The new Act does not take cognisance of the basic safety rights of mineworkers. Worldwide, these are recognised as the right to know the dangers at work, right to refuse dangerous work and the right to participate in safety policy.



# Careers 6

# Numsa's Struggle for Education and Training

Last week we spoke about places where workers and school-leavers can get training to improve their skills and chances of getting a job. This week we feature a response to the inadequate provision of education and training from the NUMSA education desk.

you finish one course it clearly points the way to the next course, even though at the same time you will get a national certificate for the course you have successfully finished

The key lies in short courses, or "modules" as they are called. NUMSA believes that there should be many courses to choose from, depending on your interest or chosen career - and depending on whether there are jobs. Each module of training must be recognised by industry and each module of training must be recognised nationally as giving credits towards national standards.

At the heart of this approach is the idea of skill. What

140A  
New Nation (Learning Nation) 14/2-20/2/92  
to control and intervene in situations both at work and in the community and society more generally - not just to understand instructions and obey like a robot

## Education and Training

There are so many problems with the present provision of education and training that it is hard to list the main ones, but they include

- not enough education and training - the majority of people get no education and training at all once they leave school. And 66% of South African workers are said to be illiterate because they did not attend enough school in the first place. This means that even if they do get a chance to train, they often cannot take advantage of it, as they do not have the skills to start,
- the majority of workers get on-the-job training only and, if they are retrenched then they do not have a national certificate to prove that they have learnt the skills,
- race and gender discrimination is still very common,
- the skills workers learn on the job are often not recognised or paid for and yet the employers continue to benefit from them,
- only a small group of workers - such as artisans, teachers and nurses - get nationally recognised training which gives them the chance to move about and still have their skills recognised,
- retrenched workers, young people and unemployed people in general do not get education and training that will help them to become self-sufficient or help them to get a job,
- the state is at present shifting the responsibility for training and certification onto the bosses.

Initially the state had the Apprenticeship Training Board to administer national training and issue certificates. The ATB had the representation of the state, the bosses and the trade unions (although because of the past racist practices only the white unions were represented). Now the state and the bosses are setting up Industry Training Boards which are administered only by the bosses and which are specific to particular industries.

## NUMSA's Plans

NUMSA has done a lot of study of these problems and a lot of thinking about possible solutions. The heart of the solution that NUMSA is recommending is that all people - young or old, employed or unemployed, women or men - should have the right to life long education and training. And that everyone should study courses that will be recognised nationally. NUMSA also believes that all courses should fit together in one system. So that when

is skill? This is not a narrow idea - it does not mean "how to press buttons on a machine". On the training side it includes things like

- the requirement to perform individual tasks,
- the requirement to manage a number of different tasks within the job - real skills, not just a lot of boring repetitive tasks,
- the requirement to respond to irregularities and breakdowns in routine,
- the requirement to deal with the responsibilities and expectations of the work environment - including health and safety and broader environmental issues.

On the education side the skills will be general skills

## Grading and Skills

NUMSA believes that the place to start is with the grading system. The first thing to do is to limit the number of grades that exist. Most grading systems today put people into boring jobs, which become like jails which they cannot escape from. The same boring job for 20 years! NUMSA is fighting to win grading systems that allow workers to develop and advance from one grade to the next by getting more education and training - by means of short courses or modules. Of course jobs will have to change too with the changes envisaged in the grading system.

To win this, NUMSA believes we must change the present grading systems from how they are at the moment - which is simply describing the boring job that a worker must repeat over and over again - to a system which describes the range of skills that a worker must have to work at a particular level. Say Level 1 could be linked to 100 skills - and each worker must have at least 25 of the skills listed (Some would be compulsory and some optional, depending on the work). It will be easy for workers then to know what they must learn to get up to the next level.

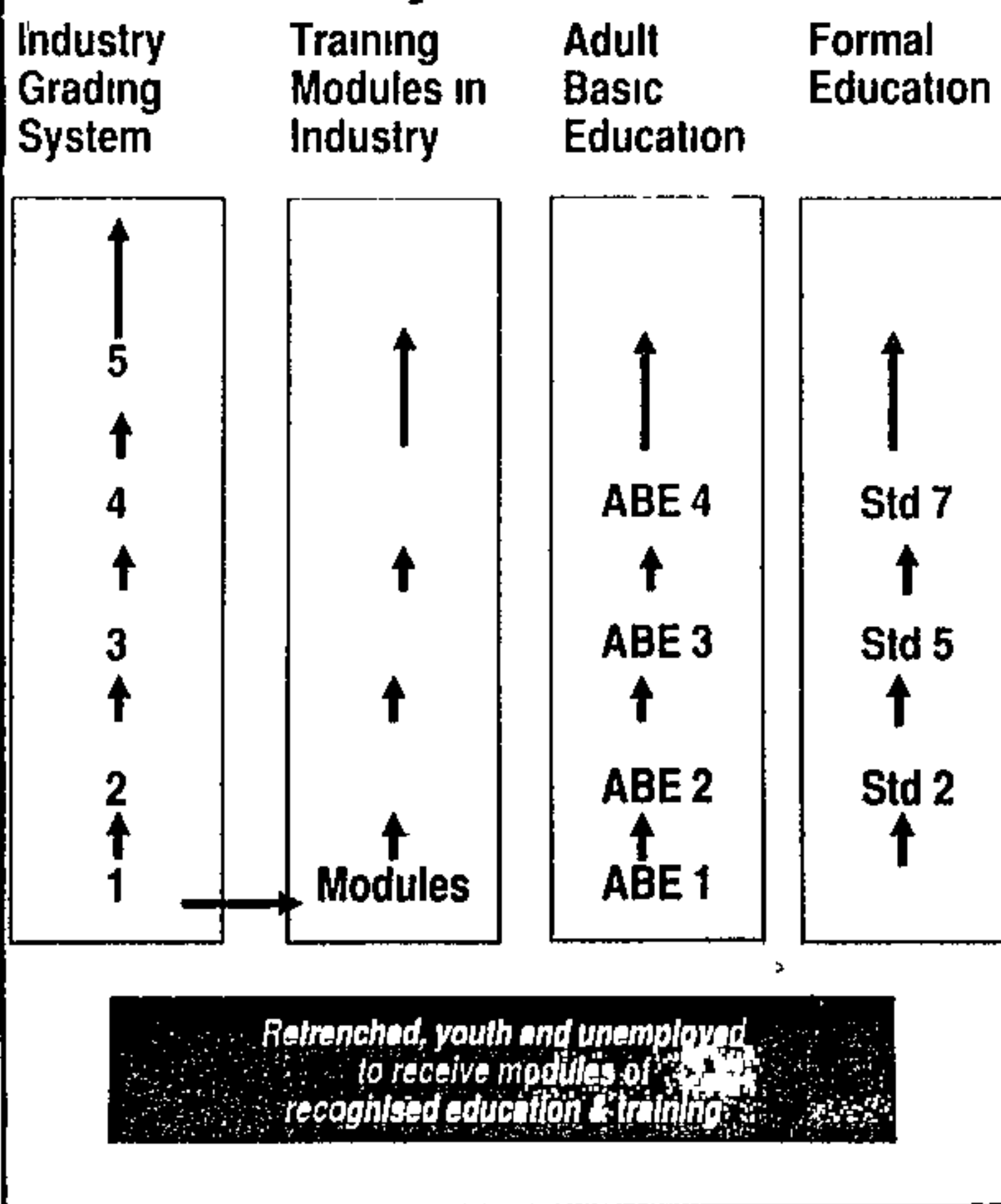
If this system were in place, then workers who have got skills from experience of doing the job could get their skills recognised, and it would help them on their way up the ladder. For women workers, this would mean that many of their home skills could be recognised for qualification purposes!

For young workers or unemployed workers, they could do short courses which would then be recognised by employers when they go job-hunting. Of course, there are not enough jobs at the moment. So there would have to be special job creation projects for such people. But the point is that as people work, they would get education and training that would help them in the future.

If the progressive Alliance organisations succeed in winning a national Economic Policy Forum for negotiations of economic issues, then one of the first things they will have to do will be to address the high unemployment levels and look at ways of creating more and better jobs for all South Africans. Education and training will be a priority too, but linked to where the jobs are now and will be in the future so that people with qualifications are not left on the streets. And existing jobs will hopefully become more interesting and challenging too.

When this system is in place, then the farms, mines, shops and factories will become universities for the people who work in them - not the dirty, boring, dead-end places that they are today. And young people will choose to work and study together - as the experience they will gain in this way will help them throughout their lives. These workplaces will give an alternate route to people who missed out on education the first time around, or who did not have the money to study full-time. The system should allow someone to work their way up from "a sweeper to an engineer" - and if NUMSA and COSATU get their way this will all be during paid time off during working hours. And who knows what will happen when workers have the skills to run their own workplaces!

## Numsa's Ideas on Different Education & Training Systems



W/maif (140A) 14/2-20/2/92

## Cosatu shift on closed shop

■ Cosatu and its affiliates seem to be softening their opposition to the closed shop.

The Chemical Workers' Industrial Union this week concluded the union's first agency shop agreement (a type of closed shop), at Marley Flooring in the Western Cape. According to branch secretary, Colin Rani, the agreement spells "the death penalty to free riders".

All workers at Marley Flooring will pay fees to CWIU, the factory's majority union.

The agreement follows hot on the heels of the NUM's decision to campaign for an agency shop this year.

Now there are moves afoot to make use of the agency shop to make non-union members pay for benefits won by unions at the negotiating table.

Reports by Weekly Mail staff



with mail 14/2 20/2/92  
**'Hit squads'  
tail Mayekiso**

By FÉRIAL HÁFFAJÉE (140A)

THE Congress of South African Trade Unions yesterday threatened industrial action which will make previous mass action look like a "Sunday school picnic" if alleged hit-squad intimidation aimed at its leaders does not stop.

The federation claims that union and civic leader Moses Mayekiso has been the subject of sustained surveillance over the past three months. Cosatu revealed yesterday that Mayekiso has been plagued by threatening telephone calls and constantly followed by a black Opel Kadett. The federation is also in possession of a "hit list" with Mayekiso's name on it.

Cosatu's intelligence department has investigated the action against Mayekiso and found that "a sinister group of men always follows him around," said Cosatu general secretary Jay Naidoo. He said an identikit of the would-be assassins could be put together of the men in the Kadett.

Police were briefed shortly before a media conference yesterday. By late afternoon they were still locked in discussions with union leadership on the issue and were not available for comment.

Photo: GUY ADAMS



# Cosatu warns of impending conflict

B/pan 14/2/92

(140A)

DIRK HARTFORD

COSATU said yesterday that if government insisted on excluding major players in the economy from decision-making, it would plunge the country into confrontation and jeopardise the negotiating process.

The labour federation was responding to Manpower Minister Piet Marais's reported rejection of the proposed economic forum between organised labour and business.

The economic forum decided at its meeting last month to invite government. The forum so far has had no response, but Marais reportedly told an Institute for Personnel Manage-

ment function an economic forum established for political reasons would fail. Yesterday Marais's office would or could not clarify what he meant.

A leading business source pointed out government had committed itself in the Labora Minute to discussion of labour issues.

Cosatu said it found it "reprehensible" that Marais had rejected the forum without consulting labour or business. "Marais does not seem to have learnt anything from the VAT debacle. The time is long gone when

the government could unilaterally dictate changes ..."

The government held different positions for local and international audiences, according to Cosatu. It said the international positions taken by Finance Minister Barend du Plessis and President F W de Klerk contrasted with "retrogressive steps" in SA.

These included government's refusal to meet the VAT committee, its withdrawal from the housing forum and government's attempt to remove the right to pensions.

# 'Hit squad wants to kill Mayekiso'

A HIT squad was trying to assassinate Moses Mayekiso, Cosatu said yesterday

Cosatu said Mayekiso — a Numsa, Cast, ANC and SACP leader — had been shadowed for the past three months by groups of up to six people who, according to Cosatu's intelligence, had "stepped up" attempts to kill him. *BIDBY*

Cosatu said: "It's the government which created these sinister killers and it is to the government that these killers are ultimately accountable" *14/2/92*

Cosatu warned that any attempt on the lives of Cosatu leaders would "spark off conflict between the state and Cosatu on an unprecedented level"

Cosatu yesterday demanded an immedi-

*140A* DIRK HARTFORD

ate independent investigation into all activities of military intelligence personell, who were "orchestrating this violence"

A source in Cosatu said that in Mayekiso's latest encounter with the sinister grouping, who were in a black Opel Kadett near Mayekiso's home, they were seen to have a photograph of Mayekiso.

Cosatu said Mayekiso was under constant guard His name was on a hit list that had been circulating since the assassination of Sam Ntuli last year and he had received countless threatening phone calls

The police had been informed and had promised to "fully investigate" the issue

# Cosatu warns Nats on the safety of Mayekiso

14/2/92

Sowetan

THE Congress of SA Trade Unions yesterday warned of "major conflict" between itself and the Government if the authorities failed to prevent the assassination of leading trade unionist and civic leader Mr Moses Mayekiso.

The warning was issued at a Press conference convened by the National Union of Metalworkers of SA, of which Mayekiso is general secretary. Numsa said it had "concrete evidence" that plans were afoot to assassinate Mayekiso.

Numsa spokesman Mr Alfred Woodington said the union had been aware since late last year of a hit list which named Mayekiso as was one of the targets.

"Since the brutal slaying of (civic leader Mr Sam Ntuli) threatening calls have been received to the effect that Mayekiso would be next.

"We have stepped up security on Mayekiso and his family and the constant surveillance of his surroundings has revealed a sinister group of men who constantly follow him," said Woodington.





**HIT LIST . . . Moses Mayekiso fears for his life and those of his children. ■ Pic: EVANS MBOWENI**

## **I want to carry a gun, says unionist**

By **THEMBA KHUMALO**

GENERAL secretary of the National Union of Metalworkers of South Africa (Numsa), Moses Mayekiso, wants to apply for a licensed firearm following the discovery of a hit list on which his name features prominently.

A statement issued by Numsa this week said security for the veteran unionist and his family had been stepped up after a black Opel Kadett was spotted cruising near his flat in Johannesburg.

Mayekiso said the renewed threat on his life forced him to apply for a personal firearm. He feared for the life of his children, he said.

"Attempts have been stepped up to assassinate Mayekiso," said a Numsa statement.

"He has also been threatened by anonymous callers who said he would follow the late comrade Sam Ntuli."

Mayekiso said he now lived in a flat in town with his family. He had left Alex for security reasons.

"This is not the first attempt on my life. I was once placed on the hit list of the Joint Monitoring Commission in the turbulent days of PW Botha. It's a miracle the mission was not carried out," Mayekiso said.

Although the reasons for renewed attempts on his life are not clear, Numsa blames "shadowy death squads who are being allowed to operate unhindered by certain State agencies".

"We demand an immediate, independent and public investigation of all activities of Military Intelligence who we believe are orchestrating violence

"Cosatu warns that any attempts on the lives of its leaders will spark conflict between the State and the union," the statement said.

# Cosatu to fight forest privatisation

COSATU will soon add its muscle to the range of forces lining up against government's plan to privatise state forests, according to a union source (140A)

The source said Cosatu would this week take a plan of action to its alliance partners, the ANC and SACP, to try to halt the privatisation plans

Last week Forestry Minister Magnus Malan told a delegation from the Forestry Council that he was determined to finalise the privatisation of forests before July

The Forestry Council told Malan it was disturbed that the private sector had not been consulted (141)

Council chairman Fred Otter said yesterday he could not comment on the meeting. Government plans a state-owned national forestry corporation, the Companies Act and later be privatised

DIRK HARTFORD

Malan has said it would be premature to comment on the plan. He would deal with the issue in this parliamentary session

The 1,5-million strong Cosatu has more than 16 000 forestry workers organised into the Paper, Pulp, Wood and Allied Workers' Union (Ppwawu)

There are about 80 000 workers in the industry

Cosatu has called for a halt to all privatisation initiatives until an interim government is in place (BIPAM)

It insists that any economic restructuring be a product of negotiations between the key players — labour, employers and the state (19/2/92)

The issue of privatisation has already been raised at Codesa by the SACP

# Rail union leaders resign after inquiry

*B/D 19/2/92*

*140A*

DIRK HARTFORD

TWO SA Railways and Harbours Workers' Union (Sarhvu) leaders have resigned after the union endorsed the recommendations of a Cosatu-ANC-SACP inquiry into the union leadership's activities.

Sarhvu spokesman Vanguard Nkosana said general secretary Martin Sebekwane and assistant general secretary Johnny Potgieter had resigned their positions.

Sebekwane and Potgieter were suspended last year, together with the national management committee of Sarhvu, after they allegedly signed a wage deal with Transnet, without consulting their membership, on the eve of a planned national strike.

Sarhvu's new leadership, who will act until the next union congress, is Nelson Ndimisa (president), Innocent Moshoeshe (first vice-president), Stephen Thomas (second vice-president), Ezrom Mabyane (treasurer), Derek Smoko (general secretary) and Oupa Moshao (assistant general secretary).

Only Moshoeshe was previously a national office bearer of Sarhvu. Sarhvu members in the Transvaal physically occupied the Sarhvu head office and detained Sebekwane after the wage deal.

The Sarhvu executive committee defused the crisis by suspending the national management committee, including Potgieter and Se-

bekwane, while appointing a commission of inquiry to investigate allegations of corruption, financial maladministration and the way in which the wage deal was settled last year.

During the occupation of the head office, Sebekwane was forced to write and sign a resignation letter by workers.

The commission said this letter was "null and void".

Although Sebekwane and Potgieter have resigned, they can apply for appointed positions in the union but may not stand for elected posts.

The commission found that union resources had been "misused and abused" but there was no evidence of theft or personal enrichment.

Nkosana said Sarhvu had decided to revamp its financial control structures and appoint an accountant to help the union develop sound financial systems.

Foreign funding of the union will be further investigated, he said.

Nkosana conceded that the leadership crisis had "shaken up" the 45 000-strong union but said the experience had also made it more mature.

This year job security, training and education, literacy programmes and education about the political situation would be high on Sarhvu's agenda, according to Nkosana.

## Number of settlers from Taiwan rockets

GERALD REILLY

PRETORIA — The number of Taiwanese immigrants entering SA has increased dramatically during the past three years and the flow is expected to continue to grow, says the Taiwanese consulate.

Central Statistical Service figures show that 1 845 settled in SA during the first 10 months of last year, against 1 094 during the same period a year earlier.

The number for the year was expected to exceed 2 000. *B/D 19/2/92*

The number of Taiwanese immigrants was second only to that of British settlers — 2 205 — during the 10 months.

Taiwanese consulate official Scott Wang said about a third of the immigrants were businessmen running small to medium-sized concerns, attracted by opportunities in SA.

Families also moved to SA because it offered greater opportunities for affordable advanced education.

Cheaper housing and office space were other reasons for immigration.

In Taipei, for instance, a three-bedroomed flat costs in the region of R1m.

The number of immigrants from Hong Kong also increased during the period: 210 Hong Kong citizens settled in SA, compared with 97 during the 10-month period in 1990.

The number of immigrants from Hong Kong is expected to increase as 1997 approaches, and mainland China takes over the British colony.





### Sacwa joins Nehawu

ABOUT 2 500 WORKERS in the House of Representatives organised into the South African Civil Workers' Association (Sacwa) last week unanimously voted to join the National Education Health and Allied Workers Union (Nehawu). (40A)

The move has boosted Nehawu's membership in the Western Cape by almost double and signals a significant inroad made into the public sector.

Sacwa workers were previously organised in the Public Servants League (PSL) but resigned during the 1989 strike because the PSL did not support their action, said Nehawu branch secretary Mr Phillip Dexter. *SOWT 20/2 - 26/2/92*

Nehawu has signed recognition agreements with the Cape Provincial Administration and private companies, and assisted Sacwa with the signing of a recognition agreement with the House of Representatives.

# The workers rally behind Mario, the improbable unionist

By Ferial Haffajee  
 THE one label you wouldn't think of punning on Mario de Castro is that of trade union leader. Dressed in a neat pin-stripe suit and navy net tie, he chain-smokes and talks ninety to the dozen, reminding one more of an insurance salesman or perhaps a computer technician.

Yet this unlikely unionist has a powerhouse construction company on the brink of a strike over his dismissal. De Castro, a Portuguese immigrant, came to South Africa in 1984 but still has an accent as thick as if he had stepped off the plane yesterday.

A qualified electrician, he learnt how to organise workers in Lisbon, where he was a shop steward for seven years. Soon after arriving in South Africa he found a job at Feralin, on the East Rand.

At the beginning of last year, he says, he began to wonder why he didn't see any union organisers from the Inkatha-aligned United Workers' Union of South Africa (Uwusa) — the only union recognised by the company — at the workplace. Then a friend told him about the National Union of Metalworkers of South Africa.

He got hold of Numsa literature detailing its campaigns and demands. Pleased at what he saw, he went to the union's offices in Nigel and advised it to start organising at his factory.

because "Uwusa was not representing the workers' interests".

The union gave him a pile of registration forms and when he left the offices, he was an interim shop steward at Feralin. Thus began De Castro's programme of urging the company to change its industrial relations practices.

Soon he had 100 members willing to leave Uwusa and join Numsa.

He gave the managing director a copy of the National Peace Accord, "to show him where South Africa was going". He was called into another manager's office and told that the Congress of South African Trade Unions was "a union for the communists".

"I told them I am not a member of the African National Congress or the Communist Party — I'm a member of the union, and the union has the right to defend the rights of the worker," De Castro says.

He asked for permission to hold union meetings in the company's canteen. When this was refused, he took workers into the streets at lunchtime and held meetings there.

When a worker was injured by a machine, he took photographs of the wounds "so they couldn't deny it happened at the factory". Then he hid the film from a supervisor who had got wind of his action.

De Castro was dismissed in



Mario de Castro . . . dismissed for 'the distribution of union literature' during the VAT strike

Photo KEVIN CARTER

November last year. The reason given for his dismissal was "the distribution of union literature" during the strike against Value-Added Tax on November 5 and 6.

Numsa declared a dispute with Feralin over his dismissal. In a show of support, 96 percent of the workers voted in favour of going on strike to demand his reinstatement.

The company alleges that De Castro acted in breach of an agreement with the union. The agreement referred to was concluded with Uwusa, restricting the display of all union literature to a noticeboard supplied by the company. Uwusa also agreed that anything displayed on the noticeboard would have the company's stamp of approval.

De Castro says the company made it extremely difficult for workers to leave Uwusa. For example, workers had to sign forms cancelling their

stop-order payments to Uwusa numerous times. And Numsa shop steward, Rolih Xipu, says the union is still struggling to earn recognition at the factory, despite its proven support.

Feralin's personnel manager, G Apostolidis, said this week that the company was not yet prepared to comment on the matter. However, in a circular distributed at the factory last week, the company set out its position on De Castro's dismissal. It accused him of misuse and abuse of company time, ignoring company rules and regulations, and of "unbecoming behaviour towards female employees".

"Any strike action will be unlawful," the circular said, "and employees embarking on an illegal strike or any other form of industrial unrest will be placing their job in serious jeopardy."



# HOW CREWS OVER STATE ECONOMIC MOVES

W/ Mail 21/2/92 (140A)

**T**HE African National Congress/Congress of South African Trade Unions/South African Communist Party alliance this week launched in earnest a campaign to force the government to consult it on all aspects of the economy.

The alliance claims the government's moves in the economic sphere are part of a plot to tie any future government's hands and entrench white power.

Some — not all — of the claims being made are as dicey as the more fevered allegations made about Value-Added Tax. But the campaign could take on the dimensions of the VAT campaign, which drove home an important point about how groupings in the ANC see negotiation.

The introduction of VAT itself, though a change from one form of sales tax to another, was painted as a major economic restructuring. This time the alliance has fixed on the pending "sell-off" of state forests.

The "privatisation" — or rather "corporatisation" or "commercialisation" — of the forests has been raised at the Convention for a Democratic South Africa (Codesa) by the SACP. The SACP said the cabinet was on

The Congress of South African Trade Unions has

*demanding an end to what it terms unilateral economic restructuring by the government as the start of what could be a new campaign on the scale of the anti-VAT drive of last year. REG RUMNEY reports*

the point of considering a proposal to

corporatise the forestry department, which is part of Water Affairs and Forestry Minister Magnus Malan's portfolio. The SACP, reminding that Malan is no stranger to secret projects, accused him of indecent haste in wanting to push through the proposals to "pre-empt" democracy.

Making no distinction between the terms, the SACP has accused the National Party government of wanting to dilute any future government's control over state assets.

Fuelling the fire, a leaked document on a meeting between Malan and the Forestry Council, representing timber industry interests, appears to underline Malan's "indecent haste".

"The minister stated that he was determined to get this whole matter settled by July 1992 as any delay beyond that date could mean that

Cosatu cited the government's

tion for quite some time now. It has even been criticised by free-marketiers for delaying privatisation.

He points out that commercialisation and corporatisation are not the same as privatisation.

A commercialised company remains under state control.

If any future government wanted to it could quite easily reincorporate a 100 percent state owned company in the central government. A privatised company would have to be re-nationalised.

Commercialisation, he says, normally takes most effort and time. Iscor could be privatised relatively quickly because it was already run on commercial lines.

A Privatisation Unit spokesman confirms that Armscor is being rationalised and commercialised. The state forests would first have to be commercialised. According to a Forestry Department spokesman this could take a year or more to do.

So quick privatisation of those groups would not be an option. Telkom, formerly the telecommunications arm of the Post Office, could be privatised quite quickly. It is — almost — merely a matter of issuing shares.

Andrew says the government clearly had political motives in raising its most recent foreign loans. And he refers to Nedcor chief economist Edward Osborn's caveats about raising foreign capital. But this doesn't mean the amounts will be crippling in terms of the broad economy. He sees the ANC groups grabbing at a political opportunity, as they did with VAT.

ANC economic adviser Alan Hirsch this week addressed a trade seminar by law firm Webber Wentzel.

Speaking in his private capacity Hirsch noted that any future government will have to be committed to policies initiated by this government. For instance, an ANC government will be committed for 10 years or so to whatever proposals recently made to the Uruguay round of the General Agreement on Tariffs and Trade (GATT) by the present government. The ANC, however, was not consulted



Magnus Malan ... in hot water

refusal to meet with the Co-ordinating Committee on VAT, withdrawal from the housing forum set up by the Independent Development Trust and Development Bank of South Africa, the Bill removing the legal right to social pensions, Manpower Minister Pret Marais' rejection of an economic forum on the grounds that it would retard economic growth, and a statement by a Privatisation Unit spokesman that privatisation was being promoted "in no uncertain terms".

"They lend weight to the claim that the government has made private undertakings to bodies such as the International Monetary Fund and World Bank to restructure the country's economy along certain lines, in advance of democratic elections.

"It also strengthens suspicions that the government plans to manipulate the country's economic resources, through selective dispensing of socio-economic patronage, to win votes in future elections, and therefore doesn't want to submit itself to a process of co-determination on these issues."

Democratic Party spokesman Ken Andrew is sceptical. "It probably does occur to members of government from time to time that if they want to achieve certain objectives they will have to move quickly.

"I don't think on the scale on which various things are being done gives evidence of a grand plan to restructure the economy."

The government, he points out, has been nominally in favour of privatisa-



**Sarhwu NMC must quit,  
recommends inquiry**

21/2-27/2/92 (JWA)  
■THE South African Railway and Harbours Workers' Union is back on track following the findings of a high-level commission of inquiry into the dismissal of the union's entire executive in October last year.

The commission recommended that the entire national management committee (NMC) resign. Martin Sebakwane and Johnny Potgieter were "unable to be a unifying force within Sarhwu and should not stand for re-election".

While the commission did find instances of maladministration, it found no evidence to support allegations of corruption and particularly disputed the rumour that "NMC members received any payments from Transnet to reach the wage agreement".

Workers from the Southern Transvaal last year occupied Sarhwu's head office and threw out the entire NMC after the signing of a controversial wage deal with Transnet.

The commission lifted the suspension of the Southern Transvaal office-bearers because their action was "understandable".

That auditors should produce

a financial and procedures manual for Sarhwu and an accountant be appointed, were other recommendations of the commission.

**UCT, Kentucky vs Cosatu** (2/2/92)

COSATU is gearing up for industrial action to highlight the dismissal of seven workers at the University of Cape Town and the ongoing strike by Kentucky Fried Chicken workers. (140A)

The federation and its affiliate, the Transport and General Workers Union (T&GWU) have also requested a meeting with UCT vice-chancellor, Dr Stuart Saunders, to demand the reinstatement of the dismissed and the withdrawal of all other disciplinary action against workers and students.

Protest action planned for next week at the university and outside Kentucky outlets includes lunchtime marches and pickets (140A)

26/12/92 - 26/12/92  
SOL 71 nos

# Management spy rings rife in unions

South 20/2 - 26/2/92

AGENTS employed by Lodge Security Services were instructed to collect information on trade union activities, the latest edition of Labour Bulletin alleges.

The journal possesses original transcripts of reports written by agents to their employers, Lodge.

Although the documents all date from 1990, sources believe spying is continuing.

Lodge operates by offering its services to companies by letter. One such letter in the Labour Bulletin's possession was written by Mr Warwick Freislich, then investigations manager for Lodge in Durban, to Mr Tommy Smit at the Four Seasons Hotel (Freislich now runs his own debt-collecting agency, Shamricks, in Durban).

Freislich writes "The objective of an undercover investigation is to bring to the attention of the management feelings about various management decisions, shop steward and union activities."

"This enables management to act quickly and make right decisions before negotiating with shop stewards and the unions."

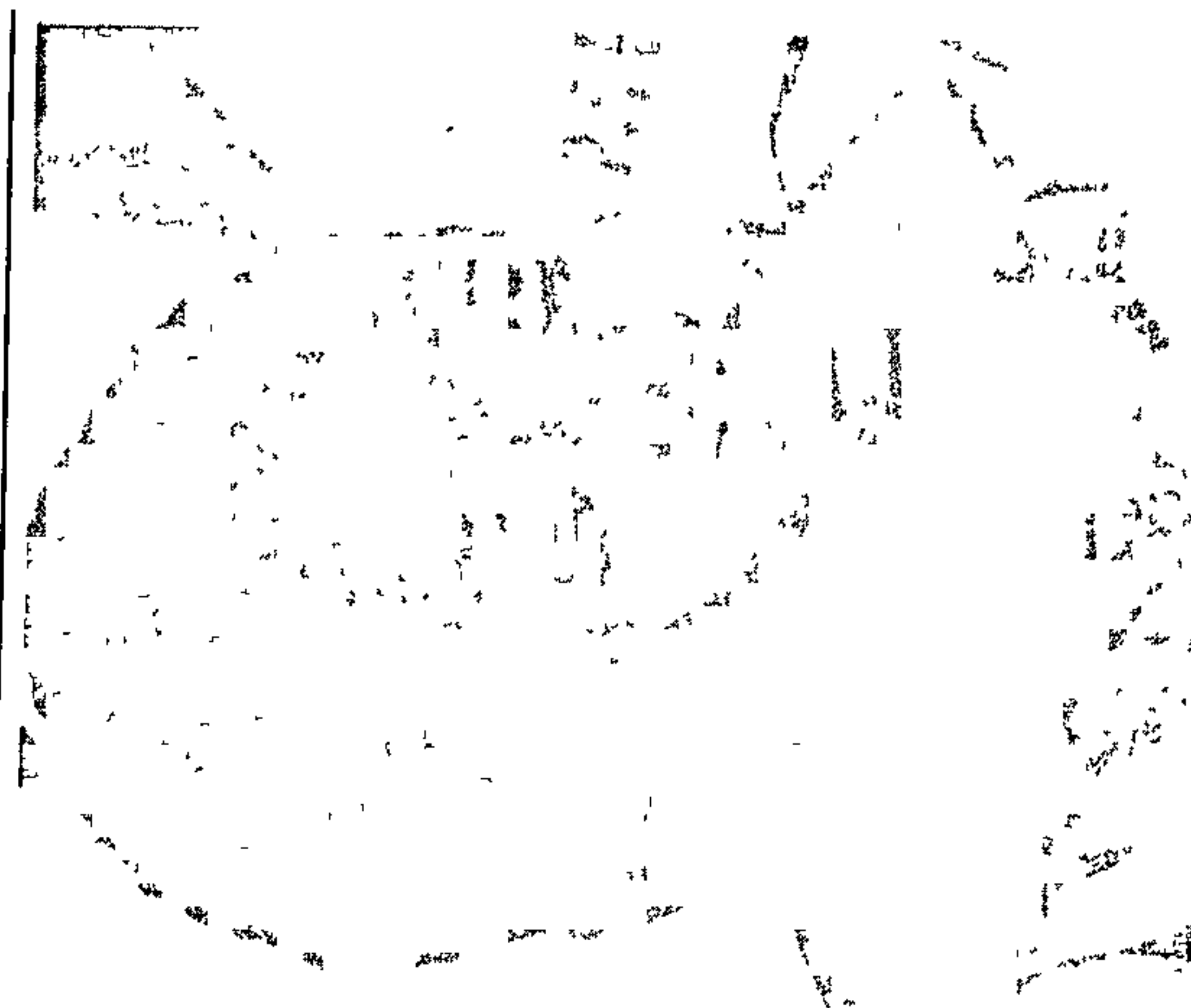
Another letter, dated May 4, 1990, was addressed to Mr Brian Spurr of Natal Newspapers.

The letter refers to a discussion the day before about the theft of motor vehicles and makes recommendations for its prevention.

The letter goes on to point out that "in addition to information pertinent to this investigation, the undercover agent also gathers a vast amount of information concerning trade union activities, labour relations and attitudes concerning staff and management."

"We have found an ever-increasing demand for information on labour relations and, to this end, many of our investigators are committed full-time to industrial relations investigations and in this field we can provide a comprehensive management service informing management of staff and union activities and attitudes, thus ensuring that management is kept up to date at all times with worker attitudes to disputes, wage demands and

Last year former president of the National Union of Metalworkers, Mr Maxwell Xulu, was accused of spying for the security police. The Labour Bulletin has uncovered evidence of widespread spying on trade unions during 1990. **THORAYA PANDY** reports



**TRUST BETRAYED?** Numsa president Maxwell Xulu, a trusted trade unionist, was accused of spying for the police

other labour relations issues."

This letter was written by Mr John van Stan, then Natal regional manager of Lodge Security Services.

This was the same Van Stan who told a Johannesburg alternative weekly newspaper that agents were not involved in surveillance of union activities, only in monitoring pilferage.

Once a firm accepts Lodge's services, Lodge infiltrates agents into the

"Minnie said the points they had on the agenda were answered by Mr Gordon Hoult, about the back pay

Then Minnie said the comrades told Hoult they wanted their back pay of March 21 and if he does not want to give (it to) them he will see what will happen."

Labour Bulletin has in its possession reports from agents at seven Pick 'n Pay branches

Some reports are simply entitled "Pick 'n Pay general meetings" One, dated April 8, 1990, details the problems faced by the union over negotiations conducted at the time. The report details the positions of the regions and Cosatu's opposition to casual labour. It also discusses plans for a stayaway on Monday, April 9. The investigation reveals that some of the agents are shop stewards.

An original transcript of a Pick 'n Pay shop stewards meeting dated April 30 is also in the possession of Labour Bulletin.

The agent was present as she/he was able to describe the agenda adopted and present discussions in detail. The sensitivity of the meeting is obvious from some of the items on the agenda.

Reports written by Lodge to various managements, such as a Mr Middlebrook at Dunlop Tyres, outline the crucial issues uncovered by the agents. These reports were prepared by Freislich.

A May 9 report details a work stoppage on Monday, April 23. The work stoppage was over the dismissal of a worker and the staff were also unhappy about the company doctor. The report reveals there was a direct link between the agent and someone at Dunlop management.

There is a trend for a number of ex-SAP members to join private security companies (Freislich is a former member of the SAP).

With the reduction of the state's security apparatus, SAP members have had to find new employment.

They have knowledge and probably access to the latest surveillance techniques. They also have a particular "mund-set", committed to the undermining of unions rather than the creation of an environment conducive to

collective bargaining, Labour Bulletin says.

During the eighties it was the government's security apparatus that monitored activities of the union movement and passed it on to employers.

With the coming of majority rule and the even closer possibility of an interim government, employers will not be able to rely on the state to monitor union activities.

"Some employers seem to be preparing for this by turning to private security companies, the publication argues.

"Already some security companies like Lodge have assembled a network of agents in the Natal region. It is important that unions confront employers involved with security companies and force a withdrawal of agents.

"Beyond this, unions need to add a clause into their recognition agreement prohibiting spying and infiltration.

"Failure to end the infiltration of spies dressed up as shop stewards will seriously undermine trade union negotiating strength."

Lodge Security Services managing director, Mr Ediel Ashiman, said "We are an international company specialising in controlling loss and theft within the retail trade and are not interested in labour relations."

When some of the reports and letters were read to him, he conceded some clients wanted to know why staff are unhappy.

"We don't encourage staff to phone us and tell us their problems. Some are, however, not willing to speak to us."

He said agents give verbatim daily reports and these are handed to the client who can do what he wants with them. "We never tried to bring unions down."

Mr Frans van der Walt, general manager for group industrial relations at Pick 'n Pay, categorically denies the franchise has ever requested or used information on trade unions gained through spying. "We used Lodge undercover services to investigate pilfering."



# NUM-Chamber negotiations bear fruit

Initiatives from a break-

through mining industry summit last year seemed to have run aground—but this week unions and employers agreed on some key issues,

reports  
**DREW FORREST**

**A**FTER eight unproductive months, union-employer talks set in motion by last year's mould-breaking mining "summit" are starting to bear fruit

At a Chamber of Mines executive meeting this week, the mining houses finally achieved consensus on the need to back a National Union of Mineworkers' proposal of a high-level inquiry into laws touching mine health and safety

The proposal, tabled in a commission set up by the summit to probe industry standards of health, safety and welfare, won broad employer support but was resisted by Gold Fields of South Africa, which saw it as an invasion of its right to manage GFSA, often at odds with the other groups, apparently came under pressure at a chamber meeting last week and offered to reconsider its stance

This week, sources say, it agreed to back the inquiry proposal

At the same time, employers have reached agreement on the need to revise the tax system as applied to workers' retrenchment packages. It is understood the issue is to be raised with government by chamber presi-

## Labour loses out as inflation soars

BY DREW FORREST

FOR the first time in at least seven years, trade union negotiators are losing the battle for real wage increases. In the latest *Bargainers' Bulletin* of labour consultancy Andrew Levy shows that the average level of wage settlement in industry for the last six months of 1991 was 15.3 percent down sharply on the annualised 16.1 percent figure.

The consumer price index for the whole of last year averaged 15.3 percent but, partly under the influence of Value-Added Tax, it rose sharply in the closing months—to 16.8 percent in October and 16.2 percent in December.

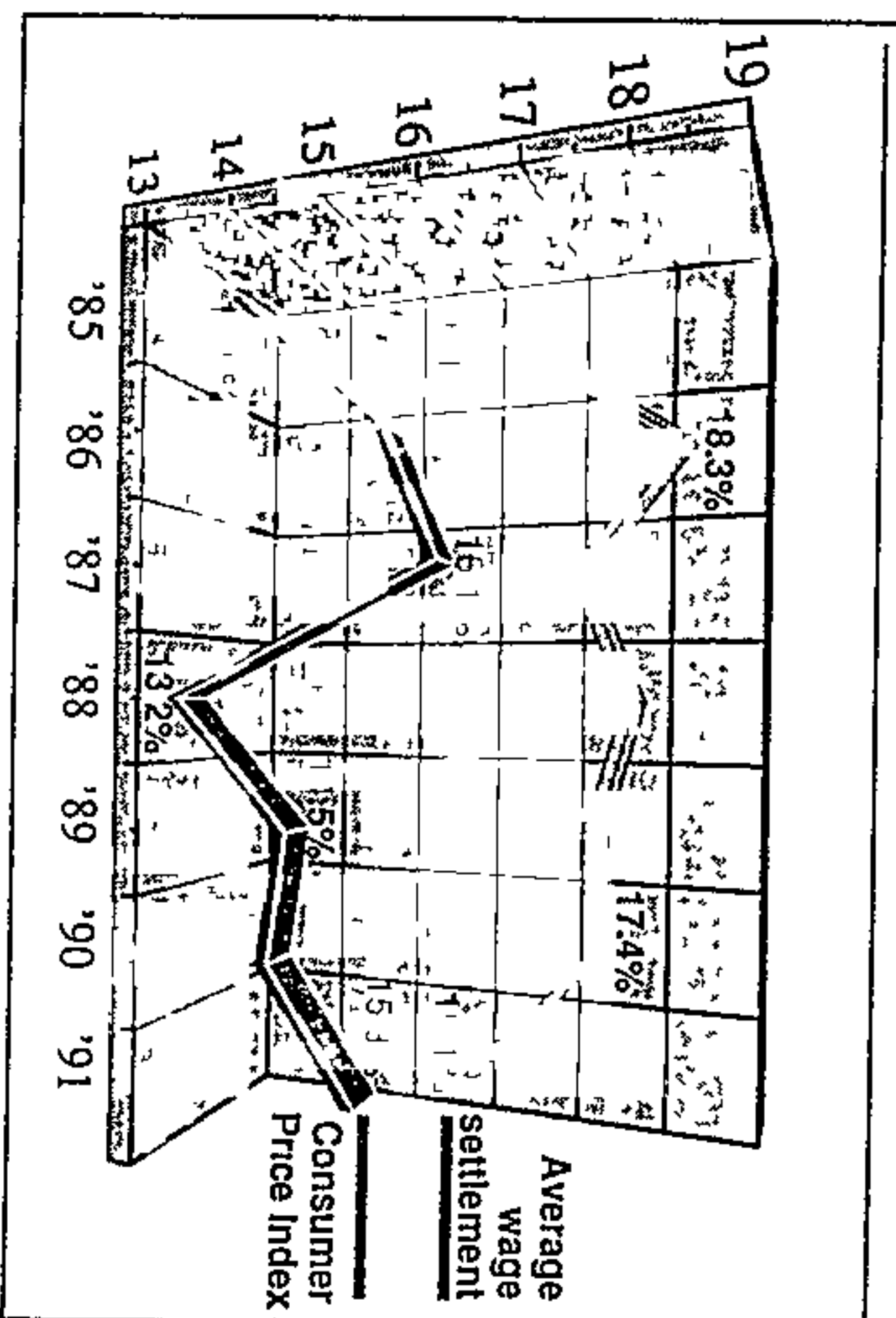
Real wages defied the recession by 3.1 percent in 1989 and 2.9 percent in 1990.

With a projected South African growth rate of 1.5 percent and continued international recession, the *Bulletin* predicts that settlement levels will continue to fall this year to between 13 and 14 percent.

dent Naas Steenkamp during his upcoming annual "tour" of ministerial offices in Cape Town

In the summit commission on mine retrenchments, the NUM pointed to the injustice inherent in the hefty tax-ation of severance pay—in some cases more than 25 percent, accord-

Average level of wage settlements against CPI



"The issue for the unions will be how to achieve a sensible balance between real incomes and job security," it comments.

A further sign that labour is on the retreat is the sharp drop in opening wage demands. The figure

ing to union economist Martin Nicol

Retrenched miners have little hope of re-employment, but because most are not registered under the PAYE system and lack the education required for the necessary paperwork, they cannot reclaim their tax payments.

for the whole of last year was 47.8 percent, but this fell sharply in the second half of the year to 39 percent.

In the heady days of 1989, the average initial pay demand was an 86.3 increase on the existing payroll.

"The receiver is retaining a large sum of money he has no right to," Nicol commented. "For many miners, the retrenchment package is the last link with economic life." The problem was shared by workers in all industries, he stressed

In at least two important respects,

however, the Chamber response falls short of NUM demands tabled in summit commissions

Sources confirmed this week that employers had set their face against a permanent union-employer mining commission, which would keep industry policy under constant review.

"It's seen as an intolerable intrusion in the autonomy of the mining houses, whose circumstances differ widely," a source said. "There's also a feeling that a process with an amorphous brief, as opposed to talks about specific problems, would be a waste of time"

Sources also said that while employers supported the idea of an inquiry into safety laws, sanctioned by government but drawing in outside experts, they did not believe it should look at the question of worker participation in safety issues. "This is seen as an operational matter, not one in the public domain," the source said

NUM general secretary Kgalema Mollanthe confirmed the union wanted legislation to compel labour's involvement in safety management

"The employers' decision to throw their weight behind certain NUM proposals follows long months in which the summit process stagnated

NUM concerns about lack of progress are shared by some employers, who argue that a key weakness has been steering committee chairman Van Zyl Shabert. "He's over-committed, and doesn't give the process the time it deserves," one said

# Metal bosses, unions looking at key issues

S/Times

By ADRIAN HERSCH

STRIKES, stayaways and sanctions are some of the controversial issues to be investigated by employers and trade unions in the metal industry

The parties set out their proposals for growth and job creation at a meeting this week

The beleaguered metal industry shed 35 000 jobs in 1991

Latest figures show that the high lay-off rate has continued this year — 3 103 jobs were lost in January

The National Union of Metalworkers of SA (Numsa) proposes the establishment of a framework organisation as the basis for the negotiations about job creation

## Overlap

It wants the organisation to deal with labour stability, training and affirmative action, sanctions, strengthening the metal industrial council, and workers' rights

A comprehensive information base, to be shared by both parties, should be established

Numsa proposes that researchers begin compiling reports on trade, investment patterns and productivity

Employer organisation Seifsa says that because of the establishment of the National Economic Forum most macro-economic issues will have to be dealt with in it

But macro- and micro-is-

sues overlap in several areas. Seifsa holds that because of this the parties in the metal industry will have a look at issues such as stayaways, illegal strikes and sanctions

Numsa, a Cosatu union, says it is committed to developing "a healthy, internationally competitive industry which increases employment

opportunities"

Although the partners have this ideal in common, there are widely divergent views on how to achieve it

The "critical question", says Numsa, is whether sufficient common ground on key questions of industrial policy can be found

The joint management-union growth and job creation committee will meet again on March 31

CT 113/92

# Union stops ship sailing

Staff Reporter

(LUD)

THE Philippine crew members of the Danish-owned container ship Main Star this week successfully appealed to the Transport and General Workers' Union (TGWU) to prevent the "unseaworthy ship" sailing

TGWU organiser Mr Nic Henwood said following the request of the 17 crew members who "feared for their lives", the union approached the port authorities for help on Thursday

Complaints forwarded to port authorities, just two hours before the ship was due to sail at 4pm on Thursday, included

- The two lifeboats were not properly equipped and the hoist of the one lifeboat did not work.

- The gyro-compass, the smoke detector and alarm were out of order

- There was no fog horn and no spare cylinder head or pistons for the main engine

The crew also complained that many of their salaries had been unpaid

Yesterday the ship's master Captain Luis Nunez said the problem had been rectified and the ship would be allowed to sail soon

Port authority sources indicated that the Main Star had undergone a routine inspection of equipment.

Mr Henwood said he believed the ship would leave but undergo further investigations in Durban.



Johannesburg mayor Jan Burger was inducted at a special council meeting last night. The mayoral theme for his year of office, Johannesburg — Gateway to the Future, was announced at a news conference yesterday. The new mayoress is Willa Viljoen. Picture: BRIAN HENDLER

## Cosatu to meet Minister

COSATU will meet new Manpower Minister Piet Marais for the first time today to get a report-back on the progress government has made on undertakings Marais' predecessor, Eli Louw, gave to Cosatu *B(Dec) 3/3/92*

Cosatu's general secretary Jay Naidoo says issues that will be discussed include

Progress made on Louw's commitment to include farmworkers under

### DIRK HARTFORD

the Basic Conditions of Employment Act and the Unemployment Insurance Fund, *(140A)*

Extending the Labour Relations Act and Wage Act to cover farmworkers,

Extending labour legislation to cover domestic workers, *(140A)*

The restructuring of the National Manpower Commission, and

The revamping of the Industrial Court

**Three more**



## Basic rights for farmworkers soon

By Shareen Singh <sup>STAR</sup> 4/3/92

Farmworkers would enjoy basic labour rights before the end of April, Manpower Minister Piet Marais told Cosatu and Nactu at a meeting yesterday.

The minister agreed with the union federations that amendments to extend the Basic Conditions of Employment Act and Unemployment Insurance Act to farmworkers had to be urgently processed through Parliament.

He gave an undertaking that this process would be completed before the end of April.

Mr Marais also agreed to convene an urgent meeting of all the major players in the labour arena to discuss the question of representation and restructuring of the National Manpower Commission — issues which led to Cosatu pulling out of the NMC last year.

(40A)  
The federations briefed the minister on the proposed economic forum of employers and trade unions and discussed a number of problems confronting them regarding the implementation of the Laboria Minute.

Mr Marais promised the unions he would

● Set up a meeting between the SA Agricultural Union, Cosatu/Nactu and the Department of Manpower as soon as possible to iron out further problems regarding the extension of labour legislation to farmworkers.

● Respond to Cosatu by mid-April on progress in the processing of legislation for domestic workers, including recommendations on how practical problems in extending the Unemployment Insurance and Workmen's Compensation Acts to domestic workers could be overcome.

# Govt nod for labour laws to cover farms

B/day 4/3/92

140A

ALAN FINE

TWO key labour laws could be extended to cover SA's 1,3-million farm workers by the end of April.

This was one of several agreements reached yesterday at the first meeting between new Manpower Minister Piet Marais and the country's two largest labour federations, Cosatu and Nactu.

"We reached a number of concrete arrangements about addressing issues outstanding since the departure of Eli Louw last November," Cosatu general secretary Jay Naidoo said. "It was a very constructive meeting. It seems it will be possible to achieve a number of new agreements with this Minister relatively quickly."

According to Cosatu, Marais agreed that amendments to extend the Basic Conditions of Employment and Unemployment Insurance Acts to farm workers must be urgently processed through Parliament. He undertook that this process would be completed before the end of April.

It was agreed that discussions between the SA Agricultural Union, Cosatu/Nactu and the Manpower Department should be held as soon as possible to iron out problems with the extension of the legislation.

Manpower director-general Joel Fourie, who was present at the meeting, stressed that consultation with the SAAU was an important part of the process envisaged by the Minister.

Organised agriculture indicated last

week it opposed extending the Basic Conditions of Employment Act and other labour laws to agriculture. SAAU chairman Boet Fourie told a meeting of the Free State Agricultural Union SAAU wanted separate "agriculture-friendly" labour laws to apply to the industry.

A draft amendment Bill published last year provided only for limited special consideration for agriculture, mostly related to the seasonal nature of the industry — for example, longer working hours during peak periods.

Manpower's Fourie said if consensus could not be reached at the proposed consultations, government would have to take a final decision.

The union representatives also briefed Marais on the proposed economic negotiating forum being discussed between the unions and organised business. "He listened carefully and we expect he will convey our views to the Cabinet," said Naidoo.

The extension of labour law to domestic workers was also discussed. Cosatu said Marais agreed to respond by mid-April on progress in processing legislation, including how practical problems in extending the Unemployment Insurance and Workmen's Compensation Acts can be solved. Marais also agreed to convene a meet-

□ To Page 2

## Labour laws

B/day 4/3/92

140A

From Page 1

ing of major labour relations parties to discuss representation on the National Manpower Commission. This issue has delayed restructuring of the commission. Government has proposed that a third of the commission be made up of independent experts. Labour, however, has proposed that only it and business be full members. This would effectively make the commission a negotiating forum, a situation the department is not comfortable with.

Cosatu said Marais undertook that there would be no further delay in decisions on the commission's restructuring.

The meeting discussed establishing a "satisfactory tripartite process regarding the implementation of a national training

strategy. A number of steps were set in motion to ensure this process gets underway."

It also discussed "serious administration problems" in the Industrial Court and it was agreed to set up a joint working group to investigate possible solutions.

Fourie said the main problem was delays of up to nine months in the hearing of cases in those regions that were particularly overloaded with cases.

He said there had been a noticeable improvement in relations between labour and the ministry. "There is more of an understanding of the department's problems on their part, and we have a better understanding of what the unions want."



# Farm workers stand to gain after talks

140A  
source  
5/31/92

FARM workers could enjoy basic industrial rights by the end of April following discussions on Tuesday between the Minister of Manpower, Mr Piet Marais, and the country's two largest labour federations.

According to a statement released by Congress of South African Trade Unions spokesman Mr Neil Coleman, Marais had agreed to begin restructuring the National Manpower Commission without further delay - an important breakthrough

## Meeting

It was the first meeting between Cosatu, the National Council of Trade Unions and the Minister, at which Marais had been briefed on the labour federations' positions on the proposed economic forum, as well as union concerns

Marais had made a number of undertakings, Coleman said

"Cosatu trusts that these undertakings will be met as speedily as possible in order to prevent the types of problems and delays we have been experiencing"

The Department of Manpower was not available to comment on Cosatu's statement that Marais had agreed to extend the Basic Conditions of Employment and Unemployment Insurance Acts to farmworkers before the end of April

## Problems

It was also agreed that the South African Agricultural Union, Cosatu, Nactu and the Department of Manpower should meet as soon as possible to iron out further problems with extending legislation to farmworkers, said Coleman

Marais also agreed to give Cosatu a progress report by mid-April on extending labour laws to domestic workers

# End of tunnel for NUM in Bop

STAR 6/13/92

140A

**A**FTER nearly six conflict-ridden years, the National Union of Mineworkers (NUM) and Impala Platinum Mines are on the verge of making peace with the signing soon of a recognition agreement between workers and management.

This week, the union and Impala set in motion a step-by-step process which will culminate at the end of the month with the election of shaft stewards for Impala's four mines and mineral-processing plant in Bophuthatswana. The installations employ up to 40,000 workers, and most are NUM members or supporters.

The agreement comes after a long and costly battle between Impala and the NUM, centring on management's reluctance to flout Bophuthatswana labour legislation by recognising a "foreign union". The union, already registered in South Africa, refused to register in Bophuthatswana, arguing that it did not recognise the territory's independence.

The first salvo was fired in 1986 when a strike at the mining complex north of Rustenburg led to the dismissal of 20,000 workers. Labour instability reached its high point during the latter part of last year when workers engaged in sporadic in-

**The end is in sight to a lengthy conflict between Impala Platinum Mines and the National Union of Mineworkers, MIKE SILUMA reports.**

STAR 6/13/92

dictated by organising under repressive conditions.

The union's position was that reincorporation of the "Bantustans" should be taken up urgently by NUM's political allies, the ANC and the SA Communist Party.

There was no freedom of association in Bophuthatswana and members had come under intense repression, made worse by the fact that they were unable to operate freely as a union. For all practical purposes, members at Impala would remain NUM members, said Mr Motlanthe.

Although wage talks with Impala would be conducted by a central council (comprising elected workers' leadership, with the assistance of the NUM's Johannesburg head office) it would be presumptuous to speculate on the similarity or otherwise of the demands to be tabled to employers in South Africa and Bophuthatswana.

"The nature of the demands at Impala will depend on the union's strength and what Im-

pala can afford. In the end it might turn out that, in some respects, working conditions at Impala are better than those already negotiated with, for instance, the Chamber of Mines.

"For example, in terms of the Impala agreement, shaft stewards will be entitled to seven days' leave for training, while they could only claim five in terms of our agreement with the chamber," explained Mr Motlanthe.

Lang Geldenys, a spokesman for Impala's owners, Genmin, confirmed the agreement with the NUM, saying it was "in line with Impala's philosophy of freedom of association and its practice of formalising relationships between itself and unions." But he was reluctant to discuss details.

Meanwhile, the parties have asked the Independent Mediation Service of SA to prepare for the shaft steward elections in just more than three weeks.

Although the Bophuthatswana authorities have not yet responded to the NUM's application, Impala management must hope that the era of industrial peace at its mines has at last dawned. The NUM, meanwhile, is hoping for a more secure foothold in a crucial sector of the mining industry. □



# Cosatu and Marais go a-courting

WIMail 6/3-12/3/92  
Organised labour and the new manpower minister are trying hard to establish a rapport, reports **FERIAL HAFFAJEE**

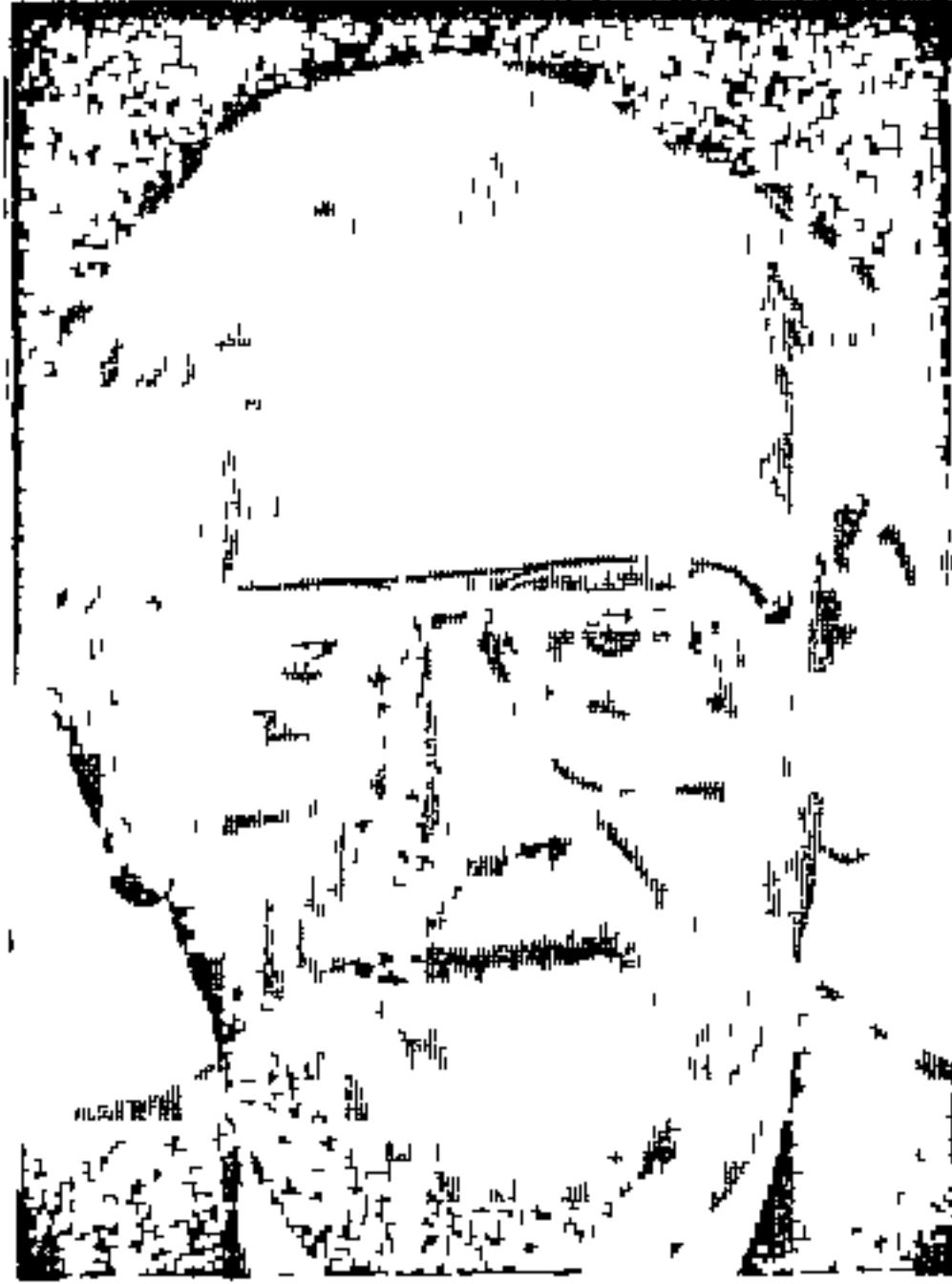
**O**RGANISED labour has squeezed from the government a pledge to enact key legislation for farmworkers this parliamentary session — but the farmers' lobby remains a hurdle to be crossed

At their first meeting with new Manpower Minister Piet Marais — a remarkably conciliatory affair — the Congress of South African Trade Unions and the National Council of Trade Unions extracted from the minister an undertaking to extend the Basic Conditions of Employment Act (BCEA) and Unemployment Insurance Act to farmworkers by the end of April

Marais' commitment may have saved the day last week it appeared that the South African Agricultural Union (SAAU) had managed to bully him into delaying the legislation, and that the government and labour were on a collision course

Cosatu threatened "serious action" if the government gave in to SAAU pressure by delaying the legislation, reminding them that it had pulled out of the National Manpower Commission over this issue

In the same meeting, Marais also agreed to an urgent meeting of all par-



**Manpower Minister Piet Marais**

ties to discuss the restructuring of the NMC

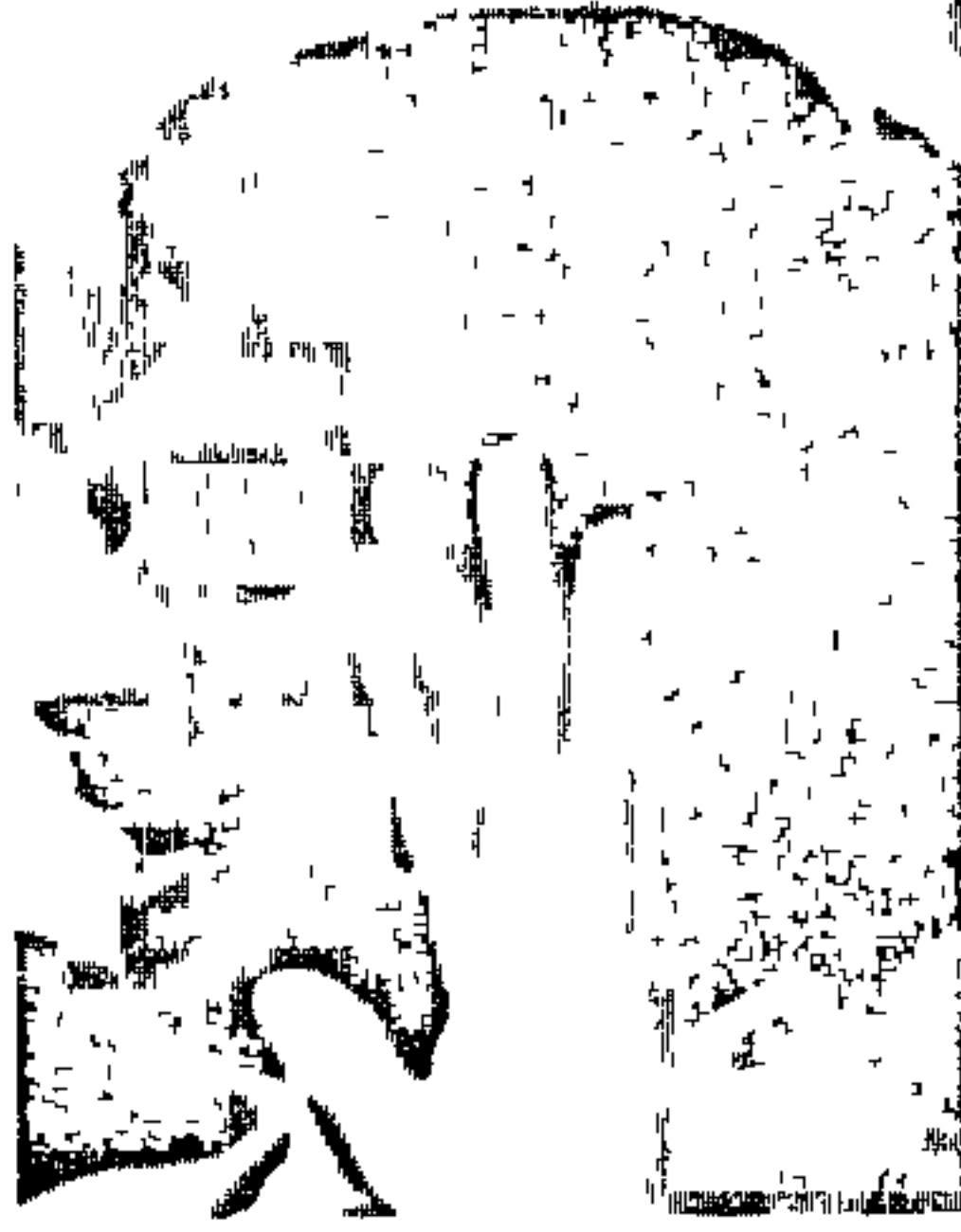
But the path of the farmworkers' legislation will be far from smooth. Although the SAAU's plans for a parallel agricultural labour statute appear to have been thwarted, farmers are a key government constituency, and the Manpower Department will have to do a delicate balancing act to appease both sides

SAAU representative Kobus Kleynhans said Marais had contacted him and assured him that he had not agreed unequivocally to pass the legislation by the end of April

"We must convince the minister that our proposal is a viable one. If he isn't convinced then there will have to be substantial amendments to the BCEA currently before parliament," he said

Perhaps predicting the SAAU's almost certain resistance, Manpower director-general Joel Fourie stressed that the parties had agreed that negotiations involving the government, the SAAU and Cosatu were essential to the legislative process

He added that because the par-



**Cosatu's Jay Naidoo**

ties had a "common goal", he was optimistic that solutions would come easily. If the SAAU's proposed statute contained basic labour rights for farmworkers, he could see no reason for it not being acceptable

But Cosatu's campaigns co-ordinator Lisa Seftel, pointing to the federation's policy of a "single legislative dispensation", said that Cosatu would oppose the SAAU's demands for a special farm labour statute

Seftel doubted whether even a reframed, separate statute could convince the SAAU's conservative constituency. Accusing the SAAU of using the new demand as a delaying tactic, she pointed out that it had not given details of its legislative proposals

Conscious of its weakness in the farming sector and anxious for some statutory dispensation, labour is unlikely to push for changes to the BCEA Bill before parliament — despite misgivings about some of its provisions

Listing objections to the Bill, Dawie Bosch, a member of the NMC's technical committee on farmworkers, said "Central recommendations of the NMC have been left out or watered down in the BCEA

140A  
"This potentially undermines future negotiations on legislation. Parties will lose their incentive to negotiate and fight for their interests in other spheres which may cripple an already weak economy," he said

Key problems, he said, included

- The Bill's failure to protect farmworkers from arbitrary dismissals
- The Bill's wide definition of "farming activities" would remove the existing BCEA rights of many workers currently regarded as industrial workers. They include workers in processing plants and shops based on farms

- Farmworkers would be entitled to only one month's notice, whereas the NMC recommended "reasonable notice" to take account of the special circumstances on farms

- Inadequate protection against victimisation for trade union activities

- The Bill's failure to make summary dismissals illegal

Bosch said a watertight Act was even more essential now, as 100 000 farmworkers were threatened with dismissal because of the drought. Impending labour legislation could also spark pre-emptive firings

Cosatu's Seftel said they had raised these problems with the minister, but added "We are eager for this legislation to be passed as soon as possible. There are a number of weaknesses, but it is a step forward"

Another important development in this week's pilot meeting was Marais' undertaking to give Cosatu a progress report on legislation for farmworkers by mid-April

Fruitful discussions on a tripartite national training strategy, administrative problems with the industrial courts and the planned economic negotiation forum were also held, according to Cosatu





By MONWABISI  
NOMADOLO

AN EAST Rand company came to a standstill this week when its entire black workforce went on strike after one of their white colleagues was fired for allegedly distributing anti-VAT pamphlets last year. (City Press 8/3/92)

Portuguese immigrant and unionist Mario de Castro was allegedly dismissed in November last year at the Nigel plant of a specialist electrical pylon manufacturing company, Feralin, said the National Union of Metalworkers (Numsa)

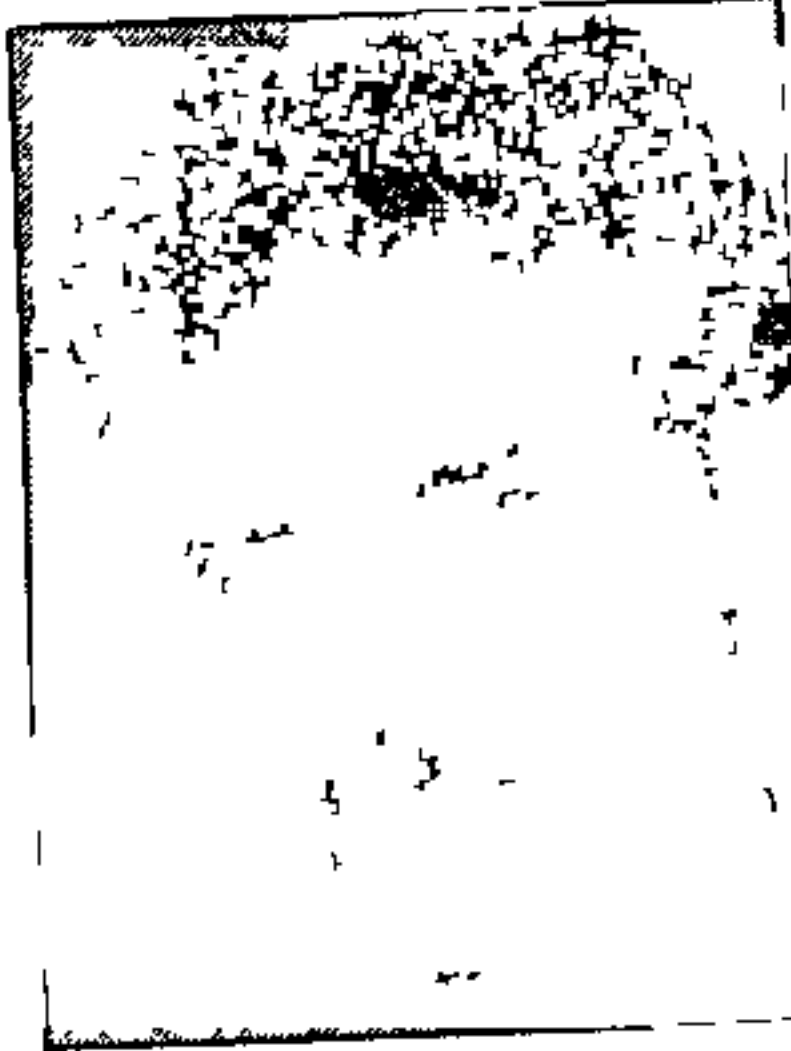
Feralin spokesman G Apostolidis declined to speak to City Press about De Castro's case before the matter went into arbitration.

The strike entered its 12th day yesterday, said Numsa organiser Rolly Xipu.

Xipu added that the 500 black workers were demanding De Castro's reinstatement.

In a message to his black colleagues De Castro said he was fired for, amongst other things, defending workers' freedom of speech and expression - and for negotiating a minimum R2-an-hour increase for all workers, irrespective of their colour

## Blacks strike for white colleague



**FIRED UNIONIST ...  
Mario de Castro.**

8/3/92  
He added that he was fired last year "within 10 minutes, without a written notice attached to it."

During the November 4 and 5 stayaways against the introduction of VAT, De Castro distributed anti-VAT literature to three colleagues, he said

"On November 6, I was called by the management and fired on the spot," he said

De Castro said he has been working for the company since February 1986

"The management has been at pains to find an

excuse to get rid of me because I have been at the forefront of the workers' struggle," he said

"The company does not like or even recognise Numsa," alleged De Castro

The management and Numsa have reached a deadlock on negotiations concerning De Castro's future in the company, since negotiations started last Wednesday, Xipu told City Press.

Xipu said the company wanted to offer the fired man R11 000 to pay him off and settle the matter

But, the union wanted R20 000 paid to De Castro, failing which he should be reinstated, Xipu said

He also accused the company of recognising Inkatha-affiliated Uwusa and not Numsa, which had "proven support in the company"

Xipu said after Numsa declared a dispute with Feralin over the dismissal, 96 percent of the workforce voted in favour of going on strike to demand De Castro's reinstatement.

# Numsa submits demands in 1992 wage negotiations

Bl Day 9/3/92  
CAPE TOWN - Core demands for the 1992 wage negotiations in the engineering, motor, auto assembly and tyre industries were submitted by the National Union of Metalworkers of SA on Friday.

Central to this year's talks would be the union's continued demand for a R2 an hour across-the-board increase, said Numsa's secretary for collective bargaining Les Kettleidas.

Other core demands were on job security, and parental, organisational and bargaining rights.

"We expect negotiations to be tough, specifically our demand for an unconditional and unlimited moratorium on retrenchments.

140A  
"Numsa is very concerned about its members losing jobs; last year it was predicted that 35 000 jobs would go in the metal and engineering industry."

Kettleidas said Numsa would be pressing for a R2, or 25%, hourly increase for all in the four industries.

In the motor sector, the union demanded a R4,50 minimum hourly wage, and in engineering, R5,50

There were about 350 000 workers affected by the metal and engineering talks

The motor council negotiations involved about 200 000 workers, the new tyre manufacturing industry another 12 000 and the national bargaining forum in the auto industry, 35 000.

Demands on workers' rights included allowing union members 10 hours each month to meet on company premises.

1. "This is essential for the process of negotiations where representatives must report back to workers, and get mandates."

Shop stewards should be given at least 20 days' paid leave a year for training so they, like employers' industrial relations representatives, could be educated about labour relations.

Numsa also demanded the right to strike and picket without fear of dismissal.

"We also want a code of practice agreed to on ending discrimination in employment practices. While apartheid may have been scrapped from the statutes, there is still a lot of discrimination ..."

Numsa also wanted all bargaining in the engineering sector to be centralised, with existing house agreements being drawn into the national industrial agreement, he said. - Sapa.

CT9/3/92

# Cosatu 'mass action' threat

Own Correspondent

JOHANNESBURG — Cosatu threatened the government yesterday with mass action on an "unprecedented scale", including a possible general strike, if an interim government was not put in place by the end of June.

Its general secretary, Mr Jay Naidoo, said Cosatu also wanted an interim government by the end of the year and a democratic constitution in place by next year.

Apparently unconcerned about the effect the threat would have on the outcome of the referendum, Cosatu described the poll as irrelevant.

Mr Naidoo spoke at a Johannesburg news conference called to announce a four-month programme of action centred on a variety of demands.

## 'People's referendum'

These include suspension of unilateral restructuring of the economy and the establishment of a national economic negotiating forum.

Its programme of action includes a "people's referendum" on March 18 — budget day — when Cosatu plans nationwide marches and pickets as well as a march on Parliament.

Mr Naidoo said

"We want to warn the present government and the CP that any attempt on their side to delay the democratisation process is going to be met with mass resistance on an unprecedented scale".

The political process had to move beyond Codesa to an interim government underpinned by negotiations.

The Defence Minister and negotiator at Codesa Working Group 3, Mr Roelf Meyer, said it was unnecessary for Cosatu to make statements like this. They were obviously out of touch with what was happening at Codesa.

A spokesman for a group of influential business leaders said "Business will not respond positively with a pistol at its head".



# Cosatu's build-up to demos

Sowetan 9/3/92

140A

THE Congress of South African Trade Unions' planned mass action to demand an interim government will be launched tomorrow with lunchtime demonstrations countrywide.

Cosatu president Mr John Gomomo said yesterday the demonstrations would be a build-up to a general strike if an interim government was not introduced by the end of June.

"We still have to consult Nactu, the ANC and the South African Communist Party about the planned programme of action which will include the occupation of factories and shops," Gomomo said.

He said Cosatu officials would today visit various plants at lunchtime to address members on the planned action.

"Workers will then continue with demonstrations every day at lunchtime until our tar-

By KENOSI MODISANE

geted date when we will embark on a fullscale strike," he added.

Other issues to be addressed include marches and pickets on Budget Day - March 18, Sharpeville Day on March 21, the Economic Policy Conference on March 27-29, the Alliance Summit in mid-April and May Day.

Gomomo said Cosatu's central executive committee had identified the following demands:

- A sovereign interim government by June and democratic elections for a constituent assembly by the end of the year; and

- An immediate end to unilateral structuring of the economy, including privatisation, pensions and other measures leading to economic hardships and retrenchments.

By Mike Siluma

# Cosatu threatens 'unprecedented' action by workforce

STAR 9/13/92

The Congress of SA Trade Unions (Cosatu) has called on the Government to meet its political and economic demands or face "unprecedented" worker action starting on Budget Day — the day the referendum result will be announced.

Cosatu threatened widespread action, including the possibility of a general strike.

The organisation's central executive committee (CEC) — which is the organisation's highest decision-making body between congresses — said it was determined to press its demand for the establishment of an interim government by June and constitutional assembly elec-

tions by year's end

The decisions, taken at a two-day CEC meeting in Johannesburg, were announced yesterday by the Cosatu national executive committee

Cosatu general secretary Jay Naidoo warned of mass action if there were any attempt to delay moves to democracy

"It is clear to us in Cosatu that the most powerful weapon we have is a national strike... (but) we may extend our campaign to demanding that employers stop deducting tax from our members' pay packets," Mr

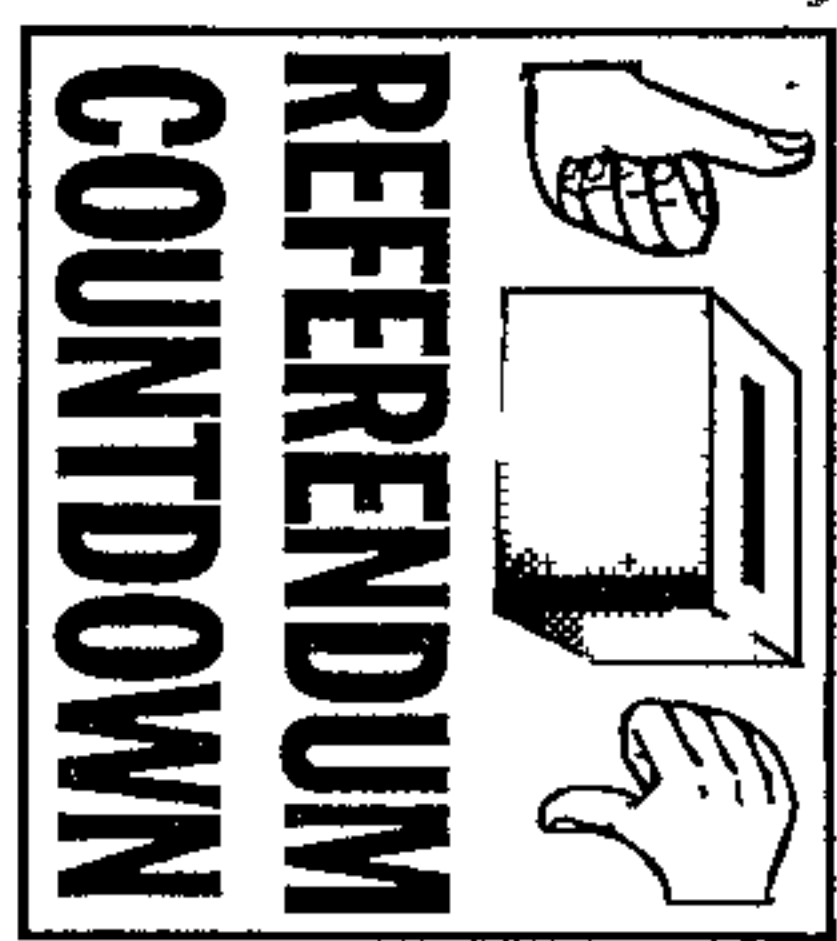
Naidoo said

Cosatu sources said action, which would lead to shopfloor turmoil at a time when most industries were locked in important annual wage talks might include refusing to handle goods and occupying factories

Mr Naidoo said the outcome of the referendum would make no difference to the movement towards democracy

"We want to warn both the Government and the Conservative Party that any attempt to delay the process of democratisation will be met with unpre-

140A



cedented opposition We have taken steps, in consultation with our allies, to make sure that

whatever the referendum's outcome the process of negotiations will not be delayed

"We want to remind (CP leader Dr Andries) Treurnicht that we have grown, despite attempts by the State to smash us over the years. To smash Cosatu he would have to murder millions of our followers. If one looks at events in Eastern Europe and elsewhere, it becomes clear that movement towards democracy does not depend on what the rulers do."

Mr Naidoo said Cosatu's con-

tentious decision to apply to take part in Codesa still stood, but Cosatu agreed with its allies, the SA Communist Party and the ANC, to give priority to interim rule and elections this year

Confirming that Cosatu would take part in nationwide action on Budget Day, including marches, to press its demands, Cosatu assistant general secretary Sam Shilowa said "We regard Budget Day as a day on which our people will have their own referendum"

Still on the political front, Co-

satu called for the release of all political prisoners, the integration of security forces, including Umkhonto we Sizwe, the immediate restoration of South African citizenship to all the residents of the TBVC states and their reincorporation, the creation of an undivided, democratic state, and an end to political violence

Other dates marked for action in Cosatu's campaign include protests on Sharpeville Day (March 21) and May Day, an economic policy conference at the end of this month, a Cosatu-ANC-SACP alliance summit in mid-April and a workers' summit a month later

(Report by M Siluma 47 Sauer Street, Johannesburg)



June deadline for union demands

# Cosatu vows to strike over interim govt

140A

~~140A~~ ~~140A~~

B/Dam 9/3/92

SUSAN RUSSELL  
and BILLY PADDOCK

COSATU yesterday threatened government with mass action on an "unprecedented scale", including a possible general strike if an interim government was not put in place by the end of June.

Its general secretary Jay Naidoo said Cosatu wanted an interim government by the end of June, elections for a constituent assembly by the end of the year and a democratic constitution in place by next year.

Apparently unconcerned about the effect the threat would have on the outcome of the March 17 referendum, Cosatu described the poll as irrelevant.

Naidoo also warned that Cosatu's central executive committee had resolved to start a programme of refusing PAYE deductions if certain demands were not met.

Naidoo was speaking at a Johannesburg news conference called to announce a four-month programme of action centred around a variety of political and economic demands identified by the central executive committee.

The demands include an immediate suspension of unilateral restructuring of the economy and the establishment of a National Economic Negotiating Forum.

Cosatu also wants the National Manpower Commission restructured — something which government has committed itself to, prioritising.

Its programme of action includes a "people's referendum" on March 18 — Budget day — when Cosatu plans nationwide marches and pickets as well as a march on Parliament.

Cosatu will also hold an economic policy

conference on March 27 to 29, May Day rallies and an alliance summit with the ANC and SACP in mid-April to assess the progress of Codesa working groups and to decide on forms of action if demands are not met by Codesa 2.

The programme will conclude with a workers' summit with other labour groups, including Nactu, at the end of May at which a decision will be taken on national mass action if demands have not been met.

Naidoo said the referendum was irrelevant to the negotiation process.

"We want to warn the present government and the CP that any attempt on their side to delay the democratisation process is going to be met with mass resistance on an unprecedented scale."

Naidoo said there was no difference between President F W de Klerk and CP leader Andries Treurnicht.

"The negotiation process does not depend on the outcome of the referendum. Negotiations were mobilised by mass action on the ground."

"We are warning De Klerk and Treurnicht that our programme towards achieving democracy in this country won't be stopped by either of them."

Naidoo said the political process had to move beyond Codesa to an interim government underpinned by negotiations.

"We are not prepared to wait beyond June," Naidoo said.

Defence Minister and negotiator at Codesa working group 3, Roelf Meyer, said it was unnecessary for Cosatu to make state-

□ To Page 2

## Cosatu

B/Dam 9/3/92

~~140A~~ ~~140A~~

□ From Page 1

ments like this. He said they were obviously out of touch with what was happening at Codesa at present.

Meyer added that Cosatu's statements yesterday were probably a way of making the point that it was not part of Codesa.

It was clear, he said, that sufficient progress was being made at Codesa. Agreement was reached in working group 3 over proposals for a transitional body which would be the most powerful executive structure in the country.

The ANC's national working committee has already endorsed the plan and government and the NP are expected to do so too.

ANC spokesmen could not be reached yesterday for comment.

A spokesman for a group of influential business leaders said all the demands set by Cosatu were already being addressed through Codesa or the Minister concerned. Some would also be addressed by the economic forum which was being set up.

"Business is very surprised at the fact that these demands are being made and at the unilateral way in which Cosatu has acted," the spokesman said.

"Business will not respond positively with a pistol against its head," he added.

● Picture, Page 3



# BTR Dunlop verdict due today

BTR Day 10/3/92  
SA's longest strike by more than 900 BTR Dunlop workers could be closer to resolution if an Appeal Court hearing today rejects BTR Dunlop's appeal against a 1989 Supreme Court decision in favour of the union

The Supreme Court decided the president of the Industrial Court should have recused himself as he had associated himself socially with BTR management. BTR wants that decision set aside so the Industrial Court judgement — that the dismissal of strikers was legal — would hold

Ex-BTR worker and Numsa organiser Philip Dladla said the majority of workers dismissed in 1985 were still unemployed, meeting regularly and demanding their jobs back.

DIRK HARTFORD

He said their dismissal had a devastating effect on Howick as BTR Dunlop was the major employer there. But the union had organised a T-shirt and agricultural co-op which had provided income for some.

Dladla said Numsa's campaign to get the dismissed workers reinstated had been one of the biggest waged by the union movement. This included

- Numsa representatives attending BTR's general meeting every year to put the strikers' position,
- An international tour by a drama group of Sarmcol workers, and
- Solidarity action by Dunlop workers in SA and abroad

(140A)

### Threats dismissed

Cosatu's threats of mass action starting on Budget Day, March 18, would have no effect on the outcome of the referendum or the Budget, NP spokesman Sheila Camerer said on Monday. "Threats of boycotts and strikes of the kind general-secretary Jay Naidoo is talking about are definitely not the answer and not in line with the culture being established at Codesa of attempting to reach consensus and compromise," she said

(Briefs edited by S Johnson, 47 Sauer St, Jhb)

11/31/72 (140A) 19  
STAR 11/31/72

# Civics back Cosatu

31 Day 11/3/92

WILSON ZWANE

TOWNSHIP civic organisations will throw their weight behind Cosatu's four-month programme of action, which may include a general strike

Cosatu announced at the weekend that its programme, which centred on a variety of political and economic demands, would include a "people's referendum" on March 18 — Budget day.

National Interim Civics Committee general secretary Sithembiso Radebe said yesterday a national federation of civic organisations, due to be launched in Uitenhage this weekend, would urge its structures to support Cosatu's campaign

Radebe said Cosatu's demand for a speedy establishment of an interim government was supported by the civic organisations

"But unlike Cosatu, we are not putting a deadline for the demand yet as the matter will be on the agenda at this weekend's launch of the national civics federation," he said.

The role of township civic

organisations in Codesa and the escalation of violence in the townships would also be discussed, Radebe said

"It should be made clear, however, that the focus of the federation would be on issues such as development, housing, education and electricity"

## Delegates

The foundation for the launch of the federation, to be called Civics Association of SA (Casa), was laid at a national consultative conference in Bloemfontein last May

Delegates from civic organisations in the Transvaal, the Eastern and Western Cape, Border and the Free State attended the conference

The committee has postponed Casa's launch at least twice, citing lack of funds and unpreparedness of some of the regions as reasons

Report by W Zwane TML 11 Diagonal St Jhb



# Mass action 'not against referendum'

Staff Reporter

140A  
CT 12/3/92

MASS action against the budget was not intended to disrupt the whites-only referendum, the ANC/Cosatu/SACP alliance said yesterday, announcing their campaign which started on Monday.

The major action of the campaign, the "people's budget parliament", would be held next Wednesday, March 18, on the Parade, similar to the "people's parliament" on January 24.

Alliance spokesman Mr Willie Hofmeyr said that even though they hoped not to disturb the referendum, it was time to look at "serious" issues affecting the majority of South Africans and not only a section.

Members and supporters of the alliance would gather on the Parade where senior members of the alliance, including Mr Cyril Ramaphosa and Mrs Winnie Mandela, would deliver an address before a march to Parliament.

The alliance also called on workers and pupils to go to work and school respectively, it was not calling for a stayaway but there would be a few hours' action.

Cosatu said it hoped to meet major employer groups, including the Cape Chamber of Commerce and Seifsa, to discuss the working hours and conditions of "parliament" day.

Pickets, marches and rallies would also be held in other major cities around the country on that day, but the Cape Town action would be the biggest.

On March 21, Sharpeville Day, a number of rallies would be held in the country, the biggest one being in Khayelitsha. It was hoped it would be addressed by Mr Nelson Mandela.

**Cosatu,** (140A)  
**ANC plan** (BA)  
**Budget** (40)  
STAR 12/3/92  
**day march**

By Thabo Leshilo  
Political Staff

Thousands of supporters of the ANC/SACP/Cosatu alliance are to march on the House of Parliament in Cape Town and the Union Buildings in Pretoria on March 18 to protest against the "racist" Budget of Finance Minister Barend du Plessis.

Cosatu said yesterday that the march on Parliament would be led by its president John Gomo-mo and secretary-general Jay Naidoo as well as ANC general secretary Cyril Ramaphosa

A Cosatu spokesman announced to the media the marchers would demand that:

- Codesa appoint an interim government by June.
- The Government stop its "unilateral" restructuring of the economy
- There be no more increases in VAT
- A constituent assembly be elected by the end of the year.
- The TBVC states be reincorporated into SA

The organisers denied that the protest action would negatively affect President de Klerk's campaign for a landslide "Yes" vote in the coming referendum

# Alliance mobilises against the Budget

B/Day 12/3/92

CAPE TOWN — The ANC-SACP-Cosatu alliance has embarked on a national mass action programme including rallies, marches and pickets in a buildup of opposition to Finance Minister Barend du Plessis' Budget speech next Wednesday

The alliance objects to what it says is a unilateral drawing up of the Budget on the eve of SA's transition. It is determined not to have its opposition hamstrung by concerns about white fears prior to the referendum.

The three organisations threatened a strong response to what is expected to be a tough Budget.

Pickets outside factories in several centres, rallies in Cape Town townships and a signature campaign in Bloemfontein have been planned for early next week. On Budget day, there will be marches in major centres.

The programme will culminate in a "People's Budget" to be announced on Cape Town's Grand Parade, followed by a march to Parliament led by ANC secretary-general Cyril Ramaphosa and other senior members of the alliance.

Workers and students will be called on to participate. The alliance has planned a meeting today with major employer organisations in

140A

LINDA ENSOR

Cape Town in an attempt to reach agreement on employers' reaction.

But Cape Town Chamber of Industries executive director Colin McCarthy said chamber representatives would not attend as it could not bind individual member associations to any course of action. It had recommended that Cosatu approach each association individually.

The alliance said it hoped 10 000-20 000 people would participate in the rally and march, which would focus on demands for a negotiated budget, the immediate installation of an interim government and elections for a constituent assembly. Government would be asked to enter a national economic negotiating forum.

"The alliance will call for a drastic reduction in defence spending, a halt to secret funding of security forces and Inkatha, and an end to spending on duplicate departments," ANC western Cape regional secretary-general Tony Yengeni said.

He said VAT would be highlighted. Demands included the equalisation of pensions, equal education, a negotiated job creation scheme and an increase in government's involvement in the provision of houses.



Dear Sir,

YOUR editorial of March 10 attacks the announcement by Cosatu's central executive committee of a programme of action on a range of political and economic demands. While it is not possible to respond in detail to the allegations made in your editorial, it is important that we clear up a number of misapprehensions under which you appear to be labouring.

You suggest we are embarking on mass action because of our exclusion from Codesa. This is false. Cosatu believes the destiny of our country cannot be determined by politicians, some of whose mandates are questionable. If obstacles are being thrown in the way of democratisation, whether in the political or economic sphere, we reserve our right to embark on mass action.

Our programme arises from a series of serious problems which our memberships are experiencing, as a result either of the state's refusal to negotiate in good faith, or unilateral restructuring in which they are engaged. Your suggestion that the Cosatu statement is purely "rhetoric" indicates you have been badly misinformed. We are deeply serious about resolving these problems.

You suggest our programme "shows a cavalier disregard" for the political situation by making this announcement before the referendum. We refuse to have the gun of a minority veto held at our heads. The whites-only referendum is a side-show in the unfolding drama, and we refuse to be blackmailed into silence on burning issues facing our people;

# Cosatu reserves right to act

B10ca3 12/3/92  
140A

LEI ENA

PO Box 1138  
Johannesburg 2000  
Fax: (011) 836-0805

appears to be adopting a more reasonable approach, does not detract from the fact that these undertakings have yet to be honoured.

We are also mindful of the fact that senior officials of his department, such as director-general Joel Fourie, are publicly undermining agreements which have been made by major players in the labour arena. Our memberships will continue to provide sharp reminders that we expect agreements to be honoured.

Business Day has published two misleading editorials on Cosatu in the last week. There clearly appears to be a problem of lack of understanding about the nature of Cosatu and our modus operandi. While not wanting to inhibit your editorial licence, we would be happy to fill you in on areas where you feel you lack adequate information.

**SAM SHILOWA**  
Cosatu assistant general secretary  
Johannesburg

You suggest Cosatu's threat to take action if our demand for an economic negotiating forum is not met is an act of "bad faith bargaining" because of progress made on this issue with business.

While business is coming around to our view of the need for such a forum, the government continues to drag its feet on this and related issues. The government has recently withdrawn from housing and development forums, refused to attend the conference on electrification, and embarked on unilateral restructuring in areas such as privatisation, education and pensions.

Cosatu believes government's refusal to enter into bona fide negotiations on socio-economic issues is calculated and co-ordinated. Are we supposed to sit back and fold our arms while this minority government systematically undermines the capacity of a future democratic government to engage in economic and social reconstruction?, and

You suggest Cosatu has "harmed its stature" by making demands which were raised in our meeting with Manpower Minister Marais last week. While it is true that this meeting was constructive, a number of the demands raised in our programme relate to undertakings which the state has reneged on during the last year. That the Minister

**B**USINESS spokesmen huffed and puffed about "unilateral action", the government groaned about "unnecessary statements" — but both had misread the Congress of South African Trade Unions' weekend press conference

It all sounded very militant, and alarmingly insensitive to white fears in the run-up to the referendum

Brushing aside the March 17 poll as "irrelevant" and declaring that there was no difference between FW de Klerk and Andries Treurnicht, Cosatu general secretary Jay Naidoo unveiled a 10-point list of constitutional and economic demands and an unfolding "programme of mass action" to force it through

Topping the list was a call for an interim government by June, an elected constituent assembly by the end of the year and a democratic constitution next year

**E c o n o m i c** demands included a national economic negotiating forum and an end to "unilateral government restructuring of the economy"

Naidoo warned of "mass action on an unprecedented scale" if the demands were not met. The programme's centrepiece would be a "people's referendum" on March 18 — Budget Day, when the referendum result is to be announced — when nationwide marches and industrial pickets would register support for Cosatu's platform

May Day and Sharpeville Day would also serve to rally mass sentiment

Cosatu is, of course, perfectly serious about its programme, and sent out an important signal to white voters: whatever they imagine, whites will not be the final arbiters of change, the movement towards democracy is irresistible

But behind the sound and fury is the undeniable fact that the unions have upheld the African National Congress' line on the referendum, essentially one of non-involvement, doing no more than give it a new and more militant flavour

Before the Cosatu's central executive committee (CEC) meeting at the weekend — at which the 10-point charter and action programme were formulated — a groundswell of dissatisfaction with the ANC's referendum stand and support for mass protest against the racially exclusive poll had surfaced within the federation's affiliates

The powerful National Union of Metalworkers was seen as the focus of discontent, which was also said to run through the ANC and Cosatu's other tripartite ally, the South African Communist Party

The tough debate forecast by some did not, however, materialise in the CEC, which in effect diverted demands for a referendum protest into a mass campaign for Cosatu's own demands

Officially, Cosatu portrays the National Party and the Conservative

Party as terrible twins who are equally hostile to democratic change. "FW is using the referendum to force unacceptable solutions down our throats," says assistant general secretary Sam Shilowa. "A landslide victory, among other things, will be used to sugar-coat the bitter pill of the Budget."

But privately, many unionists concede that a CP win would be a catastrophic setback both for black labour and the Convention for a Democratic South African (Codesa) process. "At least FW is negotiating," one said this week. "No one likes the referendum, but there's nothing we can do to stop it now."

Close inspection of Cosatu's 10 demands shows a natural union bias towards economics — including a call

for the lifting of VAT on essential foods and services, and food price control — but nothing incompatible with the "tripartite alliance" programme. Its timetable for constitutional change, for example, broadly coincides with that of the ANC

What the federation's intervention does signal, however, is a characteristic impatience with vaporous talking-shops and desire for measurable progress in Codesa. Throughout the past two years, it has served as the ANC's conscience, goad and muscular left arm

Through its proposed mass action, it aims to open up Codesa, "take it to the streets", by linking negotiations with a popular base. Unionists have consistently resisted the

drift towards closed-door consultations between political leaders

The stress on a rapid transition to interim rule flows from a belief that it is the key to unlocking a battery of changes blocked or stalled by the present government. "Until we have it, we'll be constantly fighting a rearguard action," said Cosatu spokesman Neil Coleman

Cosatu's desire to accelerate negotiations, and to stiffen ANC sinews both on the nature and tempo of change, in part explains the CEC's decision to stand by its January application for a separate seat at Codesa

Two strongly ANC-aligned unions, the National Union of Mineworkers and the Post and Telecommunications Workers' Association, came to the weekend pow-wow with mandates to call for a withdrawal of the application, but bowed to uniform opposition from the other affiliates

Cosatu plans to pursue numerous of its 10 demands — including calls for the immediate reincorporation of the TBVC homelands, a unitary state without excessive regional decentralisation, the release of political prisoners and an end to "vigilante and state-sponsored violence" — directly in the working groups

Until its application is approved, however, it will seek representation through its alliance partners

## Cosatu's angry call stirs up a storm in a teacup

*Behind the sound and fury of the Congress of South African Trade Unions' weekend press conference lies a simple truth: the unions have endorsed the African National Congress' 'hands-off' line on the referendum*

**DREW FORREST**  
reports

W/ Mail 13/3 - 19/3/92



**LABOUR**

# Numsa squares up for battle

**N**ATIONAL Union of Metalworkers' demands tabled this week in four key forums — including pay rises of up to 60 percent — foreshadow another year of extremely tough bargaining and industrial strife

In a bid to level conditions across and within industries, Numsa has tabled common "core" demands in the engineering, tyre and motor industrial councils and the auto sector's national bargaining forum. About 600 000 workers are affected

The demands include a R2 an hour across-the-board pay rise, or 25 percent, whichever is greater, an unconditional retrenchments moratorium, a 40-hour week, 15 days' paid child care leave a year, six months' paid maternity leave, the training and retraining of retrenchees and a month's severance pay for each year of service

Numsa will also be tabling a code aimed at eradicating discrimination in employment practices and demands for a range of worker rights, including

## NUMSA acts on targets

**VOLKSWAGEN SA** this week may have averted a strike at its Uitenhage plant when it offered to reinstate 39 workers dismissed at the beginning of February for not meeting production targets in the company's press shop

The company is also willing to allow the National Productivity Institute to do an independent time and motion

## Union demands for

*pay rises are likely to run up against recession-hut*

*employers in four*

*key industries.*

## DREW FORREST

*previews the ground for some tough bargaining*

20 days' annual leave for shop-steward training, the right to hold membership meetings on company premises for up to 10 hours a month, picketing rights and protection from dismissal during procedural strikes, and the right to information on all matters affecting workers

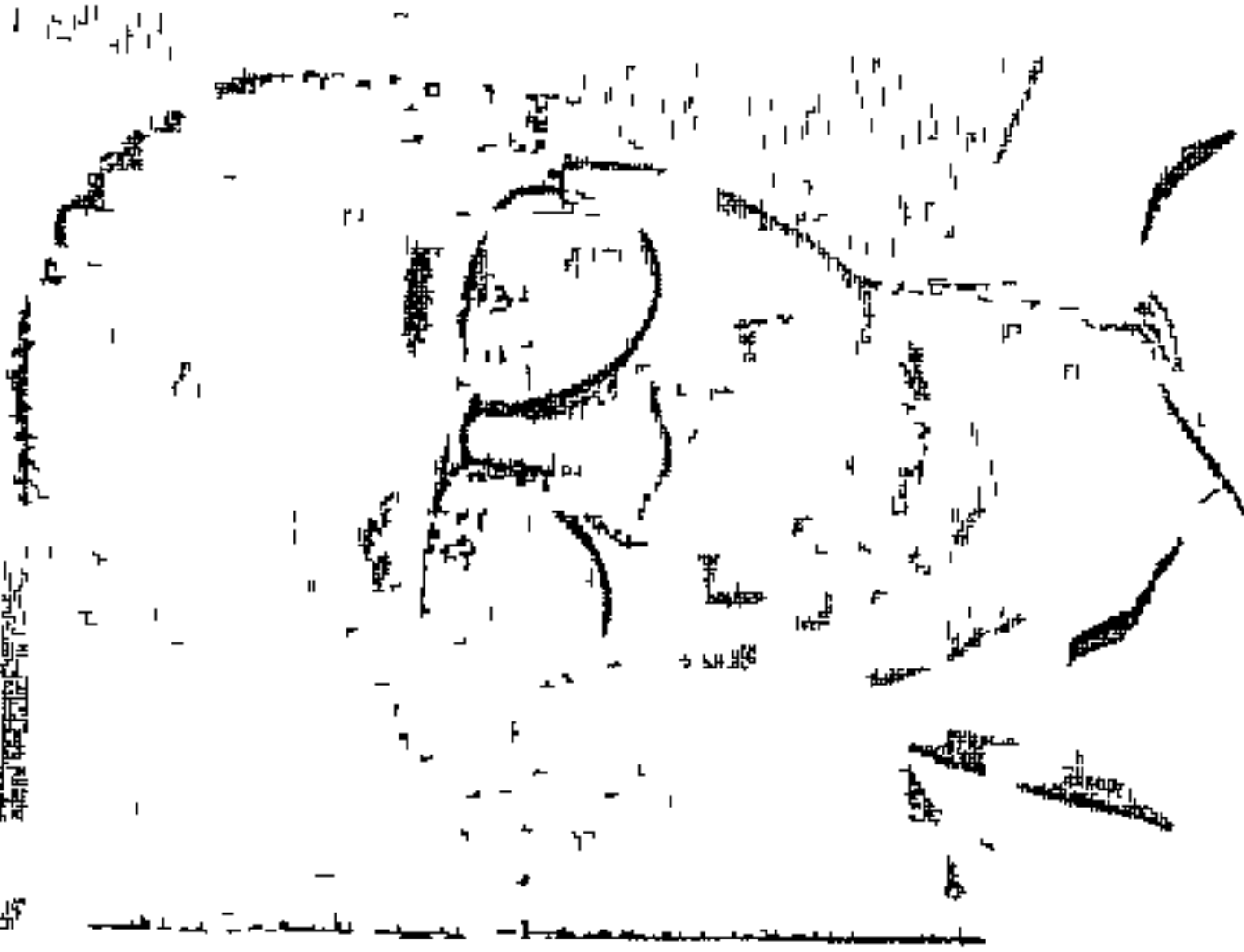
In the vital metal and engineering talks, which begin next week and which cover 350 000 workers, the union's R2 proposal amounts to 42 percent on the current bottom rate of R4,70 an hour

## LABOUR BRIEFS

study to investigate workers claims that they cannot meet the company's targets of 211 parts an hour.

Union organiser Gavin Hartford says the company's offer goes some way to ratifying the union position that production targets had to be negotiated with workers and could not just be unilaterally implemented.

The union is still discussing VW's offer.



**Les Kettleidas ... many workers are desperate**

A senior industry source described it as "excessive in the light of depressed conditions", stressing that metal industry retrenchments, currently running at 3 000 a month, showed no sign of abating. A retrenchments moratorium was "unthinkable", he said

Numsa national organiser Les Kettleidas described the lot of many workers as "desperate", pointing out that food inflation was the highest for a decade and that unemployment often meant additional dependents

He said that this year, the union would push for higher rates at the bottom to secure a living wage for the lower-paid in the motor industry for example, the minimum wage demand

is R4,50 an hour — a 60 percent rise on the current bottom rate of R2,72

This is sure to hit fierce employer resistance. Last year, motor employers initially demanded a pay freeze, finally awarding rises of between eight and 10 percent to the industry's 200 000 workers

Kettleidas said Numsa would demand the renewal of retrenchment moratoriums secured in watershed tyre and auto agreements last year, and the removal of conditions attached to these. These include the exemption of firms in the event of sale or closure, and employers' right to cancel if unprocedural industrial action prevents the attainment of production targets

Auto employers, who see no immediate improvement in a tight market, are highly likely to resist an extension of the moratorium — three assemblers are already working short time and others may follow suit

Engineering industry sources said employers "were not in the mood" to grant Numsa's long list of paid leave demands, also including three days' compassionate leave per occurrence. These chimed ill with the union's professed commitment to raising productivity, they added

Sector-specific demands include the absorption of engineering firms currently governed by house agreements into the main agreement, and the earlier expiry of the motor agreement to bring all four negotiations in line



# Dorothy believes a woman's place is in the chair

140A  
W/Mail 13/3 - 19/3/92.

*The new Congress of South African Trade Unions gender co-ordinator is no threatening feminist — but she's quite determined to get equality for women in the giant federation.*

By **FERIAL HAFFAJEE**

**T**HE bright and immaculate office has all the trappings of a gender co-ordinator's headquarters, from piles of *Speak* magazines and African National Congress Women's League newspapers to the posters on women's rights adorning the walls.

But where is the gender co-ordinator? I am looking for someone fiery with an angry women's rights T-shirt, perhaps, someone definitely wearing leather sandals and maybe a badge saying "women make up half the world, our voices must be heard".

Then you stumble on Dorothy Mokgalo, the Congress of South African Trade Unions' new gender co-ordinator, and the image is rapidly shattered. She wears a flowing frock in purple and pink hues, polish on manicured nails and a perm.

She took office last week after women in the federation campaigned long and hard to get the position ratified.

Mokgalo sees her first tasks as developing women workers and encouraging women's leadership. She will start by simple skills, she says, "like learning how to chair a meeting, to do report-backs, to take minutes". But she would like to see her education programme yield a woman who will be able to become Cosatu general secretary.

Mokgalo has a lot of hard work to do: although women make up one third of Cosatu's membership, they make up barely three percent of its leadership.

Her own path to one of the top positions in the 3,5-million member federation has not been easy.

She left school in Standard Nine and went straight to work at a napkin factory. Then 10 years ago she joined National Bolts on the East Rand as an accounts clerk.

Those were pre-union days and times were hard, she says. She earned R35 a week and had no benefits. "They swore at us all the time," she recalls.

Mokgalo was ripe for unionisation and in 1985, when she heard about the Metal and Allied Workers' Union, she became a willing organiser.

That started her career in the union. In 1988, she says, she realised that "the problems

Dorothy Mokgalo ... Quietly she fights for women's rights

Photo: STEVE HILTON-BARBER

women faced at the factory were not different from the problems we faced at home.

"Women never made it to decision-making structures because they had to be home looking after children, cleaning and cooking," she says.

She adds wryly that she has never married, as if that explains why she has made it to leadership positions.

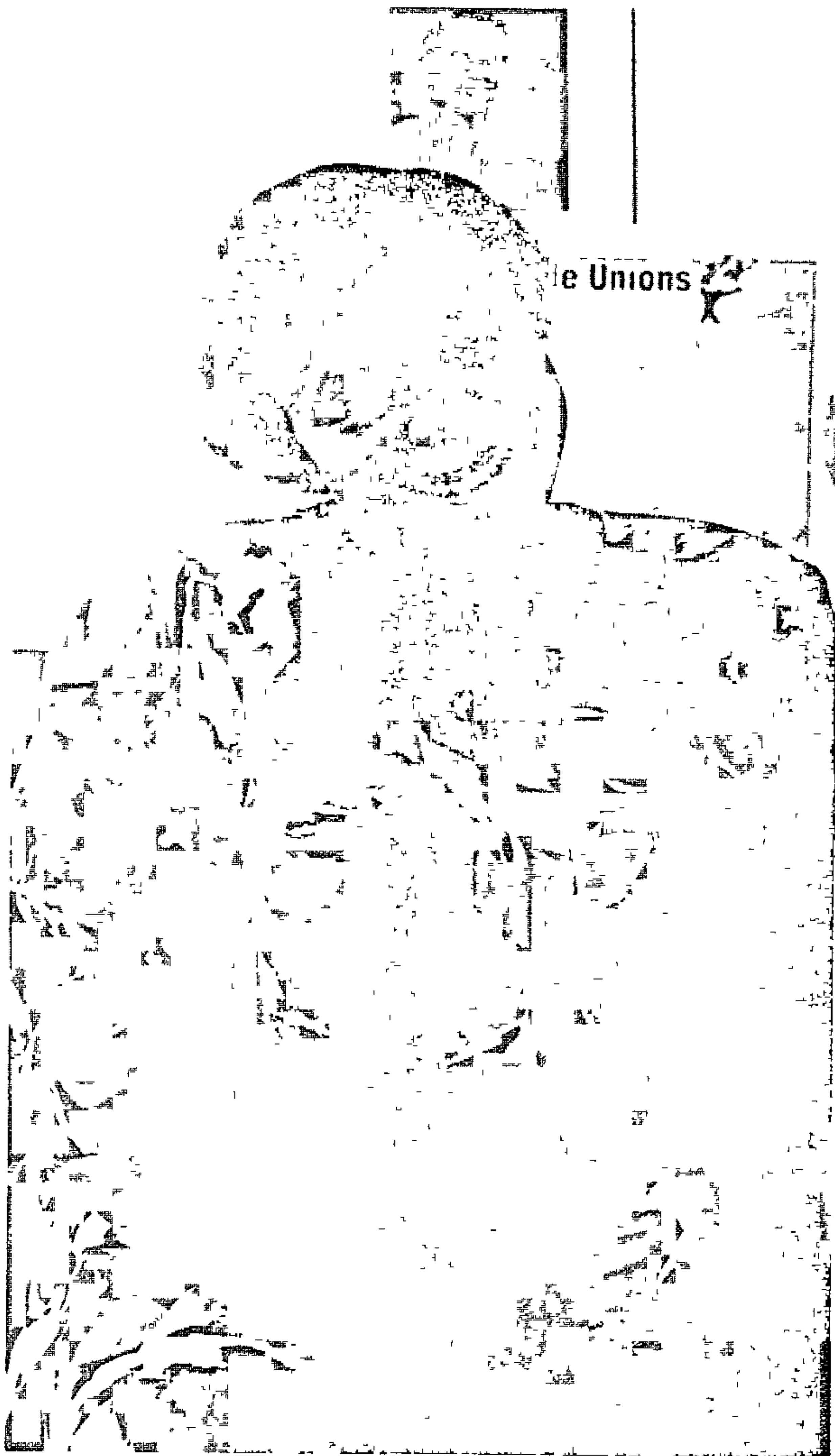
She joined Cosatu's National Education Committee's women's group and was elected the National Union of Metalworkers of South Africa education officer for the East Rand last year.

"There were some men who were hesitant about being led by a woman." But Mokgalo

persisted and found strength in her self-confidence and the thought "that I am also in the struggle", she says.

One of her main tasks is to implement resolutions on gender rights. To do so, she will have to travel extensively ensuring that training and education for women remain on track and that sexual harassment, so rampant in the factories, is eradicated. As a foretaste of what lies in store, she spent her first weekend on the job in the western Cape.

Mokgalo has a daughter and when asked what values she will teach her she does not deliver a diatribe on emancipation. Instead she says simply "she will have the right to decide her own values".



# Cosatu irresponsible and out of touch, say callers

try, I'm sure this time we don't have to find ourselves in those dark ages

**J Brand, Johannesburg:** Cosatu seems only to be a shadow name for a so-called trade union. They are in actual fact a political party which are racist. If they really had the interest of their hard-working people at heart they will be prepared to negotiate. Cosa tu stands for Communists of SA to Unite.

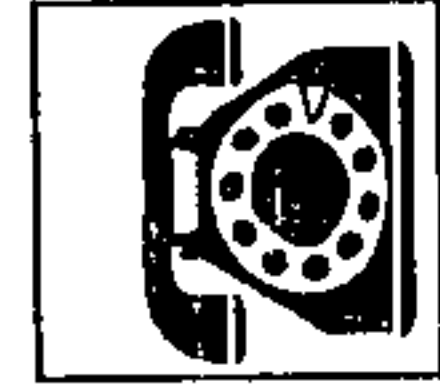
**Christian Maghopa Isando:** Cosatu is right for calling for mass action because if either side win the referendum the state of the majority won't change. There will be oppression no matter how light or heavy.

**E Davies, Sandton:** De Klerk has said several times that reform is irreversible. By calling for whites-only referendum reform is now reversible. H should not have gamble with our future. Cosatu has every right to demonstrate its displeasure.

**Fred Ellis, Springs:** This statement is a Cosatu heritage, totally irresponsible. It shows contempt for whites, Left, Right, dysexic, whatsoever. However, after the "yes" vote hope fully through negotiation and thorough debating, these Cosatu saddlemen will also fall off their horses and thereby find sense knocked into them.

**Alan Brown, Bloemfontein:** Cosatu is not only irresponsible, it is out of step with what is being tried at Codesa. Demands now are counter-productive and violence-creating. In fact, Cosatu sits on the horns of the dilemma, for no matter who wins the referendum it will have to change its ways if the country hopes to be industrially competitive in a world full of motivated workers now that communism is dead.

**Matthew Moshele, Sebokeng:** I strongly support Cosatu with their statement because we have struggled a lot in our coun-



**Speak Out!**  
ON SATURDAY

**Today's topic**  
**Cosatu has said the referendum is irrelevant and that there is no difference between President de Klerk and Dr Andries Treurnicht. It has threatened "mass action" and a national strike unless its demands for interim rule and one person, one vote elections this year are met. Is Cosatu being irresponsible at this delicate juncture, or are its demands reasonable?**

is in store for F W de Klerk after Tuesday. It proves that Piet Retief could not negotiate with Dunga 200 years ago.

**Tim Groom, Windsor:** Of all the stupid political remarks passed this year, Cosatu's is the most idiotic. It is irrelevant, out of touch, unfounded but worst of all it is ill-timed.

**Larry Wolfsohn, Orange Grove:** Cosatu is merely ensuring it gets a seat at the negotiating table. By calling for a national strike they are testing the support they have. This is not irresponsible. It means they will have to be taken into account at any constitutional settlement.

**John Visser, Honeydew:** The sooner the authorities and the population do something about bringing Cosatu down and kicking them out, short of resorting to violence the better it will be for everyone concerned.

**C Anderson, Witfield:** In our present economic climate I think Jay Naidoo's comments are ridiculous and he should be stopped somewhere along the line. The Government should take steps to prevent this type of thing as thousands of jobs are at stake.

**Russell Sadowsky, Hillbrow:** Hey guys, how about less confrontational dialogue and behaviour and striving for living in peace rather than resting in peace?

**Jannie van den Berg, Sandton:** Whites in the past wanted the whole cake. Now they've realised everyone is entitled to a slice. Cosatu let's be fair and share the cake.

**Tom Whitlock, Randburg:** Speak Out invites an answer. What's the question?

**Mbulele Zwane, Bloemfontein:** The real problem was created by

President de Klerk calling the referendum in the first place. That was a tactical blunder. All Cosatu is doing is going about its business, as usual, by calling for mass action.

**J W Chambers, Benoni:** Cosatu's threat is nothing other than an invitation to mob rule and law-of-the-jungle tactics. Whatever else it is, it is not democracy and cannot be tolerated.

**Alan Wright, Horison:** Cosatu is being highly irresponsible by calling for mass action. It is going to delay the peace process and will cause people who might vote "yes" in the referendum to vote "no".

**Aress Makue, Eldorado Park:** Cosatu is just like

De Klerk or Treurnicht because they haven't had a mandate from the workers to take action. Cosatu cannot take action without the workers and we do not support it. They must learn and practise democratic leadership.

**Mr Greenberg, Northcliff:** Cosatu obviously haven't heard of one man, one vote, one time. This will lead to a one-party, communist dictatorship through ongoing conflict and intimidation and won't succeed.

**Mr Buchanan, Westcliff:** International money powers wish to force us to accept government by the likes of Cosatu who hate our guts. Rather a "no" vote.

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# Labour radio show starts next month

Monday 18/3/92

140A

SABC radio — in conjunction with Cosatu — will launch a prime time 15-minute labour magazine programme next month.

SABC radio CE Carel van der Merwe said the programme would have an audience of 8,5-million adults on nine African language stations and two regional Cape stations.

Nactu and employers' organisation Saccola are among other bodies which have been approached to support the programme, Van der Merwe said

Cosatu and other supporting organisations will contribute to the content of the programme, but editorial control and production will be in the hands of the SABC

In addition, the programme will be sponsored by the supporting organisations. Neither Van der Merwe nor Cosatu would be drawn on the financial details of sponsorship

But Van der Merwe said there would be a contract with each sponsor; sponsors would get credit on the air and the SABC, which was putting "a lot of money" into the programme, would be making it at cost

The labour programme — which will be produced

DIRK HARTFORD

in a mix of languages with actuality and educational material — will start with dummy runs in April. Its viability will be reviewed at the end of SABC's financial year in September

Van der Merwe said the programme would help improve communication and understanding between employers and workers, as well as keep the public informed on labour issues

Cosatu said a survey of its members had shown nearly 70% were illiterate and radio was the most powerful mass communication medium for black industrial workers

Van der Merwe said if it was successful it could be carried on other slots — like Radio Today — so that it reached employers as well as workers. SABC had the potential to reach 13-million adult listeners daily if all its stations were utilised

He said talks were going on with other organisations under the umbrella of the ANC-SACP-Cosatu alliance — like the National Education Co-ordinating Committee — about similar radio programmes

will be to go for growth in



# ABI fires 131 workers after mass inquiry

IN WHAT could be an industrial relations precedent, ABI has dismissed 131 Coke truck assistants after a mass disciplinary inquiry

(1401)  
The Food and Allied Workers' Union (Fawu) said the inquiry followed an assault on a Fawu member — allegedly for "scabbing" during a strike sparked by workers' dissatisfaction over the negative outcome of a breathalyser test on a depot manager. The workers claimed the manager was inebriated and that he did

DIRK HARTFORD

not conduct the test — on himself — properly. *B/Daw 17/3/92*

ABI said the workers were found guilty of assault and insubordination

Fawu said the workers were given 30 minutes to appeal. They refused and were dismissed. Their dismissal sparked a one-day sympathy strike at ABI plants in the Transvaal involving 2 000 of ABI's 4 500 workers

Fawu condemned both the attack on the worker and management's

"unprocedural and irresponsible" handling of the situation. The union said ABI breached its recognition agreement by not giving 48 hours' notice of a disciplinary inquiry

ABI said the "crisis situation" demanded a shorter notice period and that workers had been given sufficient notice

Fawu is demanding the immediate reinstatement of the workers and has applied for a conciliation board hearing on the dismissal

## Nactu official questioned

JOHANNESBURG — Police said yesterday that the president of the National Council of Trade Unions, Mr James Mndaweni, had been released after being briefly detained and questioned about alleged attacks on policemen by Apla, the military wing of the Pan-Africanist Congress

Witwatersrand police spokesman Capt Eugene Opperman confirmed Nactu claims that Mr Mndaweni and two others were detained on Monday *CT 18/3/92*

Nactu said it would take legal action against police and certain companies, claiming the arrest had been part of a campaign by both parties to force Nactu into signing the National Peace Accord — Sapa

# Minister didn't consult the people, says Cosatu

STAR 20/3/92

140A

(A)

Cosatu described the Budget as "mean and misleading"

It said in a statement on behalf of the ANC/SACP/Cosatu alliance that in his Budget speech, Minister Barend du Plessis had often referred to the need for discussion and consensus, but he had repeatedly refused to discuss any part of his Budget or his social programmes with representatives of the people

"He said there is growing consensus on how to handle the 'gap between wants and means', but he won't discuss it. He talked about 'the direction of investment towards newly urbanised people being determined by the market and democratic political processes', but he, more than any other Minister, has refused to participate in any democratic process or discussion of socio-economic issues"

Cosatu said Mr du Plessis had initiated investigations into food prices and into the

effects of VAT, but had refused to discuss either of these issues with the VAT Coordinating Committee

The Minister had allocated amounts to social services, housing and education, but had not specified how the money would be used

"On his past record, we believe these allocations will not be spent effectively or in a way that removes discrimination or addresses critical issues. We are afraid that in the absence of negotiations, these programmes will only feed the bureaucracy

"The Budget is mean and misleading. The allocation to the SADF is as large as the health budget. We call for a drastic cut. Who are we at war with?"

"The Budget does nothing to relieve more than 2 million people who are starving in this country. It does not control or lower food prices."



# Assault appeal: court finds for three unionists

B/Dag 24/3/92

140A

SUSAN RUSSELL

TRADE unionists Jay Naidoo, Moses Mayekiso and Sydney Mafumadi yesterday won an appeal in the Rand Supreme Court against their conviction and sentence for the assault of a security policeman in August 1990

However, Judge R van Schalkwyk, with Judge J Labuschagne concurring, dismissed their appeal against a second charge of kidnapping security policeman Monge Maleka

The three were sentenced by Johannesburg Magistrate O Rautenbach in October last year to a fine of R2 000 each (or one year imprisonment), plus a further one year in prison for kidnap and assault

Cosatu general secretary Naidoo, assistant general secretary Mafumadi and Numsa general secretary Mayekiso were found guilty of kidnapping and assaulting Maleka on August 28 1990 after they found him keeping the Cosatu head office under surveillance from the street opposite

Later that day Naidoo presented Maleka to the media at a news conference before the police came to remove their colleague at about 5pm that afternoon.

Van Schalkwyk said the State had not proved beyond reasonable doubt that the three were present or involved in the assaults on Maleka

There was no evidence, the judge said, of a common purpose between them to assault Maleka or cause anyone else to assault him

Naidoo's evidence, on the contrary, was that he had been distressed to discover that Maleka had been made to undress at one stage and had immediately given instructions for this to be remedied

Turning to the kidnapping charge, Labuschagne said the matter had to be seen against the intimidation, harassment and threats to which Cosatu, its affiliates and office bearers had been subjected at times

He rejected, however, the defence submission that against this background the three did not know their action in apprehending Maleka was unlawful and believed they were entitled to act as they did

Van Schalkwyk also rejected Naidoo's contention that he would not have apprehended Maleka if they had known he was a policeman.

Part of the defence case, the judge said, was that some of those involved in harassing and intimidating Cosatu were policemen themselves

The judge accepted State evidence that Naidoo had instructed Maleka not to tell the media how he had been brought to the Cosatu offices

Van Schalkwyk agreed with a submission by the State that presenting Maleka to the media at the Cosatu offices had been an audacious act from which they had sought to derive maximum benefit

From their point of view, he said, the unionists occupied a position of righteous indignation and perceived themselves as victims

Van Scalkwyk rejected a counter-application by the State to increase the sentence for kidnapping to an effective prison term

An application for leave to appeal to the Appellate Division against the court's decision on the kidnapping will be heard today

# Trio's kidnap convictions upheld

By Susan Smuts

STAR  
24/3/92

Assault convictions against three Cosatu officials were overturned in the Rand Supreme Court yesterday, but a magistrate's finding that Jay Naidoo, Sydney Mufamadi and Moses Mayekiso had kidnapped a security policeman in August 1990 was upheld.

The unionists are expected to ask for leave to appeal to the Appellate Division against the kidnapping conviction.

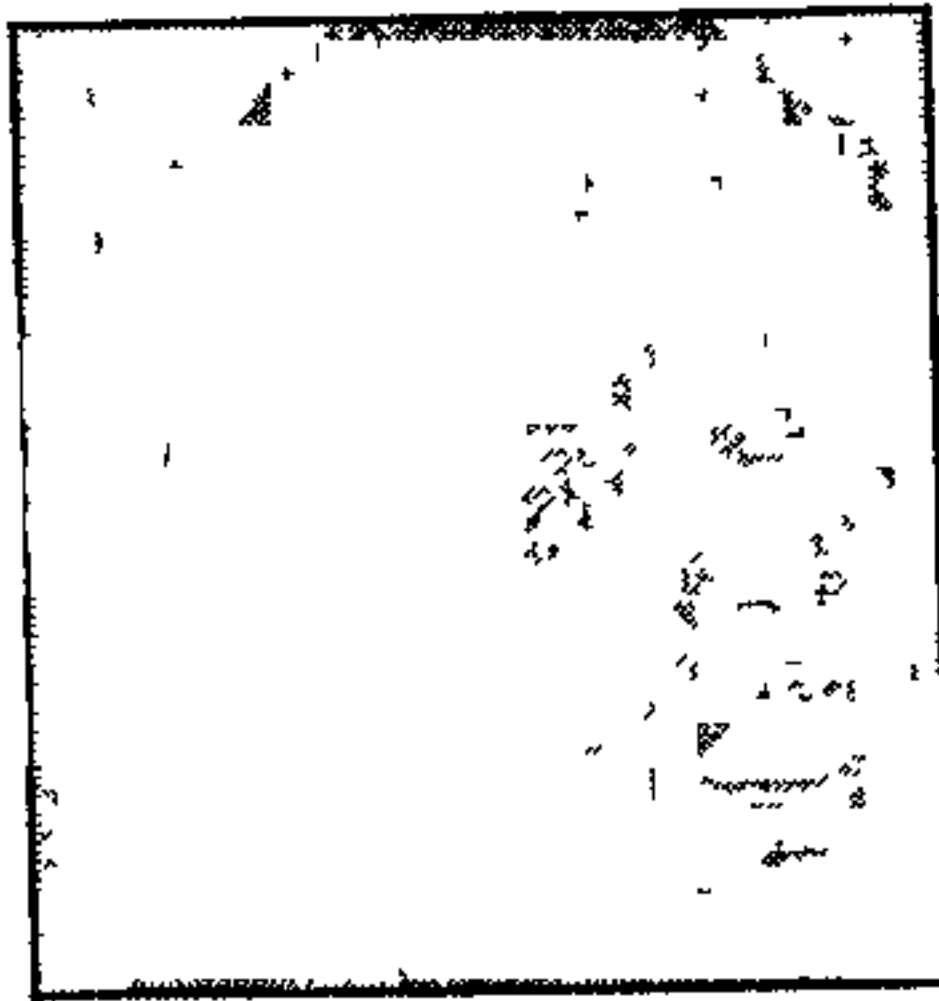
They were fined R2 000 or one year in jail, with another year in jail suspended for three years, after being convicted in October last year of abducting Monge Maleka.

A fourth accused, Baba Schalk, was acquitted.

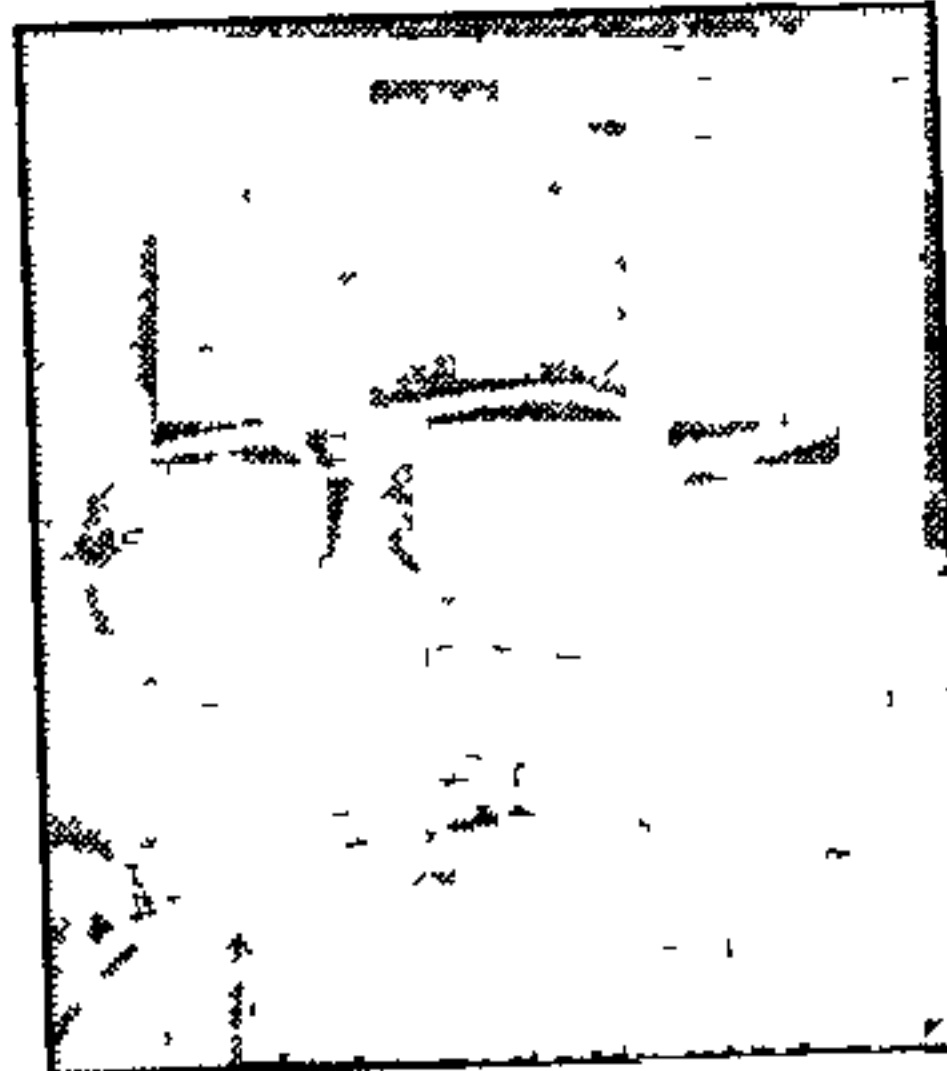
Mr Maleka, who was watching National Acceptances House where Cosatu and the South African Communist Party had their offices, was found with a two-way radio and a photograph of SACP official Geraldine Fraser.

Naidoo, Mayekiso, Mufamadi and a man named Lazarus apprehended Mr Maleka and all except Naidoo held him until they were in the building.

Mr Maleka had claimed he had been assaulted several times in the Cosatu offices and at a press conference called later that day by Naidoo. The unionists denied they had been present during the assaults.



Jay Naidoo . . . assault conviction overturned.



Moses Mayekiso . . . expected to ask for leave to appeal.

Although the degree of force used in Mr Maleka's abduction constituted an assault, it was part of the act of kidnapping and the unionists could not be convicted of assault and kidnapping in this instance, Mr Justice R T van Schalkwyk found, with

Mr Justice J C Labuschagne concurring.

Regarding the further assaults, the judges found Mr Maleka's evidence had been contradictory and that the unionists should be given the benefit of the doubt.

The judges rejected an argument that they had acted in common purpose with those who had assaulted Mr Maleka.

Naidoo's evidence had been that he had become "distressed" when he was told Mr Maleka had been forced to strip, and he instructed other union officials "not to let it happen again".

The background of harassment suffered by the union during that time was central to the kidnapping charge, but could not uphold the unionists' claim that they were entitled to abduct Mr Maleka, the judges found.

They said that calling the press conference was an "audacious act" which they used for "maximum political benefit" and which elicited sympathetic press reports.

"They took a chance because it was not likely to get them into any greater difficulty. They presented the situation with righteous indignation and perceived themselves as the victims," Mr Justice van Schalkwyk said.

The judges rejected a State application to have the sentence on the charges increased.

# Cosatu trio lose court appeal bid

*So open  
24/3/92*

THREE Cosatu officials convicted in the Johannesburg Regional Court last year of kidnapping yesterday lost an application to have their convictions set aside

Mr Justice RT van Schalkwyk, assisted by Mr Justice JC Labuschagne, confirmed the findings against Cosatu general secretary Mr Jay Naidoo, assistant general secretary Mr Moses Mayekiso and senior officer Mr Sydney Mufamadi on charges of kidnapping

But he set aside their convictions on charges of assault on the basis that the two offences arose from the same incident

The judge also threw out a counter-application

**By SONTI MASEKO**

by the State for the court to set aside sentences of R2 000 for each of the men for kidnapping and replace them with more severe sentences

Ms A van der Wal, for the State, said kidnapping was a serious offence and that a prison term would be a more appropriate sentence

Naidoo, Mayekiso and Mufamadi were convicted of kidnapping a policeman, Sergeant Monge Maleka, on August 28 1990

Maleka was found spying outside the National Acceptance House in Johannesburg, which houses the offices of Cosatu and the SA Communist Party

They appealed on the grounds that they did not have knowledge of the "wrongfulness of their conduct"

However, Justice Van Schalkwyk said their application had to be viewed against their educational background and their intellect

He said it was clear from Naidoo's evidence that he was an intelligent and articulate person

He said the trio's submission that they did not have a wrongful state of mind at the time of the kidnap could not be sustained

Rejecting the application for a more severe sentence, the judge said the appellants perceived themselves to have been under siege at the time the crime

was committed and that there was a conflict between Cosatu, its affiliates and the security police

He said the sentences were appropriate He said the parading of Maleka at a Press conference was an audacious act

The judge added the appellants knew that they took the chance by holding the conference knowing that it was not likely to get them in any greater difficulty with the law than they were already in

At the end of the judgment, Trengrove gave notice that he would apply for leave to appeal at the Appellate Division



# Whites in black jobs study

THEO RAWANA

MORE and more whites are taking menial jobs once reserved for blacks, while an increasing number of blacks are employing domestic servants, the latest Race Relations Survey says

"Whites are working as window washers, petrol-pump attendants and aircraft cleaners. Whites employed as cleaners are paid the same as blacks"

The survey, published this week by the SA Institute of Race Relations, quotes the SA Domestic Workers' Union as saying a third of Soweto families employ domestic servants. Many such servants, called "helpers", are recruited from the homelands and paid as little as R90 a month

"A survey by the Human Sciences Research Council found that 64% of domestic servants were employed by whites and 16% by blacks," says the institute

"A researcher at the University of Transkei said that a survey found that black 'madams' treated their servants no better than white ones"

Referring to the change in the racial composition of the labour market, the survey quotes a Unisa finding that the labour corps amounted to almost 10 blacks to one white between 1985 and 1990. By 2000 to 2005 the ratio was expected to be about 50 to one

"As whites and Asians were responsible for 97% of job creation in the formal sector, the sharp rise in the ratio of black workers would make it increasingly difficult to provide work for new entrants to the formal sector," it added

## Cosatu spurns Budget invite

CAPE TOWN — Cosatu has rejected an invitation to give its views on the Budget to the parliamentary joint committee on finance

It said the invitation indicated that government refused to commit itself to genuine negotiations in the socio-economic arena

It asked what it was expected to say to the committee when its submissions on VAT, food prices and other issues appeared to have had no place in Finance Minister Barend du Plessis' calculations — Sapa

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BIDAY 25/3/92

Sapa BIDAY 25/3/92



# Fire threatens Cape wine estates

STELLENBOSCH — Forestry officials who had battled since early morning to stop a fire from destroying winelands near Stellenbosch saw their efforts go up in smoke when farm workers started to backburn at Delheim and Simonsberg farms shortly before midday yesterday.

District forestry officer Braam du Preez said firefighters who went to the top of Kanonkop to stop the blaze reaching the plantation saw smoke coming from the other side of the mountain.

"It seems someone on the other side panicked and decided to backburn to prevent the fire from reaching Delheim. This led to someone at Simonsberg, next door to Delheim, also starting a fire and now we fear a chain reaction from other farmers," he said.

Du Preez said this meant the people on the mountain could be caught in a pincer movement of fire coming around the mountain and back into the plantation.

"We thought we were winning against this fire, but now things are getting out of hand. If the wind comes up we will have to get our men out of this area because they are our main concern."

The fire started on Rhodes Fruit Farms about midnight when an electricity pylon was blown down by wind and set grass alight. Du Preez said the fire had not reached winelands or orchards, but was racing along and up the mountain, threatening 200ha of plantation.

He said nature conservation firefighters had tried to stop the blaze but the vegetation was too dry and dense and firefighters were forced to retreat before 30m high flames. — Sapa.

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# Unionists win leave to appeal on kidnapping

A RAND Supreme Court judge yesterday granted trade unionists Jay Naidoo, Moses Mayekiso and Sydney Mafumadi leave to appeal to the Appellate Division against their conviction on a charge of kidnapping a security policeman in August 1990.

Cosatu general secretary Naidoo, assistant general secretary Mafumadi and Numsa general secretary Mayekiso were sentenced to fines of R2 000 each (or one year's imprisonment), plus a further one year's imprisonment suspended for three years after they were found guilty of kidnapping and assaulting Monge Maleka.

An appeal against conviction and sentence on both charges was heard in the Rand Supreme Court on Monday.

Judge R van Schalkwyk, with Judge J Labuschagne concurring, set aside their conviction on the assault charge, but upheld the conviction and entire sentence in respect of the kidnapping.

The judges also rejected an appeal by the State to impose a prison term for the kidnapping.

Yesterday both the State and counsel for the unionists applied for leave to appeal to the Appellate Division against the judges' decision on Monday.

The unionists apprehended Maleka after they caught him keeping the Cosatu head office in Johannesburg under surveillance.

They appealed on the basis that they had not known they were acting unlawfully.

SUSAN RUSSELL

Maleka had denied he was a policeman when caught with a two-way radio and taken into the Cosatu offices.

It was also argued that given the history of harassment and intimidation to which Cosatu, its affiliates and office bearers had been subjected, the three had a bona fide belief they were entitled to act as they had.

Naidoo, who was the only one of the three to testify before the magistrate who convicted them in October last year, also said they would not have arrested Maleka if they had known he was a policeman.

On Monday the judges set aside their conviction on the assault charge after finding that the State had not proved that Naidoo, Mafumadi or Mayekiso were present or involved in the assaults on Maleka while he was at the Cosatu offices.

The judges upheld the conviction of all three on the kidnapping, reasoning if they would not have arrested a policeman, they must have known that their action was unlawful.

The court upheld the sentence handed down by the magistrate for both convictions, effectively increasing the penalty imposed on the three for the kidnapping.

The court granted leave to appeal to the Appellate Division on the grounds that another court might come to a different conclusion on Naidoo's evidence.

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# Cosatu slams Budget offer

Staff Reporter

140A (S)

A day after Finance Minister Barend du Plessis presented the 1992/3 Budget, Cosatu was invited to submit its proposals to a Joint Committee on Finance, the union federation said yesterday *STAR 25/3/92*

Cosatu rejected the invitation, which was "an insult to our intelligence" and a "white-washing exercise".

Cosatu warned that if the Government continued this "high-handed and arrogant approach" it was set for a major collision course

To ask for Cosatu's views after the Budget had been presented was not only "insulting to our 1,5 million members" but vindicated its view that the Government was engaged in unilateral decision-making

"If anyone ever had any doubt that this Government was

refusing to commit itself to genuine consultation and negotiation in the socio-economic arena, this absurd invitation should lay this to rest

"What is Cosatu expected to say to such a committee, when the very concerns and issues which have been raised by our members over the last year were blatantly ignored in the Budget?"

"Does the Government really expect us to believe that they didn't know the views of Cosatu on a range of economic issues, after presentation of numerous memoranda, holding of marches, sit-ins, placard demonstrations, and the general strike last year?" asked Cosatu

"Yet our submissions on VAT, food prices, funding of covert projects, apartheid expenditure, pensions and many other issues appeared to have no place in Barend du Plessis' calculations



# Top Cosatu men win appeal against sentence

140A  
802

Sowden 25/3/92

COSATU secretary general Mr Jay Naidoo yesterday won an application to appeal against his conviction for kidnapping

Two Supreme Court judges, Mr Justice TR van Schalkwyk and Mr Justice JC Labuschagne, who had earlier confirmed the convictions for kidnapping on Naidoo and two other officials, conceded that a dif-

By SONTI MASEKO

ferent court might come to a different conclusion

The other two are Cosatu assistant secretary general Mr Moses Mayekiso and senior officer Sydney Mafumadi

The court also allowed them to take their appeal to a higher court

A counter-application

by the State to appeal against their sentence - a R2 000 fine each - was refused for the second time by the judges yesterday

Mrs A van der Walt, for the State, had submitted that the court had over-emphasised the mitigating factors

Naidoo, Mayekiso and

Mufumadi were convicted last year for kidnapping a policeman

On Monday the judges set aside the assault convictions but upheld the kidnap finding, rejecting submissions by Mr Wim Trengrove, SC, that the men did not have a guilty state of mind at the time of the offence

Trengrove filed another

application to appeal to the Appellate Division arguing that the judge upheld the conviction by inference and also through faulty logic

He submitted the finding by the court that the men were in a guilty frame of mind was not the only inference that could be made and that a different court could have arrived at a different conclusion



**Cosatu trio can  
STNR 140A  
appeal against  
25/3/92  
kidnap conviction**

By Susan Smuts **BBP**

Three Cosatu officials yesterday got leave to appeal to the Appellate Division against a kidnapping conviction

Jay Naidoo, Sydney Mufamadi and Moses Mayekiso successfully applied in the Rand Supreme Court on Monday to have an assault conviction overturned, but Mr Justice R T van Schalkwyk, with Mr Justice J C Labuschagne concurring, upheld the kidnapping conviction

The trio were convicted in a Johannesburg Magistrate's Court in October last year of assaulting and kidnapping security policeman Monge Maleka, who had watched Cosatu and SACP offices

Naidoo told the trial court he would not have made Mr Maleka go to the Cosatu offices if he had known Mr Maleka was a policeman

Yesterday the judges rejected Naidoo's reasoning. But the judges granted leave to appeal.

**VAT anger  
is growing,  
says Cosatu**

25/3/92  
DIRK HARTFORD and  
GERALD REILLY (YCA)

COSATU warned yesterday that apparent plans by government to remove the zero-rating on basic foodstuffs would fuel its anti-VAT programme.

A Cosatu official said the federation was very angry and disturbed by reports that the VAT zero-rating on basic foods would lapse at the end of this month.

"The overall bulk of food being consumed is decreasing, and now (Finance Minister Barend) Du Plessis wants to put the final nail in the coffin of poor people."

She said Cosatu was holding a national economic conference this weekend and the VAT issue would be high on the agenda.

Asked to confirm a report that government would lift the zero-rating of nine basic foodstuffs, a Finance Department source said yesterday provision had been made at the time of VAT's implementation last year for the extra zero-rating of certain basic foods for six months.

There was no indication at this stage of an extension. This meant if there was no "political decision" to the contrary, the foods would be removed from the zero-rated category at the end of this month.



# Striking miners release underground hostages after talks with union

Monday 25/3/92

FIFTEEN white mine officials were released unharmed just after 7pm yesterday after being held hostage underground for 12 hours by hundreds of striking black miners at Iscor's Durnacol coal plant near Dannhauser in Natal.

A spokesman for Iscor in Pretoria confirmed the miners emerged from the mine after lengthy negotiations with top officials from the NUM.

The NUM has denied the miners were held against their will, and said union representatives would meet Iscor management this morning to discuss workers' grievances.

Earlier, a crack police squad — the Pretoria-based SAP Task Force — had been rushed to the scene but took no action.

The police said in a statement that about 1 000 black miners went underground at 6 15am yesterday and immediately embarked on a strike. They then took 20 white mine officials and two Indian miners hostage. Five whites and the two Indians managed to escape, the police said.

They added that the miners had apparently demanded a salary increase before

WILSON ZWANE

they would release the hostages.

Iscor spokesman Neels Howatt said the miners who had staged "an illegal strike" and the white officials had returned to the surface after negotiations. The officials had sustained no injuries and the mine had not laid kidnapping charges, he said.

"Management and the NUM will meet (this morning) to discuss the grievances which led to the strike," he said.

NUM assistant general secretary Mar-

cel Golding said the miners' action was "spontaneous" and had been prompted by the "manner in which management is conducting its industrial relations".

Golding said industrial relations at the mine had "for a long time" left much to be desired. But the union was not aware that any miners had been held against their wishes.

"We are happy that the miners have returned to the surface but we are going to pursue the issues which led to the action," Golding said.

Another union spokesman told our Durban correspondent the dispute arose over the dismissal of three union shop stewards by Durnacol management last week. But Howatt said he knew nothing about such dismissals.

Howatt also denied any knowledge of a R1 000 wage demand by NUM members.

He said the union and management normally sat for annual wage negotiations in July. The NUM and Durnacol management had concluded their last wage negotiations last August and were due to hold their next round of talks in July.

CT 26/3/92  
(140A)

# Nationalisation 'part of Cosatu plan'

Own Correspondent

**JOHANNESBURG** — Nationalisation used strategically and not recklessly as the tool of a strong state — was part of Cosatu's economic strategy to create jobs and redistribute wealth, said Cosatu general secretary Mr Jay Naidoo.

Mr Naidoo and Cosatu's assistant general secretary, Mr Sam Shilowa, were speaking on the eve of Cosatu's

economic policy conference, where proposals to be put to the ANC alliance for a future election platform will be thrashed out.

Mr Naidoo said Cosatu was opposed to Codesa discussing economic policy and it would soon meet President F W de Klerk to discuss government involvement in the national economic forum. Cosatu envisaged a tri-partite arrangement between employers, unions and a democratic government. Mr Shilowa said Cosatu could not

leave everything to the free market "which only concentrates wealth and control in the hands of a few white males".

He said when Cosatu spoke of nationalisation there was mass hysteria, but not when industries were nationalised by the NP government. However, Cosatu would consider any alternatives business offered.

Mr Naidoo attacked the government on its "reckless" Vat policy. He said in addition to a planned general

strike in July, the federation would stop employers deducting Paye if the government did not meet its demands.

He said restructuring was underway on everything from tariffs and trade, land and industrial policy to forests, health, housing, education, local government and social welfare.

Cosatu would also decide on what a democratic government would do about already privatised industries



# 'No reason for dragging of heels'

Sowetan  
26/3/92

140A

By JAY NAIDOO  
general secretary of Cosatu

**THE overwhelming mandate given by the white electorate to the negotiations process taking place in Codesa, despite the racist character of the referendum, lays the basis for a rapid advance in the transition to democracy.**

President FW de Klerk has correctly admitted that the "yes" vote was not a vote for himself or the NP, but rather a vote for the negotiations process

With this unambiguous mandate from the white electorate, there is now no excuse for the Government to drag its heels, inside or outside Codesa

From Cosatu's perspective this means two things firstly, we will intensify our campaign that by June a sovereign interim government should be set up, and the parties should have agreed to the holding of democratic Constituent Assembly elections by the end of 1992

Secondly, we expect the Government to abandon its refusal to negotiate socio-economic issues, and to enter into forums with the major players in areas such as housing, development, education and health

In particular, we demand that they agree to participate in the National Economic Negotiating Forum, and enter into discussions with the Co-ordinating Committee on VAT on food prices, the VAT structure, and poverty relief

The Cosatu Central Executive Committee has stated that we will embark on a protracted general strike if there has been no progress in meeting these demands by June this year

## FOCUS

This decision on national action was the result of sober reflection on the obstacles the regime has been placing in the way of meaningful negotiations. If anything the referendum decisively indicates that the Government can no longer use the white electorate as an excuse to delay progress, and the Budget demonstrates that enormous pressure is going to be necessary to force the Government to relinquish exclusive control over political and economic power

If the referendum result was a step forward for negotiations, then the 1992/93 Budget was a major step back

### Concern

Cosatu has identified three broad areas which are of particular concern

1 It is a rich man's Budget despite predictions in the media that a capital gains tax and a tax on dividends would be introduced in this year's Budget, and support among some economists for this, the Budget was totally silent on this question

These taxes, in addition to being redistributive measures, have the advantage of encouraging productive investment, job creation, and reinvestment of profits

On the other hand, workers and the poor were totally ignored in a number of respects

The 16 million people estimated by the Development Bank

of South Africa to be living below the poverty line don't appear to have featured in Mr Barend Du Plessis's Budget calculations:

Du Plessis rejected the demand to exempt all basic foodstuffs from VAT and removed the existing zero rating on eight foods,

Our demands for the exemption of medicines, electricity, and water from VAT were ignored by the Government,

No measures were adopted to lower food prices, despite the fact that food inflation is running at nearly 30 percent,

The poverty relief measures which were announced will fail to reach the poor, as did last year's, because the Government refused to negotiate an approach with welfare organisations,

The drought relief which the Budget provides for, is aimed at farmers, who already receive state subsidies, and not farm workers and rural poor, who are struggling to keep alive;

The petrol price rise comes on top of the petrol increase a few months ago, and can only worsen the spiralling inflation which is hitting the poor the hardest,

The lowering of bus subsidies will raise transport costs and lead to a further collapse of the passenger transport industry,

The money allocated to job creation will not significantly address the plight of the unemployed, since the Government has no coherent strategy to tackle the unemployment problem, to restructure training, and to ensure productive investment in our crisis-ridden industries

It continues to refuse to negotiate these issues with trade unions and business

2 The Budget is cast in the old apartheid mould the Budget re-

mains apartheid and racist in character. Wasteful spending on duplicate Government departments and redundant apartheid structures is retained

It is unconvincing, to say the least, for De Klerk to say that the "apartheid book has been closed", when black old age pensioners continue to receive 18 percent less than white old age pensioners

### Discrimination

Racial discrimination in expenditure is even worse in areas such as health, education, and housing

Further, in this period when we should be reorienting expenditure to social reconstruction, Cosatu believes that there should have been drastic cuts in defence expenditure

It is obscene to spend nearly R10 billion on the SADF, when our people are deprived of basic necessities

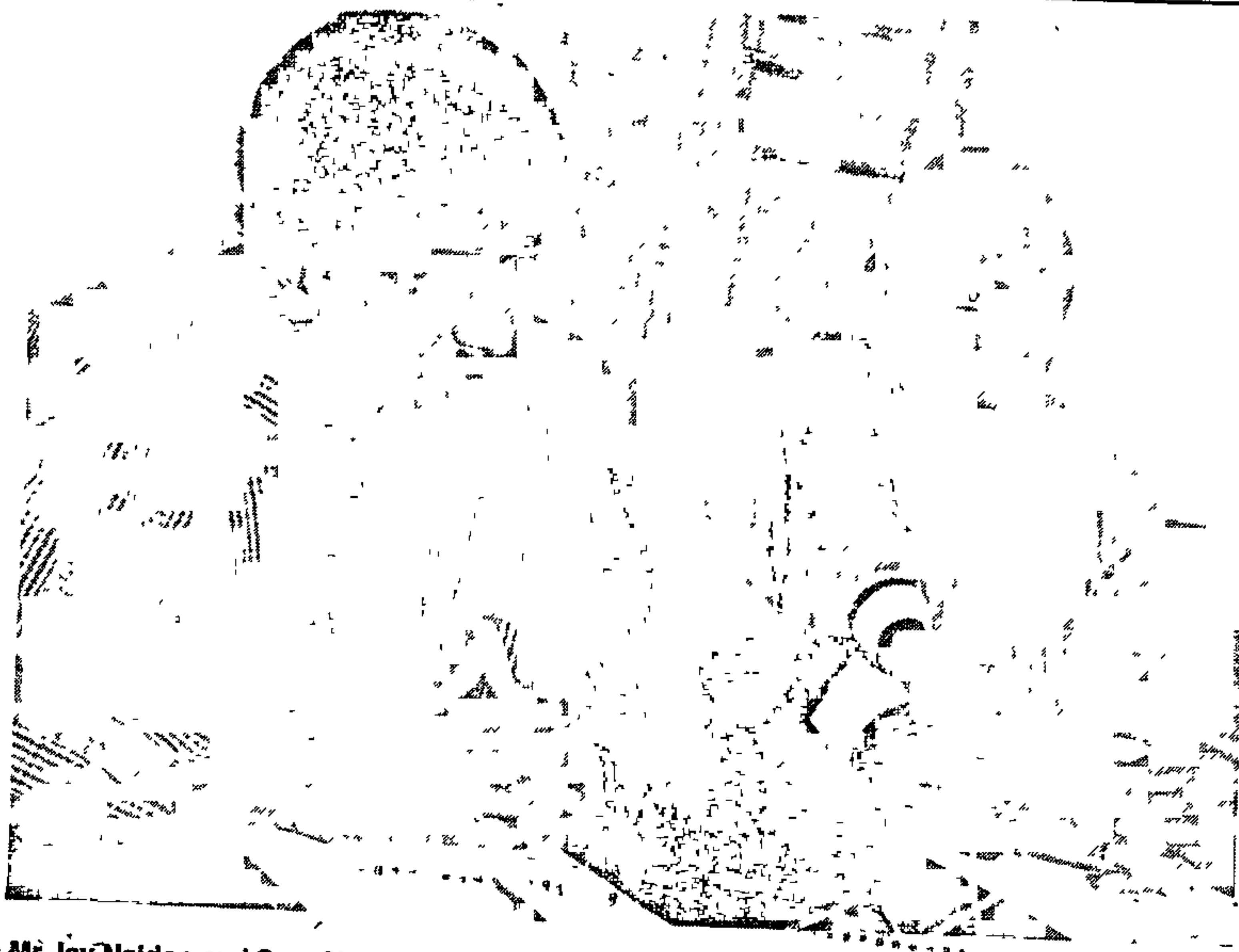
In addition to the R10 billion for SADF, R4,7 billion has been allocated to "secret services", plus unknown amounts for slush funds and covert projects similar to the CCB

3 The unilateral and unnegotiated character of the Budget. This applies both to the sources allocation of the revenue. Cosatu in on record that our taxation system needs restructuring

On the expenditure side, there was no consultation with organisations representing the majority as to where money should be allocated, and how it should be spent

This applies particularly to social expenditure. Increased allocations to health, housing, and education are not taking place in the context of a negotiated framework





Mr Jay Naidoo and Sam Shilowa at yesterday Press on Cosatu's economic policy.

Pic: MBUZENI ZULU

# Cosatu keen on nationalisation

*Sowetan 26/3/92*  
A FUTURE democratic government would nationalise all essential industries, including Eskom, general secretary of the Congress of South African Trade Unions Mr Jay Naidoo, said yesterday.

Naidoo said this during a Press conference in Johannesburg to announce Cosatu's Economic Policy Conference which starts at Nasrec tomorrow

In reply to a question about Cosatu's standpoint on nationalisation, Naidoo said the democratic government needed "a strong central economy" This would enable the State to deal with the basic requirements of black people who had suffered deprivation brought about by apartheid

"A future democratic state will intervene in a future economy including the use of the tool of nationalisation

*140A*  
By JOE MDHLELA

"We cannot leave everything to the market forces There will be a need for state intervention," he said He said Cosatu would oppose privatisation, especially of parastatals

The conference will focus on growth through redistribution, the formulation of an investment code, job creation, privatisation and nationalisation

Naidoo said the conference would discuss the proposed general strike in July if their demands were not met

The demands include the zero-rating from Value Added Tax of all basic foodstuffs and the installation of an interim government by June

# Cosatu to seek new economic line

140A  
Sowetan  
26/3/92

THE Congress of SA Trade Unions economic policy conference which begins in Johannesburg tomorrow - the first since the federation was formed seven years ago - is important in two ways.

It marks the first stage in an attempt by the union and its allies (the African National Congress and the South African Communist Party) to formulate a coherent economic policy which will serve as an alternative to present Government policy.

On the other, it reflects a growing conviction within Cosatu that constituent assembly elections which will end the Government's monopoly of political power will take place sooner rather than later, and that the alliance must start now to build a solid platform from which to fight such elections.

## Issues

Among the issues set to come under intense discussion are:

The formation of an economic negotiation forum which would include the unions, business and Government;

Value Added Tax and food prices;

Issues relating to workers' rights such as the extension of the Labour Relations Act to farmworkers and Cosatu's participation in the National Manpower Commission;

Economic restructuring including the Government's privatisation programme;

Nationalisation, an investment policy and code, and

Job creation

Discussing the implications of the conference on the unfolding political process, Cosatu campaigns committee head Miss Lisa Seftel said "The conference will debate and suggest economic policies we would want a new democratic government to adopt."

"At the same time, it will discuss the economic de-

mands which we will put forward to the alliance (with the ANC and SACP) as part of an election platform for forthcoming constituent assembly elections.

"There is pressure on all liberation movements in South Africa, including Cosatu and its allies, to come up with economic policies for a new political dispensation. We can no longer just oppose (Government or business policies) We have to begin to be pro-active."

Cosatu has already demanded constituent assembly election by the end of the year.

Delegates to the conference will look with some satisfaction at progress made on the question of the economic negotiation forum, which was one of the demands of the anti-VAT national strike last year.

After having reached consensus with business on the need for the establishment of the forum, the parties are set to approach the Government during the course of next month to try to persuade it to join.

So far the Government has refused to be party to the forum, arguing that participation in the forum should be confined to those with a stake in the economy, capital and labour.

Seftel said the conference would seek to finalise plans for a new growth path for the South African economy, focusing on economic restructuring with union participation.

## Unemployment

To fight unemployment, delegates to the conference would examine proposals including the promotion of labour intensive methods in Government projects, the establishment of a public works programme "as a matter of urgency" and a special programme for unemployed youth.

After months of debate, the conference would also have to make a decision on an envisaged investment

code, and will look at aspects such as channelling new investment towards the creation of sustainable jobs, equality of opportunity, job security, education and training corporate social responsibility.

Seftel said Cosatu was not wedded to nationalisation, but saw it as "one of the tools to restructure the economy".

## Alliance

However, there are some within the alliance, irked by the Government's decision to push ahead with its privatisation programme despite the alliance's objections, who are asking whether it would be justifiable for a future government to re-nationalise "national assets" such as transport and the forests.

At the end of two days' deliberations the 300 delegates will also have to decide on a programme of action, based on proposals from the federation's central executive committee earlier this month, which includes calling a national strike in July if Cosatu's economic and political demands are not met by the Government.

Decisions from the conference are expected to feed into another important economic conference at the beginning of May, that of the ANC.

Commenting on the significance of the Cosatu conference, labour consultant and former University of the Witwatersrand industrial sociologist Dr Duncan Innes said

"The conference is an indication that Cosatu is taking the whole question of the future of the economy very seriously and that it has no intention to allow the Government and business to direct the structure and form of a future economy. This applies as much to the present Government as to the ANC (should it come to power)."



Cosatu faces weighty issues at its conference and will be mapping its path into the future, writes Mike Siluma

# In search of an alternative economic policy for SA

STAR 26/3/92

1404

**T**HE Congress of South African Trade Unions' economic policy conference which begins in Johannesburg tomorrow — the first of its kind since the federation was formed seven years ago — is important in two ways.

It marks, on the one hand, the first stage in an attempt by the union body and its allies (the ANC and South African Communist Party) to formulate a coherent economic policy which will serve as an alternative to present Government policy.

On the other, it reflects a growing conviction within Cosatu that constituent assembly elections which will end the National Party Government's monopoly of political power will take place sooner rather than later, and that the alliance must start now to build a solid platform from which to fight such elections.

Among the issues set to come under intense discussion are

- The formation of an economic negotiation forum, which would include the unions, business and the Government
- VAT and food prices
- Issues relating to workers' rights, such as the extension of the Labour Relations Act to farm-workers and Cosatu's participation in the National Manpower Commission
- Economic restructuring, including the Government's privatisation programme
- Nationalisation, an investment policy and code
- Job creation

Discussing the implications of the conference on the unfolding political process, Cosatu campaigns committee head Lisa Setfel said "The conference will debate and suggest economic policies we would want a new democratic government to adopt."

"At the same time, it will discuss the economic demands which will be put forward to the alliance (with the ANC and SACP) as part of an election platform for forthcoming constituent assembly elections. There is pressure on all liberation movements in South Africa, including Cosatu and its allies, to come up with economic policies for a new political dispensation."

"We can no longer just oppose (Government or business policies) We have to begin to be proactive."

Cosatu has already demanded constituent assembly elections by the end of the year.

Delegates to the conference will look with some satisfaction at progress made on the question of the economic negotiation forum, which was one of the demands of the anti-VAT national strike last year. After having reached consensus with business on the need to establish the forum, the parties are set to approach the Government next month to try to persuade it to join.

So far the Government has refused to be party to the forum, arguing that participation should be confined to those with a direct stake in the economy, capital and labour.

Ms Setfel said the conference would seek to finalise plans for a new growth path for the South African economy, focusing on economic restructuring with union participation.

"To fight unemployment, delegates to the conference would examine proposals including the promotion of labour-intensive methods in Government projects, the establishment of a public works programme "as a matter of urgency" and a special programme for unemployed youth."

After months of debate, the conference would also have to make a decision on an envisaged investment code, and will look at aspects such as channeling new investment towards the creation of sustainable jobs, equality of opportunity, job security, education and training and corporate social responsibility.

Ms Setfel said Cosatu was not wedded to nationalisation, but saw it as one of the tools to restructure the economy.

However, there are some within the alliance, irked by the Government's decision to push ahead with its privatisation programme despite the alliance's objections, who are asking whether it would not be justifiable for a future government to re-nationalise "national assets" such as transport and the forests.

At the end of two days' deliberations the 300 delegates will also have to decide on a programme of action, based on proposals from the federation's central executive committee earlier this month, which includes calling a national strike in July if Cosatu's economic and political demands are not met by the Government.

Decisions from the conference are expected to feed into another important economic conference at the beginning of May that of the ANC.

Commenting on the significance of the Cosatu conference, labour consultant and former University of the Witwatersrand industrial sociologist Dr Duncan Innes said "The conference is an indication that Cosatu is taking the whole question of the future of the economy very seriously, and that it has no intention to allow the Government and business to direct the structure and form of a future economy. This applies as much to the present Government as to the ANC (should it come to power)."

"It is clear that the role that Cosatu sees for itself has changed over the last few years. A few years ago the emphasis was on political issues and now it's saying it is not going to confine itself to industrial relations and will get involved in the restructuring and co-determination of the economy." □



# Cosatu's economic policy

NATIONALISATION — used strategically and not recklessly as the tool of a strong state — is part of Cosatu's economic strategy to create jobs and redistribute wealth, says Cosatu general secretary Jay Naidoo

Naidoo and Cosatu assistant general secretary Sam Shilowa were speaking on the eve of Cosatu's economic policy conference, where proposals to be put to the ANC alliance for a future election platform will be thrashed out

Naidoo said Cosatu was opposed to Codesa discussing economic policy and it would meet President F W de Klerk soon to discuss government involvement in the national economic forum. Cosatu envisaged a tripartite arrangement between employers, unions and a democratic government for all labour market institutions. Shilowa said Cosatu could not leave ev-

140A  
DIRK HARTFORD  
everything to the free market "which only concentrates wealth and control in the hands of a few white males".

He said when Cosatu spoke of nationalisation there was mass hysteria, but there was not the same reaction when industries were nationalised by the NP government

Cosatu would consider any options business offered as it did not believe nationalisation was the only economic strategy.

Naidoo attacked government on its "reckless" VAT policy. He said in addition to a planned general strike in July, the federation would stop employers deducting PAYE if government did not meet its demands

Sanctions, which had not made poverty

□ To Page 2

## Cosatu

140A  
BIP day 26/3/92  
worse, were being used by government as a "red herring" Cosatu would consider dropping sanctions when its objectives had been met — not while government continued with unilateral economic restructuring and political domination.

Unilateral restructuring was under way on everything from tariffs and trade, land and industrial policy to forests, health, housing, education, local government and social welfare "Even sections of Armscor

are being sold to foreign buyers" Cosatu felt this was "illegal" as the government was illegitimate. It would take a position on what a democratic government should do about already privatised industries

Other issues Cosatu's conference will address include a new growth path through redistribution, an investment code, job creation, and tariff policies and regional negotiations

□ From Page 1

# Cosatu seeks a coherent economic policy

140A

ARG 27/3/92

Argus Correspondent MIKE SİLUMA previews the economic policy conference of the Congress of South African Trade Unions which starts in Johannesburg today.

**T**HE Congress of South African Trade Unions economic policy conference — the first of its kind since the federation was formed seven years ago — is important in two ways

It marks on the one hand the first stage in an attempt by the union body and its allies (the ANC and the Communist Party) to formulate a coherent economic policy which will serve as an alternative to present government policy.

On the other, it reflects a growing conviction within Cosatu that constituent assembly elections, which will end the Nationalist government's monopoly of political power, will take place sooner rather than later, and that the alliance must start now to build a solid platform from which to fight such elections.

Among the issues set to come under intense discussion are

- The formation of an economic negotiation forum, which would include the unions, business and Government.

- VAT and food prices

- Issues relating to workers' rights, such as the extension of the Labour Relations Act to farmworkers and Cosatu's participation in the National Manpower Commission

- Economic restructuring including the government's privatisation programme

- Nationalisation, an investment policy and code

- Job creation

Discussing the implications of the conference on the unfolding political process, Cosatu campaigns committee head Lisa Seftel said "The conference will debate and suggest economic policies we would want a new democratic government to adopt

"At the same time, it will discuss the economic de-

mands which will be put forward to the alliance (with the ANC and SACP) as part of an election platform for forthcoming constituent assembly elections. There is pressure on all liberation movements in South Africa, including Cosatu and its allies, to come up with economic policies for a new political dispensation. We can no longer just oppose (government or business policies). We have to begin to be pro-active."

Cosatu has already demanded a constituent assembly election by the end of the year

Delegates to the conference will look with some satisfaction at progress made on the question of the economic negotiation forum, which was one of the demands of the anti-VAT national strike last year. After having reached consensus with business on the need for the establishment of the forum, the parties are set to approach government during the next month to try to persuade it to join.

So far the government has refused to be party to the forum, arguing that participation in the forum should be confined to those with a direct stake in the economy, capital and labour

Ms Seftel said the conference would seek to finalise plans for a new growth path for the South African economy, focusing on economic restructuring with union participation

To fight unemployment, delegates to the conference would examine proposals including the promotion of labour intensive methods in government projects, the establishment of a public works programme "as a matter of urgency" and a special programme for unemployed youth

After months of debate, the

conference would also have to make a decision on an envisaged investment code, and will look at aspects such as channeling new investment towards the creation of sustainable jobs, equality of opportunity, job security, education and training and corporate social responsibility

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However, there are some within the alliance, irked by the government's decision to push ahead with its privatisation programme despite the alliance's objections, who are asking whether it would be justifiable for a future government to re-nationalise "national assets" such as transport and the forests

At the end of two days of deliberations the 300 delegates will also have to decide on a programme of action, based on proposals from the federation's central executive committee earlier this month, which includes calling a national strike in July if Cosatu's economic and political demands are not met by government

Decisions from the conference are expected to feed into another important economic conference at the beginning of May, that of the ANC

Commenting on the significance of the Cosatu conference, labour consultant and former University of the Witwatersrand industrial sociologist Dr Duncan Innes said "The conference is an indication that Cosatu is taking the whole question of the future of the economy very seriously and that it has no intention of allowing the government and business to direct the structure and form of a future economy. This applies as much to the present government as to the ANC (should it come to power)"

# Workers are fired over VAT march

ABOUT 400 workers at Sabrix brick manufacturing company in Sandfontein, Pretoria, have been dismissed for taking part in last week's march to protest against the Budget and Value Added Tax.

The workers, all members of the Construction and Allied Workers' Union, an affiliate of Cosatu, were fired on Wednesday

A spokesman for the workers said the entire workforce took part in the march from Brown Street to the Union Buildings in Pretoria last Tuesday to protest against the Budget

"We asked permission from the managing director a day before the march. He did not have time to discuss the issue with us. Instead he told us he was a businessman selling bricks and had nothing to do with the march," a spokesman said

The company's managing director, Mr J Robertse, could not be reached for comment yesterday. His office said several times that he was at a meeting

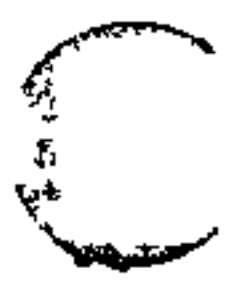
The workers' spokesman said they received notices in their pay slips last Friday warning them that they had acted illegally

"The company's lawyer informed the entire workforce after a meeting between management and union shop stewards on Wednesday that their services would be terminated from noon that day

"He also told us to come and fetch our salaries today"

The spokesman said they intended holding another meeting with management today to have the workers reinstated. He said several recruits from Mozambique had already been employed since Monday -  
*Sowetan Reporter*

140A  
Sowetan 2-11-3/92





Cosatu expects rapid reform, writes general-secretary Jay Naidoo

# No excuse for Government NOW

STAR 2/13/92

(40A)



**THE OVERWHELMING** mandate given by the white electorate to the negotiations process taking place in Codessa, despite the racist character of the referendum, lays the basis for a rapid advance to democracy

With this unambiguous mandate from the white electorate, there is now no excuse for the Government to drag its heels. From Cosatu's perspective this means two things

Firstly, we will intensify our campaign that by June a sovereign interim government should be set up, and the parties should have agreed to the holding of democratic constituent-assembly elections by the end of this year

Secondly, we expect the Government to abandon its refusal to negotiate socio-economic issues, and to enter into forums with the

major players in areas such as housing, development, education and health. In particular, we demand that they agree to participate in the National Economic Negotiating Forum and enter into discussions with the Co-ordinating Committee on VAT

The Cosatu central executive committee has stated that we will embark on a protracted general strike if there has been no progress in meeting these demands by June

Recent developments around the referendum and the Budget do not detract from this decision

If the referendum result was a step forward for negotiations, then the 1992/93 Budget was a major step back. Without analysing the problems in detail, Cosatu has identified three broad areas of particular concern

1. The Budget is a rich man's

Budget despite predictions in the media that a capital gains tax and a tax on dividends would be introduced, and support among some economists for this, the Budget was totally silent on this question. These taxes, in addition to being redistributive measures, have the advantage of encouraging productive investment, job creation and investment of profits

The 16 million people estimated by the Development Bank to be living below the poverty line don't appear to have featured in Barend du Plessis' Budget calculations

2. The Budget is cast in the old apartheid mould - wasteful spending on duplicate Government departments and redundant apartment structures is retained

3. The Budget was unilateral and unnegotiated. This applies both to the source of revenue and its allocation. Cosatu is on record that

our taxation system needs restructuring. But the trend of greater burdens being placed on the individual and the poor through indirect (consumption) tax, and income tax, is entrenched

The negotiations process is not yet irreversible

The book of apartheid will be closed when the Government enters into bona fide socio-economic negotiations with the major players, and when an agreement is reached to hold democratic elections for a constituent assembly, and a sovereign interim government is established

The general strike in November last year should leave no one in any doubt about our preparedness to take action if these reasonable demands are not met. Negotiations are not endless. Nor is the patience of our people. □

2

## Cosatu warns on lift of zero-rating

<sup>29/3/92</sup>  
PRESS  
COSATU general secretary Jay Naidoo this week said the recent removal of the zero-rating on food items was reckless, and warned it could plunge millions of people into poverty and starvation.

Speaking in Johannesburg, Naidoo proposed more effective control of the spiralling food prices, and called for urgent negotiation between government and poverty relief organisations (140A)

"The VAT issue must be renegotiated with the VAT Coordinating Committee," Naidoo said

# Cosatu SAYS WANTS STRIKES

By CHARLENE SMITH

A TOP-LEVEL Cosatu economic conference is to issue an investment code and demand the urgent implementation of a public-works programme to ease unemployment.

And Cosatu is furious that the government has pulled out of policy forums on socio-economic issues, including education, the economy, housing and health. It has warned of massive strikes and protest action if such forums "are not established and already negotiating issues by July".

A major worker summit is being planned for May — which will include Cosatu, Nactu and other unions — to discuss strategies, "including a major strike", if these demands are not met.

## 1408 Succeed

Cosatu general secretary Jay Naidoo said the conference, held this weekend, disputed that foreign investors were flooding to South Africa.

"That would require an investment climate. The 'yes' vote merely contributed to confidence that negotiations can succeed. All there is, is agreement to reach agreement," he said.

The conference considered how to include job creation, equal opportunities, education and training, health and safety, worker rights and corporate social responsibility in an investment code.



# US unions help to push for settlement of strike in SA

IN A rare display of international solidarity, the National Union of Metalworkers (Numsa) and US trade unions have acted successfully in support of one another

US multinational Crown Cork & Seal has succumbed to pressure from a broad alliance of US unions, African solidarity groups and congressional leaders, and told its wholly owned SA subsidiary to settle its dispute with Numsa

By forcing the agreement, the alliance claimed an important victory in what was considered a test case for the role of the US solidarity movement in a post-sanctions and post-apartheid SA

Last September 196 workers were dismissed from Crown Cork's Alrode plant for supporting a two-day stayaway called for by Cosatu in protest against violence

This week — in its fourth mediation session with Numsa over the dismissals — Crown Cork will propose settling on the basis of immediate reinstatement of 100 workers, with the outstanding 96 placed on a preferential recall list

A company spokesman said the

15 Day 30/3/92 140A

**DIRK HARTFORD**

firm would also offer R500 000 to retrain or voluntarily retrench the 96

A Numsa spokesman said the company's offer was a "breakthrough", but said the workers insisted that all 196 be reinstated immediately. The union would try to achieve this through mediation

Mike Fleishman — labour desk co-ordinator for the US-based Africa Fund — said what was important about the offer was that it demonstrated "the US anti-apartheid movement is still able to mobilise real union-to-union solidarity and inflict real punishment on US multinationals which inflict acts of corporate aggression against the democratic movement". Africa Fund co-ordinated the US campaign

If Crown Cork reneged on the agreement — which was struck with US unions and solidarity groups at the company's headquarters in Philadelphia — the issue would be turned into a major international human rights effort, Fleishman said

"Crown underscores the impor-

tance of maintaining strong Western solidarity movements and of developing enforceable standards of corporate conduct for multinationals"

Central to the US campaign against Crown Cork was a visit by Numsa organiser Bethuel Maserumule. He returned to SA this week after mobilising support for the campaign among US unions

Besides the United Steelworkers of America, which organises Crown Cork in the US, the International Association of Machinists, the United Automobile Workers, the Coalition of Black Trade Unions, two national garment worker unions and a network of anti-apartheid committees were involved in the campaign

In addition, congressional leaders Ron Dellums and John Conyers gave strong backing

Numsa workers at Caterpillar in Isando staged daily one-hour work-stoppages last week in solidarity with 10 000 US Caterpillar workers, who were striking over central bargaining. Numsa demanded that management write to its US parent company urging it to settle with the strikers. After two days, management agreed

# Drought has emptied the classrooms

Sowetan 30/3/92  
By DON SEOKANE

LACK of water in Venda has disrupted classes at Tshisimane College of Education

Students at the college stopped attending classes from March 19, citing the shortage of water as one of the reasons for the move

A spokesman for the Venda department of education confirmed that classes had been brought to a halt at the college, but said the college had not been closed

Students would resume classes as soon as the problem of water had been solved

The spokesman said for the past two weeks a repair team from the homeland's department of works was at the college's campus trying to rectify the situation

He said "The situation has been worsened by the current drought affecting the whole country. The local spring, which supplies piped water, is said to be drying up and the boreholes are out of water."

The spokesman, however, confirmed that the efforts to normalise the situation at the campus were unsuccessful

Venda has been hit by a severe drought with some villages being subjected to a water ration

# Gomomo warning on the economy

Sowetan 30/3/92

COSATU president Mr John Gomomo on Saturday called for worker participation in the restructuring of the economy and urged increased pressure on authorities to back demands for an interim government and a constituent assembly

"If we allow the unilateral implementation of the present Government's programme, we will face an economic wasteland by the time a democratic government is elected," Gomomo told the union's economic policy conference in Johannesburg on Friday

"An interim government and a constituent assembly is not a *fait accompli*. We still have to apply pressure to achieve these demands

"Organised labour should set the pace," he said

# Talks on restructuring NMC

LINDA ENSOR

CAPE TOWN — Employer organisation Saccola will meet Manpower Minister Piet Marais on Wednesday to discuss the restructuring of the National Manpower Commission, Saccola chairman Bokkie Botha said last week.

Cosatu and Nactu discussed the commission with Marais a few weeks ago.

The takeover of the manpower portfolio by Marais has meant that parties to the talks on the commission's restructuring have had to once again sound out government's views. Botha said it appeared a large area of agreement had been reached that the commission be a negotiating body to reach agreements and forward them to the minister, rather than a consultative body to advise him.

It would then be necessary for participants to represent their constituencies, rather than being appointed by Marais.

While there had been much debate as to how SA's 80 to 100 national employer organisations should be represented, Botha said the current structure was probably the most representative possible, but was still under consideration.

The commission's representatives at present come from the Chamber of Mines, Seifsa, Sacob, AHI, the Agricultural Union, Cofesa (which represents public servants and companies in the northern Transvaal),

Nafcoc and Fabcos.

Regarding the economic forum, Botha said there were wide areas of agreement between employers and trade unions on its constitution. Outstanding issues included the two parties' agendas. Employers focused on the long-term framework of a future economy, while trade unions had tended to emphasise short-term issues.

Botha said the economic forum could be in operation by the end of April.

DIRK HARTFORD reports that Cosatu and Nactu have set up a co-ordinating committee to promote unity between their affiliates, according to Nactu general secretary Cunningham Ngcukana.

In an interview in the SA Labour Bulletin, Ngcukana said Nactu wanted to draw the 250 000-strong Fedral and other independent unions into the unity process.

He said Nactu unions were merging into industrial unions. Any union that had not merged before Nactu's congress in October would be expelled.

Ngcukana said Nactu and Cosatu were discussing bringing the ANC, PAC and Azapo together as divisions between them had an effect on working relations in the union movement.



# Cosatu spells out new economic policies

Own Correspondent

JOHANNESBURG — Cosatu has adopted a range of new positions and demands on political and economic issues that underline the resolve of the 1.5-million-member federation "to strive for a democratic, socialist society"

The policies, which aim to promote the working class as the dominant political and economic power, were decided at an economic policy conference at

the weekend and spelt out at a news conference here yesterday

The federation said it was committed to a policy of growth through redistribution. This should be achieved by state intervention through nationalisation, anti-trust legislation and legislative interventions like price control

Although social-public ownership was most desirable, the federation said not all industries should be nationalised. But the nationalisation of indus-

tries providing basic goods and services was not negotiable. These included Eskom, Iscor, the Post Office and Telkom, and those entities providing public transport, water, education, roads, public transport and health services, as well as state forests, Cosatu said

Other industries, like the mining and financial sectors, might have to be "strategically" nationalised to stimulate economic growth, strengthen workers' economic control and enlarge resources

available to a democratic state

But this would happen only after a process of consultation and negotiation. Compensation for nationalised industries would be subject to negotiation

Cosatu argued that large conglomerates had to be broken up to promote economic efficiency and growth

Redistribution would involve reducing the importance of luxury goods production through differential taxation, increasing the production of basic ne-

cessities, ensuring state control over providers of basic necessities, through renationalisation if necessary, tax policies like wealth, land and increased corporate taxes and increasing personal and institutional savings

The beneficiation of mineral resources was a key element of higher growth

Cosatu wanted to address unemployment through public works schemes

(140A) ET 31/3/92

# Cosatu spells out economic policies

140A

*Sowetan* 31/3/92  
THE redistribution of resources and power, a society based on production for need rather than profit and a commitment to social ownership, were some of the economic principles adopted by the Congress of South African Trade Unions at the weekend

Outlining their economic growth path, as adopted by the Economic Policy Conference, the labour movement said yesterday it would "continue to strive for a democratic, socialist society as the means of truly meeting the aspirations of our people"

The beneficiation of the country's mineral resources was also a key element to achieve an overall growth path, Cosatu stated

The redistribution would also need a

political economy that would lead to a decisive and strong State based on majority support.

However, not all industries should be nationalised

It said particular attention should be paid to labour intensive production, maximising the potential for the beneficiation of natural resources, ensuring sustainable growth and stopping the outflow of capital

Legislation should also be passed to break up conglomerates and monopolies, where necessary, in order to ensure economic efficiency and growth and to reduce their economic power.

Steps should also be taken to increase worker power and participation in all political and economic life.- *South African Press Association.*



# Cosatu committed to socialism

STRN 31/3/92

By Mike Siluma

Cosatu yesterday committed itself to socialism and said a future government would have to re-nationalise recently privatised public utilities.

The Congress of SA Trade Unions also said legislation was needed to break up conglomerates and monopolies "to ensure economic efficiency and growth".

Cosatu made the call at the conclusion of a three-day economic policy conference in Johannesburg, aimed at putting the federation in a position to play a key role in the restructuring of the South African economy.

The trade union federation forms an important alliance with the SA Communist Party and the ANC. It will put its economic policy to the ANC economic conference in May.

Cosatu general secretary Jay Naidoo said the Government's present economic programme was "aimed at sabotaging a future democratic government's ability to meet the basic needs of the majority (and) plunge millions of our people into hunger and starvation as costs of food, clothing, education and health spiral out of control".

Believing that wealth redistribution was essential to growth, the conference resolved to ensure a redistribution of resources and power by "a process of State intervention combining nationalisation, anti-trust legislation and other forms of legislative intervention, including price control.

## Ensure

The State must ensure that basic services are retained in public hands, and any such services that have been privatised should be re-nationalised.

"In particular, the objective of providing basic goods and services to all requires that the following be under public control: Eskom, public transport, the Post Office and Telkom, State forests, municipal services, water, education, Iscor, roads and health," said Mr Naidoo.

While Cosatu was committed to a society "based on production for need rather than profit", it conceded that not all industries should be nationalised.

Cosatu assistant general secretary Sam Shilowa accused "the present monopolies" of neglecting job creation and instead investing their profits in the stock exchange.

To counter this, a future government would have to intervene in capital markets "to direct the economy to meeting the people's basic needs".

The conference also called for a programme of land reform and assistance to small business.

On the contentious issue of investment and sanctions, the conference put together a code of conduct for multinational companies investing in South Africa, which includes abiding by International Labour Organisation employment conventions, as well as South African labour laws, and a commitment to job creation.

Regarding the national economic negotiating forum, the conference vowed to ensure that it "does not lead to wage restraint or limit the possibilities of mass action".

Issues to be placed at the top of Cosatu's economic agenda were identified as:

- Opening talks with the Government on VAT and campaigning for lower food prices
- Establishing a programme of job creation, including public works projects
- A review of the tax system
- Challenging the Government's "unilateral restructuring" of the economy, including privatisation

On the political front, the conference endorsed the call by Cosatu's central executive committee earlier this month which demanded an interim government by the middle of the year and the holding of constituent assembly elections by year-end.

## Pressure

The weekend conference suggested that if Cosatu's economic and political demands were not met, members would embark on mass action, including putting pressure on employers not to deduct income tax from their pay packets.





# Cosatu sticks to state control

COSATU has adopted a range of new positions and demands on political and economic issues which underline the resolve of the 1.5-million-member federation "to strive for a democratic, socialist society"

The policies, which aim to promote the working class as the dominant political and economic power, were decided at an economic policy conference at the weekend and spelt out at a news conference in Johannesburg yesterday. The federation said it was committed to a policy of growth through redistribution. This should be achieved by state intervention through nationalisation, antitrust legislation and legislative interventions like price control.

Although social-public ownership was most desirable, the federation said not all industries should be nationalised. But the nationalisation of industries providing basic goods and services was not negotiable. These included Eskom, Iscor, the Post Office and Telkom, and those entities providing public transport, water, educa-

DIRK HARTFORD

tion, roads, public transport and health services, as well as state forests.

Other industries, like the mining and financial sectors, might have to be "strategically" nationalised to stimulate economic growth, strengthen workers' economic control and enlarge resources available to a democratic state, Cosatu said.

But this would happen only after a process of consultation and negotiation. Compensation for nationalised industries would be subject to negotiation.

Cosatu argued that large conglomerates had to be broken up where necessary to promote economic efficiency and growth.

Redistribution would involve reducing the importance of luxury goods production through differential taxation, increasing the production of basic necessities, ensuring state control over providers of basic necessities, through renationalisation if necessary; tax policies like wealth, land

□ To Page 2

## Cosatu <sup>BIDAY 31/3/92</sup>

and increased corporate taxes and increasing personal and institutional savings.

The beneficiation of mineral resources was a key element of higher growth.

Cosatu decided the responsibilities of industry should include creating jobs and achieving full employment, paying living wages, producing high quality goods and services at affordable prices, developing human resources, creating environmentally sustainable policies and ensuring that trade contributed to full employment and fair labour standards in all countries.

This would necessitate labour intensive production, stopping capital outflow, beneficiation of natural resources and ensuring sustainable growth.

Cosatu wanted to address unemploy-

## <sup>(140A)</sup> □ From Page 1

ment through public works schemes, including a special programme for the unemployed youth. These would have to be negotiated with Cosatu and funded through the state and a special tax on business.

On trade and tariffs, Cosatu said it was opposed to SA signing any GATT agreement without it being consulted. Trade and tariff policy should be negotiated with the trade union movement.

In addition, it outlined a detailed code of conduct for multinationals investing in SA, which included conditions that companies abide by all ILO conventions on minimum standards and disclosure of information.

The federation was preparing for a general strike in July if these and other demands were not met, leaders said.

● Comment: Page 14

*Business Day 3/13/92*

**Union denies comment**

THE National Union of Metalworkers has denied a report in yesterday's Business Day which indicated it regarded Crown Cork's proposal to settle a dispute with it as a breakthrough. The union said it had reserved its right to comment until after a mediation session today.

*(140A)*

REPORTS Business Day Reports  
Own Correspondent Sapa



# Clarity sought on unitary state issue

*Biday 1/4/92*

*140A*

CODESA's management committee will recommend to Codesa II that an addendum be attached to the declaration of intent adopted at Codesa I to clarify interpretation of the provision on a unitary state

Participants in Codesa have expressed doubts on whether the declaration committed signatories to a unitary state or not. Codesa MC chairman Pravin Gordhan told a news conference yesterday at the World Trade Centre near Johannesburg

"There was general consensus that the declaration leaves the question of a unitary or federal system of government open," said Gordhan

"In order to remove any doubts, the management committee has agreed to recommend to Codesa 2 that the addendum be attached to the declaration of intent adopted at Codesa 1."

The addendum states that no provision of the declaration, interpreted alone or in conjunction with any other provision, would be construed as

- Favouring, inhibiting or precluding the adoption of any particular constitutional model, whether it be unitary, federal, confederal, or otherwise, consistent with democracy;
- Preventing any participant from advocating the same or the separation, in terms of any constitutional model, of powers between a central government and the regions, during the proceedings of Codesa or

any of its committees or working groups; and

- That the addendum shall be added to the declaration

A Codesa sub-group has agreed that the State President should not be allowed to unilaterally declare a state of emergency during the transitional period

Delegates said there was general agreement yesterday that an interim authority would have to agree to a state of emergency before it could be implemented by the State President

A delegate said the near consensus was a shift away from the ANC's previous demand for the abolition of the Public Safety Act.

Once consensus has been reached within a sub group it is then considered by a working group This group the forwards the agreement to Codesa's management committee

- Codesa would send a seven-member delegation to Britain in April to observe the British general election, Gordhan said yesterday

He said Codesa had accepted an invitation from the British government to observe the elections

"We consider this to be a valuable opportunity to observe a fair and free electoral process We hope to gain useful lessons for our own situation," said Gordhan

The delegation will leave for the UK on April 5 and return to SA on April 13  
- Sapa

## ANC rejects voting on constitution

THE ANC yesterday rejected the holding of a referendum to ratify a new SA constitution.

"An after-the-event ratification can never be considered as a serious alternative to involving the public in elections for the constitution-making body," the ANC said at Codesa *Biday 1/4/92*

Elections had a historical healing role to play in the country, the ANC said in support of its position that one-person, one-vote elections should be held to draw up a proportionally represented constitution-making body.

"Elections will be proof that we really are in a new SA," it said.

Government has still to decide finally whether it will hold a referendum to ratify a new constitution

The ANC's comments were contained in its most detailed proposals yet on a body and procedures for drafting a new constitution, tabled at a meeting of Codesa's working group 2 at the World Trade Centre outside Johannesburg - Sapa



# Don't laugh off Cosatu's economics

(140A) 29

w/ mail 3/4-9/4/92

Those who believe in free markets should engage Cosatu in serious debate about its economic ideas — even if they find them wonky. The federation's real motive is to ensure it is not left out of decision-making. **REG RUMNEY reports**

It must be tempting for the business sector to dismiss all the Congress of South African Trade Unions' (Cosatu) latest economic pronouncements as cloud-cuckoo-land stuff, hardly worthy of debate.

Some of the language, with its calls for worker control and nationalisation of the leading heights of the economy, harks back to days when the hammer and sickle flew proudly over Red Square.

Some is common sense. Cosatu wants a public works programme to mop up unemployment, though the demand is couched in a way which would give the union movement power to see such a programme doesn't undercut union wage levels.

The overall impression that has emerged from Cosatu's Economic Policy Conference last weekend is of a have-your-cake-and-eat-it approach. World competitive prices of industrial goods are demanded, together with "living wages" and full employment. Similarly, Cosatu wants price control but not wage freezes, a "slim" state but quite extensive nationalisation. And so on.

But that doesn't mean the ideas should be dismissed out of hand. Real ideas hide there, even if they are unpalatable to many of those who dominate debate about our economic future. Moreover, such a conference reveals the canyon that still separates the business community, the state and labour.

Listen to Cosatu secretary general Jay Naidoo explain the underlying principles and motives and you will know he is serious about the broad thrust of the principles enunciated at the conference. It is clear the union movement deeply distrusts the ability of a market economy to redress past imbalances.

Naidoo says basic needs must be addressed in a programmatic way so that ordinary people can be assured their needs are not being neglected.



Proposals not a blueprint. Cosatu general secretary Jay Naidoo and president John Gomomo at last weekend's Economic Policy Conference. Photo WILLIAM MATLALA

Take Cosatu's Growth Path document, which advocates nationalisation. Naidoo stresses the objective of nationalisation is providing basic goods and services.

Most of what is listed for keeping in public hands is already wholly or partly under state control, such as Eskom, the Post Office and education.

The exception is Iscor. Though the iron and steel manufacturer is not directly a provider of basic goods and services it forms part of a master plan for industrial restructuring lurking below the surface of the Growth Path document. This is none other than the "redistribution through growth" strategy which emerged in the African National Congress' first economic policy documents.

So Iscor would form part of a grand plan of redistribution, the kingpin of which is directing industry to produce basic goods and services for the black masses. The state would intervene to direct industry to produce these basic goods. "Luxury goods" would be dis-

couraged by taxation.

Redistribution would be financed by redirecting existing investment, higher company taxes and new taxes such as land and wealth taxes, and increasing the level of savings.

It seems a neat way of kick-starting the economy. Both production of basic goods and services and demand will be stimulated by pumping money into those industries such as food, clothing, housing, and electricity. Workers will have more money to buy the basic goods which they are producing.

Southern Life chief economist Mike Daly noted recently that a demand-restructuring economic policy that relied on labour-intensive production of basic goods was flawed. Black spending power has risen to more than half of consumer spending.

Yet buying patterns over the past four decades do not show a remarkable swing to semi-durable goods such as clothing, or "non-durable" goods such as food, away from

"durable" goods such as cars and fridges.

So there is no evidence that giving the masses money would mean they would stop wanting "luxury goods", whatever the meaning of that loaded phrase.

Other plans for kick-starting the economy pin South Africa's hopes on a huge export drive to pay for social spending on houses and education. Cosatu's inward-looking programme does not stress exports.

However, South Africa, it is acknowledged, does not make all the machinery needed to step up production of those basics. So a drive to export processed raw materials would be needed, says Cosatu, to buy that machinery.

On industrial policy itself, Cosatu acknowledges South Africa will have to function within the world economy, but doesn't really come to terms with the implications of the modern global economic order. An accompanying code of conduct for multi-national

companies asks mainly what the multinationals can do for the workers, not what the country can do to entice the multi-nationals to come here.

Naidoo says it is all very well to jump on Cosatu for its economic pronouncements, but these come from within and are endorsed by the movement, not the leadership alone. Unpalatable as they may be, they are not smoothed out in quiet boardroom discussions, Naidoo points out.

If those in power only want to hear soothing noises they are in for a shock. Cosatu's proposals, he says, must be seen in the context of dealing with what Cosatu sees as the core of political dispossession and economic deprivation.

Naidoo reacts angrily to the idea that the basis of many of Cosatu's ideas crumbled along with the Berlin Wall.

"It is said we have old-fashioned views. Given what we have suffered, why must we change our policies?" If changes are to be made, he suggests, they should be made to the economic strategies that have benefited the minority.

This misses the point somewhat, since the world is not going to wait for us to compete while we squabble over who should make sacrifices.

Mention of Trade and Industry Minister Derek Keys' idea of a "golden triangle", a compact between labour, the state and business on the economy, brings the comment, "Keys is talking about everything the government isn't doing."

Though there is a central role for the state to play in reorganising the economy it must be done with a number of key players, Naidoo says. There is an acceptance of the need for restructuring and Cosatu is trying to create forums where no single player can impose its will.

The bottom line is the insistence on negotiation — not consultation as envisaged by the government, but participation in the decision-making process. "What increases our resistance is when our attempts to negotiate are blocked."

Consensus, says Naidoo, must be reached by the major players on the new growth path for the economy: the state, labour and government. "The idea is not to come out with an economic blueprint. These are proposals for negotiation."

# Leaders fear for their lives, says Cosatu

Sowetan 3/4/92

140A

SOWETAN CORRESPONDENT

**LEADERS** of the Congress of South African Trade Unions were being targetted for assassination by "bantustan tyrants," the labour federation said.

This follows several attacks on Cosatu's Northern Natal secretary Siphon Cele, threats made to the federation's Southern Natal secretary Thami Mhlomi and the arrest of another official, Joe Selau.

Cele escaped a second attempt on his life in two weeks when his house in Ngwelezane township near Empangeni was bombed and shot at on Tuesday.

A youth, Nkosinathi Sibiyi, died in the attack. The house was destroyed but most of the occupants, except Sibiyi, escaped.

A police spokesman, Captain Bala Naidoo, confirmed the incident and that a man had been killed.

There have been repeated attacks on Cele since the beginning of the year. On March 14 his house was attacked by a mob of vigilantes. Cele and 17 others were detained by police that night.

Cele was admitted to hospital after the incident, suffering from injuries allegedly inflicted by police. Police have denied the

allegations of assault.

A police spokesman said the arrest of the 18 people on charges related to the murder of a Northern Natal man in February had been made after a tip-off.

While Cele was at hospital, petrol bombs were hurled at his house.

Southern Natal regional secretary Mr Thami Mhlomi has had serious repeated threats made on his life, Cosatu said.

Cosatu said it also feared for the life of its Northern Transvaal secretary, Selau, who was arrested by Bophuthatswana security police on Tuesday night.

The federation said in a statement. "Attempts to establish his whereabouts have failed. We now fear for his life."

"This situation of unbridled harassment of our leaders is completely unacceptable to Cosatu. We call on the Bophuthatswana authority to immediately and unconditionally release Selau, and for the South African Government to take measures to protect Siphon Cele and bring to justice his would-be assassins."



**T**HE economic policy document prepared over the weekend positions Cosatu some way to the left of its ally, the ANC, in economic terms. Why?

Cosatu is an independent organisation. We have an alliance with the ANC and SACP, but that does not mean that our policies have to be the same. We are reflecting the interests of a particular constituency — the most dispossessed. There will therefore be different points of emphasis between ourselves and our allies. At its core though, we do not see any substantive differences between ourselves and our allies on the need for economic growth to be generated in a way that it begins to meet the basic needs of the majority of people. While winning the vote is an important political goal, we argue that unless we deliver some of those basic needs like jobs, housing, education and employment there is not going to be stability in SA.

While accepting these concerns as real, are your policy prescriptions serious ones? Or are they merely slogans and wishful thinking, or perhaps just your opening bargaining position for an economic forum — one which in the hard light of day is going to have to be reconsidered quite substantially?

If there are slogans, they indicate the depth of anger and frustration among workers. We are certainly not going to sweep our members' views under the carpet. We see the document as a series of propositions about the way we think economic growth can be stimulated so that it benefits the majority.

Cosatu could easily enter negotiations with employers that deliver those needs to our members only. But looking after only the interests of the employed is not the road to stability. Our propositions are aimed at resolving these problems, and we will take them into negotiations. If employers have alternatives, they have the right to put them to us. Let us negotiate about the type of vehicle needed to reach the common goals we have identified.

**Y**OUR document talks about the state increasing production of basic necessities of life like electricity, housing and so on. Can the state realistically be expected to provide all of these things in, presumably, a short period?

There is no suggestion that we can achieve these things overnight. What

# Cosatu refuses to be bullied into a new deal for SA

Signy 3/4/92

14-0A

**Cosatu general secretary Jay Naidoo talks to ALAN FINE about the organisation's recently published economic policy document.**

is important is that we develop coherent strategies which are accepted by all the major players. We need to talk about a process, so that, if the squatter in Phola Park is not going to get his house tomorrow, then he understands that his representative is at least there and negotiating about the problem.

There is an apparent contradiction between your proposal that there be a "slim state" but also one which would be highly interventionist and control a wide range of productive industries and services.

We need a slim state which has been rid of bureaucracy but designed to deliver effectively and efficiently housing, education and health facilities. We are talking about an economy that is essentially driven on market principles not a bureaucraticised one as was the case in eastern Europe.

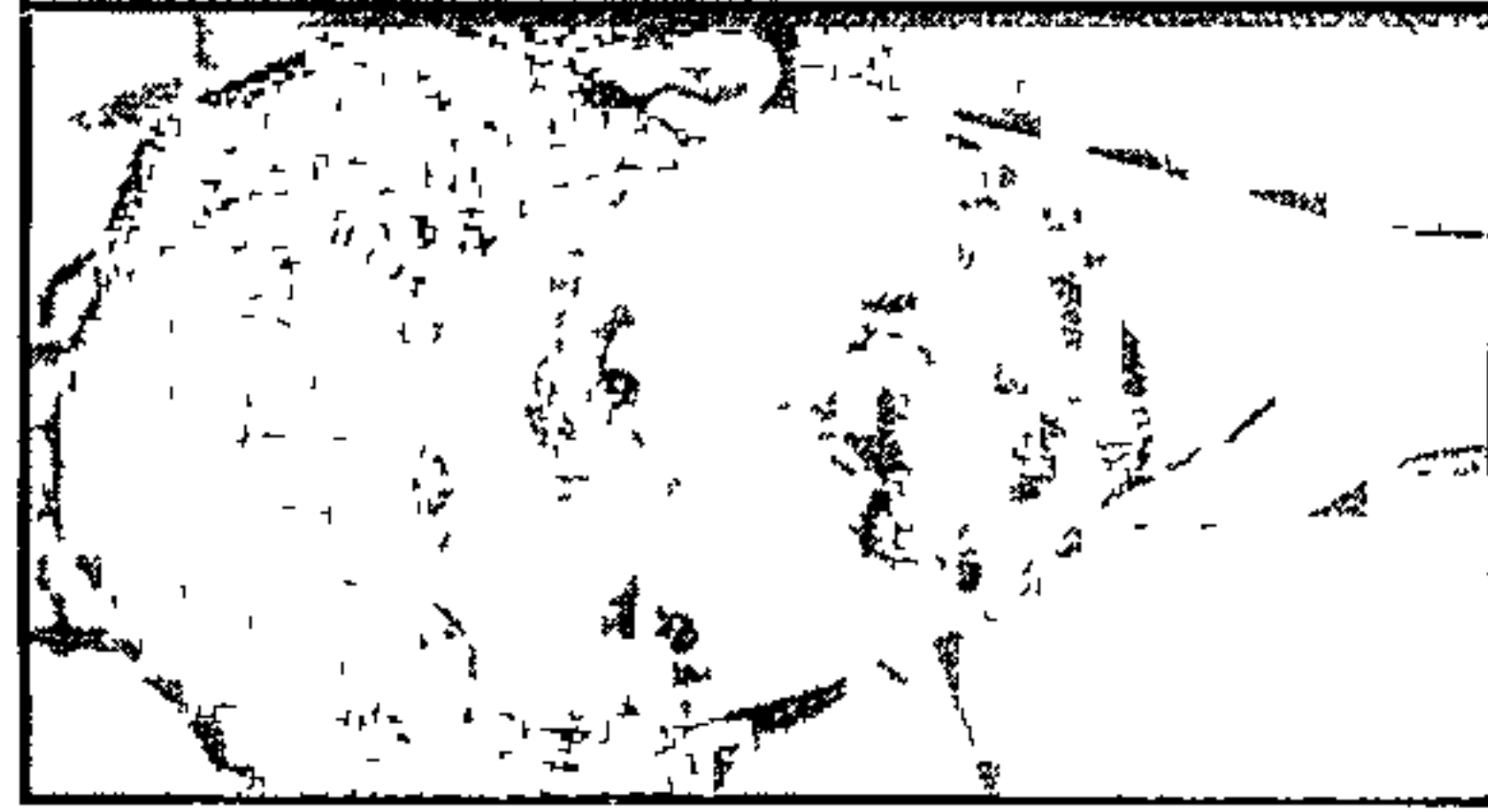
The section on industrial policy talks of a policy that would encourage labour intensive production, ensure a living wage for all, and simultaneously ensure that SA industry is internationally competitive. Successful export economies elsewhere have relied either on low wage labour intensive industry, or on high-tech capital intensive production. Cosatu seems to want the impossible. We are not suggesting that all activities in the economy have to be labour intensive. But we need some mechanism that begins to give people jobs. We are even prepared to back public works programmes where working conditions are less favourable for a time, than in the formal sector.

we are not prepared to accept investment of the type that abuses trade union and human rights, or the fly by night investors who come in on a concessionary basis and invest nothing in research and provide no technology transfers.

You talk about the need for "appropriate tariffs". Does Cosatu accept that protectionism is one of the biggest obstacles to international competitiveness? And, if so, does Cosatu have the guts, and its membership the will, to accept its removal even if this means job losses in the short term?

We accept in principle the need to remove tariff protection. The issue is how to phase it out. No government anywhere has phased out tariffs overnight. We need to examine what steps should be taken to prepare our industries for greater competition. Nowhere have we proposed increased subsidies for industry. We want our industry to be efficient and competitive. There is no dispute about that. But we oppose government's incoherent and ad hoc approach. And we have to prevent dumping, and imports which are the consequence of the oppression of union rights elsewhere in the world.

On the question of nationalisation, is Cosatu serious, in this day and age, when it says that public ownership is the most desirable form of ownership? Those sectors of the economy relating to the provision of basic goods and services must be under state control. There is no country in the world where a public sector does not



□ NAIDOO

Obviously there are certain sectors of the economy that have to function on the notion of export orientation, on a high-tech basis. We want to achieve a balance between a labour intensive and a high-tech sector.

We have set certain goals. We need to talk about how our strategies fit into meeting these objectives. But

exist further if we find in strategic sectors that monopolisation or price-fixing is obstructing the delivery of needs to the majority, something would need to be done.

In the pharmaceutical industry, for example, medicine prices have risen substantially, and we are convinced this is because of price fixing. A government would have to intervene in such a situation, either to set up a competing firm, or to nationalise, or to put in place regulations which eliminate price fixing.

Why do you talk of nationalising institutions and sectors like Eskom, or education, which are already in state hands?

Because we do not trust this government not to go ahead and try to privatise some of these sectors, even in the next few months. It has "commercialised" some for this very purpose.

Is Iscor on your list of targets for nationalisation simply because you are still peeved that it was privatised without your consent?

Yes that is one reason. But the more important reason is that it produces a basic commodity for the manufacturing sector. And this is one of the key sectors for growth.

**M**any people in business, who see your policies as way beyond the scope of conventional economic thinking, ask whether there is any point in attempting to negotiate these issues with Cosatu.

I think Cosatu is doing the country a service. We are not concealing the real feelings of our people. We say these are our propositions. Enter into negotiations with us. We will not enter into agreements in boardrooms without referring back to our constituency. Any such agreement would have no legitimacy and would be a disaster.

When we talk about changes we also need to talk about what changes industry is prepared to make — industry which has benefited from apartheid. What commitments are they prepared to make in relation to the goals we have espoused. Then we will be able to enter negotiations.

We will not accept being told that our views are irrelevant. We will not be bullied from the outside into relinquishing our views. It will be through negotiations where we reach some agreement on an economic strategy for the future. We are hard negotiators. But we are not hardliners. It is important that we have a public debate about all these issues.



## LABOUR BRIEFS

### CWIU 'showdown' on training schemes

■THE Chemical Workers' Industrial Union is heading for "a showdown" with Sasol, AECL, Sentrachem and SAPREF if they do not negotiate industry training schemes. (140A)

The union says these employers are intent on forming a training board despite the Congress of South African Trade Unions demand that training boards should only be established where its affiliates represent the majority of workers in an industry. W/Mant 3/4-9/4/92

The initiative only has the support of "six minority craft unions and the South African Chemical Workers' Union (a National Council of Trade Unions affiliate)".

The CWIU will not join the training board until industry chiefs negotiate non-discrimination and affirmative action clauses. The union also wants the training scheme to teach transportable skills which workers can take across the industry or into other industries. The scheme should include basic education in the ambit of industry training.

# Big daddy Crown

## bows to pressure

W/MC 3/4 - 9/4/92  
By Ferial Haffajee

ONE of the last great anti-apartheid campaigns in the United States this week secured the reinstatement of 100 workers dismissed from the Johannesburg-based subsidiary of a US multinational

Alrode on the East Rand, a subsidiary of the giant US-based Crown Cork and Seal company, this week agreed to reinstate 100 workers and give substantial termination packages to the 96 workers it dismissed en masse last year

The Africa Fund, at the request of the National Union of Metalworkers (Numsa), mobilised a congressional, union and anti-apartheid lobby to rally behind the workforce of Alrode

Alrode dismissed all its employees after a September 16 and 17 stayaway to protest against the East Rand violence last year and replaced them with members of the Inkatha-aligned United Workers Union of South Africa (Uwusa)

When the company refused to negotiate the dismissals, Numsa turned to its sister unions in the US for aid

Africa Fund representative Mike Fleishman said "the campaign struck a deep chord with American unionists" The US is the only country in the world besides South Africa where a striking workforce can be permanently replaced

The campaign drew an immediate response from the parent company in the US, which sent out a high-ranking executive, Richard Kryzanowski, to investigate He was unable to get the company to negotiate rehiring but, according to Fleishman, "he instructed local

management to negotiate a termination package with R500 000 on the table"

Soon after initial negotiations, the South African Police arrested six workers and brought charges against three union officials This gave impetus to the campaign which saw the company subjected to picketing and protest letters

"The campaign promised problems for the company inside its US plants, within its own boardroom and in the streets," says Fleishman

Finally this week, the company succumbed to pressure from big daddy in Philadelphia and offered to reinstate 100 workers and place the remaining 96 on a preferential recall list A company spokesman said the firm would also offer R500 000 to retrain or voluntarily retrench the 96

Union-to-union contact in multinationals is growing in South Africa Numsa workers at Caterpillar in Isando last week staged daily one-hour work stoppages in solidarity with 10 000 US Caterpillar workers striking over centralised bargaining

The Chemical Workers' Industrial Union has benefitted from union-to-union-contact in multinationals, says acting general secretary Muzi Buthelezi

In 1990, Johnson and Johnson South Africa threatened mass dismissals but "backed off" after pressure from the Amalgamated Union of Clothing and Textile Workers in the US And through transnational union campaigns, Thor Chemical's import of waste into South Africa from US Cyanamid was exposed internationally.

# Cosatu threatens general strike

W/Mail 3/4 - 9/4/92

*Cosatu is threatening a general strike and factory occupations in July if the government doesn't heed its demands.*

By **FERIAL HAFFAJEE**

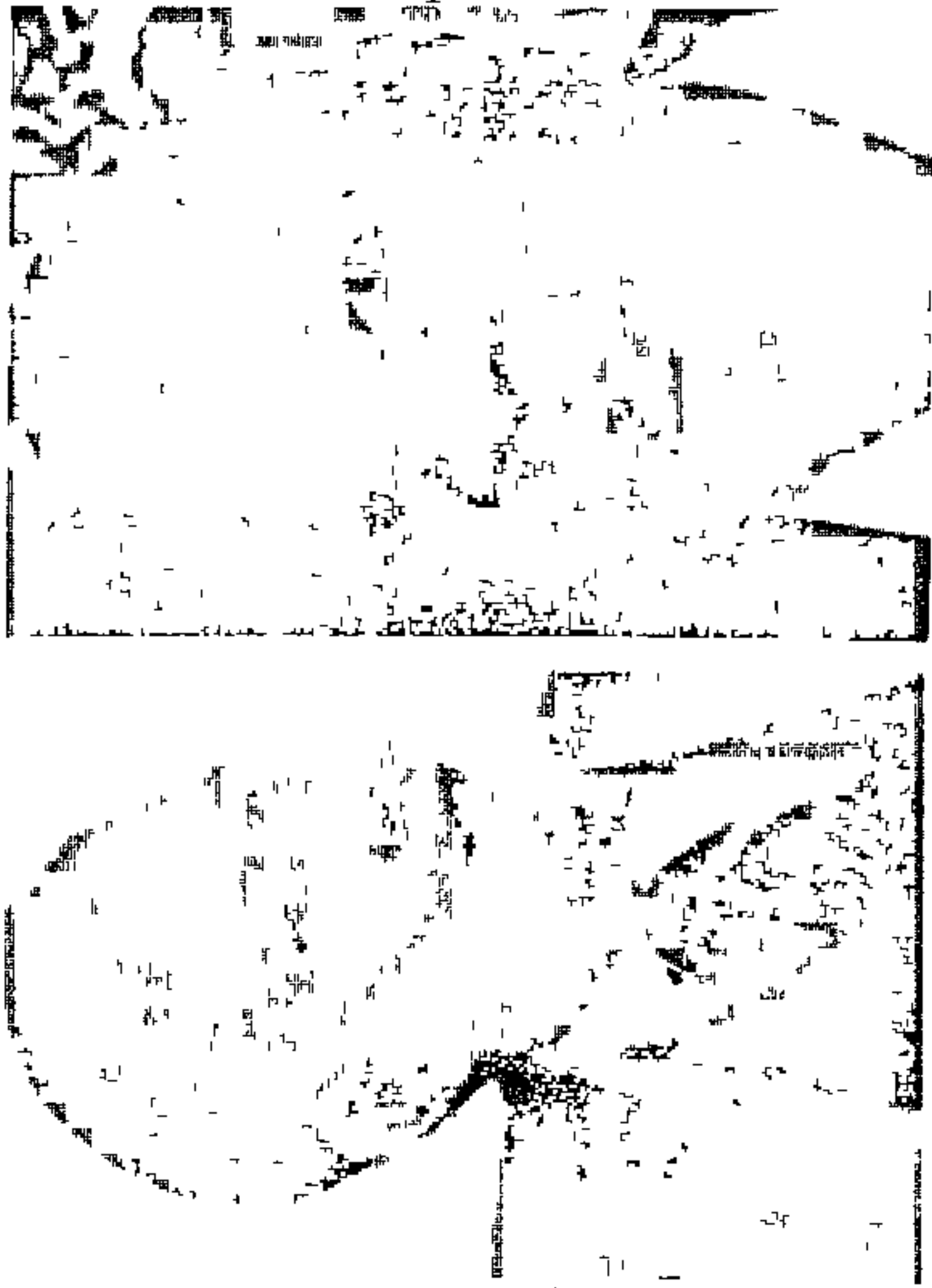
**T**HE Congress of South African Trade Unions zero-rated Barend du Plessis' last minute concessions on Value Added Tax this week and stressed that its programme of mass action would continue.

And if the government and the Convention for a Democratic South Africa (Codesa) do not heed the federation's economic and political demands, the country could face a sustained general strike in July as well as factory occupations.

This was the message from Cosatu assistant general secretary Sam Shilowa. Although pleased at the further exemption of many basic foodstuffs, the federation is still angered by Du Plessis' continued refusal to meet the VAT Co-ordinating Committee (VCC).

Du Plessis this week widened the rift when he called the VCC a front organisation for socialism and communism and accused it of "wanting to tax only companies and the salary earner".

The VAT campaign will not end until VAT is negotiated, until all basic foodstuffs and services are perma-



**Barend du Plessis**

nently zero-rated and until an effective poverty relief programme is in place, says Shilowa.

In the meantime, marches and pickets will keep the campaign alive, but Cosatu regions have been instructed to start a campaign to boycott PAYE. In May, a decision will be taken on where and how to implement this boycott.

But the action hinges on sufficient progress being made on VAT, on a food prices freeze and on progress toward an interim government.

A PAYE boycott will be very difficult to implement, say business leaders, because companies are compelled by law to deduct the tax. But Shilowa

(140A) ~~22~~

posed clause that all economic restructuring should cease during transition.

Another campaign central to Cosatu's mass action is for the extension of legislation to farm, domestic and public sector workers and this is the campaign with the most potential for conflict.

In a recent interview new Manpower Minister Piet Marais said he would not pass farmworker legislation without the agreement of the South African Agricultural Union.

But the SAAU is wedded to the ideal of a separate labour statute for farmworkers — a demand which Cosatu will oppose.

Domestic workers' legislation is not even on the Manpower Department's drawing board and, says the Commission for Administration, the public sector employer, legislation for public sector workers will not go through during this session of parliament.

Cosatu and the National Council of Trade Unions have already established joint national executives to plan for a workers' summit in July where progress around the various campaigns will be assessed and mass action planned by the two federations as well as independent unions.

Action in July could consist of a sustained general strike, factory occupations or strikes at the point of production, says Shilowa.

**Sam Shilowa**

is adamant that it can be done.

"They said we could not do it with the anti-Labour Relations Act campaign and with last year's VAT strike, but we proved them wrong," he said.

The demand around non-deduction of PAYE is also linked to Cosatu's demand for an interim government to be in place by June. "PAYE allows the government to stall the process of political development," he says.

A central demand from Cosatu's weekend economic policy conference is for the establishment of a national economic negotiating forum by May. But the government has given no clear indication that it will join the talks. And it is likely to balk at the pro-

● See PAGE 21



tion everywhere it has been tried in the world

At a weekend economic conference it adopted this curious vision in a series of principles which run counter to world thinking — and which, strangest of all, deviate in key respects from recent policy modifications by leaders of the ANC, with which Cosatu is theoretically allied

In political terms it appears that Cosatu's links with the SA Communist Party are strengthening and that it is becoming a vehicle for the philosophies of the Marxist-Leninist vanguard elite which runs the party, and to which it contributes the mass support of the proletariat in marches, stayaways and boycotts

The main elements of Cosatu's economic programme are

- Society must be restructured through a redistribution of wealth so that it becomes "based on production for need rather than profit,"
- Nationalisation of "the leading heights of the economy" will be essential, along with anti-trust legislation (unspecified) and "other forms of legislative intervention including price control," and
- This restructuring should be State-led (ie party-led) and financed by redirecting existing investment, increasing taxes especially through progressive imposts on land and wealth, and increasing the level of savings (which presumably means the return of prescribed investments)

In the new society, service companies — such as "Eskom, Iscor, the Post Office and Telkom, municipal services, State forests, roads, water, education, health and public transport" — would be nationalised and no companies privatised

Land would be redistributed Industrial investment would be centrally directed — inevitably through massive subsidies — with a view to labour intensivity, beneficiation of natural resources and stopping the outflow of capital (ie exchange control would be maintained and probably intensified)

"Conglomerates and monopolies" would be broken up Worker power and participation in all spheres of political and economic life would be ensured

All of which amounts to a grotesque economic fantasy The experience of the former USSR alone indicates what would happen Why, then, this collectivism in 1992? Part of the answer must be that the programme appeals to Cosatu's worker constituency which, unlike its leaders, is not able to travel to lands such as Cuba or otherwise inform itself adequately on the inevitable fate of such socialist planning

It must be assumed that the SACP-Cosatu leadership is well aware of the fate which such policies would ensure — but that since it is losing political influence in the real world of Codesa, it feels a need to resort to populist rhetoric It suggests they may be well aware of the fate of union movements elsewhere in Africa where pre-independence alliances with ruling parties soon broke down

and led to the unions being marginalised

Recent statements by ANC president Nelson Mandela — on nationalisation in particular — indicate the ANC leadership is reviewing its liberation economics the closer it draws to actual power In power, it will be faced with the scarcity of resources for social programmes and will have to compromise

The conditions of poverty and resentment out of which collectivist programmes draw their support are real enough But it seems remarkably cruel and expedient of the leadership to make promises to the workers which have no chance of being implemented except in revolutionary conditions Perhaps they are also hoping for a revolution to bring them to power ■

Premier labour federation Cosatu has committed itself to a full-blown collectivist State of the kind that has led to failure and destitu-

THE PARALYSIS OF VAT

FM 3/4/92

140A

# Could they run a wheelk stall?

If this government's utter incompetence to run the economy were not already manifest, it must have become so with the scarcely believable pantomime over the extension of VAT to basic foodstuffs. The fact that many of those who rightly opposed the exemptions last year and should have known better have now apparently changed their tack is no excuse for the latest mess-up (see *Economy*)

By excluding rice and milk from the latest exemption and refusing to put a time limit on it, Finance Minister Barend du Plessis ensures that neither those who wanted the exemption continued, nor those who wanted it ended, will be happy.

Selective exemptions not only distort the tax system, they are an inefficient way of bringing relief to those who need it. The main beneficiaries — as experience in every foreign country has shown — are the relatively prosperous, who in absolute terms consume the bulk of all these commodities.

None of this is to imply that we need not be concerned at the plight of the poor. When Du Plessis provided aid for the poor in last year's Budget, to be channelled through "existing welfare organisations," many warned that these organisations had neither the appropriate contacts nor structures; this appears to have been borne out in practice.

The belief that you can solve problems by throwing money at them in fact extends much wider than this. Conventional wisdom is to look at the enormous increases in spending on health and education in successive Budgets and take comfort that we are doing what we can.

Whether that money is actually being spent in the most productive way is overlooked, but there are indications that it is not.

The quality of our delivery systems is vital. We could well achieve more by concentrating on improving them rather than blindly voting bigger and bigger sums each year.

Be that as it may, the extension of VAT exemptions on some basic foods is just a mindless sop to the radicals in hope of keeping them quiet and even on that level won't succeed.

Indications are that as the upper echelons of the ANC get more involved in negotiations and (however reluctantly) move towards accepting harsh economic reality, a Cosatu fearing marginalisation is actively taking up socialist rhetoric in the hope of exploiting a gap it perceives may be opening between the ANC leadership and its mass supporters.

Whatever protestations to the contrary all concerned may make, it's impossible to accept as mere coincidence Cosatu's restatement of its hard economic line on the eve of the ANC's latest attempt to sound like the voice of sweet reason (see *Economy*

and *Current Affairs*)

Cosatu seems to be spoiling for a fight and government should not have shirked it. Cosatu's pre-VAT protest, though it attracted more support than many (including the *FM*) expected, had absolutely no long-term significance. As its advocates always argued, VAT has become an invisible tax; extended (as it always should have been) to these foodstuffs, it would soon become invisible on them, too.

Trouble is, government, obsessed by constitutional reform through Codesa, seems to have lost the will to make basic decisions on the economy. This was shown in the Budget, in the failure to relieve fiscal drag on individuals and excessive rates of company tax, save for anodyne promises (which Du Plessis must surely realise he was in no position to guarantee) to address the problems next year.

It is shown in the abandonment of privatisation virtually before it began and the slow progress of deregulation and tariff reform. There even appears to be a revival of the discredited view that government is better able than the market to guess what sectors have best growth prospects.

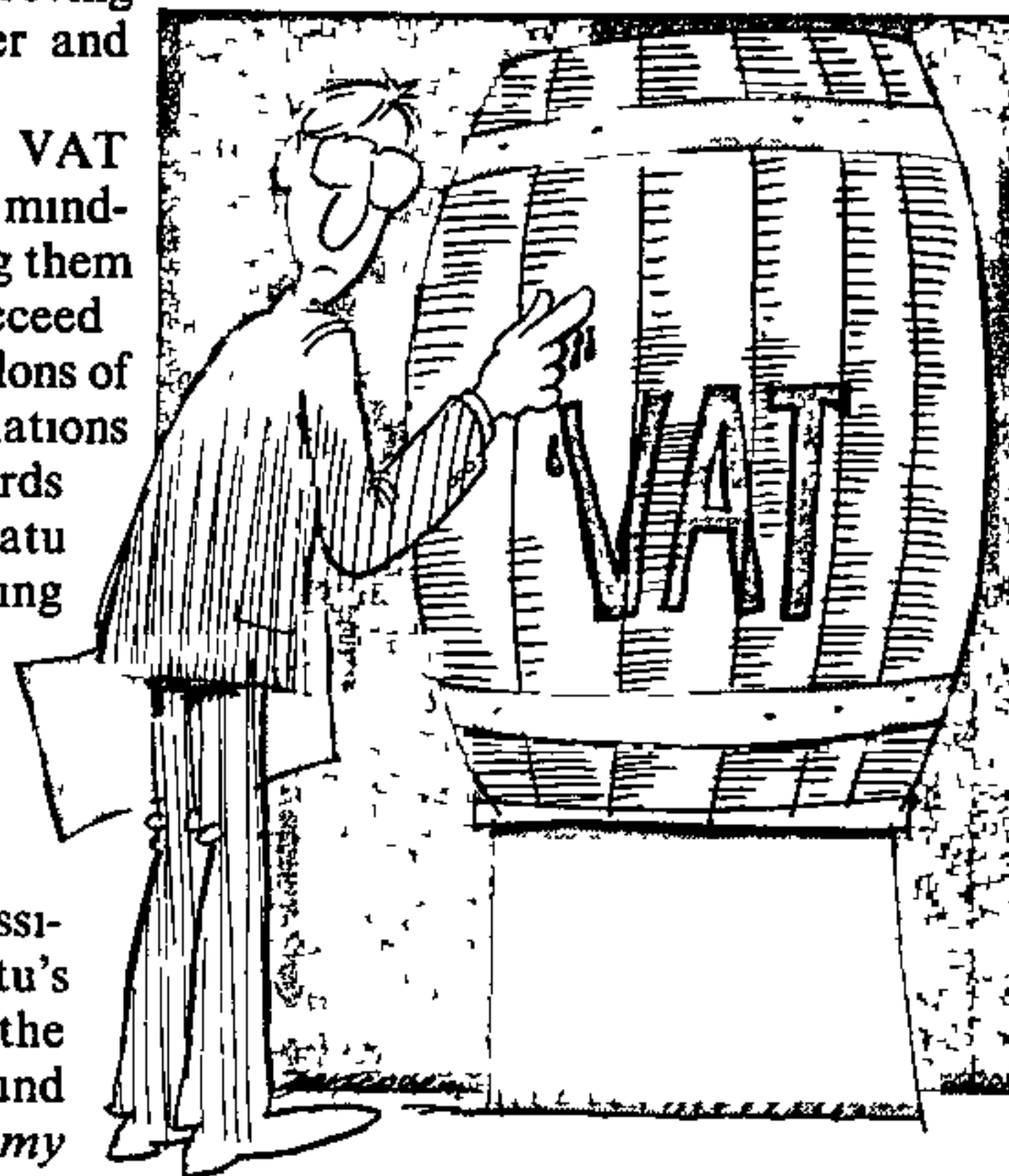
The general paralysis extends not only to a suspension of existing nominal policy, but a failure to consult with the representatives of the new SA where this could be productive. The *FM* has argued repeatedly for the need to bring the ANC (and others) into economic decision-making.

Let those who complain about inadequate social spending share the responsibility for allocating scarce resources. Let them even write the relevant parts of the Budget speech. As it is, Du Plessis complains that the ANC refused to give any input; the ANC retorts that it was invited at too late a stage to have any significant influence.

It's all too typical of the way the economy is being not so much mismanaged as unmanaged. Fact is, this government is the only government we've got. Tragically, on the economic front it just seems to be abnegating its duty to govern.

The new SA will pose enormous demands on whatever government we get. The Nationalists' late-Eighties apparent espousal of free market and supply side economics gave us a great opportunity to enter the new SA on a sound basis, now squandered through weakness and indecision.

Of course, there can be no guarantee that a new government won't adopt foolish outdated socialist and confiscatory policies. But that's all the more reason to get the correct environment into place now, to make it more difficult. ■





# Southbusiness

**E**CONOMIC GROWTH for the Western Cape, here we come! The impetus for take-off was generated at a remarkable conference held in Cape Town this week.

On the cards for the region is an economic and development forum bringing together an unprecedented range of participants

At the conference, organised by growth group Wesgro, trade unionists, industrialists, civics, bureaucrats and political groups in the Western Cape decided to form a steering committee that in turn should set up the development forum

It signified a major rapprochement between conflicting parties

There has never been a regional development strategy for the Western Cape generated by a representative forum. This is now a real prospect in coming years

As a Cosatu representative pointed out, the government's industrial policy for the region has been disastrous — as evidenced by the 60 per cent unemployment in Atlantis

The moves to set up the regional development forum are the culmination of years of work by Wesgro, which has researched the structure of the regional economy and identified trends and opportunities

The conference revealed a new awareness that, as one participant put it, "in the new South Africa, we are ultimately all in the same boat".

Said Cosatu representative Mr Adrian Sayers "We want to make a contribution to economic growth. Mass action has been to oppose unilateral economic restructuring. We don't want that — we want to negotiate it."

It was in discussing the direction of the common vessel that the different positions among participants were articulated

Unionist Mr Ebrahim Patel said "Before we can grow the Cape, we need to grow the debate"

And debate the participants did. Everyone agreed what was need-

## Boom time coming as W Cape plans growth

South 4/4-9/4/92 (140A) (A)



**PUTTING HEADS TOGETHER:** Labour, civic, business and political leaders huddled together this week to talk about turning the Western Cape economy around

ed were growth, jobs and a better quality of life for people in the Western Cape. What this meant in practice became a topic of stimulating controversy

● Trade unionists challenged the focus on regional development, rejecting any implication that the Western Cape should attend to its own growth independently of the needs of the rest of the country

● Wesgro observed that the region should aim at a five per cent growth rate. From Cosatu came the response that growth ought to be through redistribution

● Wesgro's Dr David Bridgman spoke of export possibilities, while

Cosatu's Sayers stressed meeting basic needs for housing and electricity within South Africa

● Proposals for special export processing zones in the region met with Cosatu's caution that these should not be union-free zones

● Appeals by small business for sub-contracting work from bigger companies met with trade union warnings that this should not be at the expense of workers in the large firms

The debate was not limited to business-labour participants

Economist Mr Wolfgang Thomas said he felt Western Cape business was too cosy, when it should be

much more competitive

"Meeting on a golf course and not really competing with each other is the best recipe for the stagnation of an economic sector," he said

But a report-back from a group discussion argued that more, not less, co-operation was needed between companies in order to raising manufacturing export capacity

Also debated were housing and urban development, black economic advancement, education and training, poverty relief — and productivity. "In future," said a delegate at the conference end, "I'll want time off work to attend the forum"

— Guy Berger



# WORKERS PUT

# SCREWS ON ANC

CPPer 5/14/92

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**T**HREE major themes emerged from Cosatu's economic policy conference, the country's largest trade union federation favours more state intervention in the economy by a future government, is firmly committed to socialism and wants a dominant political and economic position for workers.

The majority of these policies, if implemented, would place workers in a strong position in government and society. It would also make Cosatu more than a union federation and take it closer to becoming a truly workers' movement.

If this came about, Cosatu would find itself having a lot more in common with the SACP than the ANC, the most senior member of the tripartite alliance.

However, whether these policies stand a chance of being implemented is another matter altogether. Big business is likely to put up a solid fight.

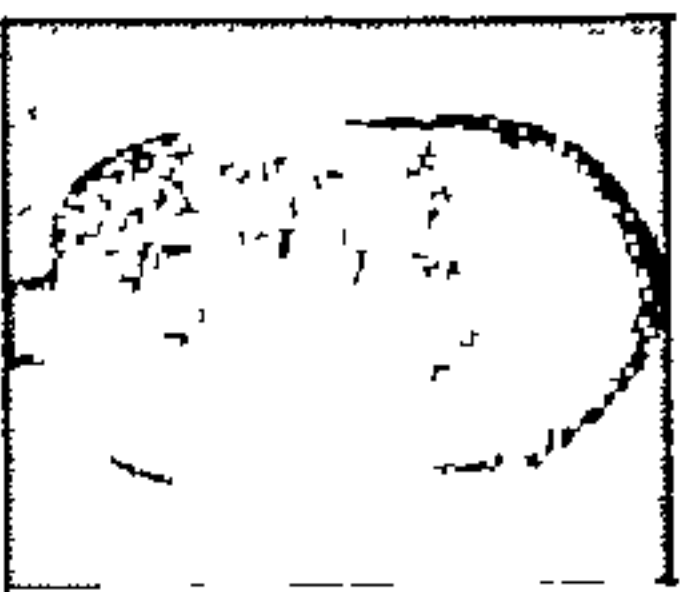
Cosatu, in charting its economic growth path, says it will strive to promote the working class as a dominant political and economic power.

It also envisages giving workers the right to decide on production processes, distribution of surplus and allocation of investment according to social needs.

These principles, including nationalising the key economic sectors (thus far unidentified) and breaking up monopolies and conglomerates (also unspecified) will be rejected by big business.

Would-be Western investors are also vehemently opposed to such practices. Free marketers claim these practices smack of the failed policies of the Eastern bloc.

However, while Cosatu is undecided on which industries and conglomerates it wants nationalised, the conference listed Eskom, public transport, the Post Office and Telkom, state forests, municipal services, water, education, Iscor, roads and health services. In the wake of these assertions,



**Cosatu's recent economic conference asserted that vital worker support in any general election comes with an ANC guarantee on socialism. The ANC has a compelling problem, writes City Press assistant editor SEKOLA SELLO.**

many will be looking out for an ANC response.

It is interesting to note that Cosatu unveiled its economic policy before it's ally, the ANC, held its conference on a similar topic.

Given the symbiotic relationship which marks the alliance, observers are keen to see how the multi-class components of the ANC respond.

Will the ANC back Cosatu? If not, is this Cosatu's way of warning the ANC about a potential conflict of interests?

Some of those who drafted Cosatu's economic policy are likely to play an important role in the coming ANC conference. They will obviously defend the Cosatu position.

Cosatu has promised to earnestly campaign — on a "scale unseen before" — to ensure a landslide victory in the elections (which they hope will be this year). Naturally, they will in turn expect the ANC to safeguard their interests.

This places the ANC in a corner. It definitely needs Cosatu's support in any elections, but, at the same time, ANC president Nelson Mandela is aware that Cosatu's policy demands will exact a high price from a future government.

During his recent visit to Europe, Mandela was made painfully aware of the West's opposition to nationalisation — let alone socialism.

He came back saying a future ANC government would have to take into account this opposition by the major owners of capital.

Cosatu assistant general secretary, the tall and baldheaded Sam Shlowa, is quick to deny that Cosatu is pursuing failed Eastern bloc policies.

He says Cosatu will not act in a unilateral, commandist or any other undemocratic manner and that key players — workers, unions, businessmen and government — will be involved. He says decisions will only be made after exhaustive discussions aimed at

maximum benefit for all.

Cosatu proposes creating forums drawing together all affected economic players to chart meaningful channels of communication and make joint decisions. This is seen as a way of democratising the economy.

Shlowa said Cosatu realised its goals were futuristic and probably difficult to realise, but the federation believed this to be the way to make inroads into pressing problems of poverty and starvation in the rural and urban areas.

They also proposed that retrenchments similar to those likely to be announced by Eskom and similar bodies be halted.

"At the moment 70 percent of black areas were without electricity. If these areas were electrified, there would not be a need by Eskom to retrench workers or close down mothballed stations. "Instead, more workers would be employed, more support industries would benefit and others would be created."

Shlowa made the pertinent observation that any government which pandered to the whims of the investors while ignoring the inequalities and poverty, is likely to fail.

It is an observation Mandela and several ANC leaders are acutely aware of.

How can a future government address these pressing problems without antagonising big business? That is the thorny question.



By MIKE ROBERTSON  
Political Correspondent

THERE is a steely determination about Cosatu general secretary Jay Naidoo — even when he is behaving like a pussycat.

Last weekend his union movement unveiled its economic proposals which included calls for a highly interventionist state; restrictions on luxury imports; and a new tariff policy; the introduction of land and wealth taxes; the re-nationalisation of Iscor.

It's rough sounding stuff and Mr Naidoo is unrepentant about it.

Cosatu, he says, is a socialist organisation and it should therefore surprise no one that it looks to socialist devices to rectify what it sees as the real problems confronting the country. These problems are "poverty, homelessness and a lack of jobs".

"We are not going to sweep them under the counter in an act of political expedience."

However, he accepts that business, the government and other political parties have different ideas on how to tackle the economic ills of the country.

That's why Cosatu insists on an

# COSATU 'PUSSYCAT' ROARS APPROVAL FOR SOCIALISM

economic forum where parties can develop a consensus on key issues to be addressed and the manner in which this should be done. The economic forum is Cosatu's bottom line, he says

In essence the union movement is demanding that the government relinquish the sole right to make decisions on economic policy. To enforce its demand, it has so far called one national strike and threatens another.

Economic Co-ordination Minister Derek Keys has argued that the time is not yet right for an economic forum. The government, he said, was not representative of the entire community. Cosatu and Nactu, while powerful, represented only a small

S/TTWes

section of South Africa's potential workforce and business organisations like Sacob had mandate problems

Mr Keys has said business and the labour movements should meet now to discover areas of agreement and points of conflict. When a transitional government was in place the forum could be set up.

Mr Naidoo would be prepared to go along with Mr Keys's argument, but for the fact that the government was at present "engaged in unilaterally restructuring the economy".

That restructuring, he argues, is aimed at restricting a future democratic government's ability to address economic backlogs and, worse still, benefiting the National Party's public service support base. Mr Naidoo bases his argument on:

● The government's shifting of an increasing share of the tax burden to individuals;

● The negotiating of tariff agreement with GATT which would bind a future government;

● The privatisation of state forests which he believes will result in an increase in building costs;

● The government's arranging of foreign loans at high interest rates and then ploughing R2-billion of surplus borrowing into the public service pension fund.

Mr Naidoo says Cosatu's objection to the manner in which VAT was introduced should be seen in this light. He rejects the government argument that a uniform VAT rate makes for a better tax system as an excuse

140H

for laziness on the part of the Finance Department. Quoting Ger-parson — as an example, he points out that in this European economic superpower, the government felt it necessary to have a low VAT rate for foodstuffs and a higher rate for everything else.

Mr Naidoo sees an economic forum setting broad guidelines for future taxation, fiscal, monetary and industrial policies.

He accepts that, should such a forum be set up, Cosatu would also have to deliver. He says Cosatu is quite prepared to have issues like productivity and labour stability feature high on the agenda of the envisaged forum.

"Negotiations bring rights as well as responsibilities," he says.

"Productivity is important in the context of us becoming internationally competitive, but what we need to do is invest in human resources."

Mr Naidoo says the plan to call a general strike this month has been postponed while the union movement assesses progress at Codesa 2 and whether Mr Keys has any success in getting his cabinet colleagues to agree to an economic forum.

Cosatu, he says, won't rush into mass action but retains the right to use it if the government refuses to negotiate.

The same would apply to any future government even if it were dominated by its alliance partner, the ANC

"Obviously we have tried to seek consensus around common objectives. One of them is building a non-racial South Africa. In that context the alliance with the ANC is very strong. But once the ANC becomes the government, that is another story

"Cosatu enters into alliances because they materially and politically advance our members' interests. When they don't, then we won't be in an alliance"



1404 7/4/92

# Labour makes a bid for economic clout

STAR 7/4/92

1404

**COSATU** has just held what you describe as the most representative conference on economic policy in its history. Many of your proposals have been greeted with horror by, among others, the business community. Are these hard-line proposals Cosatu's final word?

This is part of a long process, and it is not static. Those views will be refined. We are saying these are our proposals and we are prepared to enter into negotiations around these issues — but the point is we are not going to accept attempts from anyone to impose an economic policy in which we are not involved. That goes for the ANC as well.

Are you sending a shot across the bows of the ANC, warning the organisation not to soften its line on nationalisation at its economic meeting in May?

Within the (ANC/SACP/Cosatu) alliance we are developing common propositions on the economy. Our view is that no single party can dictate to the others what their policy should be. So obviously there are going to be differences of emphasis, and there is an agreement within the alliance that we need to manage that.

But are you not sending a distinct message to the ANC?

We seek, of necessity, to influence and lobby all the political organisations we can. The most important is the ANC. So we make no bones that we wish to influence the ANC — and, in reverse, they seek to influence us.

But the key proposition within the alliance — and that is where there is consensus — is that basic social services must remain in public hands. The consensus is that a democratic state — not acting on its own or in a dictatorial manner — is perfectly entitled, where it sees large sections of the population being disadvantaged by monopolistic practices, to intervene either by setting up competing institutions, or by nationalising them.

The ANC will agree with many issues in our proposals, and there are those they will obviously disagree with. We are not demanding that they agree with us on everything.

Has Cosatu considered, because of the sensitivity of the issue, changing its emphasis on

the question of nationalisation? What we are doing is raising the issue of the orientation of ordinary people, of workers. Yes, they are hard positions. Their orientation is that we should nationalise the commanding heights of the economy because these represent the white monopoly stranglehold over our development. That is the orientation of people, and whites must understand that there is intense anger about the way in which the economy has been manipulated to the disadvantage of the very people who are having to shape policy for the future. You can't just sweep that under the carpet. You can't say we're one big happy family, because we're not. We want to get there, but we're not there yet.

This is the type of debate you've got to have in this country — and you've got to engage it, because if you squash it, you're going to turn that anger and ferment into a type of hostility that you eventually won't be able to talk to.

We want to promote the economic debate, not stifle it. Cosatu is accused, in its continuing adherence to socialism, of being hopelessly out of step with world events.

Okay, there's criticism of our orientation. But we cannot, as trade unionists, adopt an orientation that is pro-capitalist. That is the nature of our existence. Even employers recognise that there is a conflict of interests between trade unions and them. We are going to try to drive the economy into meeting basic needs, but at the same time we are not saying that there is no basis for returns on investment, for profits.

It is very easy for those who criticise us — and they have a right to do that — to reduce our arguments to commandist-type bureaucratic socialism of eastern Europe. But our policy has got nothing at all to do with that. If you look at the concrete propositions we are making, look at the role that civil society will play, the role that trade unions will play in decision-making, the fact that the state must not be dictatorial, multi-partyism. Everything we are saying is the opposite of what eastern Europe was.

Are you able to sell your position internationally?

Obviously I haven't had the same extent of exposure to international business as Nelson Mandela has, but in every country I've been in I've met with business, with governments, and they have all expressed reservations.

But we argue our positions out consistently. I haven't found a single person who has said there is no role for the state in a democratic country. I've not had any opposition to the proposition that economic success

can only be undermined by a relationship between this democratic state, labour and business that is on an equal basis. The most successful countries have understood that labour is not a commodity, it is a resource, and you've got to invest in that resource.

Do you foresee the potential for successful negotiations on the economy — negotiations that will avert actions such as a national strike?

Cosatu is a militant organisation, undoubtedly. But if you enter into negotiations with Cosatu, you have agreements that stick — if you negotiate in good faith. So we can take hard-line positions, but we're not hard-liners as such. We will put real, strong positions on the table, as we represent very explicitly and directly the interests of the majority of people in this country. We make no bones about that.

Might Cosatu accept the principle of power-sharing?

Those are issues that the constituent assembly must decide. But we're not opposed to power-sharing in principle, if it is done in the context of agreements on the basis of common policy platforms. What we are opposed to is forced coalitions. We're not even opposed in principle to the notion of "sunset clauses" — but we say this must be debated in the constituent assembly. There is no political party that has been through democratic, non-racial elections because we've never had one in this country. How do we know who the leaders are going to be?

The controversial notion of a wealth tax is mentioned in your proposals.

The wealth tax is included, as

an option, but there was no debate around it. It's not an issue that is unknown in world history — just look at Germany after World War 2. But it's certainly not a policy centre-piece, although you must understand

Cosatu is not directly involved in political negotiations — and has tended recently to be overshadowed by Codesa. Last week the giant labour federation published its economic proposals. Political Editor **SHAUN JOHNSON** asked general secretary Jay Naidoo to expand on them, and give his vision of the crucial months of transition which lie ahead.

It is an attractive concept given that we represent people who have been deprived. We're not going to hide these things, they're being talked about in the townships. In countries like Zimbabwe and Namibia, it seems that what were before independence powerful, independent trade union movements, have been severely curtailed or co-opted after independence. Do you fear this might happen here in South Africa?

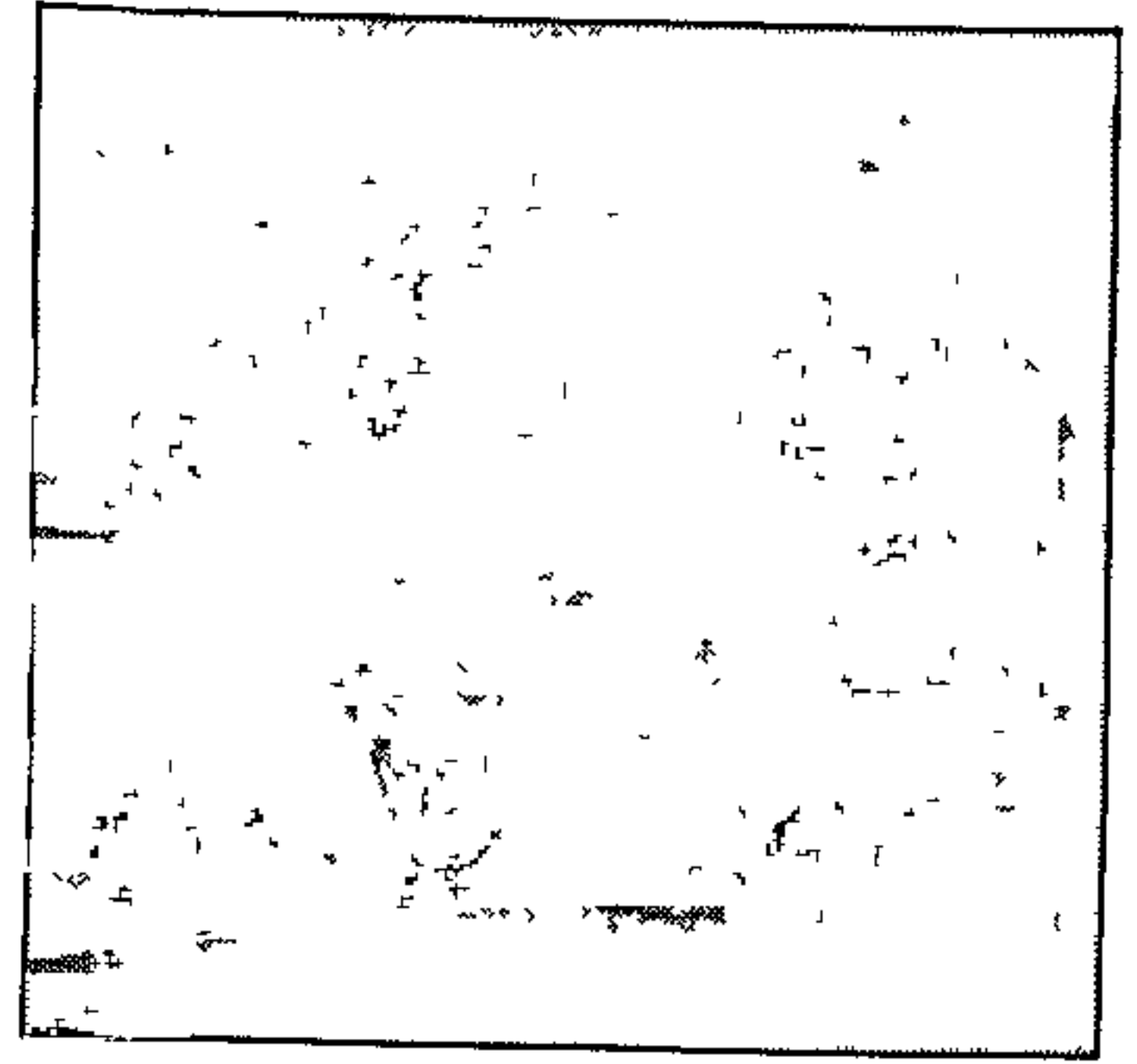
There's a difference in our case, if you look at the history of the union movements, and the degree to which they have delivered the goods. We are in daily contact with more than 30 000 shop stewards. Leaders are addressing the daily needs. We have established our role, our culture in society. The ANC accepts Cosatu as a very important player.

We are not prepared as trade unionists to go the same way as those under Kaunda and Mugabe. We want our key rights in legislation, in the constitution. We are not interested in blind good faith.

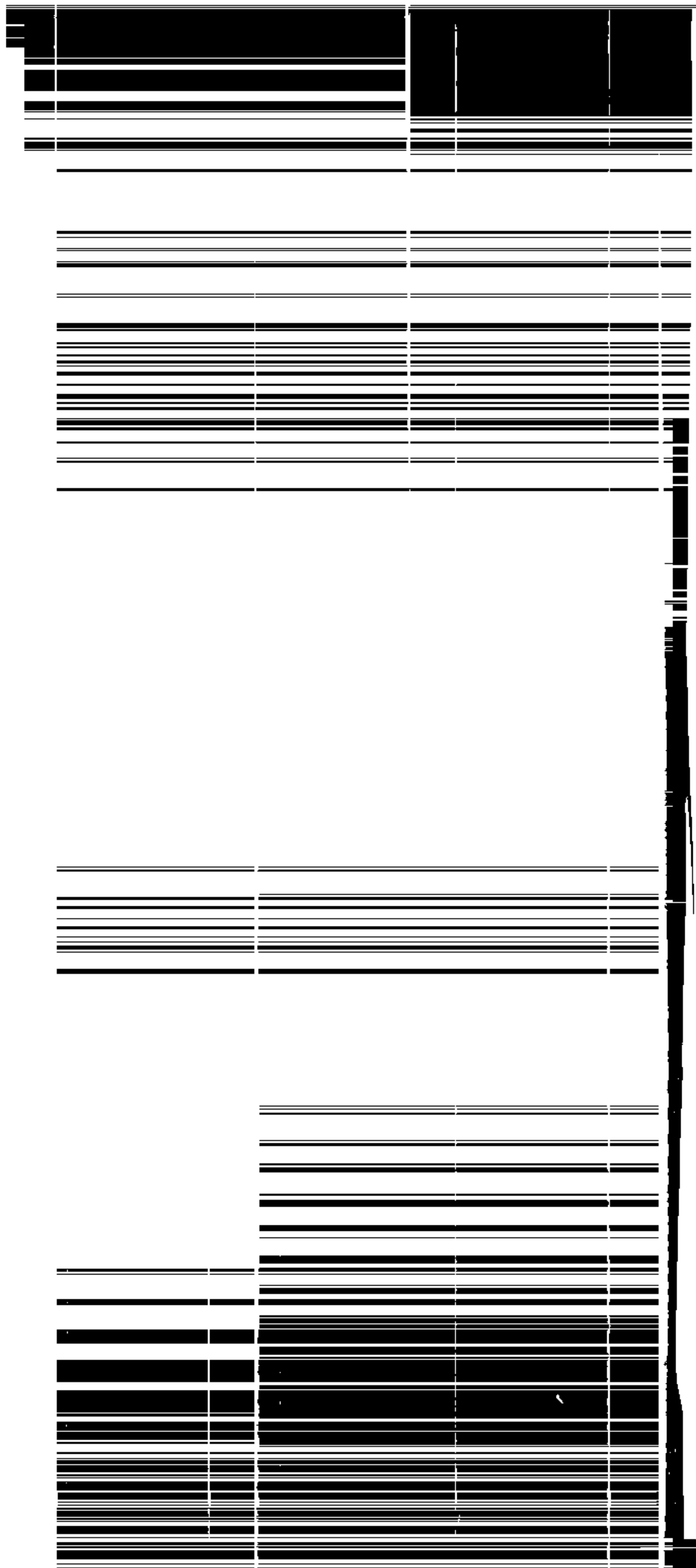
Do you think, given all the difficulties and competing interests, that a future South Africa can have a thriving economy?

The big question facing this country is what agreements are arrived at between government, unions and the private sector on the form the growth path will take. South Africa has enormous potential, but a lot will depend on the stability that is achieved as a result of agreements. We need to enter into a major programme of reconstruction.

The goal of Codesa is to create jobs, build competitiveness, create wealth. Around this there is consensus. The question is the path you take to that — and it cannot be unilaterally decided. □



Naidoo... not attempts to accept anyone to impose an economic policy



Naidoo... not attempts to accept anyone to impose an economic policy



## Job cuts bid by car industry

DIRK HARTFORD

MOTOR car industry employers have told the National Union of Metalworkers (Numsa) that before making any offer on wages this year, they want to resolve their difficulties with the moratorium on retrenchments agreed in last year's talks.

Employers say they are unable to maintain an unconditional moratorium on retrenchments.

Representatives of motor, metal and tyre and rubber industry employers — who are separately involved in talks with Numsa — met for the first time this week to share ideas on how to deal with the 270 000-member union's demands.

Numsa is demanding a R2-an-hour, across-the-board increase. It also wants to extend the moratorium on retrenchments to the metal and tyre and rubber industries — without this being linked to a ban on "unprocedural industrial action" as is the case in the auto agreement.

In the opening round of car assembly negotiations this week, National Association of Automobile Manufacturers (Naamsa) director Nico Vermeulen presented an overview of the key issues facing the industry this decade.

The detailed presentation highlighted current problems such as falling sales and a shrinking industry.

Samcor will cut working time and wages by over a third over the next three months in order to keep to the moratorium. Toyota, meanwhile, is doing so well that it has been working overtime.

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# NUM lays down demands for 1992

31 Day 9/4/92 (140A)

THE NUM's demands for 1992 negotiations incorporate a 20% minimum wage increase on gold mines and a 55% average increase on coal mines, as well as a proposal that all non-unionised miners pay fees to the union

The NUM, which represents more than 200 000 workers on mines affiliated to the Chamber of Mines, says in compiling its demands it tried to strike a balance between the current problems facing mining and its long-term aim of building "a humane and progressive industry"

Last year the NUM also demanded a 20% increase — its lowest demand since it began negotiating wages in 1984. It ended up accepting an average 6% increase on gold mines, with additional performance and gold price-related bonus schemes.

On gold mines, the NUM's demands range from 20% for most workers to 25% in the case of mines paying lower rates.

This would increase the lowest monthly wage to R527 and the highest for an underground worker to R686

The NUM says it is aiming for a standard wage structure which only proper basic wage increases can secure

Although the NUM is "concerned" with the way performance bonuses are implemented as "these have been abused by

DIRK HARTFORD

many mines", it does not reject them entirely Last year's agreement made provision for the bonus to be reviewed in June

On coal mines, where minimum wages vary between R407 and R595 a month, the union wants increases ranging from 40% to 100% for different categories This would bring minimum wages for underground workers to R865 and surface workers to R785 a month.

Another demand is that all non-unionised workers covered by the agreement pay 1% of wages — the current union subscription — as a fee for the union's role in securing better benefits

As the union is playing a central role in discussions around restructuring the mining industry, it believes non-union members should not be allowed a "free ride" on any benefits from this process

Employers will find this demand awkward as the mainly white Council of Mining Unions has had a closed shop agreement with the chamber since 1936 In terms of this, all white mineworkers are compelled to be members of unions affiliated to the council

Ironically the white Mine Workers'  To Page 2

## NUM demands

31 Day 9/4/92 (140A)

From Page 1

Union, a central player in the Council of Unions, wants to break out of the closed shop agreement as it believes it locks workers into membership of the different council unions

Other NUM proposals are that

- Mines recognise elected full-time shaft stewards at all mines and allow 10 days' paid leave a year for stewards to attend union courses,

- The industry appoint an independent body with inspection powers to monitor agreements,

- Racially discriminatory practices in

holiday allowances and pension contributions be removed, and

- Various demands relating to health and safety and compensation are met.

About 405 000 workers are employed on Chamber gold mines — down from 536 000 in 1986 Last year about 30 000 workers lost their jobs through retrenchments and dismissals

Chamber spokesman Adrian du Plessis said the union proposals were being studied "In due course we will meet the NUM to discuss the issues directly"

# Job security a thorny issue

By Mike Siluma

STAR 9/4/92

Annual wage talks between motor industry employers and trade unions, which began in Port Elizabeth on Monday, have been adjourned after a dispute arose on the thorny issue of job security for the industry's employees, the National Union of Metalworkers (Numsa) said.

The talks involve on the one hand the manufacturers Toyota, Samcor, Delta, BMW and Mercedes Benz, and on the

other Numsa and the whites-only Iron and Steel Workers Union

Numsa's chief negotiator Les Kettledas said talks had bogged down on Tuesday when employers could not guarantee a moratorium on retrenchments — a key union demand. The employers had insisted that the retrenchment issue be resolved before they could give a response to Numsa's demands. These include

● An across-the-board hourly

increase of R2, or a 25 percent raise on actual wages, whichever was the greater

● Minimum hourly rate of R4,50

● Moratorium on retrenchments, training of retrenched workers and severance pay of one month's salary for each year of service in the event of retrenchment

● Reduction in the working week to 40 hours without loss of pay

The talks are scheduled to resume on May 8



## LABOUR

### Motor industry talks stall

WIMBURY 10 10-154192  
■NEGOTIATIONS around a retrenchment moratorium occupied centre stage in annual negotiations in the automobile industry which kicked off this week.

UUDA  
National Union of Metalworkers of South Africa representative Les Kettle said employers would not make a wage offer or respond to the union's other demands until consensus was reached on the moratorium question.

Naamsa executive director Nico Vermeulen said they could not agree to an unconditional moratorium on retrenchments.

Negotiations in the tyre industry also started yesterday.

**T**UCKED unobtrusively in the NUM's list of proposals for the 1992 wage negotiations is a time bomb which is likely to change the entire structure of collective bargaining in the mining industry, and in many other parts of the SA economy too.

The time bomb is the union's proposal (in the spirit of the new SA, it seems, it is no longer called a "demand") for the introduction of an "agency shop". It is a proposal which, once the mining executives have thought it through properly, will become one of the industry's greatest bargaining and moral dilemmas.

An agency shop is designed as a compromise between a closed shop and a system permitting the existence of so-called free-riders.

A closed shop system requires that all employees in a firm or industry belong to a trade union as a condition of employment. The system is common around the world. Many of the old establishments, largely white, unions in SA, including in the mining industry, benefit and prosper because of it.

**B**ut the closed shop raises serious ethical problems regarding the right of freedom of association of the individual. Why should anyone be forced to join an organisation of which he or she expressly disapproves?

The philosophical rationale for the closed shop is that, in its absence, employees who choose to remain outside the union nevertheless benefit from the work of the union. Union/management agreements are always extended to cover all employees. Non-members earn higher wages, have better social security benefits and enjoy more job security purely because of the work of the union for which they do not pay.

That, too, is unfair, it is argued. The agency shop is designed to answer the criticisms from both sides. In an agency shop a non-member pays a fee but does not have to become a union member. There are many variations of the agency shop

# NUM plants a time bomb under 1992 wage talks

By Alan Fine

ALAN FINE



The initial NUM proposal suggests non-members pay the same subscription as members and the money go into NUM coffers.

However, a variation popular in North America requires that the non-member pay a fee lower than the union subscription, and a "conscience clause" permits each individual to choose that his or her contribution be paid to a charity rather than to the union.

The initial reaction among members of the Chamber of Mines to the agency shop idea is almost universally negative. But there are a few beginning to see it differently.

The immediate employer reaction to the proposal is understandable. It has the potential to strengthen the union's finances enormously. It is far from a satisfactory answer to the "freedom of association" argument — individuals are still forced to pay fees against their will. And, some employers point out, given the factionalism among workers at some mines, forcing militant anti-NUM members to pay a fee to the union, as the NUM suggests, carries a serious threat of violence.

But that is insufficient reason to say "no". This is because the chamber already operates a closed shop agreement with the predominantly

white unions. Each white mine employee must belong to a union. The agreement has been in force since the time of the Second World War. Ironically, it was a popular deal in the chamber. It was used by management to protect "moderate" English-dominated artisan unions from being taken over by small, activist groups of radical right-wing Afrikaners.

Subsequent to this agreement, the white unions signed an agreement between themselves allocating each individual to a particular union depending on his job category. The unions involved are the artisan unions, the right-wing, whites-only Mineworkers' Union (MWU), three officials' associations (for white col-lar employees) and a few others.

Into the middle of this, the NUM has thrown the agency shop challenge. If the chamber continues to accept the white closed shop but rejects the NUM proposal, it will stand accused of racism. Why is the closed shop okay for whites, but a less strict system unsuitable for blacks?

In the circumstances, there is no argument that can refute the charge, and the chamber lacks any moral

basis for rejecting the proposal (which, after all, will have no direct cost for employers). At best it could take the potentially disruptive step of cancelling the existing, cosy, closed shop agreement. But even then it will be seen as a desperate, cynical measure to withhold from organised black labour something that was acceptable for decades so long as it applied only to whites.

But a further factor has come into play. The MWU, with a complex political agenda, is about to start campaigning for the scrapping, or at least amending, of the closed shop system.

The first hint of this came from the MWU congress earlier this year. The union began talking about how the system contravened workers' rights to freedom of choice and of association. But the real motive is deeper than that. The MWU is opposed not so much to the closed shop as such, but to the agreement setting down the allocation of white employees to particular unions.

The MWU is seeking to establish itself as "the Cosatu of the new SA". It has announced plans to become the centre of a "super-white" union which will stand as the last bulwark against the selling out of the white

worker, using tactics of mass mobilisation where necessary (hence the reference to Cosatu).

The MWU is convinced that if the barriers set in place by the allocation agreement are removed, the bulk of white miners, attracted by the union's commitment to white workers' interests, will flock towards the MWU. This will increase the MWU's potential in the industry from the present 9 000 to about 24 000 — the total number of white employees on chamber mines.

Together with growing membership in such sectors as engineering, chemical and transport, it will assist the MWU towards its goal of a 100 000-member super white union.

The MWU has not yet forwarded its proposal officially to the chamber, and it is unclear what strategy it has in mind. And its expectations of its potential power are probably exaggerated.

Nevertheless, while some mining employers see this as an opportunity to rid themselves of the closed shop, others are fearful that the MWU will in future use new-found muscle as a political weapon which would harm the industry. If this point of view wins over, we would again see the mining industry attempting to use the closed shop as a means of strengthening the more "moderate" unions representing skilled labour.

It is not yet certain that the NUM will choose to use the agency shop as a make-or-break issue in this year's negotiations. It has become the norm that the chamber accepts one major non-wage proposal each year to seal an agreement. Last year it was a set of new social and union rights. Previously it was a retirement fund. This year, in addition to the agency shop, the NUM has proposed a system of fulltime shop stewards and compulsory arbitration in cases of contested dismissals.

The union will have to set its priorities. But the agency shop idea will not go away. If it is not accepted this year, it will be proposed again next year. And once it has gained a foothold in the mining industry, other sectors will not be far behind.



# Young Turks bring new ideas

(1404)

*The disorganised National Education, Health and Allied Workers' Union has elected a youthful executive to get its house in order.*

*Neal Thobojani and Phillip*

*Dexter outlined their plans to FERRIAL HAFFAJEE*

*at a meeting on 10/4-15/4/92*

**D** ELEGATES breathed new life into the National Education, Health and Allied Workers' Union (Nehawu) at last week-end's congress, determined that the union will represent all the country's public servants by 1994.

They also elected a new and very young executive to lead the union on its growth path.

In an interview with *The Weekly Mail* this week, general secretary Phillip Dexter and assistant general secretary Neal "Bob Marley" Thobojani, outlined plans for restructuring the union, for public sector unity and for the revamping of public sector labour laws.

Dexter and Thobojani, at 29 and 27 years old respectively, are among the youngest union leaders in the country. Dexter's election surprised even him — he only joined the union in June last year.

But he obviously impressed in the nine months he has worked for the union the Cape Town branch where he was based, instructed him not to stand for election to a national position because he could not be replaced.

While he had heard rumours that he would be nominated national health officer, his election as general secretary "shocked" him.

Dexter returned to South Africa from exile in 1990, and worked as a waiter. But he was fired after organ-



Young lions . Nehawu's Phillip Dexter (left) and Neal Thobojani

Photo KEVIN CARTER

ing his colleagues into the South African Commercial, Catering and Allied Workers' Union and soon after joined Nehawu.

Thobojani, who joined the union in 1988 after a stint in prison on Robben Island, is also a relative newcomer. He was the union's education secretary before being elected to his new post.

Dexter and Thobojani are honest about the state of their union — a "mess", "non-existent" and "inefficient" are adjectives they use.

But a central resolution at the congress noted "the need to strengthen the union at branch, regional and national levels". Nehawu has few regional structures, and will work to establish the same regions as the Congress of South African Trade Unions and close down ineffectual branches.

Regional congresses will be held every six months while office bearers will meet once a month. The second-highest decision-making body in the union, the central executive committee, will meet every three months,

while the national executive committee has been given a mandate to redraft the entire constitution of the union.

If Nehawu is able to organise the 450 000 workers within its sector, it could become Cosatu's biggest affiliate. At the moment, it has only 49 364 signed-up members.

Dexter says while criticism has been levelled at the union for what is perceived as organising weakness, the union "has just been born" because it was only recognised last year.

Without the benefit of stop-order facilities, the union was forced to collect membership fees manually. And because Nehawu could not pay affiliation fees to Cosatu, it was stripped of its membership and reduced to observer status.

Dexter says a priority is to have this membership restored as soon as possible.

Another priority is to secure unity of public servants' unions. The Cape Town-based Health Workers' Union is moving closer to the Cosatu camp

and it was conditionally affiliated to Nehawu at last year's congress. It hopes to achieve unity with Nehawu by the end of this year.

Nehawu is also close to unity with the Northern Transvaal Public Servants' Union and the kwaNdebele Public Servants' Union.

Once this is done, Nehawu will begin unity negotiations with the various public servants' associations.

Last year the union joined 10 other associations in the "public sector caucus". But Dexter has no illusions that the path to unity with the conservative staff associations will be a smooth one.

"Democracy in the caucus is totally inadequate," he says. In March, the caucus agreed to stage a one-day stay-away, but only Nehawu members headed it, while staff associations pulled out at the last minute.

At the weekend congress, a commission was elected to look at public sector legislation. This commission will also draw in other public servants' unions and associations as well as Cosatu to make joint representations to government around the legislation.

Both Dexter and Thobojani are members of the African National Congress and the South African Communist Party. Dexter went into exile for membership of the ANC and SACP in 1983 and returned only last year — a little while before he joined Nehawu.

They are quite defensive about questions of the union's reputation for being very close to the ANC — an ally now but an organisation which will very soon be their employer.

"All unions will face this problem," believes Dexter. He hopes that Nehawu will be able to influence the ANC to adopt more progressive practices toward public servants in a future government.



LABOUR

By DREW FORREST  
GOVERNMENT cost-cutting initiatives have emerged as a threat to the National Manpower Commission, a vital statutory think-tank on labour law

Government sources said this week an official study of the Manpower Department's infrastructural requirements was under way and that there was a real possibility that funding for the NMC's secretariat might be withdrawn

A possible response would be to secure alternative funding through a levy on employers and workers, they said  
The news comes as efforts to

# State may suspend funding for NMC

revamp the NMC move to a climax  
Last week the employer body Saccola met Manpower Minister Piet Marais on the issue, and sources said Marais was likely to respond within the next fortnight  
Last year the commission formally recommended its own restructuring to the government  
Saccola, the Congress of South African Trade Unions — at that stage an NMC member — and other parties called for it to be reshaped into a negotiating forum representing

key actors in the labour field, with a direct Manpower Department role to ensure a single law-framing process  
Official sources said the government's response might be critically affected by a policy decision on whether to join forums in general, including the proposed economic negotiating forum  
Apparently fearing it will concede away its right to rule, and wishing to focus on the Convention for a Democratic South Africa, the state has been resisting nego-

tations on a range of fronts  
Last week Cosatu, Saccola, the South African Chamber of Business and Foundation for African Business and Consumer Services (Fabcos) tabled joint proposals for an economic forum in talks with Economic Co-ordinator Minister Derek Keys  
Sources said that as the NMC was its statutory advisor, the Manpower Department was unlikely to shun it completely  
However it might opt for observer status, rather than the more

active, albeit non-voting role envisaged in the commission's recommendations  
There are two other potential areas of conflict  
Cosatu wants a direct relationship between the NMC and parliament, governed by a protocol  
One implication would be that if the minister rejects a consensus recommendation, it would still go to the legislature  
In addition, the NMC proposed a 25-member commission with 10 seats each for employers and labour  
The government appears to favour a larger body with significantly more independent members

## 'Free market inadequate'

140A TIM COHEN

TRICKLE-down economics had no place in Cosatu's book, general secretary Jay Naidoo said yesterday

Governments had intervened in SA's economy for the past 300 years to protect the interests of the white minority, he said

There was no way that the "forces of the free market" would be able to correct this

Cosatu was in favour of a strong but slim state able to intervene to develop economic policies

"There is no trust that those who have dominated economic and political power in the past will in a future democratic SA automatically have at heart the interest of the majority who have been excluded"

For trade unionists, the bottom line was signed agreements that commit parties to negotiation

Naidoo said government was pursuing a conscious policy to devalue the rights of citizens who did not have the vote.

The government and its allies in business and the media were trying to ensure the hands of a future state were tied, he said

# Talks to resume on farm labour

CAPE TOWN — Manpower Minister Piet Marais, the SA Agricultural Union and Cosatu will meet again tomorrow in a bid to resolve the deadlock over labour rights for farm workers

The parties held a "long and very difficult, though fruitful" meeting in Pretoria on Friday, Manpower Ministry spokesman Ted Townsend said yesterday

Cosatu has demanded that the Basic Conditions of Employment Act and Labour Relations Act be extended to the country's 1,3 million farmworkers, while the SAAU has argued for a separate statute for agriculture

## Progress

Mr Townsend said progress had been made at Friday's talks, but did not elaborate. The meeting would go ahead on Thursday

Approached for comment, SAAU co-director Kobus Kleynhans said tomorrow's meeting was tentative

"The parties have decided that only the Minister's press secretary will liaise with the press," he added

Cosatu campaigns coordinator Lisa Seftel said Cosatu would try to issue a more detailed statement later — Sapa



# 'Drought will cost <sup>140ft</sup> 80 000 jobs, R1,5-bn'

By Michael Chester <sup>STAR 15/4/92</sup>

More than 80 000 jobs were likely to be wiped out in the current drought disaster and economic losses threatened to reach as high as R1,5 billion, according to surveys by the Congress of South African Trade Unions

The estimates were revealed by Cosatu general secretary Jay Naidoo when he addressed the annual conference of the Institute of Directors in Johannesburg yesterday

No fewer than 3 million children in the rural areas were suffering from malnutrition. The drought disaster, he said, added to a growing list of economic problems that confronted South Africa

"Unless we can (soon) come to agreement on ways of effectively dealing with the problems of the drought, along with shortages of food, housing and other basic needs, our country will go backwards rather than forwards despite progress at a political level," he said

"Clearly what a future South Africa needs to confront now is how to generate economic growth in a manner that can underpin and stabilise the transition to political democracy"

There was no way that the "forces of the free market" would be able to correct the imbalances between white and black society that had developed in 300 years of government intervention to ensure the protection of white minority in-

terests. It was crucial to debate the role of the state

"Cosatu has argued very strongly that we require a strong state which is able to intervene decisively in pursuing economic policies that promote growth," he said

Cosatu would pledge full support to a massive rationalisation of the monolithic apartheid bureaucracy so that public funds could be redirected into job creation and building houses, schools and hospitals.

"The present Government and its allies in business and the media are trying to ensure that the socio-economic hands of a future state are firmly tied by decisions taken and implemented now," Mr Naidoo said

"Clearly the political repercussions of this are not lost. A weak economy means a weak government

"Cosatu will resist any attempts to impose an economic or political solution on South Africa, particularly in this transition phase when even this present Government recognises its illegitimacy and lack of representivity

"It is for this reason that we have called on the present Government to cease its arbitrary and unilateral restructuring of the economy and enter into bona fide negotiations with the organised trade union movement and organised business to ensure that economic restructuring has a legitimate basis of support," he said

● More reports — Page 9

# Cosatu will resist, says Naidoo



The Congress of SA Trade Unions will continue to resist any attempts by the government to impose an economic or political solution on the country, Cosatu general-secretary Mr Jay Naidoo said yesterday.

## ANC'S PLAN FOR ACTION IF TALKS FAIL

See PAGE 12

Speaking at the Institute of Directors conference here, Mr Naidoo accused the government of pursuing a conscious policy of "government by stealth" in all socio-economic areas.

It was for this reason that Cosatu had called on the government to stop restructuring the economy and to enter into bona fide negotiations with the organised trade union movement and organised business.

"We believe that the establishment of a national economic negotiation forum will ensure that we shift from the ad hoc economic government of the present to developing a coherent economic programme in which we can unleash the creative energies of all sectors of society."

Mr Naidoo said the real issue was whether the key players were prepared to have a public and democratic debate on how to resolve the problems apartheid had created — Sapa

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w/mail 16/4-23/4/92

### Farm talks plough ahead

THE government held its second meeting within a week with Cosata and the South African Agricultural Union last Thursday, in an attempt to jumpstart stalled legislation for farmworkers.

Cosata is demanding that tangible progress be made on this legislation by the end of April. The SAAU is ploughing along with its demand that a separate labour

(140A)

statute is the appropriate path to follow.

(140A)

Manpower Department representative Ted Townsend said the talks had been "long and difficult — though fruitful".

w/mail 16/4-23/4/92



# Clothing industry demands

By DICK USHER

*WIM cut 16/4 - 23/6 1972*  
A DETERMINED push for centralised structures to cover more than 100 000 workers in the clothing industry will be a major feature of this year's pay negotiations.

Proposals presented to employers by the South African Clothing and Textile Workers' Union (Sactwu) have several provisions aiming at this, including a demand that all employer associations support the setting up of a national industrial council to cover all of South Africa.

In line with this, Sactwu has presented a common set of proposals to employers in all four regional industrial councils and the Transvaal knitting industry.

The union will co-ordinate negotiations through the national shop stewards' council, which will take decisions about settlement.

Sactwu wants industrial council registration to cover factory shops and all employees whose earnings do not exceed the limit for UIF contributors. It also calls for the deletion of clauses which exclude categories of monthly

paid employees from agreements.

Sactwu also demands that provisions which exclude from the scope of agreements businesses employing fewer than a specified number of workers be scrapped.

It also seeks extension of the closed shop to all employers, not just members of employer associations, and for the ending of exemptions for certain categories of workers from the closed shop provision.

Sactwu has also proposed that a "framework" agreement be negotiated covering grievance, disciplinary and retrenchment rights and procedures.

Negotiations should start within two months of the conclusion of this year's agreement, and if not completed after three months, unless the parties decide otherwise, unresolved issues will be referred to arbitration.

The union's wage demand is for R40 a week or 20 percent on basic wages, whichever is the greater. This is considered to be realistic, given the effects of inflation and VAT.

# Union leads march on Parliament

Staff Reporter

(140A)

THE Food and Allied Workers Union (Fawu) led a protest march on Parliament yesterday and presented the government with a set of demands concerning the rights of farmworkers.

March co-ordinator Mr Ben Sizani said the main aim was to "highlight the plight of farmworkers and to demand the legislation to improve their living and working conditions".

The hundred-strong crowd jogged peacefully through the streets with placards. The march was led by leaders of Fawu and Cosatu and other political organisations including the ANC.

SA will pay a heavy price for policy decisions taken 'by stealth', argues Cosatu's Jay Naidoo

# Next govt being shorn of its economic weapons

STAR 16/4/92

140A

THE economic document published after the Cosatu economic policy conference has elicited much comment from the business community and the commercial media the general tenor of this comment has ranged from critical to hysterical. This is not only understandable but healthy.

If the business community and the commercial media — firmly embedded in the giant conglomerates — were to readily agree with Cosatu's proposals there would be something drastically wrong with business or Cosatu or both in any society organised labour and organised business disagree — they represent different constituencies.

In South Africa, deeply divided in terms of virtually all indicators and yet to experience democratic government, this disagreement is a hard political, social and economic fact of life. Instead of trying to wish it away or stigmatise it into oblivion, let's accept the reality. The real issue is whether

anything is negotiable. Cosatu is only too happy to explain, defend and elaborate its position in an open public debate. But we must also do more than this — we must scrutinise existing Government policy.

The Government is pursuing a conscious policy of government by stealth in all socio-economic areas. As we should know only too well from our own experience and that of the Eastern Europe, any economic government by stealth can do lasting damage to the economy, society and environment.

In South Africa such a policy is dangerous and inward for two fundamental reasons. Firstly, each and every citizen can be affected by decisions taken that have not been open to full public scrutiny and debate.

Secondly, those citizens who hope to enjoy the right to vote soon are having that right systematically devalued. The Govern-

ment and its allies in business and media are trying to ensure that the socio-economic hands of a future state are firmly tied by decisions taken and implemented now.

Let us do a brief survey of the areas of change carried out sometimes under the convenient free market philosophy and sometimes without even any pretence at justification.

● In the crucial areas of health, education and housing, Government is proceeding with radical restructuring while simultaneously withdrawing from housing, health and education forums where such moves could be negotiated.

● Plans are afoot to commercialise and then privatise State forests — again without any consultation with affected parties.

If, as is estimated, prices for timber rise by 35 percent with commercialisation, a future government will be severely handi-

capped in its ability to provide the cheap low-cost housing which is so desperately needed. Latest estimates are that 1,2 million homes need to be built to make up the backlog.

● Tariff arrangements, including the quota system in the textile industry for example, have been changed in an ad hoc, arbitrary way leading to the near destruction of the textile industry. Almost 20 000 textile jobs were lost last year.

● Legislation is being passed preventing homeland pensioners from drawing benefits from central government once these regions are reincorporated. The pensionable age has also been raised from 60 to 65. Why should future governments inherit this political minefield?

● Private and State pension funds, life insurers and financial institutions were required to invest large percentages of their assets in all sorts of Government

stock. But in the past few years these have been significantly relaxed — if not entirely removed — which means Government can no longer rely on relatively cheap money to finance its deficit.

● Major privatisation programmes are being implemented in parastatals such as Escom, Spoornet, Transnet, Armscor, Sasol, Posts and Telecommunications without negotiations.

● The introduction of VAT was said by the Government to be part of a major programme of economic restructuring. Why should we accept this major shift of the tax burden from companies to individuals without any negotiations and when it is having such a devastating impact on the poor?

● The Government is raising major foreign loans to advance an economic agenda that has not been negotiated.

The agenda will always be resisted because we are in a transi-

tion phase in which even the Government accepts it is unrepresentative of the majority. Any moves to restructure the economy will have to be negotiated by major players, and that includes Cosatu.

Can one then blame organisation like Cosatu, who with the majority who have been excluded from the economy, have concluding that the present Government is

● Putting more money in its own hands in the run-up to elections while increasing the debt burden of a new government (through increasing domestic and foreign debt) while

● Actively disengaging the State from all areas of the economy so a new government will be economically emasculated (through deregulation, privatisation, commercialisation and the like) and politically paralysed in relation to meeting its social service needs (the money and tools to do this are being removed) □



## March planned for farm labour rights

CAPE TOWN — Cosatu's food union, charged since 1985 with organising SA's 1,4-million farmworkers, sees little hope of achieving this goal unless it has legal clout.

The Food and Allied Workers' Union (Fawu) represented some 25 000 workers on farms — a "drop in the ocean" according to Fawu assistant general secretary Mike Madlala.

Fawu and Cosatu would lead a march to Parliament tomorrow to demand basic labour rights be extended to the agricultural sector, he said.

At a news conference in Cape Town, Madlala blamed the absence of legislative protection for workers and unions for Fawu's failure to

1401  
make inroads into the sector.

He said farmworkers had no access to unfair labour practice jurisdiction or the Industrial Court, as opposed to workers who fell under the Labour Relations Act (LRA).

Fawu and Cosatu may have approached negotiations on legislation "the wrong way round", said Madlala. Instead of pressing for the extension of the Basic Conditions of Employment Act to farmworkers, it should have demanded that the LRA be extended, giving workers and organisers organisational protection.

In its demands to government tomorrow, Fawu and Cosatu would demand the immediate extension of this Act to farmworkers — Sapa.

**COSATU'S food union, charged since 1985 with organising the country's 1,4 million farmworkers, sees little hope of achieving this goal unless it has the legal clout to do so.**

The Food and Allied Workers Union represented some 25 000 workers on farms, a "drop in the ocean", according to Fawu assistant general secretary Mr Mike Madlala.

Breaking with its hitherto low-key profile on organising workers on farms, Fawu and Cosatu will lead a march to Parliament today to demand that basic labour rights be extended to the agricultural sector.

Speaking at a Press conference in Cape Town, he blamed the absence of legislative protection for workers and unions for Fawu's failure to make any significant inroads into the sector.

The union needed organisational power before it could enforce concessions for workers on farms - but was hamstrung by not having the right to build that power.

It has adopted a twofold approach in trying to penetrate the farming sector the traditional trade union tool of organisation, and taking part in the official advisory body on labour

# Effort to unionise farmworkers balked

*'We know that quite a number of farmworkers have been dismissed in anticipation of labour laws being extended to the farming sector.'*

Despite this, Fawu's organised presence on farms was poor, said Madlala.

The union was mandated to organise farm workers at Cosatu's launch in 1985, and repeated resolutions to step up efforts in this direction have been passed since. Cosatu, at its fourth national congress last year, resolved to establish a national union for farmworkers, but instructed its affiliates with members on farms to continue their activities.

"There is no legislative or organisational protection for farmworkers. If we organise blindly we expose workers to victimisation and mass dismissals - and in the end nothing is really done," said Madlala.

Regarding negotiations in the NMC, Fawu last year obtained Government undertakings that the Basic Conditions of Employment and Unemployment Insurance Acts would be tabled

In its demands to the Government today, Fawu and Cosatu will demand the immediate extension of this Act to farmworkers, for, "without this, all legislation relating to farmworkers cannot be enforced".

"If a farmworker is dismissed, the family also goes and often they lose their accommodation. This is different to industrial workers, who don't rely on their employers for access to accommodation".

Fawu estimated that up to 5 million people were dependent on farmworkers as breadwinners.

Trespass laws prevented union organisers from going on to farms. From this stemmed Fawu and Cosatu's demands that the Trespass Act be scrapped immediately and organisers be allowed free access to farms.

Attempting to bridge the legal gulf between farm and city, Fawu has concentrated on organising work-

ers on company farms where it already has a presence in the related industry.

But, in the absence of legal protection, supportive mobilisation by industrial workers held no guarantees of advances for farmworkers.

Fawu was not the only union trying to organise farmworkers. The National Union of Farmworkers, affiliated to the National Council of Trade Unions, and other independent unions were also active in the sector.

Nactu, which has joined Cosatu in NMC negotiations, had not been invited to Friday's march as it was based in Johannesburg, said Madlala.

"This is a start, and we will definitely include Nactu, its affiliates and the independent unions".

Madlala said he believed there was light at the end of the tunnel.

Optimism about progress towards full labour rights for workers on farms had, however, to be tempered against the background of the experience in Zimbabwe - where labour rights for farmworkers sparked dismissals.

"We know that quite a number of farmworkers here have been dismissed in anticipation of labour laws being extended to the farming sector". - Sapa

140A

24/4/92





# INTERNATIONAL ISSUES



## Nationalism 6 *New Nation [Learning Nation] 24/4-30/4/92* The National Question in South Africa

*1409*

This is the last article in our series on nationalism. In our previous articles, we addressed issues such as:

- national liberation as a current and international issue
- the concept of "nation" and its origin
- nationalist movements in East Europe and the collapsed USSR
- theories on national liberation and socialism
- the rise of right-wing nationalism

South Africa stands in a position in which nearly all of these issues are of importance in our struggle against apartheid.

support for socialism can be seen from COSATU's most recent Economic Policy Conference which reaffirmed COSATU's support for a socialist future

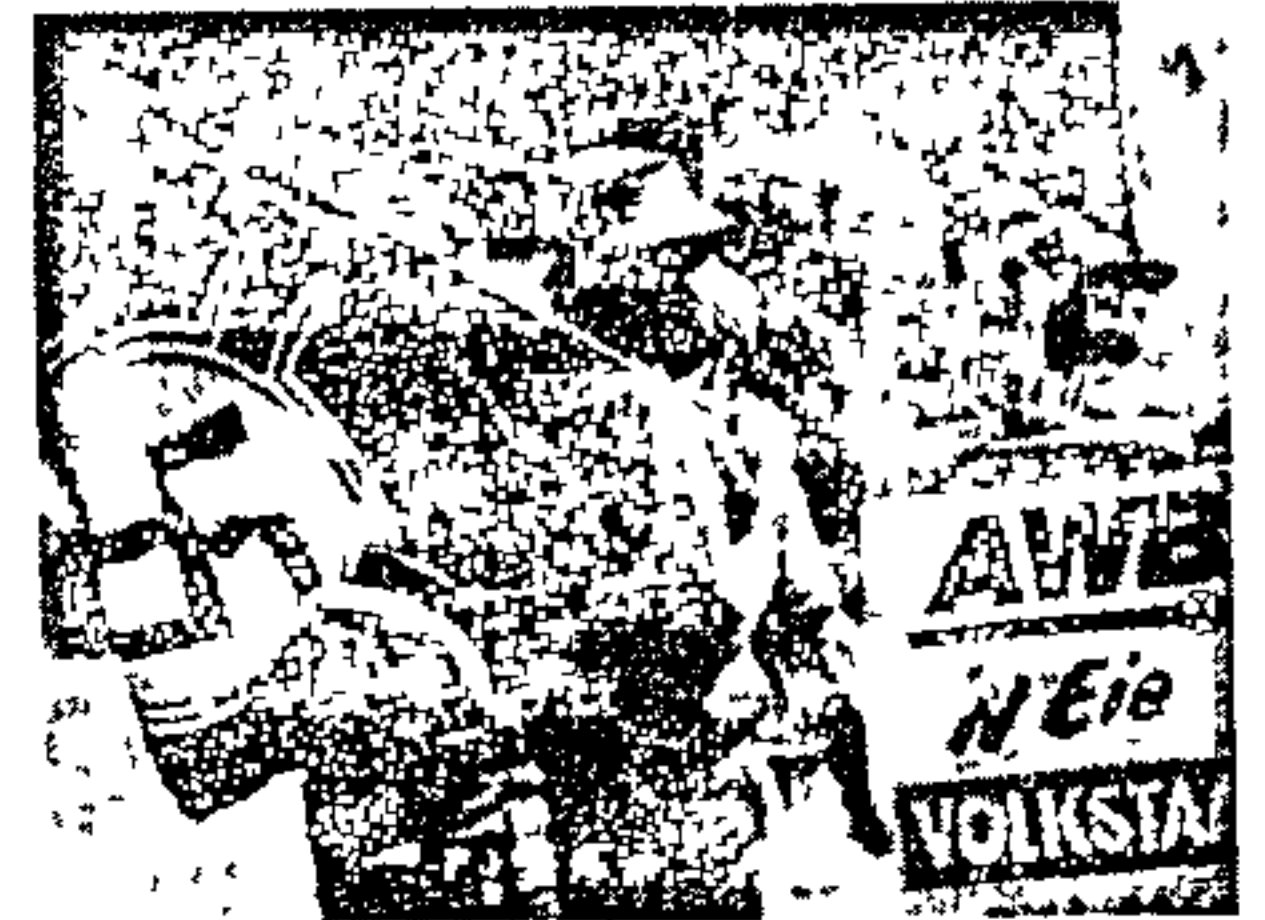
On the one hand we struggle for national liberation and on the other hand we are committed to a socialist future. What is the link between national liberation and socialist struggle?

In our first article of this series we saw that historically, it was the bourgeoisie who as a class led the struggle against feudalism for political power. In our fourth article we saw that debate within the socialist movement on the question of national liberation and socialism became a burning issue at the beginning of the 1900's. Today, in South Africa, we find on the one hand debates on whether we must engage in a struggle for national liberation OR a struggle for socialism. On the other hand, amongst those socialists who support the struggle for national liberation, we find further debates. One of the key issues in these debates is the question of class leadership in the national liberation struggle.

bourgeois leadership in some of these movements are already acting in undemocratic ways

The view which argues for working class leadership in the national liberation struggle was strongly argued for by Trotsky in the 1920's in his fight against the rise of Stalinism. The debate over which class should lead in the national liberation struggle in South Africa will continue to inform and impact on our day-to-day struggle for liberation.

### Right-wing nationalism in South Africa



Last week we looked at the rise of right-wing nationalist tendencies in some of the leading capitalist countries across the world. We saw the link between a deepening economic crisis and the growing support for fascist policies.

The South African capitalist economy has also been hit with a severe recession. The working class experiences this daily through retrenchments, the rising cost of living and decreased social services offered by the state as it continues the campaign to privatise these services. An added feature in South Africa is the uncertainty in the current political situation. For the white working and middle classes, the certainty of minority (apartheid) rule with the privileges it offers them is no longer there. The white minority faces a possible situation of (black) majority rule. The same is true for the leaders and supporters of the bantustans and the tricameral system.

The combined effect of worsening economic crisis and possible loss of minority political power leads to growing support for the entrenchment of "minority rights". The whites-only referendum of 17 March 1992 gave majority white support to De Klerk's negotiations option to preserve apartheid in some new form rather than the more right-wing options offered by the CP and the AWB. However the danger does exist that worsening unemployment and poverty together with the growing political uncertainty can create conditions in which the racist divisions between blacks and whites as well as between blacks can widen. Fears that majority rule will mean the oppressive imposition of a single cultural tradition onto people could also lead to growing support for organisations like the AWB and the bantustan leaders.

### The Struggle for Democracy in South Africa

In South Africa, a social system of apartheid-capitalism exists. It is a system in which the ruling capitalist class uses racism to exclude the vast majority of the black population from the South African "nation". Under apartheid-capitalism black people are denied democracy. On the other hand, the white minority in South Africa have found that their access to democracy is not complete and it is not applied consistently. For example, apartheid laws have also denied white people the right to freedom of association, freedom of the press and so on.

In opposition to the system of apartheid-capitalism, the liberation movements such as the ANC, PAC and AZAPO struggle for a new South African nation that is democratic, non-sexist and non-racist. It is this struggle to liberate South Africa from its undemocratic, apartheid version of nationhood, that puts us in solidarity with the many other national liberation struggles taking place across the world.

### National Liberation and Socialism in South Africa

The working class of South Africa has a long history of commitment to a socialist future. Presently in South Africa, the organised working class is still strongly committed to socialism despite the problems and bad name socialism has received because of Stalinism. This

### Bourgeois or Working Class Leadership?

One view argues that national liberation belongs to the phase of bourgeois revolution. This view says that the programme for national liberation must limit itself to demands that the bourgeois class, as the ruling class, can grant. This view argues that national liberation must bring about a democratic, non-racial and non-sexist but capitalist South Africa. Only after this has been achieved will the working class put forward a socialist programme and lead the struggle to achieve this goal. This argument is often referred to as a "two-stage" theory of socialist revolution.

Another view exists which opposes the "two-stage" approach to national liberation and socialism. This view argues that capitalism in South Africa survives because apartheid gives it cheap labour. This view says that apartheid therefore cannot be destroyed and democracy cannot be guaranteed under capitalism. This view argues that the working class which desires national liberation and socialism will remain the most consistent fighters of apartheid and upholders of democracy. For this reason, this view argues for working class leadership of the national liberation struggle. The holders of this position point to situations in which bourgeois leadership of the national liberation struggles, turn against their commitment to democracy. Our article on the nationalist movements in the Soviet Union showed examples of how the



### Conclusion

The broad liberation movement must show that its policies on winning and securing democracy and solving the economic crisis as well as its policies on the cultural diversity found in South Africa is not in conflict with the building of a unitary and democratic nation. These are some of the concrete issues that need to be taken up in our struggle for national liberation today.



# In search of some common ground down on the farms

By FERIAL HAFFAJEE

with mail 24/4-29/4/92  
A SERIES of high-level meetings between government, worker and farmer representatives has failed to clear the murky future of farmworkers legislation, which remains logjammed in the parliamentary process

But there is a groundswell of resistance among farmworkers who may not have the patience to weather yet another series of negotiations

Today farmworkers, political and church organisations will march on parliament. In the past weeks, farmworkers have held placard protests

The third in the series of meetings to decide the future of the legislation took place last Friday. It was to have been the last meeting but it too ended in an impasse

According to government sources, the only progress made was that the Congress of South African Trade Unions, the National Council of Trade Unions and the South African Agricultural Union (SAAU) are "at least listening to each other"

Cosatu's end of April deadline to the Minister to demand decisive action on the legislation will not be met — instead another meeting will be held on May 7

This week, the federation was adamant that this will be the last meeting

SAAU representative Kobus Kleynhans said "we will not easily reach consensus but I am positive that we will reach common ground"

But all parties know the fragility of negotiations and have adopted a

wait and see approach to the May meeting. Cosatu is eager to get legislation passed for one of its most embattled sectors while the organised farmers lobby (SAAU) has realised that it cannot wish away trade unionism on the farms and is keen to find "common ground"

In the path of the legislation is SAAU's insistence on separate labour legislation for farmworkers. To what extent it is still wedded to this scheme is unclear

Kleynhans was non-committal this week and would only say "Cosatu and the SAAU are looking for labour legislation that will work"

The Food and Allied Workers' Union (Fawu) is spearheading the campaign around the legislation. It has only 25 000 members in the sector, a sector employing 1,6-million workers

But organising work is hampered by the lack of legislation. Ben Sinzane, a Fawu farms organiser, said they are denied access to the farms in terms of the Trespass Act. Instead, they have to meet workers at night or at the weekend outside the farms

Today, Fawu and Cosatu will march on parliament to demand that the Basic Conditions of Employment Act and the Unemployment Insurance Act be passed on to farmworkers in the current parliamentary session

They will also highlight the right to freedom of association and collective bargaining for farmworkers as well as campaign for the scrapping of the Trespass and Illegal Squatting Acts

# SOS for SA: Unions aim to save industry

South 25/4-30/4/92

140A

By Quentin Wilson

A MAJOR Cosatu think-tank, consisting of 16 full-time researchers, is to formulate an industrial policy for South Africa

Members of the "Industrial Strategy Project", launched in January, have 14 months to find ways of reversing the declining fortunes of the manufacturing sector.

In an earlier project aimed at identifying the causes of the crisis in the South African economy, the manufacturing sector was singled out as a key contributor to rising unemployment

For this reason, eleven areas of this sector will be studied along with those catering for the domestic and overseas markets.

Four researchers will concentrate on technology, trade, ownership structure and competition, the role of trade unions and the industrial relations system in a revamped manufacturing sector.

During the project the

researchers are expected to consult various government, labour, political and private sector leaders, nationally and internationally.

Mr David Lewis, a co-director of the project, said its main aim would be to compile policies that would lead to more employment, coupled with reasonable work conditions and wages

The research should be completed by March next year.

Lewis said a report would then be compiled out of which an industrial policy would be formed.

The findings will be reported to the relevant Cosatu-affiliated unions as well as the federation.

The project is part of the work of the Economic Trends Research Group.

Launched in 1986 when Cosatu requested a group of economists to investigate the country's economic problems, the project and group are financed by a consortium of European and Canadian foundations

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## Cosatu and Nactu plan huge May Day turnout

140A (140) DIRK HARTFORD (140)

COSATU and Nactu announced yesterday that for the first time they would hold joint May Day rallies at more than 50 venues throughout SA. These rallies would be addressed by speakers from the ANC, PAC, SACP and Azapo. *31 Day 29/4/92*

It will be the biggest May Day mobilisation yet by the trade union movement.

The joint May Day initiative is a sequel to an agreement struck recently between Cosatu and Nactu to campaign jointly on:

- VAT and high food prices;
- Extending rights to homeland, farm, domestic and public sector workers; and
- Violence, the national economic forum, a constituent assembly and worker rights in a new constitution.

In addition, Cosatu and Nactu agreed their affiliates in the same industry must meet to discuss trade union unity at an industrial level.

The two federations will meet again early in May to assess May Day and industrial unity and to plan further steps for trade union unity.

At the end of May, Cosatu and Nactu will host a workers' summit of all independent trade unions — representing about 2,5-million workers — to adopt a workers' charter on their rights in a new constitution, and to chart a path to trade union unity.

Cosatu and Nactu will use the summit to try to convince other unions to go along with a general strike in July if their economic and political demands have not been met.

They want government to agree to elections for a constituent assembly by the end of the year. "We don't want one Minister to resign, we want the whole Cabinet to resign."

Cosatu and Nactu are jointly involved also in forging trade union unity not only in southern Africa but throughout Africa.



# Joint May Day CT 29/14/92 rallies planned

Own Correspondent

JOHANNESBURG —  
Cosatu and the National  
Council of Trade Unions  
announced yesterday  
that for the first time  
they would hold joint  
May Day rallies at more  
than 50 venues through-  
out South Africa

The rallies would be  
addressed by speakers  
from the ANC, PAC,  
SACP, and Azapo

It will be the biggest  
May Day mobilisation  
yet by the trade union  
movement (140A)

LABOUR BRIEFS

*210 4107*  
**Worker broadcasts**

*w/Mail 30/4 - 11/5/92*

■ A UNIQUE broadcasting agreement between the Congress of South African Trade Unions and the South African Broadcasting Corporation got off the ground this week. The first magazine news programme aimed at workers was aired on Wednesday.

The 15-minute programmes to be aired in the evening will be a regular feature on 11 FM stations and will be broadcast in all major African languages as well as in Afrikaans.

## LABOUR

IN a May Day first the country's two biggest trade union federations will hold joint rallies around the country. The Congress of South African Trade Unions and the National Council of Trade Unions this week unveiled their joint May Day plans, calling it the first step along the road to unity in the labour movement.

The Pan Africanist Congress commended the "maturity and statement-ship" of the two federations while the Azanian People's Organisation lauded the occasion as a milestone for black unity.

Fifty-one rallies will be held around the country tomorrow and will be addressed by high profile Cosatu, Nactu, African National Congress, South African Communist Party, PAC and Azapo members.

The organisers have labelled the occasion, the "last May Day under apartheid rule". The day's programme was hammered out in a first-ever joint executive meeting between the two federations on April 11 and there will be another such meeting on May 9 to assess May Day and plan the next step in the programme of action.

# Nactu, Cosatu Link up for May Day rallies

*will wear  
The country's two biggest union federations will hold joint rallies tomorrow in a move heralded as the first step towards unity. By FERRIAL HAJFAJEE*

For the most part, Nactu is dovetailing to Cosatu's programme of action which that federation outlined after a central executive committee meeting in March.

At May Day rallies, both Cosatu and Nactu will mobilise worker support for a general strike in July if sufficient progress is not made on substantive political and economic issues.

These include demands around Value Added Tax, food prices, the

Nactu assistant general secretary Mahlomola Skosana said that while the two federations could not place a time limit on unity, meetings between affiliates working in the same sector would start soon.

On the international front, Cosatu and Nactu are carrying out a fruitful joint initiative. They have developed a common approach to international trade and both were "instrumental in the drawing up and adoption of a social charter for southern Africa.

But unity will not come easily to Cosatu and Nactu. Earlier this year, one of Nactu's regions pulled out of the VAT Co-ordinating Committee saying they were being sidelined by Cosatu.

The two federations also have different political agendas. Cosatu is a member of the tripartite alliance with the ANC and SACP.

And although Nactu insists that it is without political affiliation, many of its members are also members of the PAC. Therefore, Nactu's support for Cosatu's political demands could earn the ire of many within its own ranks.

national economic negotiating forum and the campaign for legislation for farm, domestic and public sector legislation.

Political demands for an interim government by the end of June, an end to violence and the campaign for a constituent assembly will also be considered.

Cosatu and Nactu are together co-ordinating the "Workers' Summit" which will take place at the end of May.



# 'Turn mine hostels into classrooms'

WIM  
30/4 - 7/5/92

The National Union of Mineworkers' president has come up with an innovative plan — using hostels as classrooms for miners.

By **PORTIA MAURICE**

**H**OSTELS in the mining industry may be turned into evening colleges where workers learn to read and write and undertake advanced study

This was proposed by the National Union of Mineworkers' president, James Motlatsi, at NUM's third national education conference in Johannesburg last weekend.

He said black miners would be involved in managing the industry in a post-apartheid South Africa, but it could take a decade or so to produce the necessary skills. They needed to be trained as administrators, accountants, managers, technologists and geologists

"Education in this country has been conceded to blacks only in so far as industry needed literate cheap labour," Motlatsi said. "The (education) policy for blacks has been as callous, vindictive and brutal as slavery itself."

Because miners would be too tired to study after a day underground, he said the 60 000-strong NUM should pressure employers for a few hours paid educational leave each week.

"The Chamber of Mines must agree to provide the rooms, the teaching aids and other facilities and pay the instructors," he said. "We will provide the instructors, devise the syllabi and encourage workers to become involved. We will give it the credibility a management scheme would lack. I want every hostel to become a place of learning so that everyone is drawn into it."

Such a scheme could also break the "moodiness" which results in violence and faction fighting. "Tribalism and nationalism feed on ignorance, deprivation, frustration and a lack of confidence in the future."

Nineteen NUM members are currently studying a variety of management subjects at Cuban universities.

Motlatsi said the union could bear the cost for an education college to provide comprehensive organisational skills training. This, he said, could no longer be done through occasional day or weekend schools.

"We need a college for cadre training with residential facilities, where members can study for from one to nine months and where existing officials, from the president downwards, can receive refresher courses to bring them up to date with the latest thinking," he said.

# Cosatu role set for change in new SA

Labour Reporter

140A ARC 30/4/92

COSATU, the union federation, is "desperate" not to be pushed off South Africa's political centre stage, according to labour expert Dr Duncan Innes.

Its role was changing as South Africa moved towards a new political dispensation, he said.

The federation was becoming less involved in the internal affairs of its affiliates and more involved in external "national" issues, like debates around the future of the National Manpower Commission, the VAT campaign, the national economic forum and Codesa.

Cosatu would come under increasing pressure to involve itself in national affairs if it was not to be pushed even further off the political centre stage.

"But Cosatu lacks the skills to handle this new role effectively on its own, which means it must increasingly draw on the support of outside professionals, such as lawyers, economists and tax consultants," Dr Innes said.

As a result, its campaigns and arguments would become even more technically orientated, leading "inevitably" to further distance between the union leadership and members.

Traditional union issues, such as the demand for centralised bargaining, would remain important in 1992, but unions were showing an "increasing willingness" to move away from an either-or approach to a two-tier approach in which agreements were reached at plant and central level.

Affirmative action would become a major issue for all employers this year, he said.

Questions are being raised about  
Cosatu's future role, writes Mike Siluma

STAR 30/4/92

140A

## An alliance that may not last in a democratic SA

**H**OW long would the alliance between the Congress of SA Trade Unions, the SA Communist Party and the ANC last in the event of the Nationalist government being replaced by a new, democratic regime?

The question, increasingly made relevant by the imminent constitution of a transitional authority through Codesa, is raised by leading labour relations expert Dr Duncan Innes in the latest issue of his journal, "The Innes Labour Brief"

In his forecast of developments in the union movement for the rest of the year, Dr Innes says recent actions by Cosatu suggest that the federation has committed itself to continuing to play a political role in the national life and to fiercely defend workers' rights under not just the present, but also all future governments

Two key pointers of where Cosatu is headed, he writes, are its decision to apply for membership of the Convention for a Democratic South Africa and its threatened plan of action in three months' time if its political and economic demands are not acceded to by the Government

If Cosatu was admitted to Codesa, he argues, it would place new items on the agenda, relating to worker rights (including the right to strike and to co-determine national economic and human resources policy) Cosatu would possibly even demand such rights be incorporated in the new constitution in one form or another

"These demands are aimed not so much at protecting workers from the present government as at protecting them from all future governments. The present ANC-SACP-Cosatu alliance is unlikely to survive very long after a new government is constituted

"Even today, within Cosatu, the ranks of those who give unqualified and uncritical support to the ANC are dwindling. Furthermore, the idealism with which so many unionists embraced the SACP is also less pronounced than previously," adds Dr Innes

Referring to Cosatu's demands, which range from the establishment of an interim government by June to the formation of a national economic negotiations forum (comprising labour, capital and the State), Dr Innes says they are aimed partly at expressing the federation's impatience with the pace of reform and partly at catapulting Cosatu back on to the political centre stage

The basis for the latter aim, he argues, is Cosatu's fear that the ANC and the SACP "could be about to do a deal with the Government from which it is being excluded", and that such a dispensation would be at the expense of workers

Despite Cosatu's potential power to disrupt the economy, as demonstrated by the anti-VAT protest five months ago, Dr Innes believes mass action by the federation to be unlikely. This is because substantial progress is being made towards meeting two key Cosatu demands — the establishment of interim rule by mid-year and the formation of the economic forum

Regarding the first, indications at Codesa suggest that, despite disagreements between the Government and the ANC, an interim government may not be far off. In the economic field, Cosatu and the major employer bodies have already agreed in principle to form a forum to address the economic issues of the day, although the Government has, for the moment, declined to join such a body

Turning to this year's wage negotiations, Dr Innes says they will be dominated by the recessionary conditions, forcing unions to seek increases which at least matched the inflation rate

At the same time, unions will, in some cases, agree to moderate their pay demands in return for job security for members. Union concerns about recession-induced job losses have already been confirmed in sectors such as motor-ing, engineering and retailing, where unions are calling for a moratorium on retrenchments □



WAGES FM 11/5/92

## Steel in their teeth

It's early days yet, but metal industry wage talks are looking as difficult as ever

No headway was made in negotiations between Seifsa, the employers' federation, and the National Union of Metalworkers (Numsa) at their third round of bargaining last Friday. Employers stuck to their opening offer of a 6.4% increase on scheduled wages for artisans and labourers. Numsa was equally steadfast in looking for increases of up to 42.6%.

Seifsa also says the unions have not given an adequate response to proposals to change the industry's Main Agreement and that not enough progress has been made on substantive issues. While the union demand for a moratorium on retrenchments was hotly debated, no progress was made. It's looking like a case for the independent mediators.

The Confederation of Metal and Building Unions, representing mainly craft unions, did, however, drop their initial demands for 20% to 15% on actual wages. The white Mineworkers' Union similarly moved from 20% to 16%.

Negotiations will continue on May 14 ■

**'We strike if no interim govt'**

S. T. A. 15/92

Cosatu speakers at today's May Day celebrations — rallying under the banner "The last May Day under apartheid" — will repeat the trade union federation's threat to mount a general strike if an interim government is not in place by next month

(140A)

# Unions launch unit trust

SEVERAL of SA's biggest trade unions have formed a unit trust to invest portions of workers' pension and provident funds in "socially responsible" JSE-listed companies.

The trust — the Community Growth Fund (CGF) — hopes to attract local and foreign investment through its social conscience focus.

It will be managed and administered by Syfrets, which said yesterday the CGF could quickly become one of the biggest unit trusts in the country.

The trust, which will start operating in June, was unveiled at a news conference yesterday by NUM spokesman Monoko

Nchwe and Syfrets representative Ian Hamilton. Also present were ANC secretary-general Cyril Ramaphosa, NUM general secretary Kgalema Motlanthe, Nedcor MD Chris Laebenber, Unit Trust Association chairman Clive Turner, Registrar of Unit Trusts representative Gerry Anderson and Prof Anthony Asher of Wits University's actuarial science department.

Asher will initially chair the joint union-Syfrets board controlling the fund — representatives of participating unions — including Cosatu's NUM, Construction and Allied Workers' Union, Transport and General Workers' Union, Paper, Printing and Wood and Allied Workers' Union and Nac-

## to invest workers' funds in JSE shares

by P. ay 5/5/92  
DIRK HARTFORD

tu's National Union of Food, Wine, Spirits and Allied Workers, Transport and Allied Workers' Union and Metal and Electrical Workers' Union of SA — were also present.

The union-controlled fund will invest in mainly blue chip companies which have strong capital and earnings growth and which comply with the unions' social responsibility criteria. "The aim of the fund is to marry high returns with socially responsible investment. Members' pension contributions will be carefully protected and the fund will not be used to influence the outcome of day-to-day labour dis-

## Unit trusts 61004 4992 (140) From Page 1

putes," said Nchwe.

The social criteria include active support for job-creation projects, recognition of trade unions, fair levels of pay, affirmative action programmes and the promotion of health and safety.

Companies privatised after the fund comes on stream will not qualify for investment, nor will companies which manufacture arms, pollute the environment and have offshore investments with little benefit for SA workers.

Nchwe said there was no blacklist of companies. The unions had devised a point system to measure companies' social responsibility and investment decisions.

would be influenced by the number of points a company had.

Hamilton said Syfrets had matched its choice of potential investments with the union choice and found they fitted almost perfectly. Socially irresponsible companies were usually unfavourable investments in any event.

Ramaphosa, who put down a R30 deposit to invest in the fund when it opened, called on all provident and pension funds to invest in the CGF. He said the fund meant workers were no longer spectators in the economy, but active participants in determining their own economic destiny.

□ To Page 2

## Unit trusts 61004 4992 (140) From Page 1

The silent giant (the working class) is awakening and will start challenging those companies who ride roughshod over the interests of workers.

Ramaphosa said the ANC still had to discuss the fund, but he was sure it would support it.

Other unionists welcomed the fund as a powerful tool in the hands of workers which would also help educate workers about this aspect of the economy.

Many other unions are expected to support the fund. In addition to pension and provident funds, union subscriptions — which run into millions of rands every month — could be invested. Political, civic, church and funding agencies are also potential big investors.

Syfrets will put R2m into the fund initially and some provident funds, including two in the mining industry have indicated they will invest. If 30% of the annual cash flow of one of these mining funds was invested it would exceed R100m a year.

The fund will be managed by the Community Growth Management Company, consisting of Syfrets and the union Unity Inc.

Decision making will start with recommendations from Syfrets according to its normal share selection criteria. The unions will then select shares according to social criteria and Syfrets will make the investments after deciding on the portfolio structure, asset mix and the market risk.



# Union alleges Sasol links to covert activity

(140A) DIRK HARTFORD

THE Chemical Workers' Industrial Union (CWIU) has alleged that Sasol employed trained Inkatha hit squad operatives and maintained links with companies connected to the CCB to undermine and destabilise the activities of progressive unions and organisations in Secunda.

CWIU acting general secretary Muzi Buthelezi said questions on these allegations had been raised with Sasol recently. Sasol had either denied or evaded the questions, he said. *6/10/92*

Buthelezi said CWIU believed that "covert things are still happening" at Sasol training camps and it wanted the Goldstone commission to investigate. He said Sasol had dismissed CWIU's request to let the commission investigate the allegations and inspect Sasol's training camps.

Sasol said yesterday it had "no information at this stage which we believe is relevant to the Goldstone commission".

Buthelezi also said Sasol had rejected CWIU's request to publicly debate its allegations with the union on radio or TV.

CWIU alleged that Sasol employed former KwaZulu Police member Bhekithemba Xesibe, who was reportedly trained in Israel and who commanded a base in Secunda for "hit men". Sasol denied ever employing Xesibe.

But Xesibe, in an affidavit prepared for submission to the Goldstone commission, said he was employed at (Sasol-owned) Secunda Collieries in 1989 and at Sasol Collieries from February 1990 to September 1990.

He said he accompanied a group of eight "Caprivi trainees" to Secunda, where CWIU claimed they were deployed to undermine progressive organisations. Xesibe said his task was "to look after them and see to it that they behaved properly".

□ To Page 2

## Sasol *6/10/92*

About 200 Inkatha members who underwent SADF training specifically for hit squad activities in the Caprivi Strip in 1987 are known as "Caprivi trainees". Some have admitted in affidavits that Caprivi trainees were involved in killings and other criminal activities.

Mbongeni Khumalo (an ex-deputy national organiser of the Inkatha Youth Brigade who has given extensive evidence of Inkatha hit-squad activities to the Goldstone commission), reportedly told the commission Xesibe was assigned to Secunda, at Sasol's request, in 1989 to "discourage strikes and restore stability and law and order".

Buthelezi said the SA Chemical Workers' Union was involved in a "bitter" strike at Sasol at the time.

Sasol was given the names of the eight trainees yesterday afternoon, but said it was unable to confirm whether they were or had been Sasol employees "at such short notice". Sasol said it could provide an answer by late today.

Buthelezi claimed that Sasol used the legal firm of DPS & Partners where Hans Pienaar, who was reportedly involved with a CCB labour-related front company, was

a partner. Sasol said yesterday it was aware Pienaar had worked for a CCB front organisation called Liaison, but not whether he was a CCB member.

Buthelezi alleged that Sasol used the services of Matthysen Bus Company, which reportedly acted as a front for a CCB cell under the command of former policeman and CCB operative Staal Burger. Sasol said it was "not aware of any link between the Matthysen Bus Company and the CCB". It said it had used the company for the past three years.

CWIU claimed it had evidence that Sasol had been approached by the Inkatha-linked United Workers' Union of SA (Uwusa) for funding.

Sasol said that "as far as can be ascertained, neither Inkatha nor Uwusa have officially approached Sasol for funding".

However, CWIU has given Business Day a letter on an Uwusa letterhead addressed to the manager (a Mr du Toit) of Sasol 2 requesting money to open an Uwusa office in Secunda. The letter, dated October 12 1988, was signed by Uwusa regional organiser Wilfred Majozi and requested assistance for furniture, rent, salaries and transport.

(140A) (S20) (250) □ From Page 1

## Cosatu protest over homeland

*Sowetan 8/5/92* (140A) (109) (112)  
COSATU has called on Northern Transvaal and Bophuthatswana residents to stay away from work on Monday to demand the reincorporation of the homeland into South Africa

In a statement released yesterday, Cosatu said people in these regions had decided to stay away to hold protest marches in all villages and townships to protest against the establishment of the "administrative establishments of the apartheid regime" *8/5/92*

Teachers and students are not affected by the strike and have been urged to report for classes and health workers have also been exempted from the stayaway

Several people yesterday telephoned Sowetan inquiring about the stayaway and saying they knew nothing about the action

A spokesman for the central region of the Pan Africanist Congress dissociated the organisation from the call and said they had not been consulted about the matter

Regional secretary of the Azanian Peoples Organisation (Azapo) Mr Kabelo Seabi said his organisation had also not been consulted by the people who had called for the stayaway

"But it is Azapo's principle that all the bantustans should form part of a unitary state of Azania

## Buthelezi offers plane for exiled Zulu prince

*Sowetan 8/5/92* (140A) (109) (112)  
INKATHA Freedom Party leader Chief Mangosuthu Buthelezi has offered to send a private aircraft or a car to help self-exiled Prince Mcwayizeni Zulu return to KwaZulu from Lebowa

The former Zulu royal family regent is reported to have told the Lebowa police he had fled from KwaZulu because of a feud between him and Buthelezi and also because he had joined the African National Congress

Speaking in the KwaZulu Legislative Assembly yesterday Buthelezi denied this and said Mcwayizeni had always been welcome in KwaZulu

He said he would be happy if the prince could be reconciled with Zulu King Goodwill Zwelithini, with whom he had quarrelled

Buthelezi made the offer after the Lebowa commissioner of police had informed the KwaZulu administration that Mcwayizeni was becoming a financial burden to his country

The commissioner asked KwaZulu to make the necessary arrangements for the well-being of the Zulu prince - Sapa

# No settling-in period for Keys

W/Mant 8/5-14/5/92  
By REG RUMNEY

THE Congress of South African Trade Unions has wasted no time in challenging new Finance Minister Derek Keys.

Keys now has to handle the Cosatu-led VAT Co-ordination Committee's continued demand that Value Added Tax be reviewed.

In a statement on the cabinet changes this week Cosatu urged Keys meet the VAT Co-ordinating Committee "to address the fundamental problems which a range of organisations have with the way in which VAT has been implemented (VAT on basic foods, medicine, water and electricity; the issue of poverty relief; and negotiation of measures for small business) and the problem of rocketing food prices".

Cosatu added: "Similarly, we will be looking to Keys to expedite the process of setting up a National Economic Negotiations Forum, an area in which progress is urgently needed, particularly on the issue of unilateral economic restructuring."

Keys' predecessor Barend du Plessis defused the VAT bomb temporarily by extending interim zero-rating.

But in a recent interview Deputy Finance Minister Theo Alant reiterated the government view that it was intended to lift the temporary zero-ratings soon.

VAT, he said, has to be a broad consumer tax, with few or no exceptions to be effective.

At the time of going to press Keys had not responded to the Cosatu



Keys... to the economic kingdom? challenge.

While there is still the chance the Finance Ministry may be prove as politically problematic for Keys as it was with his predecessor, there is some logic behind adding to his load as the new finance minister the responsibility of trade and industry and economic co-ordination.

South Africa's transition period should mean major structural changes. If Keys can pull it off politically, he will now be able to co-ordinate the financial and economic planning necessary to make those changes.

On the other hand there is a stop-gap feeling to the appointment, with State President FW de Klerk spreading available cabinet talent thinly.

The extra load means that the

State Spending Ministry cannot be reabsorbed into the Finance Ministry. (328) (140A)

Though, as Boland Bank economist Francois Jansen points out, it is too early to assess what kind of a job State Spending Minister Ami Venter has done, it has been criticised as an unnecessary duplication. Moreover, it clearly has not been able to rein in state spending so far, which one month into the new financial year is already showing signs of exceeding the Budget.

Keys is least likely to cause offence to the two constituencies whom he now has to please. There is no doubt that he is the private sector choice for the job.

As a successful businessman in his own right he can be surer of having the confidence of the business sector than his predecessor — who was initially sneered at as a ex-IBM salesman.

On the other hand, Keys' recent announcement on protection for the textile industry show he is not about to embrace sweeping free-market reforms overnight.

Keys also has the reputation as a facilitator, gained during his time at head of Gencor.

The fear is that three posts may load too much on to one man.

Moreover, Keys admits to still learning the ropes at parliament. He has still to find his way around the political system — though coming from a company the size of Gencor, which has its own bureaucracy, must help.



# Cosatu considers action on rulings

THREE recent court decisions that went against trade unions might spark a campaign by Cosatu-affiliated unions against "problematic" Industrial and Supreme Court decisions *Biday 8/5/92*

Cosatu unions are considering "targeting" certain judges and presiding officers of the Industrial Court by embarking on pickets and other demonstrations

Last week, in the Natal division of the Labour Appeal Court, Judge J Page ruled that it was legitimate for an employer to lock workers out — and not be bound by the Basic Conditions of Employment Act — if the lockout was solely to force workers to accept the employers' demand. This judgment effectively overturned an earlier In-

(1407) DIRK HARTFORD (105)

dustrial Court decision on lockouts

In another case last week, the SA Commercial, Catering and Allied Workers' Union (Saccawu) brought an urgent interdict to the Rand Supreme Court to prevent Checkers closing another two stores and retrenching about 50 workers. The judge dismissed the application with costs, saying it was not urgent, and criticised the union for abusing the court's time

This week a five-month strike at Kentucky Fried Chicken was declared illegal in the Cape Town Supreme Court on the grounds of a "fraudulent ballot" by

To Page 2

## Cosatu *Biday 8/5/92*

Saccawu

Cosatu is considering a campaign based on its longstanding objections to the structure, functioning and some decisions of the Industrial Court and Supreme Court with regard to labour matters

A Cosatu source said a dossier of problematic Industrial Court decisions had been sent to former Manpower Minister Eli Louw last August. Some progress had been made with ironing out these problems and Cosatu would be meeting members of the department later this month to pursue these discussions

Cosatu affiliates are concerned that there is a pattern between "anti-union"

From Page 1  
decisions and specific judges and presiding officers of the Industrial Court — who could become targets for union pickets and demonstrations if there is no "substantial progress"

Cosatu also wants the composition of the Industrial Court changed. A first step would be for the unions to be consulted on the appointment of presiding officers. There are also proposals to restructure it completely with, for example, lay presiding officers to make the process cheaper, quicker and more effective

Concerning the Supreme Court, Cosatu wants a Bill streamlining the functioning of the special Labour Appeal Court to be made law as soon as possible

mitted to the UN  
"Nevertheless, (State) President FW de Klerk and his party want to cling to the monopoly of political power."

Referring to the current wave of

The ANC leader said SA would watch with interest De Klerk's reaction following allegations that the security forces were implicated in the killing of three Cradock men

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## Cosatu aids drought victims

By DAN DHLAMINI

COSATU has demanded that no farm workers or other workers be retrenched as a result of the drought. *C/ren 10/5/92*

Launching a campaign this week to counter the bias in government drought relief towards white farmers, Cosatu's executive Committee noted in a statement that no effective poverty or drought relief was in place to assist the millions

of people facing starvation, especially in the rural areas.

Cosatu said the government has allocated R1 000-million in this year's budget for drought relief, the bulk of which will be used to prevent white farmers from going bankrupt and to win their confidence for votes in the forthcoming elections - instead of preventing mass starvation.

The statement claims only R20-million has been

allocated to farm workers. *11/01/92*

It added that millions are facing famine in the bantustans.

As part of its drought relief campaign, a senior Cosatu delegation will meet and discuss the crisis with community leaders in affected areas.

Cosatu will also launch a nationwide campaign in factories and workplaces to collect money for those affected by the drought.

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ADRIAN HADLAND

TOYOTA said yesterday it had obtained an urgent court interdict ordering striking workers at its Durban assembly plant back to work. (140A) (140A)

A spokesman said management was prepared to continue negotiations with worker representatives in an attempt to resolve the dispute. However, "due to the complex nature of the assembly operations", it would be impossible to resume production until the company received assurances that all employees would comply with their employment conditions. (140A)

Toyota personnel and industrial relations director Theo van den Bergh said yesterday attempts last week to resolve the strike — which began on Wednesday — were delayed by the plant's shop stewards

## Court orders Toyota strikers back to work

participating in national motor wage talks in Port Elizabeth on Friday

The strike began on Wednesday after about 1 000 of the 6 000 workers downed tools demanding the dismissal of a supervisor. A Numsa spokesman said workers were also demanding the reinstatement of a dismissed worker and that overtime be made voluntary because workers had been on almost consistent overtime this year.

A Toyota spokesman, responding to Numsa complaints that production levels had been increased and hours of work reduced, said this was the case, but added

□ To Page 2

## Toyota

that manning levels had also been adjusted and capital investment made progress" had been made at these talks and others in the tyre and motor industries. (140A) (140A) (140A)

Meanwhile Sapa reports that the National Bargaining Forum for the motor assembly industry met on Friday for the second round of the annual wage talks.

Employer group chairman Dave Kirby said the proposed moratorium on retrenchments was the only issue discussed.

The unions said the moratorium was a critical demand, but it would examine any proposals on employer concerns given the state of the industry.

The employers said certain manufacturers needed to shed labour and the moratorium on retrenchments — which ends on 30 June 1992 — could not be renewed.

Numsa collective bargaining secretary Les Kettledas said "absolutely no pro-

gress" had been made at these talks and others in the tyre and motor industries. He said workers in motor assembly plants would embark on lunch-time demonstrations in response to employers' "bad faith bargaining" which threatened deadlock and conflict.

Kettledas said motor assembly and motor industry employers did not table counter-proposals to the union's demand for a R2 across-the-board increase, while the tyre industry had not budged on its offer of R1.

The New Tyre Manufacturers' Association conceded a further 12-month moratorium on retrenchments until June 1993, but subject to a review of business conditions in December.

□ From Page 1



# ANC, Cosatu lay into besieged De Klerk

By Shaun Johnson  
and Esther Waugh

With the Government reeling from allegations of corruption and assassinations — and Codesa 2 only days away — the ANC and Cosatu yesterday sought to further weaken President de Klerk's position

The two organisations launched separate, stinging attacks on the Government in preparation for Friday's crucial Codesa 2 meeting, while simultaneously in Cape Town ministers faced a ferocious parliamentary onslaught prompted by the Development Aid scandal

Codesa sources described the situation as "heaven-sent" for the ANC and its allies, who are fighting to force the Government into agreeing to a "package" on interim rule

Government spokesmen, who have been dampening expectations about potential "breakthroughs" at Codesa 2, will now come under intense pressure to make compromises in order to ensure Friday's meeting is a success

There is concern that local impatience and international irritation will be significantly increased if Codesa 2 cannot present a unified face

In an exclusive interview with The Star, ANC secre-



Cyril Ramaphosa . . . warns of "ghastly" consequences.

tary-general Cyril Ramaphosa said it was now clear that the Government was deliberately stalling negotiations — and he warned that unless there was comprehensive progress on the entire transition process at Codesa 2, "the consequences would be too ghastly to contemplate".

"Our people are fully entitled to use whatever means to bring pressure to bear on the powers that be to usher us into a new dispensation"

Mr Ramaphosa added "The Government is stalling and we have reason to believe they have a second agenda. This is to show as little progress as possible at Codesa 2, but simultaneously bluff South Africans and the international community into believing that the ne-

gotiation process is bearing fruit when it is not."

It is becoming evident that the ANC would be prepared to declare Codesa 2 a success only if there is agreement on phases one and two of the transition.

Phase one sets up a multiparty interim structure. Phase two requires agreement on how a new constitution will be drawn up.

"Agreement on phase one without the same on phase two is useless," Mr Ramaphosa said.

He made it clear that unless the "package" was achieved at Codesa 2, the ANC would regard it as "a failure" — and would say so publicly.

This would have serious repercussions for the negotiations process, as it is widely accepted that both the ANC and Government have to give their approval if progress is to be achieved.

In a statement issued after an executive committee meeting, Cosatu said that if there was not clear progress on interim government at Codesa 2, "the entire negotiations process may be put in jeopardy".

In an uncompromising document — entitled "The Government must go" — Cosatu said the "latest revelations on Government corruption and death squads finally vindicate our view that the key obstacle to democratisation and peace . . . is F W de Klerk's Government".

Branding the Government "professional thieves and assassins", Cosatu said it was "critical that the broadest range of democratic forces in the country put irresistible pressure on the Government to agree at Codesa 2 to an interim government of national unity by July, and elections to a constituent assembly by the end of the year".

Cosatu said "The Development Aid scandal reveals that virtually every Government department is riddled with corruption, on a systematic and massive scale . . . We have no reason to believe that this great national robbery has been discontinued"

It was "doubly criminal" that the (black) victims of apartheid were also the victims of official corruption

"Given the corrupt and criminal character of this Government . . . it would be naive to believe De Klerk will take decisive action to root out the perpetrators

"The very least we would demand is the arrest and public trial of those directly involved," Cosatu said

It also emerged yesterday that the ANC's national working committee would meet today and the tripartite alliance — the ANC, SACP and Cosatu — would be convening a summit tomorrow, to review the latest scandals and other questions which will influence the organisations' tactical approach.

1408



**L**AST Monday a number of Cosatu and Nactu unions, led by the NUM, announced the formation of a unit trust, the Community Growth Fund (CGF), hailed as an innovative investment outlet for union provident funds. It is and it isn't.

It is innovative in that the unions make clear the fund will buy shares only in companies deemed "socially responsible". And it is politically innovative as the unions have made clear from the outset that they will exercise the votes on shares held by their unit trust.

The CGF, to be managed by Syfrets, is not an innovator of investment in private sector firms or nominally socialist unions or the provident funds they manage for their members. Union provident funds already hold equities as well as other investments forming the normal portfolios of pension funds.

The new fund has no track record and will only start operating in June if it kicked off last Monday with R30 paid in by Cyril Ramaphosa. His modest contribution was followed rapidly the next day by the well-publicised investment of Rim by the Times Media (TML) Pension Fund

**T**he facts that CGF is not yet operating and has no track record suggest that the TML Pension Fund's investment could not have been motivated by the investment or actuarial criteria which normally govern pension fund investments. Furthermore, while they remain invested in CGF, the TML Pension Fund trustees will have no influence over the ways in which CGF's managers exercise voting rights on shares held by the unit trust.

The TML Pension Fund's initiative highlighted the dilemma of many pension fund trustees pondering how best to protect members' interests from possible government intervention. The TML Pension Fund trustees initiative was politically innovative and was tagged as such by the NUM whose Manoko Nchwe said it was "extremely important that a company such as TML has identified itself with this cause".

Nchwe, who has since quit the

# Dilemmas looming for SA's pension fund trustees

Bl Day 12/5/92

JIM JONES

(140A)



union, might be forgiven for confusing the TML Pension Fund with TML itself. Stephen Mulholland, who publicly presented the pension fund's money to representatives of the NUM, is well known as a former newspaper editor and as TML's present MD. But the decision to invest Rim in CGF was taken as a trustee of the TML Pension Fund. He and his two co-trustees decided to place the Rim with CGF.

TML publishes newspapers, including Business Day. TML's pension fund is an entirely separate entity whose sole purpose is to manage the retirement savings of employees. Business Day will pay particular editorial attention to CGF to compare the performance of the unit trust's "socially responsible" investments with those whose investment policies are not restricted by union views on social responsibility. The contest will be fascinating.

But that's another issue. The TML Pension Fund trustees' decision raises issues central to the management of pension funds and the protection of fund members' savings, particularly as political organisations such as the ANC have indicated support for future legislation which could milk life insurers and pension funds to finance investment in such "socially responsible" ventures as

mass housing on which investment returns will be negligible.

Now that the TML Pension Fund has endorsed and invested in a 'socially responsible' union-sponsored venture with no investment track record it could be difficult for the managers of this or other companies pension funds to resist outside pressure for members savings to be directed into further "socially responsible" investments. And it could inspire unions to attempt to use representation on pension funds for political ends.

**T**ML is a short step, for example from investing in firms managed in a socially responsible manner to investing in mass housing projects or non-profit enterprises sponsored by unions or political groups. Other unions could follow the TML lead and form unit trusts and, and try to persuade other pension funds to follow TML's example. NUM, for example, refused to join the NUM initiative and insists that pension funds and life insurers be obliged to redistribute wealth by investing in mass housing schemes and so on.

These are issues which have yet to

manantly renounce those rights

But SA is in a process of rapid change and thoughtful pension fund trustees might deem it necessary to make investments based on considerations which appear more politically than financially motivated. This might be justified for example by the argument that a commitment to 'socially responsible' investments now might protect pension fund wealth from the depredations of some future government's populist redistribution policies.

But should politically motivated investments falter pension fund trustees could run the risk of being accused of paying insufficient heed to their fiduciary responsibilities.

The rights of pension fund members should not be obscured by the political debate. By the same token the views of pension fund members should not be overlooked by those entrusted with the management of members' savings. It would appear axiomatic that investment innovation which goes beyond normally accepted criteria should first be endorsed by the members.

**L**ooked at from another vantage point, it is time perhaps for the playing fields to be levelled and for legislation to be introduced which gives individuals who prefer to opt out of compulsory pension fund membership the same tax breaks as those inside Personal Pension schemes should be treated no differently than group schemes run by professional pension fund managers. Individuals should then make their own decisions about whether to invest in 'socially responsible' equities and decide for themselves which are socially responsible.

The TML initiative has brought to the forefront new issues for private pension funds. They are issues which will need to be addressed, openly and openly for the good of existing pension fund members and future ones. It is inconceivable that at least for several generations the state could provide adequate benefits for South African pensioners. That means the responsibility will continue to lie with private pension schemes. We cannot afford to get things wrong.



# Leaving the Third World Behind

Star 13/5/79



ONE aspect of Cosatu's economic policy that has not received much attention is how we should harness our natural resources to develop our economy. We need to re-orient the economy away from its current "Third-World" cycle of exporting raw materials and importing capital goods and technology.

Beneficiation is an important component of Cosatu's growth strategy to meet the needs of our people, and lay the basis for a vibrant and expanding manufacturing sector. Beneficiation is the process of adding value to raw materials as they move along in the production process (for example processing gold into jewellery, steel into machinery etc).

Apartheid and the migrant labour system have provided the historical basis for the economy's dependence on minerals.

This dependence continues, as illustrated by the profile of exports, while the contribution of gold to exports has fallen to the current 31 percent, non-gold raw minerals (18 percent) and processed minerals (5 percent) raise the contribution of raw and processed minerals to 54 percent of all exports.

The rising share of the manufacturing sector as a proportion of exports and GDP in the 1980s has been misleading, for the bulk of these increases have been in the sub-sectors involving processed minerals steel, ferro-alloys, aluminium, platinum, manganese and chemicals from coal.

Beneficiation has at least two objectives. Firstly it can lead to increased export revenues, which will partly offset the current account deficit that will occur as the economy expands. Secondly, domestically available beneficiated

products can provide the inputs to develop downstream manufacturing industries and create jobs.

The primary stages of beneficiation are capital intensive, producing bulk commodities.

Secondary stages of beneficiation are labour intensive. For example, jewellery, stainless steel industrial equipment, shipbuilding, components etc. A one-sided approach thus has the potential to conflict with our objective of labour creation.

Conglomerates and Government have already embarked on a programme to beneficiate minerals. However, there are differences between their approach and the approach Cosatu would take.

First, the programme has been implemented without any consultation. Second, it has been accompanied by major restructuring and rationalisation. Thousands of jobs have been lost in the steel

industry alone. The proposed multi-billion rand export-oriented Columbus stainless steel project will be achieved with very little employment creation. Instead, personnel will be transferred from Middleburg Steel, swallowed up in 1991 in a takeover.

While current policies act to favour a capital intensive growth plan, future beneficiation strategies would take account of the impact of existing pricing mechanisms of intermediate goods.

The potential to create a world class mining and mineral processing capital goods industry will be supported by the predominance of mining and by the resource integrity within the southern African region. Unlike the narrow approach to beneficiation as is currently practised, future strategies will have to take account of the emergence of protected global trading blocs. □



# Politics could divide unions

(1401)

(1402)

(1401)

Sowetan 14/5/92

By MOKGADI PELA

IN a move that is likely to send shockwaves through the labour movement, four National Council of Trade Unions affiliates have called for a new labour federation that is politically non-aligned.

The unions are the South African Chemical Workers' Union, Transport and Allied Workers' Union, Building Construction Workers' Union and Food and Beverage Workers' Union

The unions, which walked out of a joint Nactu-Cosatu executive meeting last Saturday, said in a declaration which was leaked to *Sowetan* that both Cosatu and Nactu should dissolve

They accused both federations of leaning heavily on political groups in South Africa at the expense of workers' interests. They explained, however, that they did not want a federation that was indifferent to politics as it permeated all aspects of society

They cited as an example of the two federations' sectari-

anism a meeting convened by both federations to discuss the forthcoming workers' summit where only Azapo, the ANC and PAC were invited

"Groups like Wosa, the New Unity Movement and IFP were not invited," the declaration stated

Mr Longway Kwelimbini, who is the president of FBWU, said "Last Saturday's step was aimed at salvaging the future of the workers in the country. We are further inspired by the fact that we have support from other unions within Cosatu and Nactu," he added

Sacwu general secretary Mr Humphrey Ndlovu said it was not true that the four unions wanted to separate from Nactu

"The points raised in our declaration are among the issues we want discussed at the forthcoming workers' summit. We are as committed to unity as ever," he said

Spokesmen for BCWU and Tawu declined to comment, saying the matter was for internal discussion

# Striking workers in city march

*Sowetan 14/5/92*

HUNDREDS of striking members of the Transport and General Workers Union marched through Johannesburg yesterday to protest against low wages and poor working conditions

The protesters later handed over lists of demands to the offices of the Department of Manpower and the National Contract Cleaning Association

They are demanding a minimum wage of R1 000 a month, three-month paid maternity leave, a 25 percent night shift allowance and transport for night shift workers

According to TGWU, employers in the cleaning industry in the Transvaal and the Cape were resisting negotiations on wages and working conditions.

A TGWU statement accused the NCCA employers in the two provinces of renegeing on an agreement to formulate a constitution for an industrial council for the contract cleaning industry

"We ask the Department of Manpower to use its influence to persuade the bosses to see the sense of an industrial council so that proper wages and working conditions for cleaners can be negotiated on a national basis," the statement said

## Sacwu to discuss workers' summit

*Sowetan 14/5/92*

By MOKGADI PELA

THE South African Chemical Workers' Union is to hold its congress in Johannesburg from today until Saturday

Sacwu general secretary Mr Humphrey Ndaba yesterday said the forthcoming workers' summit and violence would top the agenda

Guests from the International Confederation of Free Trade Unions and foreign embassies will attend The congress will also be addressed by leaders of the Azanian People's Organisation, Pan Africanist Congress, African National Congress and Inkatha Freedom Party

Ndaba said his union had already received messages of support from international sister unions

# Union slams bid to cut quotas on imported textiles

TOM HOOD, Business Editor

ATTEMPTS by clothing and textile companies to fight higher duties and reduced quotas for imported textiles were criticised today by the SA Clothing and Textile Workers Union

Sections of both industries want Minister of Trade, Industries and Finance, Mr Derek Keys, to cancel the imports plan gazetted on May 1.

The South African Clothing and Textile Workers' Union said it did not want the government to allow various interest groups to make separate representations on the new tariff arrangements

Instead it sought a review of the new arrangements based solely on the organised and united representations of the (joint) working committee which includes business, labour and government delegates

"We call on all business groups, including the National Clothing Federation, the Textile Federation and the Consultative Business Forum to endorse this view and to support a meeting of the industry working group to ensure that this commitment is given practical effect"

The union said it held no partial brief for either the clothing or textile industry.

It reaffirmed support for an industry-based plan to stabilise the textile and clothing industry in the short-term.

A longer term plan would allow the industry to operate without large-scale tariff protection

It noted the concerns of various businesses who believed their interest had been "unfairly prejudiced" by the new tariffs

Businesses may have disagreed with the proposals made by the committee but it said there was a possibility these may have been misunderstood

Narrow sectional interests were being undermined by the proposals and particular businesses may have suffered in the importation of certain types of fabric



**ALGEMENE KENNISGEWINGS****KENNISGEWING 423 VAN 1992****SUID-AFRIKAANSE RESERWEBANK**

ARTIKEL 30 (F) VAN DIE WET OP DEPOSITONE-  
MENDE INSTELLINGS, 1990

NAAMSVERANDERING - OVERSEAS BANK OF  
SOUTH AFRICA BEPERK

Hierby word vir algemene inligting bekend gemaak dat **Overseas Bank of Africa Beperk**, 'n geregi-  
streerde deponemende instelling, sy naam op  
1992-05-04 na **Habib Overseas Bank Beperk** ver-  
ander het

(15 Mei 1992)

**KENNISGEWING 424 VAN 1992****ADMINISTRASIE: VOLKSRAAD****DEPARTEMENT VAN ONDERWYS EN  
KULTUUR**

NAAMSVERANDERING - TEGNIESE KOLLEGE  
MAITLAND

Hierby word vir algemene inligting bekendgemaak dat die Minister van Onderwys en Kultuur, Admini-  
strasie Volksraad, goedgekeuring verleen het dat die  
Tegniese Kollege Maitland se naam met ingang van  
1 Junie 1992 verander na **Tegniese Kollege Weste-  
like Provinsie**.

(15 Mei 1992)

**KENNISGEWING 426 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N VAKVERENIGING

Ek, Gerhardus Coenraad Papenfus, Assistentnywer-  
heidsregistrator, maak ingevolge artikel 4 (2) soos  
toegepas by artikel 7 (5) van die Wet op Arbeidsver-  
houdinge, 1956, hierby bekend dat 'n aansoek om die  
verandering van sy registrasiebestek ontvang is van  
die South African Clothing and Textile Workers' Union  
Besonderhede van die aansoek word in onderstaande  
tabel verstrek

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aansoek beswaar maak, word versoek om binne een  
maand na die datum van publikasie van hierdie kennis-  
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Departement van Mannekrag, Mannekraggebou 123A,  
Schoemanstraat 215, Pretoria (posadres Privaat Sak  
X117, Pretoria, 0001)

**TABEL**

*Naam van vakvereniging* South African Clothing  
and Textile Workers' Union

*Datum waarop aansoek ingedien is* 6 Februarie  
1992

**GENERAL NOTICES****NOTICE 423 OF 1992****SOUTH AFRICAN RESERVE BANK**

SECTION 30 (F) OF THE DEPOSIT-TAKING  
INSTITUTIONS ACT, 1990

CHANGE OF NAME: - OVERSEAS BANK OF AFRICA  
LIMITED

It is hereby notified for general information that  
**Overseas Bank of Africa Limited**, a registered depo-  
sit-taking institution, changed its name to **Habib Over-  
seas Bank Limited** on 1992-05-04.

(15 May 1992)

**NOTICE 424 OF 1992****ADMINISTRATION: HOUSE OF ASSEMBLY****DEPARTMENT OF EDUCATION AND  
CULTURE**

CHANGE OF NAME: MAITLAND TECHNICAL  
COLLEGE

It is hereby notified for general information that the  
Minister of Education and Culture, Administration:  
House of Assembly, has given approval that Maitland  
Technical College change its name to **Western Pro-  
vince Technical College** with effect from 1 June 1992.

(15 May 1992)

**NOTICE 426 OF 1992**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assitant Industrial  
Registrar, do hereby, in terms of section 4 (2) as  
applied by section 7 (5) of the Labour Relations Act,  
1956, give notice that an application for the variation of  
its scope of registration has been received from the  
South African Clothing and Textile Worker's Union;  
Particulars of the application are reflected in the sub-  
joined table.

Any registered trade union which objects to the appli-  
cation is invited to lodge its objection in writing with me,  
c/o the Department of Manpower, 123A Manpower  
Building, 215 Schoeman Street, Pretoria (postal  
address: Private Bag X117, Pretoria, 0001), within one  
month of the date of publication of this notice

**TABLE**

*Name of trade union:* South African Clothing and  
Textile Workers' Union

*Date on which application was lodged:* 6 February  
1992

*Belange en gebied ten opsigte waarvan aansoek gedoen word* Alle persone in diens in die Leer- en Skoeyelnywerheid in die Provinsies die Oranje-Vrystaat en Transvaal

Vir die doeleindes hiervan beteken "Leer- en Skoeyelnywerheid" die nywerheid betrokke by die looi, brei en bloting van huide en velle, die vervaardiging van alle klasse skoeyel en komponente vir skoeyel, die vervaardiging van alle produkte wat geheel en al of hoofsaaklik van leer gemaak word of van materiale wat dieselfde konstruksionele of funksionele eienskappe as leer het en 'n plaasvervanger daarvoor is by die konstruksie van sodanige produkte

*Posadres van applikant* Posbus 18361, Dalbridge, 4014

*Kantooradres van applikant* Bolton Hall, Galestraat 127, Durban

Die aandag word gevestig op onderstaande ver-  
eistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**G. C. PAPPENFUS,**

Assistentnywerheidsregistrator

(15 Mei 1992)

**KENNISGEWING 428 VAN 1992**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**INTREKKING VAN REGISTRASIE VAN 'N WERK-  
GEWERSORGANISASIE**

Ek, Gerhardus Coenraad Pappenfus, Assistentnywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Arbeidsverhoudinge, 1956, bekend dat aangesien ek rede het om te vermoed dat die Home Textile Manufacturers Association nie as werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word, tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word

**G. C. PAPPENFUS,**

Assistentnywerheidsregistrator

(15 Mei 1992)

**KENNISGEWING 429 VAN 1992**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**AANSOEK OM REGISTRASIE VAN 'N VAK-  
VERENIGING**

Ek, Gerhardus Coenraad Pappenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby be-

*Interests and area in respect of which application is made* All persons engaged in the Leather and Footwear Industry in the Provinces of the Orange Free State and the Transvaal

For the purposes hereof "Leather and Footwear Industry" means the industry concerned with the tanning, dressing and fell-mongering of hides and skins, the manufacture of all classes of footwear and components for footwear, the manufacture of all products made wholly or mainly from leather or from materials having the same constructional or functional qualities as leather, being a substitute therefor in the construction of such products

*Postal address of applicant* P O Box 18361, Dalbridge, 4014.

*Office address of applicant* Bolton Hall, 127 Gale Street, Durban.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

**G. C. PAPPENFUS,**

Assistent Industrial Registrar.

(15 May 1992)

**NOTICE 428 OF 1992**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**CANCELLATION OF REGISTRATION OF AN  
EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Pappenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Labour Relations Act, 1956, that as I have reason to believe that the Home Textile Manufacturers Association is not functioning as an employers' organisation 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

**G. C. PAPPENFUS,**

Assistant Industrial Registrar

(15 May 1992)

**NOTICE 429 OF 1992**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR REGISTRATION OF TRADE  
UNION**

I, Gerhardus Coenraad Pappenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an

## Alliance agrees on power timetable

~~SA~~ PATRICK BULGER 140A

THE ANC-Cosatu-SACP tripartite alliance has agreed on an 18-month timetable for the transfer of power to a democratically elected government ruling under a new constitution.

The decision was made at a meeting of leaders of the alliance in Johannesburg yesterday. ~~SA~~

A statement released after the meeting said the alliance wanted the first phase of interim government to be in place by next month, and it wanted elections for a constituent assembly to be held by the year end.

Cosatu vice-president Chris Dlamini said in an interview yesterday the alliance had set out an 18-month timetable *Sunday 15/5/92*.

"It is clear to us that some parties at Codesa are not serious about negotiating the future of the country," he said. Even when an interim government was in place, the alliance would consider various forms of mass action to speed up the process. Possible action included a national strike and protest marches.

"Any of these forms become possible depending on the issue at hand," Dlamini said.

He said Cosatu remained unhappy at its exclusion from Codesa which it had applied to for representation.



## Mass action still an option <sup>140A</sup> Cosatu

8/Day 18/5/92  
TIM COHEN

DEVELOPMENTS at Codesa II had not persuaded Cosatu to call off proposed mass action, including a possible national stayaway to support demands for constitutional progress, a Cosatu spokesman said.

However, the nature and duration of the action, possibly a general strike, would only be decided at a workers' summit due between May 28 and 30 in Johannesburg.

It would also be discussed at Cosatu's executive meeting in mid-June.

Cosatu recently proposed mass action if a number of political and economic demands were not met, including the demand that an interim government be in place by the end of June.

The economic demands relate to the proposed economic forum and protest at government's unilateral restructuring of the economy, the spokesman said.

The summit would discuss workers' rights in the constitution and review basic demands to be backed by mass action.

A mini-conference of the SACP/ANC/Cosatu alliance would also be held soon to discuss the options, which include a general strike or factory occupation.

Cosatu structures would be asked to assess Codesa's progress with a view to the organisation's demands, he said.

The ANC and the "patriotic front" have also backed mass action. Speaking after Codesa II on Saturday, ANC president Nelson Mandela said he regarded mass action and negotiations as "complementary".

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# Keys to lead govt in talks with labour and business

*Monday 18/5/92* *140A*

LINDA ENSOR

CAPE TOWN — Government would meet labour and business leaders to discuss the proposed Economic Forum, but had not yet decided to take part, Finance and Trade and Industry Minister Derek Keys said during his budget vote in Parliament on Friday.

Our political staff reports a Cosatu delegation and a Cabinet committee are to meet in Cape Town this afternoon.

Cosatu said it was hoping the meeting would be able to resolve any problems government might have and end delays that were beginning to plague the forum initiative.

Keys said he would do everything in his power to encourage and facilitate a healthier relationship between labour and management and make the state accessible to both parties.

He said management had struggled to adapt to labour's more militant mode and this, and general business conditions over the past few years, had resulted in demotivation.

"This has been particularly true in cases where businesses at the forefront of good labour practice have been singled out for disruptive industrial action merely because they were seen as convenient targets in the economic civil war."

Keys said the present disharmony in the workplace had resulted in increased unit costs, poor improvements in productivity, if any, resistance to changes in work practices, reluctance by workers to accept appointment as supervisors, poor penetration of white management cadres by other races, lost production, and a general lack of effective teamwork.

The eight-man Cosatu delegation includes its president, John Gomomo, and general secretary Jay Naidoo, while the Cabinet sub-committee will be led by Keys.

In the Trade and Industry annual report released on Friday, director-general Steph Naude said the lifting of sanctions had led to a steep increase in the number of inquiries filed by importers and exporters. SA's non-traditional trading partners had showed a tremendous interest in trading with SA, he said.

Under the department's Innovation Support for Electronics Programme, five projects aimed at inventing new products were completed during the year under review. A total of 39 projects with a total development cost of about R44m were approved.

# Cosatu, ANC plan mass action

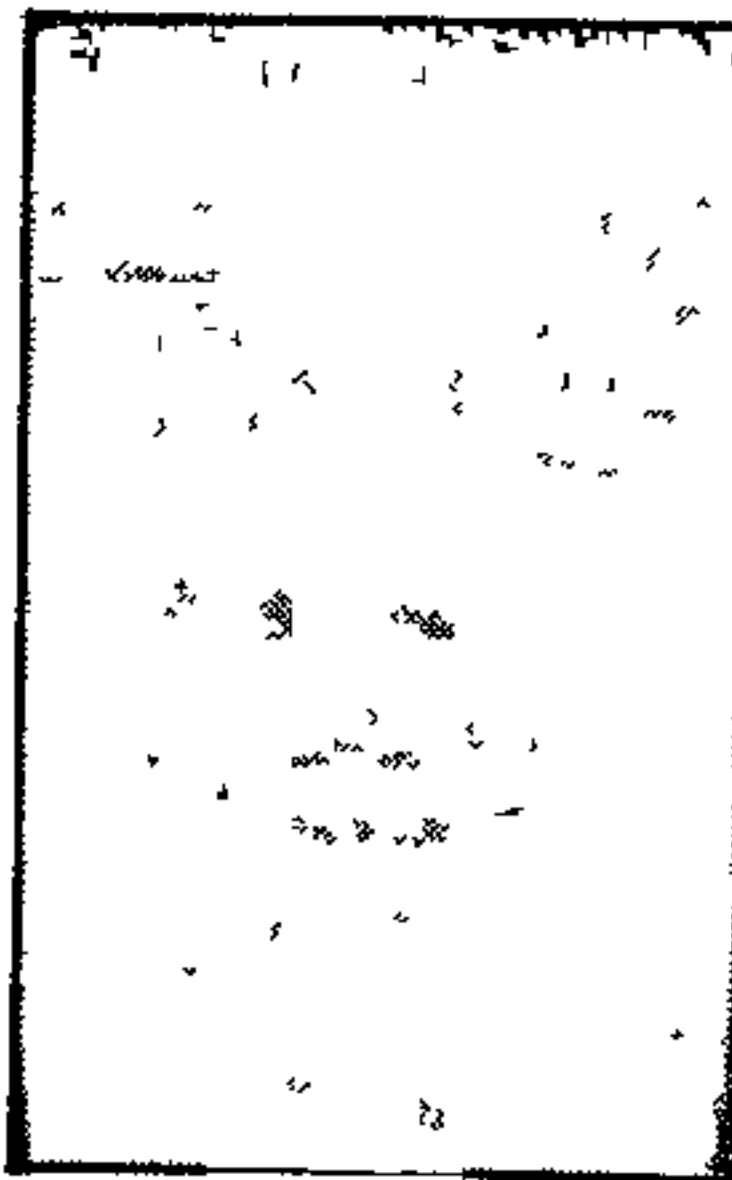
By Esther Waugh  
Political Reporter

Cosatu, the ANC and SACP are discussing proposed mass action, including a general strike in July, following the failure by Codesa 2 to meet their demands for the establishment of transitional arrangements by the end of June

"The failure of Codesa 2 to deliver the goods makes mass action very likely," said Cosatu spokesman Neil Coleman yesterday.

The tripartite alliance warned in February that it would launch a programme of action should Codesa 2 not reach consensus on instalment of an interim government by the end of June and agree on elections for a constituent assembly by December.

— The second Codesa



Cosatu spokesman Neil Coleman . . . mass action very likely

plenary session, which ended on Saturday, tried to break the deadlock on what special majority was necessary to adopt a new constitution and did not discuss any of the reports tabled by the working groups

Mr Coleman said the trade union would assess

the result of the near-catastrophic Codesa 2 and a decision on mass action would have to be taken at the Workers' Summit on May 28

He stressed that Cosatu would continue with preparations for mass action so as not to be "caught on the wrong foot"

At this point, the trade union was working on the assumption that its demands had not been met at the weekend, and only a "radical new development which suggested progress" would cause it to re-think the strategy.

SACP spokesman Dr Essop Pahad and ANC head of publicity and information Dr Pallo Jordan yesterday confirmed that the call for mass action still stood.

Dr Jordan said proposed mass action would be discussed by ANC branches



# Makarovs land Mayekiso in court

STEPHANE BOTHMA

TRADE unionist and civic leader Moses Mayekiso and three of his bodyguards have been arrested for the alleged illegal possession of two Russian-made firearms.

Mayekiso was arrested in Alexandra township at 10 15pm on Tuesday by members of the Criminal Investigation Department "who noticed a suspicious-looking vehicle"

Mayekiso, the general secretary of the National Union of Metalworkers (Numsa), SACP leader and leader of the recently launched SA National Civics Organisation (Sanco), appeared briefly in the Wynberg Magistrate's Court in Sandton on a charge of possession of unlicensed firearms.

Mayekiso was in possession of two Makarov pistols, a Witwatersrand police liaison officer said

He was released on bail of R4 000, his lawyers confirmed *B/Day 21/5/92*

Numsa called yesterday for the immediate dropping of all charges against Mayekiso. It said an application made on his behalf for a licensed weapon for his protection had not been granted. *140A*

Mayekiso was not asked to plead and his trial was postponed to June 1 for further investigation. His three bodyguards were released on bail of R1 000 each

Cosatu said yesterday the arrest was part of a concerted campaign by the police and government to strip Cosatu and its leaders of the ability to defend themselves

Police confirmed yesterday that

# Cosatu angry at Mayekiso arrest

140A

So wefen 22/5/92

THE Congress of South African Trade Unions on Wednesday warned that any action against Alexandra Civic Association chairman Mr Moses Mayekiso would provoke "major reaction" from its 1.5 million members

Cosatu was reacting to the arrest and appearance in court of Mayekiso and three others on charges of illegal possession of firearms

Mayekiso, who is also general secretary of the National Union of Metalworkers of South Africa, and three "bodyguards" were arrested in Alexandra township on Tuesday night. He was found in possession of two Makarov pistols

The four men appeared in the Wynberg Magistrate's Court on Wednesday charged with the illegal possession of firearms

Cosatu said it viewed the arrest of the four men as a "concerted campaign by the police and the Government to strip us of any measures we undertake in an effort to defend our lives"

It said that if Mayekiso had acquired or

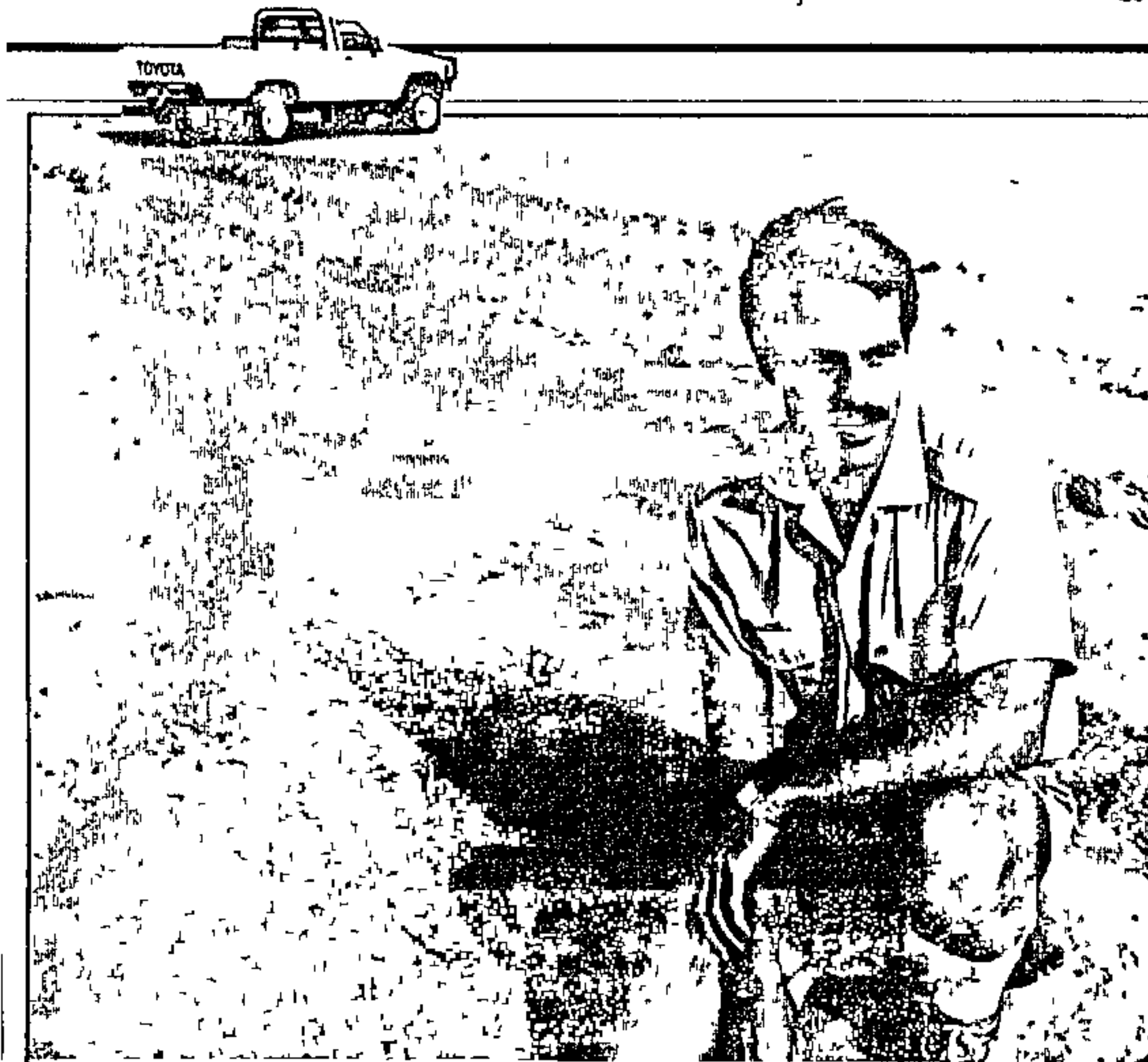
possessed arms illegally for his defence, the Government should take the blame

"After receiving death threats and being subjected to constant surveillance, Mayekiso applied for a legal firearm through the African National Congress and has since received no response from the police

"The police have also failed to assure him of his safety despite being on a hit list of their hit squads, which convinces us that they have no interest in defending those who are opposed to the policies of the Government"

In a separate statement, Numsa said it was calling for all charges against its leader to be dropped as it had "convincing evidence" that Mayekiso's name appeared on several hit lists and he had been under surveillance by unknown people "for a long period"

"Numerous Numsa staffers and members have been murdered and their houses burnt, but no serious action has ever been taken by the SAP," the statement said



High and Dry As white farmers go bankrupt, thousands of farmworkers lose their jobs  
Photo KEVIN CARTER

## Farm legislation stalls at go-nowhere summit

*Wimani 22/5-28/5/92*

**W**ITH just three months to go before this sitting of parliament ends, proposed legislation for farmworkers lies bogged deep in negotiations. And the possibility of smooth passage for this legislation is becoming more and more bleak.

May 7 was supposed to be D-day, the day the Congress of South African Trade Unions, the National Council of Trade Unions and the South African Agricultural Union (SAAU) made a final decision on the

*As the drought deepens, legislation to protect farm workers is still as distant as rainclouds on the horizon.*

**FERIAL HAJFAJEE reports**

legislation. Instead it turned into another go-nowhere summit. The parties agreed only to seek mandates on two proposals: the first was whether key leg-

islation should be debated in this parliamentary session and the second was whether there should be one separate labour statute for farmworkers or whether they should be governed by existing South African labour statutes.

Over the weekend the two trade union federations issued a demand that the Basic Conditions of Employment Amendment Bill and the Unemployment Insurance Amendment Bill be debated and passed in this session of parliament.

But Cosatu and Nactu have minimal membership in the farming sector and consequently have little bargaining power with the farmers. This is reflected in their patient and conciliatory approach to the SAAU. The union statement also said that "we remain prepared to enter into negotiations with the SAAU concerning one or many acts for the agricultural sector".

Cosatu and Nactu also said this week they realised there was little hope for the legislation being passed by June.

The federations believe the failure by the government to pass the legislation in the 18 months since the Labour Minute was passed indicated "a lack of political will on the part of the government to extend basic rights to farmworkers".

Many farmworkers were being retrenched because of the drought and this made the issue a more burning one because they were left without any protection, said the two federations.

Last week, Cosatu launched its drought relief campaign. In terms of the campaign they will demand that a greater share of the government's drought relief fund go to farmworkers and their families.

Cosatu said that only two percent of the R1-billion allocated by the government to drought relief would be distributed to farmworkers. "The bulk of the money will go not to prevent mass starvation but to prevent white farmers from going bankrupt".

Delays in the farmworker legislation could be key sparks to Cosatu's general strike planned for July.

## Everything keeps going wrong at Toyota plants

*Wimani 22/5-28/5/92*

By **FERIAL HAJFAJEE**  
**MANY** prospective Toyota buyers now face a four-month wait for their new wheels because of a two-week strike at the company's Durban plants.

Every day 430 motor cars do not roll off the assembly line and the 6 000 workers on strike lose R800 000 in wages. Experts estimate that the company has lost R207-million in turnover and the communities where workers live have lost R7,2-million workers would have spent there. In addition, the company's 68 component suppliers have lost R42-million with the figure climbing by R5-million a day.

These are the startling statistics behind the strike which was sparked by the actions of an allegedly racist line manager "who practises outdated industrial relations", alleges the National Union of Metalworkers of South Africa (Numsa). Workers are on strike to demand that he be fired.

But the company says "By demanding that we act against a supervisor without any recourse to due process, workers are violating their own hard-won advances toward security of employment".

On Tuesday, the parties agreed to refer the matter for arbitration. But workers refuse to return

to work until the arbiter makes an award. "The inference is that any return to work will be conditional on a finding in favour of the workers. This is an untenable situation for us," says Toyota.

The union says that management was alerted to workers' dissatisfaction with the line manager in February and failed to do anything about it.

"We feel that if workers come back to work now, management might come up with delaying tactics so problems must be resolved while we are on strike".

On May 7, the company was granted an interdict by the industrial court forcing workers to go back to work. Workers have ignored the interdict and are adamant about staying on strike "even for a thousand days".

The call for the dismissal of the line manager has been extended; two other senior managers are also on the firing line. In addition workers are demanding the reinstatement of a shop-steward dismissed six months ago.

Numsa regional organiser in Durban Magraper Hlatwayo, said that the parties held five meetings to iron out the dispute. On Wednesday they worked late into the night to find a way out of the impasse.



## Macsteel dispute appeal dismissed

**BLOEMFONTEIN** — An appeal by the National Union of Metalworkers of SA and 17 of its members against a judgment of the Labour Appeal Court was dismissed by the Appellate Division yesterday.

The case arose from a wage dispute and disruptions at plants belonging to Macsteel (Pty) Ltd, of Germiston, in August and September 1988.

An industrial court found that the collective overtime ban by Macsteel employees, with the knowledge and concurrence of the union, was neither unlawful nor an unfair labour practice but a legitimate industrial relations pressure tactic.

On July 24 1990 Judge W J Hartzenburg

and assessors, in the Labour Appeal Court set aside the industrial court's decision, substituting an order that the union's conduct to introduce, instigate and persist in an overtime ban in the circumstances was an unfair labour practice. Union members' failure to work normal overtime, furthering a collective intention to persuade Macsteel to accede to their wage demands, constituted a collective overtime ban.

Yesterday Judge Richard Goldstone said there were ample grounds for the lower court to hold that the overtime ban was an unfair labour practice. It followed that there was no reason to interfere with the order made by the Labour Appeal Court — Sapa

## Bop pension fund moves into city property

**BOPHUTHATSWANA'S** state pension and unemployment fund had embarked on "a major thrust into the Johannesburg property market," the company said yesterday.

The Sefalana Employee Benefits Organisation (Sebo), which has been in-

**ADRIAN HADLAND**  
involved in a commission of inquiry into alleged financial irregularities, has also begun an advertising campaign aimed at boosting its corporate image.

Senior GM of customer services Rohan Laird said

yesterday the campaign was not aimed at addressing issues raised by the inquiry but "to let people know we exist".

Among recent Sebo acquisitions are two buildings in Johannesburg's CBD, for R18m, and three office blocks in Sandton.

31 Dec 2115792

# Negotiations deadlock despite compromises

CAPE TOWN — Negotiations between western Cape clothing manufacturers and the SA Clothing & Textile Workers' Union have reached stalemate, despite compromises by both parties at the third and final round of talks this week

Employers increased their packaged offer of 6%, which covers wages, the provident fund and sick pay, to 7%, while the union dropped its wage demand to 16% from 17,5%, Cape Clothing Manufacturers'

~~1984~~ ~~1984~~  
LINDA ENSOR

Association and the Cape Knitting Industries' Association chief negotiator Johann Baard said yesterday

The union found the proposals "unsatisfactory", but agreed to take them back to its membership for discussion, Baard said

The third and final round of negotiations in Natal takes place today

## News in brief

### Stewards meet

SHOP stewards from clothing factories across the country are to meet in Port Elizabeth at the weekend.

The meeting has been called for negotiators of the South African Clothing and Textile Workers' Union to report back on a meeting held with employers in Cape Town on Tuesday.

A statement concerning the weekend meeting will be issued on Monday, a Sactwu spokesman said.

A mass meeting of clothing, textile and leather industry workers in Goodwood, near Cape Town, last weekend, rejected current wage offers. - Sapa.



# Money talks 'a way forward'

*Sowetan 25/5/92*  
TOP-level business and trade union leaders who met the Finance Minister, Mr Derek Keys, in Cape Town last week were optimistic about the talks which they said were "a way forward"

They agreed on joint consultations and to try to reach consensus on restructuring and addressing various problems in the economy

It was also agreed that another meeting be held possibly in Johannesburg or Cape Town within two weeks to take decisions on the issues raised

Some of the points raised on the broad agenda were the Government's economic policy, future economic investment, trade, retrenchments, provident funds, taxation, housing and education

The Minister was accompanied by his special adviser, Mr Japie Jacobs, while labour was represented by Cosatu and Nactu

~~By~~ ~~JOSHUA~~ ~~RABOROKO~~ (140A)  
By JOSHUA RABOROKO

Business organisations present were Fabcos, Sacob, Chamber of Mines, Saccola, the SA Agricultural Union, Afrikaanse Handelsinstituut and the SA Federation of Civil Engineering Councils

Fabcos assistant chief executive Mr Zulile Makaba said the meeting was "positive and we are optimistic that future dealings will help the country's economy"

Makaba said "This was probably the first major step towards establishing an economic-Codesa that will herald another era in South Africa."

Cosatu's campaign's coordinator Ms Lisa Seftel said that progress had been made in the meeting. Some of the important points they raised were job-creation, retrenchments, unemployment and VAT.

# Save jobs or save an industry

STAR 25/192 (140A)

**T**HE POOR state of the South African economy is forcing South African employers and trade unions to confront the highly emotive question of how to contain the human cost of workers losing their jobs by the thousands

Efforts by unions and management to cushion the impact of retrenchments have met with only limited success, making job security a central issue in labour relations

The issue has emerged as a major stumbling block in the current wage talks between the National Union of Metalworkers (Numsa) and car manufacturers BMW, Volkswagen, Toyota, Mercedes Benz, Nissan, Saab and Delta

The bone of contention is Numsa's demand that the current moratorium on retrenchments, which expires next month, be extended. Employers have dug in their heels, arguing that a resolution of the other issues up for discussion, relating to pay and conditions, depends on how the moratorium issue is dealt with

BMW's Dave Kirby, chairman of the employer caucus in the talks, said employers felt that in the circumstances, layoffs were essential to controlling costs in a situation of declining output

"Our view is that if we reduced manpower we would be able to give the people who remain full employment and that the (moratorium) agreement was a short-term offer

"The difficulty lies in sustaining such an agreement in the long term, especially if you cannot foresee what will happen in the industry in a period of four to six months," said Mr Kirby

Although mindful of the fact that job security was important to employees, employers were reluctant to enter into an agreement they could not sustain in the long run

The motor manufacturing industry, which survived a severe recession in the mid-1980s, is again experiencing a decline in demand, after recovering slightly three years ago. Sales of motor cars, for instance, dropped from

221 342 in 1989 to 197 736 last year

Numsa has also demanded a halt to retrenchments in the other sectors where it is represented — the steel and engineering, tyre-manufacturing and motor industry (the latter including operations such as petrol stations and panelbeaters)

The union is concerned that, hurt by a global drop in steel products and the curtailing of State expenditure on large projects, last year steel and engineering alone shed 35 000 jobs, and that retrenched metal workers are swelling the numbers of the unemployed at an average rate of 3 000 a month

Numsa chief negotiator Les Kettle said "We believe that workers should not be the ones to pay for the state of the economy. We are concerned about the rising level of unemployment because it brings about many social problems

"Our view is that when retrenchments take place they are a cost-cutting measure by employers. We believe that employers

should instead look at alternatives to retrenchment, and have committed ourselves to discuss with them the long-term growth and viability of the industries concerned," said Mr Kettle

In mining, also reeling from large-scale job losses due to inflation and a depressed gold price, the NUM has put forward a restructuring programme for the industry. The proposals, first suggested to employers during the Mining Summit last June, are currently the subject of discussion in working groups including employers and union representatives

Meanwhile, a key element of the proposals, focusing on rescuing marginal gold mines through State aid in the form of tax pay-backs (thereby preventing mass retrenchments), has been taken up by the NUM in the case of Rand Mines' Harmony gold mine, where 8 000 jobs are on the line

The NUM, believing that its approach can succeed only with the support of both the State and capital, has asked the Free State mine's owners to back the union in

making representations to the Government

Employment on gold mines affiliated to the Chamber of Mines alone shrank about 20 percent from 534 255 in 1986 to 424 273 last year, with more jobs set to be axed this year

NUM assistant general secretary Marcel Golding explained that while the union accepted that the gold mining industry was set to contract in terms of output and labour "in the next 10 years", it believed that job security was a workers' right which should not be taken away "without due process and adequate compensation"

"We are not saying that in every situation there should be no retrenchments, but that we need an industry-wide retrenchment policy which will look at the future of the industry, including a properly managed down-scaling programme which provides for a national re-training scheme for retrenched workers," said Mr Golding

Believing that gold mining's crisis was a structural one, the union



wanted the establishment of a permanent mining commission which would oversee the inevitable down-scaling in the industry

Chamber of Mines chief economist Francois Viruly agreed that there were limits to what could be done to shore up the industry and save jobs in the short term

"The rationalisation programmes undertaken by the industry have been relatively successful. But in the final analysis the question that has to be answered is whether one can keep a mine going profitably. To a certain extent the life of a mine will be determined by whether the fiscal authorities can bring inflation under control. If inflation continues to increase costs, even our gold reserves will, in the long run, become unprofitable," he said

In the retail industry, afflicted by shop closures and retrenchments, the SA Commercial, Catering and Allied Workers' Union has called for a crisis meeting with employers to discuss ways of saving jobs as the industry restructures itself □

# Labour bodies show concern

140A

By JOSHUA RABOROKO

TWO labour federations have expressed concern at the desire by British and multinational companies operating in South Africa to drop the European Community code of conduct governing employment conditions

Although the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu) said the code did not protect black workers against exploitation, they called for a new approach to safeguarding the interests of their members instead

Cosatu called for a new code to address the socio-economic status of workers, help create jobs and restructure the economy. Nactu, on the other hand, said the code was useless and urged workers to negotiate codes of conduct with employers without interference from parent companies

The two federations were reacting to reports that European foreign ministers meeting in Brussels this week will discuss the argument of top companies that the code had "outlived" its usefulness and is difficult to apply because of reform in South Africa

Cosatu spokesman Mr Neil Coleman said "Those issues must be negotiated by trade union federations and multinational companies wishing to invest in South Africa"

Sowetan 26/5/92



# Cosatu threat <sup>(140A)</sup> of mass <sup>AG 27/5/92</sup> action

Own Correspondent

JOHANNESBURG — Cosatu yesterday announced a programme of mass action "on an unprecedented scale" if demands relating to political negotiations, government corruption and covert security operations, including death squads, were not met by the end of June.

Its general secretary, Mr Jay Naidoo, said he believed the campaign was worthy of the business community's support.

Mr Naidoo said the programme, timed to begin in mid-July, had been discussed with Cosatu's allies, the ANC and SACP. The gravity of the issues involved required a response on the largest possible scale "to force government to agree to the demands".

In addition to marches, demonstrations and boycotts, the programme would include a work stayaway or general strike of "not less than three days" — the longest stayaway previously staged.

Mr Naidoo acknowledged that a stayaway would hurt business. However, he said, "business has been vociferous in support of the democratisation process, as demonstrated by its work during the referendum campaign, so we hope they will be willing to bite the bullet."

# Cosatu, Nactu put off workers' summit

COSATU and Nactu yesterday announced the postponement of the workers' summit scheduled for this weekend, to enable further groundwork to be carried out on various issues on the agenda

Nactu general secretary Cunningham Ngcukana denied the postponement was related to reports that four of Nactu's largest affiliates recently called for the two federations to dissolve and form a new, politically nonaligned federation.

He said Cosatu and Nactu were due to meet on June 2 to discuss a new date

Ngcukana and Cosatu official Lisa Seftel said it had been decided that summit discussions on unity should be postponed pending further sectoral meetings between the two federations' respective affiliates

It was further decided that a proposed declaration of workers' rights — which could be included in a future constitution

ALAN FINE

— should be discussed with unions outside the Cosatu/Nactu fold

Finally, it appeared discussions on the proposed economic negotiating forum were premature in that talks with Finance Minister Derek Keys were beginning to bear fruit, but there were as yet too few concrete developments

Ngcukana, commenting on reports that Nactu's affiliates in the chemical, construction, food and transport sectors were unhappy with the political leanings of organised labour, said the matter had been resolved "within the framework of Nactu policy"

Asked about the possibility of a Cosatu/Nactu merger given Cosatu's formal alliance with the ANC and SACP, Ngcukana said the matter would be addressed by Nactu delegates at the summit.

# Cosatu plans general strike and other acts 'on unprecedented scale'

COSATU yesterday announced a programme of mass action "on an unprecedented scale" if demands relating to political negotiations, government corruption and covert security operations were not met by the end of June.

And general secretary Jay Naidoo said he believed the campaign was worthy of the business community's support. He said the programme, timed to begin in mid-July, had been discussed with Cosatu's allies, the ANC and SACP. The gravity of the issues involved required a response on the largest possible scale "to force gov-

ernment to agree to the demands"

In addition to marches, demonstrations and boycotts, the programme would include a work stayaway or general strike of "not less than three days."

Naidoo acknowledged that a stayaway would hurt business. However, he said, "business has been vociferous in support of the democratisation process so we hope they will be willing to bite the bullet." He said Cosatu was willing to meet business and negotiate. It wanted to build a coalition around the demands, but was unwilling to restrict its ability to take action.

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ALAN FINE

(140H)

Cosatu's demands regarding corruption included a call for an independent inquiry, under the auspices of the proposed transitional executive council, into corruption at all levels of government; the dismissal and, where appropriate, prosecution of officials and Ministers involved, and the seizure of the personal assets of those implicated, so the state could be repaid. On alleged death squads and other covert operations, Cosatu demanded a multi-party inquiry into security operations with

access to all State Security Council minutes; the dismissal and prosecution of all individuals — including senior officers and politicians — found to be implicated in wrongdoing; the freezing of all covert operations, and a role for international monitoring of security force operations. In addition, "the Rsb set aside in the defence budget for covert operations" should be used to compensate victims of violence, to finance economic reconstruction and to supply drought relief, he said. In political negotiations, Naidoo said, Cosatu demanded that Codesa rapidly pre-

pare the ground for the establishment of an interim government by the end of June and the election of a constituent assembly by the end of the year. The assembly must have the power to approve a new constitution by a two-thirds majority. A senate should have no role in constitution-making. Cosatu was opposed to the drafting of a new interim constitution. Cosatu believed the assembly could replace the tricameral Parliament through a few minor amendments to the existing constitution.

● See Page 3  
● Comment Page 8



of agricultural and stock remedy marketing companies. At present training courses are being designed for the correct application of such remedies by end-users, especially for the application of hormone weedkillers and Group Ia agricultural remedies. The electronic media is also employed in this regard. A series of relevant programmes have already been televised in the programme, Agriforum.

The overall involvement of other bodies must be acknowledged. For instance, the Department of National Health and Population Development is responsible for monitoring residues in foodstuffs consumed locally by man. The Directorate Plant and Quality Control monitor all export commodities. Likewise the Directorate Meat Hygiene maintains a watch on the residues of agricultural and stock remedies found in meat.

#### Number of persons attacked/robbed/murdered on farms

271 Adv J R DE VILLE asked the Minister of Law and Order †

How many persons (a) were (i) attacked, (ii) robbed and (iii) murdered on farms in South Africa in 1991 and (b) have been so (i) attacked, (ii) robbed and (iii) murdered from 1 January 1992 up to the latest specified date for which figures are available?

B664E

The MINISTER OF LAW AND ORDER

- (a) (i) 327  
(ii) 239  
(iii) 66  
(b) (i) 148  
(ii) 112  
(iii) 26  
21 May 1992

#### NOTE

The figures in (a)(i) and (b)(i) also include cases of assault and rape and only apply to persons and workers in and around own houses

#### Bombing of Cosatu House - alleged announcements

272 Mr P G SOAL asked the Minister of Law and Order

Whether, with reference to his reply to Question No 210 on 5 May 1992 in regard to the bombings of certain premises, any further investigations have been carried out in this matter following the announcements allegedly made by a certain person whose name has been furnished to the South African Police for the purpose of the Minister's reply, to the effect that he had been involved in the bombing of Cosatu House, if not, why not, if so, what (a) are the relevant details and (b) is the name of the person concerned?

B673E

The MINISTER OF LAW AND ORDER

Yes

(a) The person was arrested on 29 April 1992. He also appeared in court on a charge of sabotage on the same day. The case was remanded until 3 June 1992.

(b) Jacobus Johannes Christoffel Botha

Department of Development and Regional and Land Affairs

273 Mr P G SOAL asked the Minister of Regional and Land Affairs

How many members of staff (a) were employed by the Department of Development Aid at the time of its dissolution on 31 March 1992, (b) to which Government Departments were they transferred and (c) how many of them were transferred to each such Department?

The MINISTER OF REGIONAL AND LAND AFFAIRS

- (a) 4 057 as well as 4 703 workers from the South African Development Trust  
(b) Department of Trade and Industry  
Department of Justice  
Cape Provincial Administration  
Office of the Commission for Administration

Department of Agriculture  
Department of Manpower  
Department of National Education  
Natal Provincial Administration  
Department of Environment Affairs

Department of Education and Training  
Department of Public Works  
Provincial Administration of the Orange Free State

Department of Local Government and National Housing  
Department of State Expenditure  
Department of Regional and Land Affairs

Transvaal Provincial Administration  
Department of Transport  
Department of Water Affairs

(c) Department of Trade and Industry 2  
Department of Justice 17  
Cape Provincial Administration 90  
Office of the Commission for Administration 37

Department of Agriculture 335  
Department of Manpower 37  
Department of National Education 1  
Natal Provincial Administration 703  
Department of Environment Affairs 10  
Department of Education and Training 4

Department of Public Works 10  
Provincial Administration of the Orange Free State 1 149  
Department of Local Government and National Housing 5  
Department of State Expenditure 40  
Department of Regional and Land Affairs 706

Transvaal Provincial Administration 871  
Department of Transport 2  
Department of Water Affairs 38

TOTAL 4 057

Workers from the South African Development Trust transferred to—

Cape Provincial Administration 90  
Department of Agriculture 1 226  
Natal Provincial Administration 1 414  
Provincial Administration of the Orange Free State 797

Transvaal Provincial Administration 1 176  
TOTAL 4 703

# The two faces of a costly strike

**T**HROUGH the outsider's eyes, the strike at Toyota's Prospecton, Durban, assembly plant — affecting about 6 000 workers and in its third week — might seem like an oddity.

The question is how is it possible for a company which is the undisputed leader of the country's car manufacturing industry to experience such tumult in its employee relations?

So far the strike, over employees' demands for the dismissal of three members of management for alleged discriminatory practices, has cost the company no less than 5 000 vehicles in lost sales, worth at least R270 million.

It is also affecting the livelihood of an estimated 2 600 workers employed by Toyota's component suppliers.

Talks between management and the National Union of Metalworkers (Numsa) have failed to resolve the crisis, with workers insisting that a return to work is contingent upon the outcome of any arbitration proceedings. Even a court order has failed to persuade the workers to return.

As a result of the dispute, Toyota stayed out of the latest round of national wage negotiations between Numsa and motor assemblers.

**MIKE SILUMA takes a look both the workers' and management's sides of the strike by workers at Toyota's Prospecton assembly plant**

*1404*

deadlock, Toyota has evoked disciplinary procedures against the management members.

That Toyota has been forced to use newspaper advertisements to appeal for strikers to return to work is an indication of how far relations between it and the strikers have deteriorated, undermining the existence of an "us and them" syndrome.

So what has caused this souring of relations?

To every story there are, as they say, two sides. And in its latest issue the labour journal South African Labour Bulletin attempts to give the workers' side, through an article written by Numsa shop stewards at Toyota before the strike.

According to the workers, good industrial relations at the plant have been undermined by the introduction of Japanese management and productivity techniques, hugely successful at the company's Toyota City in Japan but the subject of some controversy here.

Key components of the system criticised by the shop stewards are the quality circles,

cost-saving competitions and the multiskilling of employees.

This is how the shop stewards describe the introduction of quality circles to the plant. "In the early 1980s the bosses came back from a trip to Japan with new ideas of how we should organise our work. But from the beginning they never discussed these ideas with us.

"Then they started to organise groups of workers into work teams. These work teams were never established to listen to the voice of workers. They were simply there to give management more control over the workers."

Describing workers' relationship with management as "one of war", the shop stewards complain that management's attitude towards workers "is not right".

"For example," they write, "you could never find a situation where a manager enters his department and greets all the workers on the line. Our managers don't even greet us. They're just like enemies here."

Perhaps not surprisingly, in the light of current events at Prospecton, Toyota rejects the allegations in the Bulletin article as "subjective" and lacking in "factual substance".

A spokesman said a survey undertaken by the company last year painted "a vastly different picture".

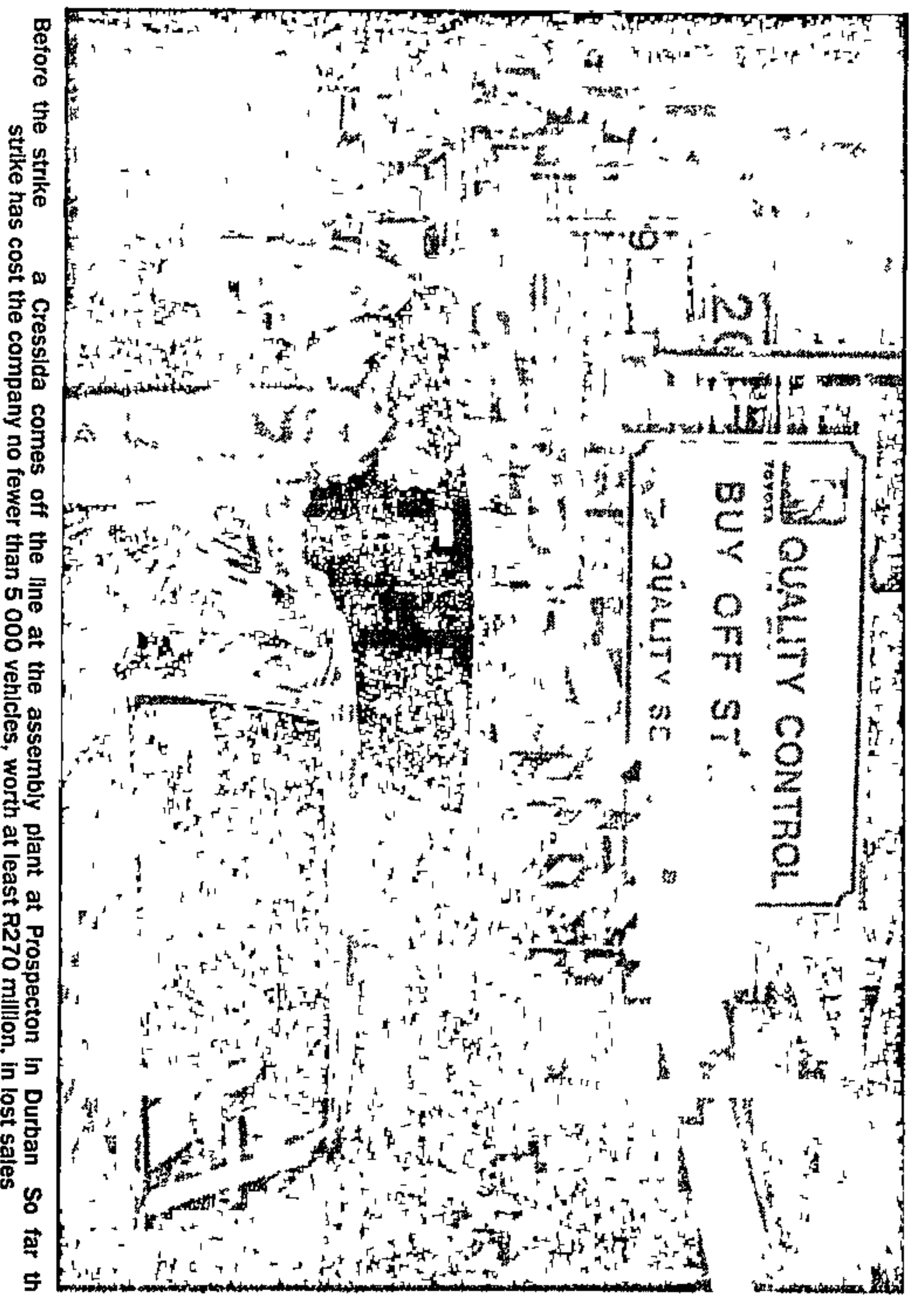
"According to the results of the survey, undertaken by an outside market research company in face-to-face interviews, relationships in the plant were described as good by 78 percent of employees. The survey also found that 92 percent of employees regarded intercultural relationships at Toyota as good.

"Our company assumes that the comments by the shop stewards in the (Bulletin) article reflect the views of a minority as per the survey we conducted."

The company found it "curious" that it was being targeted by Numsa as an unfair employer when its employees were among the "leading wage earners in South Africa".

The company had pledged R25 million to assist employees with housing between 1991 and 1996 and R3 million a year for educational assistance to employees and their communities.

Worker involvement in productivity programmes was "entirely voluntary" and workers themselves had made 8 328 problem-solving presentations to management. □



Before the strike a Cressida comes off the line at the assembly plant at Prospecton in Durban. So far the strike has cost the company no fewer than 5 000 vehicles, worth at least R270 million, in lost sales.

S192 27/1792



# Cosatu promises mass action to pressure Govt

By Shaun Johnson  
and Esther Waugh

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STAN 27/5/92  
a meeting on Thursday and is in direct response to Codesa 2's breakdown

With the politicians deadlocked in negotiations, key labour leaders stepped in last night with a radical new plan for 'mass action' to pressure the National Party into giving way to a transitional government

In a move certain to raise considerably the already high political temperature, the top leadership of the giant labour union federation Cosatu has announced a high-profile programme including marches, demonstrations, stayaways and even a general strike

The campaign, scheduled to get under way in July, will take place under the banner "End corruption and murder — dismantle apartheid rule"

It was hammered out by Cosatu's national office-bearers at

Last night Cosatu assistant secretary-general Sam Shilowa told The Star that the campaign was designed "to strengthen the hands of the negotiators"

It was clear that "the Government was manipulating the process", he said

The campaign — described as a "staggered programme" and having no defined time-limit — would put the spotlight on specific problem areas in the negotiations process and Codesa

Special attention would be drawn to corruption and mismanagement of public funds, death squads and covert operations, the "continued manipulation" by the Government of the SABC, and the Government's "attempt to entrench white minority rule" in the constitution

Cosatu leaders planned to draw "all organs of civil society, the tripartite alliance (ANC, SACP, Cosatu), civic organisations and churches" into the campaign

Among Cosatu demands are

- The dismissal and prosecution of ministers and officials implicated in corruption
- The seizure of assets of those implicated in theft

- The renegotiation of the allocation of public funds — specifically the R5 billion fund for covert activities, which "could be used to compensate victims of the violence"
- Full public disclosure of security projects and covert operations, including the minutes of the State Security Council
- A full audit of personnel involved in covert operations
- The dismissal and prosecution of "ministers and key officials involved in (hit squad) murders"

27/5/92

● Monitoring of the security forces by the international community

● The establishment of an independent broadcasting board

● Amendment of the 1983 constitution

● Completion of the first phase of transition within six months

Cosatu accused the Government of "hiding behind" the Goldstone Commission and other internal inquiries

● The ANC and the Government are working towards a major bilateral meeting in an attempt to repair severely damaged relations

Senior negotiators from both sides agreed that two-way meetings were most likely to lead to a defusion of mounting tension and the reinvigoration of the negotiations process



# Numsa, Seifsa in pay dispute

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METAL industry negotiators agreed to resume pay talks on June 9 following a dispute between employer and union representatives in Johannesburg on Wednesday

The National Union of Metalworkers of South Africa (Numsa) said all unions involved in the negotiations, except the SA Yster- en Staalunie, de-

clared a dispute on May 14. Employers represented by the Steel and Engineering Industries Federation of SA had subsequently also declared a dispute. A further round of talks could be held on June 18 and 19.

Seifsa spokesman Mr Hendrik van der Heever confirmed the decision taken at a special executive committee meeting of the

National Industrial Council for the Iron, Steel and Metallurgical Industry

Numsa official Mr Les Kettledas said his union would have no alternative but to ballot its members for industrial action if no progress was made in national negotiations across four sectors.

Numsa negotiators in the metal, tyre and motor industries on Sunday expressed concern at the apparent lack of progress in these negotiations.

However, the union remained committed to finding an acceptable outcome to the negotiations and expected employers to do the same - *Sapa*

## Count us out, Nactu tells Cosatu

UNION federation Nactu has told Cosatu in firm terms that it will not campaign for demands relating to Codesa negotiations, government corruption and covert security operations *6/10/82*

Nactu spokesman Mudim Maivha said in a statement this week his federation and Cosatu agreed to launch a mass action campaign to demand an end to government's unilateral restructuring of the economy; the extension of trade union rights to farm, domestic and public workers, and for a constituent assembly *29/5/82*.

Cosatu has announced a programme of unprecedented mass action if demands relating to political negotiations, government corruption and covert security operations were not met by the end of June. It has the ANC's and SACP's blessing

~~WILSON ZWANE~~ 140A

Maivha said Nactu and its affiliates — they claim a combined membership of 300 000 — would not take part in campaigns which were directly or indirectly related to Codesa negotiations. "We do not support Codesa and the demand for the establishment of an interim government"

He said Nactu would only campaign for the establishment of a constituent assembly and "issues which directly affect workers" If Cosatu wished to campaign for other issues, it could do so alone

Sacob spokesman Gerrie Bezuidenhout said yesterday a five-day strike would cost workers about R600m in wages

● See Page 3

# Small business asked to decentralise

THE National Council of Trade Unions (Nactu) this week called on small business to set up factories in rural areas to slow urbanisation.

Nactu general secretary Malimula Skosana made the plea at the second annual conference of the National African Federated Chamber of Commerce's (Nafcoc) national industrial council in Johannesburg.

He said measures by government and medium-sized businesses to assist small businesses to take such a step would be necessary.

Cosatu official and Numsa general secretary Bernie Fanaroff told the

THEO RAWANA

conference "Cosatu recognises the existence of small businesses. However, we are not prepared to see a development of small business based on exploitation."

Fanaroff said trade unions were fighting for a ban on retrenchments and against job losses and were also negotiating to restructure industry to create more jobs.

Council secretary Philip Machaba said the impact trade unions had on small manufacturers was of great concern.

"Once a small entrepreneur

reaches the threshold of major growth, he has to face the demands of the trade union movement. Therefore many manufacturers see the unionisation of their labour force as an area of concern, especially in the prevailing climate of widespread unemployment," Machaba said.

Small manufacturing accounted for about 17% of informal sector activity in SA, he said.

Fanaroff said the time had come for the labour movement to talk formally with small business in order to support one other instead of being in opposition.



# Nehawu is a major player in the sector

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WORKERS in the health sector are organising to fight "health for profit and the unilateral restructuring of services," says the assistant general secretary of the 50 000-strong National Education, Health and Allied Workers Union (Nehawu). Neal Thobejani says the union is involved in a Progressive Health Unity Forum — that includes organisations like the ANC and the National Medical and Dental Association — where policy for a future health system in SA is being discussed.

He says the bottom-line is that the state must take responsibility for the health of people — especially the young, old and unemployed.

This month tariffs at public hospitals were increased by 12% and the union is "consulting with the community" about action against the increase. Nehawu sees the increase as part of the "commercialisation" of health services which is putting health out of reach of most people.

## Dispute

Nehawu and three other unions are in dispute with the Commissioner of Administration over wages and working conditions.

Thobejani says industrial action — including sit-ins, demonstrations and strikes — is certain in the industry if the commissioner does not improve on the wages offer.

On private hospitals Thobejani says the conditions are slightly better. "But our main struggle is for centralised bargaining in the private hospitals."

The Nurses Forum has called on Codesa to decide the status of the SA Nurses Association (Sana), which, with about 150 000 members, has a majority of black members. Membership is compulsory.

Thobejani says many black nurses are also members of Nehawu and the referendum is a response to pressure on Sana to be a trade union. If Sana accepts union status the prospects for unity will be better.

Nehawu and Sana are at loggerheads on issues like the right of nurses to strike, whether health is an essential service or not and whether health workers should be covered by the Labour Relations Act.

Nehawu has been organising in hospitals for the past seven years, but it was only after the nationwide hospital strikes in 1990 that it was taken seriously by the health authorities and other unions in the sector.

## Merging

Now Nehawu is on the brink of merging with four other unions in the sector — the Cape-based Health Workers Union, Northern Transvaal Public Sector Union, Venda Public Sector Union and the Kwa Ndebele Public Sector Union. This will increase its membership by a further 12 000.

In addition, Nehawu is discussing unity with Nactu's 30 000-strong Public Sector Union (PSU) under the auspices of the joint Cosatu-Nactu Workers Summit this weekend.

Outside the staff associations, Nehawu and the PSU are the main players in the health sector.

If they unite, the new union will be the major force among health workers.

# Peace isn't going to fall from heaven, but he's optimistic

ASK NATIONAL Union of Metalworkers of SA organiser Alf Woodington to talk about himself and he hums and haws. He looks distinctly uncomfortable. The conversation stumbles into an awkward silence.

But ask him about his work as Cosatu's representative on the Vaal/Wits Regional Dispute Resolution Committee (RDRC) and the words come tumbling forth.

Talking peace, quite obviously, is what he does best.

Born in Transkei and brought up on the East Rand where his family had first-hand experience of forced removals, his journey into union, and subsequently peace, negotiations started in 1977 after he left school and began work in a food canning factory.

The work was boring, says the man who prefers to call a spade a spade.

"I didn't last long."

A job hop or two later, he

It takes an unusual man to stand up for peace when some of his closest companions, including his wife, have died in the ongoing violence. Alfred Woodington is one such man. PAULA FRAY reports.

moved to an engineering company nearer to home in Boksburg. Workers there formed a "rough committee" and in 1986 he joined the Metal and Allied Workers Union (Mawu).

"In those days, being a socialist called coloured, you were just told to be in such a union I was a member only in terms of paying contributions."

Mawu, he said, was the first truly representative union he belonged to.

By the time Mawu became Numsa in May 1987, he had been elected to the education committee in Benoni and his work with various groups had begun.

His decision to move from private industry into full-time union work meant a reduction

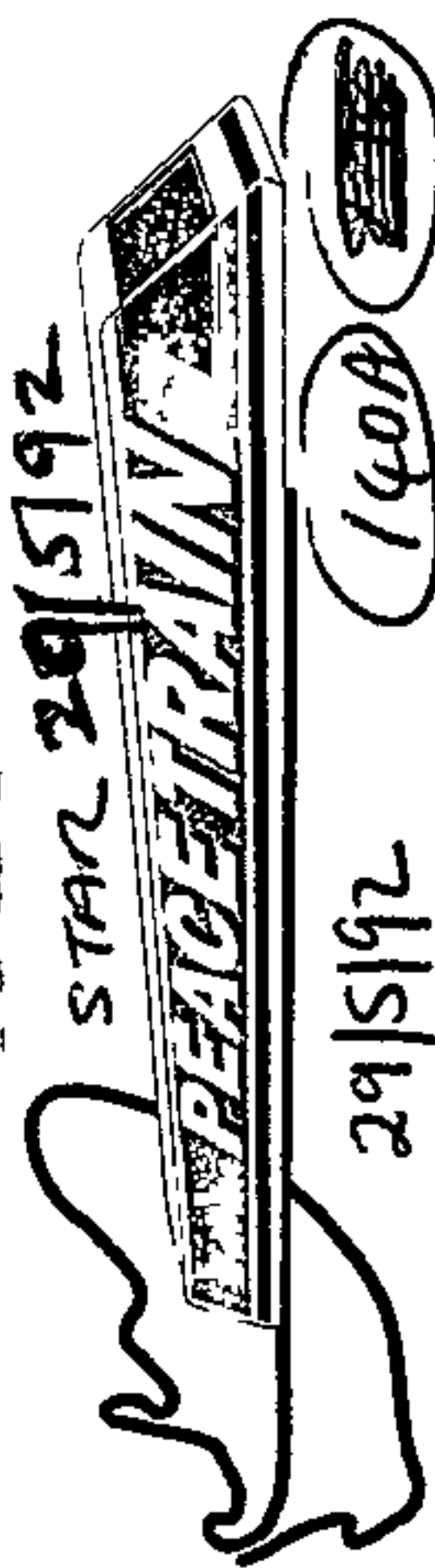
in salary, but otherwise the change was not difficult.

When violence broke out at the end of 1990, the union formed the Numsa crisis unit to assist and protect members. In effect, it meant taking his first step in peace resolutions.

"The crisis unit meant engaging with whoever was necessary," he says.

The unit was abandoned after six months but, in June last year, was revived after another flare-up of violence.

"The crisis unit existed long before the signing of the National Peace Accord," he notes. One example of the work needed was resolving violence at a disused Iscor hostel, Kwamadala,



la, in Vanderbijlpark.

"On July 22 1990 there was a rally held after the release of Madiba (Nelson Mandela). After the rally, there was an outbreak of violence at hostels with Inkatha members. Inkatha members had to leave these hostels and they took over Kwamadala. At first there were 50 and it grew to 400."

Clashes continued. Lives were lost and people were threatened. Eventually Numsa's crisis unit, Iscor and Inkatha joined forces to try to establish peace.

Now Mr Woodington is one of two Cosatu representatives on the Vaal/Witwatersrand RDRC.

Talking to people on the other side of the fence is part of the

job. Thinking of people in terms of being on the other side of the fence is not

"In order to achieve peace it will be necessary for myself and Inkatha to engage in some talk. One thing we must understand is that peace is not going to fall from heaven. It is a process."

The growth of local dispute resolution committees is sign enough that the process is under way. But a time-frame cannot be given. It is the tendency to violence which must be arrested, he says.

"Peace is definitely making inroads."

Only once has he seriously questioned his involvement

Three years ago his wife died in an "unexplained accident." "I battled with myself," he says. But, in view of his wife's own commitment, he decided to continue.

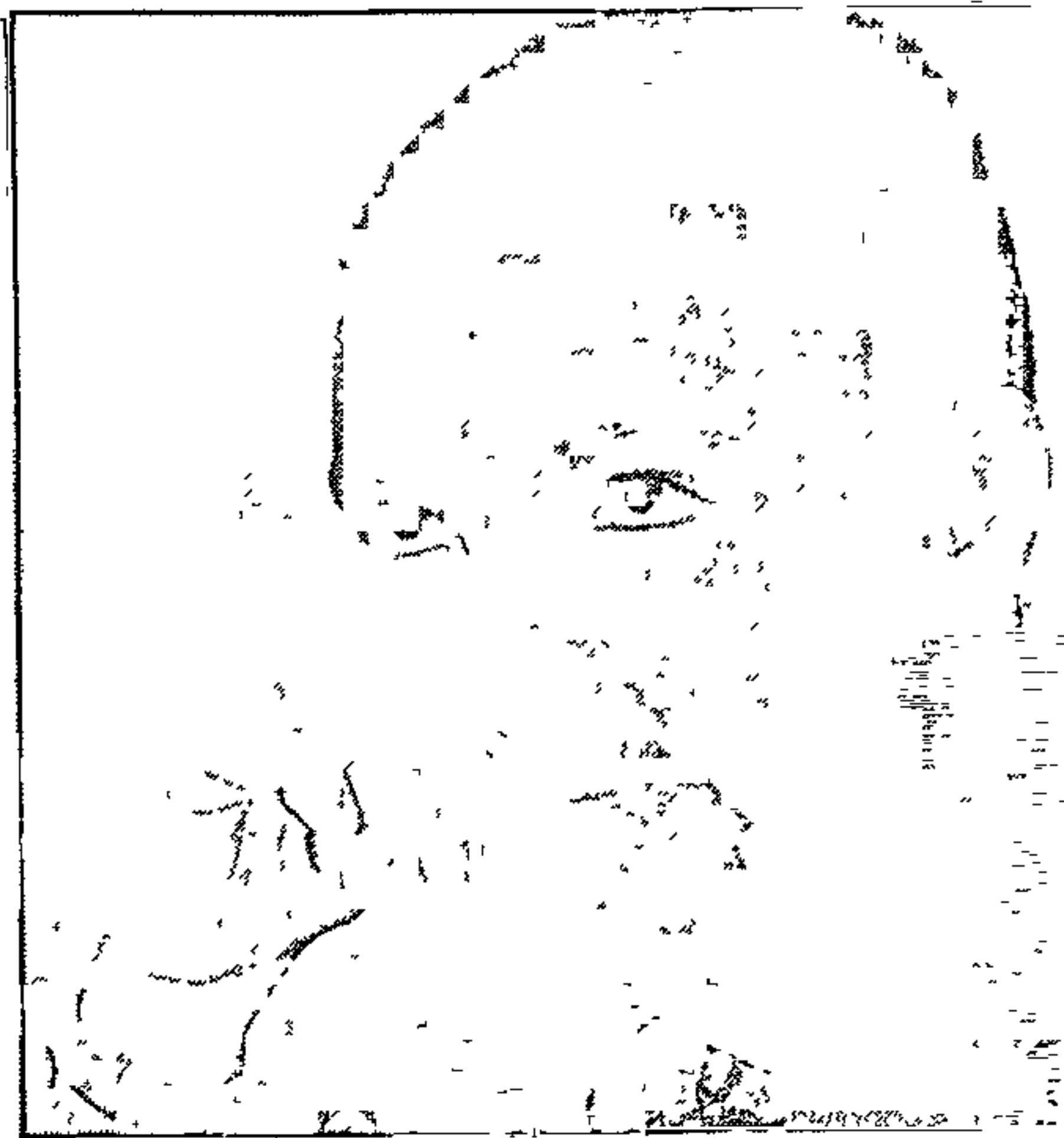
A jazz-loving man in his limited free time, Mr Woodington takes inspiration from the strength of his late grandmother.

And he enjoys recalling the more humorous side of his work, although it often smacks of the "old" South Africa.

While still an active Numsa organiser he was once called out to a family-owned factory where 13 workers had been fired for going on strike.

"It was crude but at the end of the day you can laugh about it," he says.

The owner, a big man with a huge hangover, met them in his office. Asked why he had fired the workers, he replied "Die kaffirs het op 'n slow motion strike gegaan." □



Reaching out Alfred Woodington Picture Peter M.



By Quentin Wilson

A HUGE workers' summit was postponed two days before it was due to be held — with different reasons given by Cosatu and Nactu

The two federations were due to make history on May 28, by hosting it jointly

Delegates to the summit were supposed to discuss further joint programmes as well as consider adopting a worker's charter

A joint statement issued this week by the general secretaries of the two federations adopts a diplomatic approach

Mr Jay Naidoo of Cosatu, and Mr Cunningham Ngcukana of Nactu, said the summit was postponed to sometime "within the next three months"

"The reason for the postponement is that Cosatu and Nactu do not want the summit to be an event between a few trade unions, but part of a process which includes

# More problems as Cosatu,

# Nactu postpone summit?

South 30/5/92 - 3/6/92

many trade unions outside our ranks"

The statement also said that the commitment remained to establish one federation, with a belief that discussions on workers' rights should reach millions of workers to compile a broadly representative charter

Mr Keith Coleman, Cosatu's national publicity officer, confirmed the joint statement was correct and insisted the postponement was "a joint decision between the two federations"

Mr Brian Williams, a national executive member of Nactu, disagreed

"The summit was called off by Cosatu. It has a lot to do with Cosatu trying to define its own political direction, especially given the collapse of Codesa," Williams alleged

He also claimed it was Cosatu's wish to get Nactu behind the ANC's demand for an interim government.

"No workers' summit will survive if the agenda is to get Nactu and other unions behind ANC demands"

Mr Alan Roberts, the Cosatu regional secretary in the Cape, said the summit was postponed "due to financial and organisational

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problems" Roberts said he was not aware that tension between the two federations had been the cause of the postponement

"Sure, there was tension. There always has been but in the last year our relationship was good, demonstrated recently by the joint May Day rallies

"I am not aware that there was any serious breakdown or disruption

"Tensions will always exist within any organisation — it's part of the growing dynamic — but I have not heard that it was called off because of tensions," he said



# Large mass action campaign planned

Triple alliance wants to adopt visible actions

SHAUN JOHNSON and ESTHER WAUGH

MASS action on a scale not yet seen in South African history will be considered today at the ANC's vital national policy conference at Nasrec, Johannesburg. *Star* 30/5/92

A document entitled "Alliance Programme of Action" is in the possession of Saturday Star. It sets out a plan — agreed to by leaders of the ANC, Cosatu and the South African Communist Party — for a countrywide campaign of marches, demonstrations and strikes to break the deadlock with the Government after Code

The plan provides for "rolling" actions rather than a campaign within a limited timeframe — and it signals unequivocally that the ANC intends from now on to make high-profile mass action an integral part of its negotiating strategy.

● See "Speak Out" on Page 2

The draft tripartite document forms the basis for crucial discussions at the ANC conference, which will lead to a final resolution tomorrow

The document is presented to delegates "not as a blueprint or set of instructions, but rather as a flexible guide towards developing a programme of action for the alliance" But it carries tremendous weight, having been drafted by national and regional members of the executive structures of the alliance at a summit meeting on May 13

The document targets the third week in July for "unprecedented and sustained" mass action, including strikes, marches and occupations

If approved by the conference, the comprehensive programme will get under way with the ANC Youth League organising June 16 events under the slogan "Youth action for the vote, peace and democracy"

South African "Freedom Day" on June 26 will be part of the build-up towards breaking the negotiation deadlock in the alliance's favour, the document says Intensified action will then be implemented

● TO PAGE 2.

ANC plan

ment on a regular basis, according to prevailing conditions.

The document says activities like people's assemblies are appropriate forums for projecting our demands and preparing for elections"

A special ANC conference, including representatives of the alliance, will be held at the beginning of July and a broader forum with the Patriotic Front has been suggested for July 10

The programme of action was first discussed by the ANC, SACP and Cosatu two days before Codesa 2, and has since been revised after the ANC and the Government failed to agree on transitional arrangements

ANC leader Nelson Mandela firmly linked negotiations to mass action in his opening address to the ANC conference on Thursday

The negotiations at Codesa must be supported by other means of struggle. A draft alliance programme of action will be discussed here."

Mandela said a special committee had been set

ANC plan

up with the primary task of linking the negotiation process to practical action by the ANC. The main aim of the comprehensive programme would be to dispose of the National Party Government and to establish a democratically elected government in the shortest possible time.

The tripartite alliance says in the draft programme of action that the outcome of Codesa 2 demonstrated "loudly and clearly" that the Government was not prepared to accept meaningful democracy

The alliance said the mass action was aimed at achieving an interim government and democratic elections for a new constitution.

Other key demands included: ● The implementation of Codesa decisions within agreed time frames. ● An end to "state-sponsored violence" ● An independent commission of inquiry into corruption and death squads.

The programme would include "unprecedented mass action if our bottom lines are not met, a highly organised election campaign and enhanced participation of our members in the negotiation process"

# What Cosatu demands

ST Times  
5/1/72

JAY NAIDOO, Cosatu general secretary, spells out the unions' ultimatum to the government

ST Times 31.1.1972

140A  
30/1/72

CODESA 2 has come and gone. Everyone accepts that it was a dismal failure. What are the issues that led to a deadlock?

The first is the question of a constitution-making body, a constituent assembly (CA).

The issue is not whether 50 percent, 66,7 percent or 70 percent is needed to pass the constitution. It is that the National Party want to legitimately retain white power and privileges by insisting on a package which constitutes a minority veto.

Secondly it is about whether the CA will be a rubber stamp for a so-called "interim constitution" negotiated at Codesa or whether delegates to that CA will have the right to draw up a constitution on democratic principles.

Cosatu believes the CA should have sovereign powers to draw up a new constitution based on agreed principles. The majority needed for passing the constitution should remain at 66,7 percent since this is a universally accepted formula and was in fact insisted on by the

SA government for adopting the Namibian constitution.

The NP's approach is to negotiate the constitution at Codesa under the guise of an "interim constitution". While they formally accept the need for an elected constitution-making body, they only accept it in so far as it brings in an elected parliament with an executive based on "power-sharing" in which they will effectively be able to veto all proposals.

Cosatu's understanding of an interim constitution is that:

- Amendments to the 1983 constitution shall be limited to those necessary to bring about transitional structures.
- It should allow for the abolition of the tricameral parliament and bantustan structures once elections for a CA have taken place.
- Amendments need to confer legality on the CA with its dual role as a legislature and constitution-making body.
- Such an interim constitution is not amended but falls away once the CA has adopted a new constitution.

● No other body shall be able to interfere with the CA's role in drafting or adopting the new constitution.

The regime wants an upper house to be set up at the same time as the CA. While the possibility of a bicameral constitution should not be excluded, the question of a second house, its role and powers should be the subject of discussion at the CA, and not imposed in advance.

Our position remains that an interim government should be in place by the end of June. Our view, that the transition hinges on minority rule being removed as rapidly as possible, is further strengthened by scandals of corruption and murder haunting the regime.

On the strength of these disclosures Cosatu demands:

- Disclosure of all secret projects and operations and the freezing of all funding.
- A full audit and revelation of personnel and units involved in covert operations.
- Prosecution of all ministers and officials implicated.
- Culpits who have been publicly identified should be

hounded out of office.

● The setting up of a multi-party commission with full powers of access and investigation into security forces.

● The international community must, as a matter of urgency, be involved in the monitoring of security force activity.

On corruption Cosatu also demands

● The setting up of a commission into corruption and state expenditure at all levels of government. This commission should have access to all government records;

● The dismissal and prosecution of all ministers and officials implicated in the misappropriation of public funds.

● The seizure of assets of those implicated in the theft of public funds and the negotiating of the reallocation of public funds.

Failure to meet our demands and deadlines will leave us with no option but to unleash a campaign of mass action to force this corrupt and illegitimate government out of power.



INDUSTRIAL RELATION — COSATU

1992

JUNE — AUGUST



# National manpower body to be revamped

*Bloxum 3/6/92*  
CAPE TOWN — Major players in industrial relations agreed to form a working group to restructure the National Manpower Commission, after meeting Manpower Minister Leon Wessels yesterday

The working group would report to the Manpower Minister at the end of June, said the NMC's acting chairman Dr Frans Barker

A Cosatu spokesman said the trade union federation welcomed the move, but was exasperated with the poor progress made towards restructuring the commission.

"The NMC should have been restructured last year. We don't want the working group to repeat the NMC's work"

*(140A)*  
Barker, who attended the Pretoria meeting, said about 50 organisations were present, including Cosatu, Saccola, Sacob, the Afrikaanse Handel-sinstituut, Fedstal, Sacol and the Federation of Independent Trade Unions

"The working group will look at specific aspects of restructuring the NMC and report back to the Minister. The Minister will give a full response in July"

The Cosatu spokesman, who asked not to be named, said participants at yesterday's meeting discussed the relationship between the proposed National Economic Negotiating Forum and a restructured NMC. — Sapa

# Hani call to assist Mwasa

*Sowetan 3/6/92*  
THE South African Communist Party yesterday called on all political, community and sporting organisations not to cross the SABC strikers' picket line

SACP general secretary Mr Chris Hani said in a statement after visiting strikers demonstrating outside SABC premises in Auckland Park, Johannesburg, that these organisations must also refuse to co-operate in any way with the SABC while the strike was on

The party held a meeting yesterday morning to consider the strike.

"At this meeting it was decided to call on all political, community, social, cultural and sporting organisations as well as trade unions not to cross the Mwasa (Media Workers' Association of South Africa) picket line"

The organisation said an early settlement would be in the interests of the corporation, adding "intransigence" could do grave damage to SABC's future.

Mwasa members at the SABC went on strike three weeks ago over a pay dispute - *Sapa*

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Implementing

TEACHING METHODS

All our lecturers from industry apply their knowledge methods. The course consists of leading

# Pietersburg sides with Mwasa strike



Sowetan 4/6/92

By DON SEOKANE

**PIETERSBURG is to be hit by a one-day consumer boycott and a march to the offices of the SABC on Wednesday to highlight the pay dispute between the corporation and its workers.**

Spokesman for Mwasa's Northern Transvaal region, Mr Albert Makgoba, yesterday said the protest march and consumer boycott were planned for next Wednesday

Makgoba disclosed that the union held consultations with progressive organisations such as ANC, Azapo and PAC including the Lebowa chief minister's United Progressive Party to discuss strategies

He added that the organisations supported the protest actions

Mwasa members at the SABC went on strike three weeks ago over a wage dispute, demanding a 30 percent increase and minimum salary of R1 500 while the corporation offered an 11 percent increase and minimum wage of R1 300

The union and SABC negotiators met on Tuesday but failed to break the deadlock, according to Mwasa secretary general Mr S'thembele Khala

He also announced that the entire SABC board were to meet yesterday to discuss the impasse

The union will meet the SABC again today

Makgoba said the union has applied for permission to march to the SABC offices but the chief magistrate and the Pietersburg municipality have not yet responded

He said if permission was not granted, the union would consult the progressive organisations during the next meeting to be held on Monday to look at alternative strategies which could be implemented

Civic and community organisations were consulted to assist in informing the communities about the proposed consumer boycott and protest actions, said Makgoba



## Big protest at store likely

DIRK HARTFORD

THOUSANDS of people are expected to march on Heidelberg's Checkers store today in protest at the dismissal of the store's black workforce three weeks ago, after an illegal strike.

And a national consumer boycott of the Checkers-Shoprite group is scheduled to start on November 1.

SA Commercial, Catering and Allied Workers Union (Saccawu) spokesman Salim Vally said talks with Checkers management broke down this week when Checkers refused to discuss reinstating the dismissed workers. (140A)

Saccawu also wants more than 100 workers — dismissed in the eastern Cape in the late '80s — to be reinstated in terms of an agreement Saccawu says it has with Checkers. 8/10/94

But Checkers was only willing to discuss flexibility arrangements and retrenchments, said Vally.

Today's march from Ratanda — the township outside Heidelberg — is expected to be supported by Ratanda's residents.

Checkers would not comment yesterday on an "internal matter". 23/10/92.

# Union prepares for Checkers battle

*BLOA 28/10/92*  
THE SA Commercial, Catering and Allied Workers Union (Saccawu) said yesterday Checkers-Shoprite had threatened to immediately retrench 400 workers in the Transvaal unless union negotiators agreed to discuss the issue today *(140A)*

**DIRK HARTFORD**

Saccawu official Sue Harvey — speaking from the occupied Checkers office — said they would stay in the building until Checkers agreed to reinstate the Heidelberg workers and negotiate on their grievances.

The company also said it would introduce flexibility arrangements for its staff, Saccawu said

If the unionists were arrested, they would refuse bail and stay in jail, said Harvey.

The union insists the company first negotiate the reinstatement of the black workforce at the Checkers Heidelberg store.

Checkers had told the union it was not prepared to discuss the Heidelberg workers at all, according to Harvey.

And it backed up its demand yesterday by occupying Checkers' regional office near Germiston. The occupying Saccawu delegation included branch officials, shop stewards and workers

Last Friday 2 000 workers in Heidelberg marched on the Checkers store demanding the reinstatement of the workers and the dismissal of the store manager.

# Unionists held for occupations

6:00 AM  
28/9/92 DIRK HARTFORD

AT LEAST 34 members and officials of the SA Commercial, Catering and Allied Workers' Union (Saccawu) were arrested on Friday for occupying Lubners stores across SA.

Lubners' head office was also occupied. The union said management had planned mass dismissals on Friday. The occupations were intended to force a negotiated solution to an eleven-week strike.

Although Lubners agreed during one occupation to meet the union, Lubners spokesman Johan van Niekerk said the fact that occupations still continued meant the company was no longer prepared to talk.

The strikers are demanding a R180 across-the-board increase, a minimum wage of R1 100 and bonuses ranging from 60% to 100% depending on length of service.

Lubners is offering R150 across the board.



# Union irked by employer snub

8/001 16/9/92

1810 34 1103  
DIRK HARTFORD

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) threatened a "major showdown" with commercial employers after only 15 out of 200 employers arrived at a dispute meeting called by the union yesterday.

All major employers in the industry, with the exception of CNA-Gallo, ignored the union's request to attend the meeting to respond to the union's demand for a national industrial council.

Saccawu general secretary Papi Kganare said their absence was "clearly co-ordinated". He said it would be unfortunate if the only avenue that employers left the union was confrontation.

Saccawu wants a national industrial council for the industry, with sub-sectors for the liquor and catering trade, restaurants, smaller shops and the big retail stores.

The union feels issues like minimum wages and conditions of employment, job creation, flexibility of labour, casualisation, sub-contracting, food prices and industry training boards must be dealt with at industry level.

It has already held two meetings —

attended by about 80 employers, according to Saccawu — to try to get employers to accept the idea Saccawu declared a dispute when there was not a positive response.

Most employers feel Saccawu is trying to bludgeon them into an industrial council without taking account of the complexities of the industry, according to employer sources.

They said the fact that Saccawu was so hasty in declaring a dispute on the issue underlined employer fears that the union was working to its own agenda.

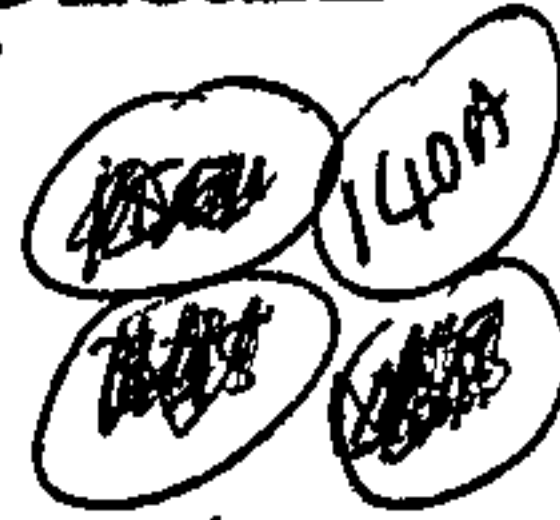
By declaring a dispute with all commercial employers, Saccawu was positioning itself for a national strike in the industry, they said.

But Kganare says Saccawu will be responding to every company who has taken a position on the issue to try and find ground for consensus.

In the meantime, the union will report back to its members to "consolidate them for any action which we might be forced to take".

Saccawu has about 90 000 members out of a potential 250 000 in the industry.

# Workers plan to occupy premises



Sowetan 8/9/92

■ Wages deadlock bosses fired 1 000:

By Ike Motsapi

OVER 1 000 dismissed workers at Walter H Chipkins in Johannesburg were due to occupy the premises of the company and its subsidiary yesterday to demand that they be re-instated

This decision was announced at a press conference held at the Johannesburg offices of the South African Commercial Catering and Allied Workers Union (Saccawu).

The targeted company is in Industria and its subsidiary, Patleys, is in Fordsburg

The dismissed workers are all members of Saccawu

Saccawu has also enlisted the help of other affiliates of the Congress of South African Trade Unions to help it with its mass action campaign against Fred Smollan Company where its more than 100 members have been on strike since August 21

## Wage increase

Workers at Fred Smollan demand a wage increase of R160 a month and a guaranteed 40-hour week for all employees

Management has instead offered to cut wages and working hours by a third from 45 hours to 30 hours a week.

Yesterday, Ms Suzanna Harvey of Saccawu's legal unit said the union decided to embark on this action because "the bosses in collaboration with the Industrial and Supreme Courts" were insensitive to the plight of workers

Harvey said the 1 000 members of Saccawu were dismissed at Walter H Chipkins and Patleys on June 15 this year after a wage deadlock with the company

## Abuse workers

Harvey added "The company then dismissed our members under the pretext of retrenchments. Bosses are allowed by the courts to abuse workers and go free

"The recent Supreme Court ruling against the National Union of Metalworkers of South Africa versus the Steel Engineering Industries Federation of South Africa has set a precedent that is going to make it difficult for workers to fight for their rights

"We ask ourselves why the Labour Relations Act was instituted when courts have the powers to overturn it," Harvey said

# Union takes shopping list to retail employers

Weekly Mail Reporter

ALTHOUGH the retail sector has been relatively quiet this year, industrial action is still likely at some of the big companies. Under particular threat are the OK Bazaars and Checkers/Shoprite, with which the South African Commercial, Catering and Allied Workers' Union (Saccawu) is presently in dispute.

While the wage deal of an R110 across-the-board increase has been clinched with Checkers, the two parties remain in dispute over the issue of retrenchments, with the retail chain insistent on shutting down a number of its outlets.

A similar situation applies at the OK, which is also undergoing a period of rationalisation. The chain is offering R130 a month across the board as opposed to the union's R150. The OK has also proposed to

close up to 80 outlets this year, which could cost about 1 000 jobs.

Checkers, which merged with Shoprite early this year after being taken over by Pepkor, faces strike action after management proposed a 10 percent wage cut. Management however quickly altered its tune after factory demonstrations. Checkers stores then settled on the R110 raise.

However, this is only valid for eight months, as the company agreed to the increases being applicable only from August rather than April, when it should have been implemented.

But now the two parties remain in dispute over the retrenchments. Pepkor — which is regarded in union circles as conservative — wants to shut down a number of Checkers outlets and keep the less-unionised Shoprite outlets running.

Although Shoprite is poorly organised Saccawu has been making inroads here since the merger. The union suspects Pepkor wants to rid the group of unionised employees as part of its rationalisation programme. Pepkor has apparently proposed to take give the union three days notice about store closures, which would give it a short cut on the retrenchment path. The dispute is currently at the Conciliation Board but resolution does not seem very close.

"We may have settled the wage issue with Checkers. But there's even a bigger battle against the company, that of preserving jobs," says national bargaining committee chairman Motsumi Mokhine.

At the OK, which has been a regular target of strike action over the past five years, further shopfloor

disruption is likely this year. Workers are rejecting the wage offer as well as planned retrenchments later this year.

The chain's shop stewards will be holding a national conference at the end of this month and most of the metropolitan areas are understood to be itching for a showdown.

Retrenchments are also at issue at Makro, which is in dispute with the union over wages and job cuts. The dispute is before a conciliation board.

Southern Sun's wage agreement with Saccawu may also not be enough to preclude strike action. After initially demanding a R250 rise, Saccawu agreed to the hotel chain's R200 offer. However, it has rejected Southern Sun's assertion that this should only apply from August rather than from April.

WVWaid 21/8 - 27/8/92

14017

Handwritten notes in the top right corner.



# Unionist gets AWP death threats

By PORTIA MAURICE  
*HOU* jou neus uit ons sake uit. Die AWP  
(Afrikaner Weerstandsbeweging) se doen en  
late is niks van jou besigheid nie. (Keep your  
nose out of our business. The AWP's affairs  
are none of your concern).

This ominous message was but one of a vol-  
ley of threats which has forced a Transvaal  
unionist to resign his job at a major super-  
market chain, following a confrontation with  
a store official about his AWP links.

South African Commercial, Catering and  
Allied Workers' Union (Saccawu) shopstew-  
ard John Makhubo's run-in with the para-  
military rightwing group began on March 12,  
a few days before President FW de Klerk's  
"reform" referendum. In the car park outside  
the Checkers Heidelberg store, where he has  
worked as a shelf packer for six years, he  
spotted assistant store manager Hannes  
Louw placing AWP flags on a car "in full  
view of the public".

While on duty the next day, the slightly-  
built Makhubo received an anonymous tele-  
phone call from an Afrikaans-speaking man  
who claimed to be from the AWP. "He told  
me the AWP had been observing me for some  
time, that I was intimidating their members,  
and that I should count my hours since the  
AWP was going to assassinate me," he said in

a sworn affidavit.

Suffering from shock and anxiety, he was  
booked off by his doctor for 10 days. But the  
deadly saga was to continue on his return to  
work on March 23.

"At about 9.20am I was packing shelves  
when I was approached by a white man, who  
told me was looking for a John Makhubo," he  
said. He told the visitor Makhubo had not yet  
arrived and the visitor refused to disclose his  
business.

Fearing for his life, he left the store after  
telephoning Saccawu and store manager  
Johan Burger, who advised him not to go to  
lunch alone. On his way out, a security guard  
handed him a letter from the "AWP Heidel-  
berg tak (branch)", which had been posted to  
him at the store.

"Luister 'Boy' (listen boy)," it read. "Jy is  
besig met die verkeerde groep mense (You are  
busy with the wrong people) ..... Ons aanvaar  
jou houding as 'n direkte dreigement teen ons  
organisasie. As jy voortgaan met hierdie dinge  
van jou sal jy die nagevolge daarvan de dra,  
boy'tjie (We accept your behaviour as a  
direct threat against our organisation. If you  
carry on with these things you will have to  
accept the consequences, boyknie).

"Wees vriendelik gewaarsku, en sê jou gebe-  
de vir die laaste keer Van die struiders. (Take

this as a friendly warning, and say your  
prayers for the last time. From — what can  
only be assumed to mean — the strugglers.)"

Despite lengthy negotiations on the issue,  
Makhubo says Checkers (Heidelberg)  
refused to offer him any protection. For more  
than five hours on March 27 his co-workers  
downed tools, demanding Louw's immediate  
dismissal.

"When a cashier's till is short they (man-  
agement) are quick to dismiss her for stealing  
on a 'balance of probabilities'," said Saccawu  
legal unit representative Susan Harvey. "Yet  
they refuse to accept that by that same rule  
there is too much of a direct link between the  
assassination threats and Louw's political  
affiliations and offer our member protection  
at work."

Makhubo has since resigned from Check-  
ers, having found his position "ultimately  
untenable". His brother Richard was killed  
mysteriously by gunmen outside a supermar-  
ket near Sasolburg at the Easter weekend.

Checkers representative Sarita van Wyk  
told *The Weekly Mail* this week the supermar-  
ket chain could offer little comment on the  
matter, and it should be dealt with by the  
police. "We do not get involved in political  
things," she said. "If employees want to have  
political links that's their own business."

# The streets can hold death for late-night workers going home

Star 2/11/92 (1401)

At 11:30 pm on Saturday July 6 1991, 27-year-old Stella Mabile finished her shift at a fast food restaurant in Rustenburg Her boss gave her a lift, but he didn't take her home He dropped her at about 12:30 pm at the last robot out of Rustenburg on the road to Sun City

Stella never got home She was raped and then murdered Her body was found early on Sunday morning by the Bophuthatswana police Stella's rape and murder is the extreme outcome of no guaranteed safe transport home, but many workers risk being robbed or attacked because their workplaces do not provide transport Women workers are especially open to attack if they try to get home alone late at night

At the moment the law does not say anything about safe transport home for people who work night shift There is nothing forcing bosses to provide transport

A union member was recently murdered after trying to get back home after working a late shift in a restaurant **SPEAK** magazine looks at the issue of guaranteed safe transport home for night shift workers

home for these workers.

What are the unions doing about this? Stella's murder has sparked her union, the South African Commercial, Catering and Allied Workers Union (Saccawu), to campaign seriously for safe transport home for night workers Saccawu has written to all the take-away chain companies which employ people at night to ask them whether they provide workers with transport home

In a letter to the bosses they wrote "This is not an issue to be left to annual negotiations, it is pressing and requires immediate attention Safety is a basic human right which no employer can ignore"

Many of the companies did not even bother to reply Some of the big chain companies that did answer, said they did not deal with such issues They said the union must speak to each of the fast-food restaurants under them, as they are each individually managed

Saccawu organiser Alan Horwitz said this proves safe transport home for night shift workers is mostly not guaranteed

"We have now started publishing this demand within the union and we will be taking it to Cosatu Many of our members have reported being attacked or robbed while trying to get home alone at night. This is a serious issue, but unfortunately it is probably up to the women within unions to make sure that it is taken up seriously We need to start safety-at-night campaigns"

Patricia Appolls, the national co-ordinator of women in Saccawu said "Saccawu has now decided to launch a campaign around this, but it will definitely be left to the women to push this demand in the union Men don't take it seriously and other issues get made into priorities. It is an important campaign that should be taken up nationally It doesn't only affect the women in the union, it affects everyone

The Transport and General Workers Union also has members who work late at night Cleaners often start their shift after everyone else has gone home, and security guards also work night shifts

The assistant general secretary of TGWU, Randall Howard, said "The majority of companies do not provide guaranteed safe transport home Our members working these night shifts have told us about the danger of getting home and have talked about their worries Women in particular face all kinds of danger when they try to get home late at night"

"At the moment though, although this always comes up as one of our demands during negotiations, we have not launched a specific campaign on this demand

"This definitely needs to be taken up more seriously," he admitted

At the Cosatu congress this year the union federation committed itself to campaigning for safe and adequate transport for night shift workers and for people doing overtime So far it does not seem as if there has been a specific campaign launched around this demand

Speak, Box 261363, Excom 2023, South Africa



Lonely streets . cleaners and restaurant employees who work odd hours often face problems finding transport home after their shift



# Retail bosses just window shopping

w/mailed 26/6-2/7/92

Weekly Mail Reporter

WHAT should have been a watershed meeting between major retail employers and the South African Commercial, Catering and Allied Workers' Union (Saccawu) last week ended a damp squib

The union sought, but did not find, concrete action on its demands for a moratorium on retrenchments and a centralised bargaining forum. Employers, on the other hand, forced to the meeting through concerted industrial action, maintained a stony silence and made no commitments.

In this atmosphere, strike action seems almost inevitable as workers also attempt to wring a moratorium on

retrenchments from reluctant employers in sectors hard hit by recession and falling profits

"Employers played stupid," says Saccawu representative Rosalind Nyman of the meeting, adding that employers "were forced to come through mass action."

"The large retailers just kept quiet, the smaller companies were more vocal," said Nyman. Employers only asked for a document outlining Saccawu's plans. They have committed to responding to Saccawu's demands after receiving the document on July 27.

And in a related development, Saccawu has come out strongly

against OK Bazaars' proposal of a wage freeze between April and August. On Friday, members picketed branches and have also threatened strikes on the scale of the 1983, 1987 and 1990 strikes which rocked the country's biggest retail outlet.

The union is also likely to take a strong line against the newly merged Checkers/Shoprite chain where management has proposed a 10 percent wage cut for Checkers workers in order to standardise wages between the two chains. The company also proposed that wage differentials will be standardised over seven years — the union believes it can be done in two years.



## Gold Fields the 'greenest'

KATHRYN STRACHAN

GOLD Fields received the Green Trust Environment Award's top prize in Johannesburg yesterday

The awards, sponsored by Nedbank, were presented to winners in five categories by Green Trust Board of Trustees member Enos Mabuza

Gold Fields Foundation administrator Willie Jacobsz said his company's project aimed to teach people to produce food in a way least harmful to the environment.

The winner of the individual category was farmer and teacher Ian Garland

The John Bisseker Secondary School won the schools category and the media award went to reporter John Yeld

Winners of the organisation category were Ecological Clubs for Children Organisation and Metropolitan Open Space System

## Rusfurn to retrench 988 employees, says union

DIRK HARTFORD

RETAIL group Rusfurn plans to retrench 988 employees from its Wanda-Frazer furniture stores as part of its restructuring, says a SA Commercial, Catering and Allied Workers' Union (Saccawu) official.

Saccawu will be holding nationwide lunchtime demonstrations at Wanda-Frazer stores today to protest against the retrenchment plans.

Saccawu said yesterday it had been told the stores — which employed about 8 000 people — had lost R78m in bad debts. The company had made an offer of a R100 across-the-board pay increase for Wanda workers on the condition that the union accepted its restructuring plans.

The Saccawu spokesman said the retrenchments were part of an overall assault on retail workers which included wage freezes and mass layoffs.

He said there would be national mass demonstrations by its 100 000 members on Monday to protest against these attacks. Saccawu was planning to meet all retail employers in two weeks' time to discuss the crisis in the industry. The union wanted a moratorium on retrenchments.

Rusfurn spokesmen yesterday declined to comment on the retrenchment claims.

Meanwhile, wage negotiations at Edgars and Dion have been finalised, with R200 across-the-board increases bringing minimum monthly wages within the companies to R1 200 and R950 respectively.

# Saccawu will not be stopped

■ Union to protest Checkers dismissals:

Sowetan 23/9/92 (140A)

By Isaac Moledi

Sowetan 23/9/92  
MEMBERS of the South African Commercial, Catering and Allied Workers Union are to march on the Checkers store in Heidelberg today in protest against the dismissal of its members

The march will start at 9 30am at the town's taxi rank and proceed to Checkers, where a memorandum will be handed over to the company's management.

More than 70 workers at Checkers in Heidelberg were dismissed last month

The dismissals came about as a result of a woman worker who was allegedly fired after she objected to being called a kaffir by a white security woman, according to Saccawu

Saccawu official Mr Salim Vally said: "Instead of the Checkers management looking at the matter objectively, they unilaterally decided to dismiss our member"

Checkers said in a statement that it was still addressing the problem in the interest of all its 20 000 employees

"In doing so the company would have due regard for the financial position of the company and the current state of the economy."

"The group regarded its relationship with its employees as an internal matter and did not want to arouse public debate which may jeopardise the future of their livelihood," the statement said

# Checkers, Saccawu to meet on dismissals

CHECKERS-Shoprite group and the SA Commercial, Catering and Allied Workers' Union (Saccawu) are meeting today to try to resolve the dispute over the dismissal of workers at the group's Heidelberg store three weeks ago.

Saccawu official Salim Vally said yesterday the union wanted both the Heidelberg workers and more than 100 others dismissed in the eastern Cape reinstated.

But Checkers-Shoprite had told the union it wanted to discuss further retrenchments today.

BIDAY 2/10/12

DIRK HARTFORD

140A

he said

A Checkers-Shoprite spokesman said the group regarded its relationship with its employees as an internal matter and "did not want to arouse any public debate which may jeopardise the future of their livelihood".

Saccawu is picketing Checkers stores nationally in support of the dismissed workers.



## Saccawu threatens boycott

THE South African Commercial Catering and Allied Workers Union (Saccawu) may launch a countrywide consumer boycott if Checkers/Shoprite management fails to address the workers' grievances, the union's education officer, Mr Salim Vally, said.

The threat follows the dismissal of over 70 workers at the company's store in Heidelberg last month, Vally said.

Checkers said the company would address the problem in the interest of all its 20 000 employees.

*Sowetan 19/10/92 (140A)*

# Cele 'didn't kill himself'

Staff Reporter

140A

STAR 8/10/92

The South African Commercial, Catering and Allied Workers' Union (Saccawu) yesterday dismissed KwaZulu police claims that organiser John Cele had committed suicide by shooting himself while in custody this week.

The union said the death needed to be investigated urgently as it was unlikely a suspect would have been left in possession of a gun. Saccawu has instructed a lawyer to handle an investigation and arrange a post mortem.

Police said Cele, of Umlazi, whom they described as a criminal suspect, committed suicide in the Umlazi police station on Tuesday

Saccawu said Cele's death was not an ordinary death in police custody because Cele was not under arrest and would not have killed himself "just for the sake of being a hero"

The union said in a statement that Cele had been called to the Umlazi police station under the pretext that it concerned a family problem.

Cele's funeral will take place this Saturday.

## LABOUR BRIEFS

### Wages below breadline

■ WORKERS in 10 of the country's largest sectors earn less than the Award all-industry average wage — a Labour Research Service (LRS) wage database

In its Wage Review, the LRS found that workers at Transnet, Telkom and in the iron and steel, building, clothing and motor industries as well as public servants earn an average of R218 a week and won increases of 15,2 percent between April and September this year. *W/May 11/12 - 17/12/92*

The Award average is R247 a week with average increases of 16,5 percent increase in the same period

The supplemented living level — a poverty datum line — is R232,78 a week. About 64 percent of the companies surveyed by the LRS paid labourers below-inflation increases

Workers in the catering and hotel sector won the highest average increases — 26,5 percent. And although miners have been hard hit by recession, the industry produced the highest percentage increase — 75,5 percent at Phelps Dodge

Workers in the auto sector earn take home wages of R367,45 a week, the highest in the country

### Sun International wins

■ A COURT application to order leisure group Sun International to negotiate wages and service conditions at a centralised forum was dismissed by the Transkei Appeal Court on Tuesday

The application was brought by the South African Commercial, Catering and Allied Workers' Union and 1 527 Sun International workers in the homeland. *(140A)*

The Court ruled that centralised negotiation was not permitted by the Transkei Military Council's decree

*W/May 11/12 - 17/12/92*



# Cosatu union threatens march on Lost City

1401  
RAY HARTLEY

SUN International has been targeted for industrial protest action, at a time when the hotel group is in the glare of the international publicity spotlight.

A boycott of the group's hotels and protests at the opening of the Lost City complex and at the Miss World pageant would go ahead unless SA Commercial Catering and Allied Workers' Union (Saccawu) and Allied Workers' Union (Saccawu) demands were met, union spokesman Papi Kganare said yesterday.

The union was demanding the reinstatement of about 4 000 retrenched workers and official recognition for the union in Bophuthatswana by December, he said. The campaign would begin with a march

by retrenched Bophuthatswana and Ver-eigning workers to Sun International headquarters in Sandton today.

Kganare said workers would march on Sun City on December 5 to coincide with the launch of the Lost City complex. "We will be approaching the Miss World contestants and the organisers to explain to them the plight facing thousands of workers. We will appeal directly to them to put pressure on Sun International to reverse the retrenchments and recognise the union."

Cosatu assistant secretary-general Sam

Shilowa said that international observers would be approached to monitor the protests.

He said the multimillion-rand Lost City had not created new jobs because workers had been transferred to the complex from other hotels. Sun International's total workforce was declining, he said.

Saccawu said 500 workers had been retrenched from the Carousel, 400 from Ciskei hotels, 450 from the Wild Coast Sun, 250 from the Marcella Sun, 170 from the Thaba Nchu Sun and 300 from Swaziland resorts.

Sun International could not be reached for comment yesterday.

BIOM 27/11/92

## Union says auditors will inspect Maponya books

THEO RAWANA

*140A*  
THE strike at Soweto-based Maponya Discount Store was suspended yesterday, 19 days after 45 SA Commercial, Catering and Allied Workers' Union (Saccawu) members stopped work to back pay, bonus and additional leave demands.

Saccawu said in a statement yesterday a condition of the suspension was that the company would allow the union's auditors to inspect its books.

Workers would return to work today and negotiations on wages, bonuses and additional annual leave would resume soon after the auditors had submitted their report.

Saccawu spokesman Hilton Toolo said the report was expected to be ready in about three weeks.

The union and the company committed themselves to negotiate parental rights and procedures as soon as agreement had been reached on the other issues, Saccawu said. *B/DAM 18/11/92*

Sapa reports issues to be negotiated include that wage increases be effective from September 1 1992, and January 1 1993.

The strike, which resulted in the supermarket closing for some time, involved picketing by union members and failed mediation attempts by former ANC social welfare department head Winnie Mandela.

Owner Richard Maponya, who at the initial stages of the strike was quoted as saying the labour action would cripple his company, could not be reached for comment yesterday.

# Union clashes with Sun International

STEPHANE BOTHMA

31/10/92  
11/11/92

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) last night declared a dispute with Sun International's Wild Coast Sun and Ciskei Sun following the hotel corporation's refusal to negotiate the retrenchment of 4 000 workers at central level.

Sapa reports that Saccawu yesterday also warned that retail chain Checkers/Shoprite was facing a nationwide boycott following the continued boycott at the Checkers supermarket in Heidelberg to demand the reinstatement of sacked workers.

Cosatu, to which Saccawu is affiliated, had been asked to intervene to ensure that Sun International negotiated in good faith, union general secretary Papi Kganare said yesterday.

Kganare said Saccawu was mobilising its membership and would announce plans next week. Sun International had retrenched about 3 000 workers in Bophuthatswana, Swaziland and at the Riviera Sun, he said.

Kganare said Sun International intended retrenching an additional 1 000 workers in Transkei and Ciskei.

Saccawu official Sallim Vally told a news conference yesterday that calls for a Checkers/Shoprite national boycott in support of the Heidelberg dispute, which began on November 1, had the support of the ANC and PAC.

And in an unrelated labour dispute, Saccawu accused Soweto millionaire Richard Maponya of having a belligerent attitude towards the union.

Some 50 workers at Maponya's discount store in Soweto have been on strike since October 31, demanding higher pay and a minimum wage of R600.

ANC spokesman Roy Martins told the news conference that the organisation supported the strike at Maponya's store, and added that the ANC was investigating the Soweto businessman's status as an ANC member.

Maponya accused Saccawu members of intimidating potential customers, and said he had been an ANC member his whole life.



# Small business in a crucial position

Sowetan

4/6/92

By JOSHUA RABOROKO

SMALL business is a crucial part of economic development

However, in South Africa small business was very limited in number and in scope as opposed to other countries in Africa such as Kenya

Addressing a seminar on labour relations on small business, Cosatu's Dr Bennie Fanaroff said the trade union's view was that "we should achieve economic growth through redistribution"

He said that meant "we must stimulate the economy and create jobs by providing the basic goods and services which people do not have"

The two most crucial projects are housing and electrification, he added

The building of houses and the installation of electricity must be done in a way which encompassed the community

It must create opportunities for work and for local entrepreneurs in the community, so that both money and skills were left in the community. Building must not just be done by big companies using industrial

methods

The electrification programmes, for example, should be able to have a spin-off of new job opportunities and there must be small business development programmes to take advantage of new opportunities created by electrification

Fanaroff said it had been proven overseas that electrification projects create job opportunities. Local electrification projects should be done in a way which involved many entrepreneurs

There should be self-managed work teams by Eskom. In that way the company would not only provide electricity, but would contribute to community skills

"Cosatu, Nactu and the civic association have driven the development of the National Housing Forum and the National Electrification Committee

"The civic association together with some unions have proposed the establishment of a Bank of Re-

construction which may be able to offer finance to small business initiatives. This bank will not be dominated by big business and Government," he said

The unions were also fighting for a very large programme of training and skills development which must be based on modules, and there must also be adult basic education together with the technical training

"Workers who are retrenched must be retrained so that they have skills to take into the community," he added

Cosatu recognised the existence of small businesses. However, "we are not prepared to see a development of small businesses based on exploitation

"The trade unions are fighting for a ban on retrenchments and against job losses. They are negotiating to restructure the industries to create more jobs

"We believe that the time has now come for the labour movement to talk formally with small business in order to support each other instead of being in opposition to each other," he said

## Food price hikes 'a scandal'

COSATU yesterday described as a "national scandal" the warning by Foodcorp that prices of basic foodstuffs could rocket by up to 45% this year (140A)

"This comes on top of 28% food inflation over the last year. The suggestion that this can all be attributed to the drought is indefensible," the union federation said in a statement.

Government, food producers, boards, and the wholesale and retail sectors were all to blame for the "totally unacceptable burden" consumers had to shoulder. *BIPay 4/6/92*

Cosatu believed that government had the capacity and the resources to intervene decisively to arrest the crisis, but lacked the political will.

Government intervention should see

- A zero VAT rating on basic foodstuffs,

- Reduction and regulation of food prices; and ~~(333)~~
- Renegotiation of drought relief to ensure that it went to the most needy. ~~(333)~~

Cosatu said the VAT coordinating committee, at a meeting with government last week, had secured an undertaking that high food prices and VAT would be negotiated. ~~(333)~~

However, lengthy negotiations could delay meaningful action — Sapa.

# Municipal protesters arrested

Weekly Mail Reporter [redacted] [redacted] [redacted] [redacted] (140A)  
FOUR people were arrested in Brackenfell, Cape Town, this week as thousands of municipal workers around the country held pickets demanding an end to retrenchments.

The workers were also calling for a halt to the state's restructuring of the local government sector and for a living wage.

The arrested workers, who were charged with violating municipal by-laws, appeared in the Keisriver court on Wednesday and were released on bail of R100 each

More than 800 workers in the Vaal participated in the pickets, organised by the South African Municipal Workers' Union (Samwu). Hundreds took part in Pretoria, Bloemfontein, Kimberley and the southern Cape

According to Samwu Vaal chairman Sunnyboy Matsoso, the major threat facing union members is retrenchments.

Matsoso said the Interim Measures Act, which proposes the merging of black and white neighbouring councils, "will bring about the rationalisation of services and lead to the loss of jobs". w/Mail 5/6-11/6/92

Cape Town Samwu representative Rodger Ronnie said "Police in Bloemfontein confiscated posters in the picket, while in Mitchell's Plain a scuffle broke out between workers and police when they tried to take away the posters"

The pickets were a build-up to marches planned for June 10 in 13 cities around the country, he added.



# Union now confident in BTR case

By FERRAL HAFFAJEE

THE long march of almost 1 000 British Tyre and Rubber (BTR)-Sarmcol workers, dismissed from the British multinational in 1985, is not over. But it may now be a lot easier.

The Appellate Division last week ruled that the case should be retried in the industrial court. This week, the company reacted angrily, accusing the court of not "ruling on the merits of the case" *W/menup*

But lawyers and the National Union of Metalworkers of South Africa (Numsa) — whose members were dismissed — welcomed the decision.

The political climate and more enlightened labour law made them confident of a decision in favour of reinstatement *S/16-11/6/92*.

"I would rather be fighting the case in 1992 than in 1985," John Brand, the attorney for the dismissed workers, said this week.

He said the workers now had a right of appeal in the Labour Appeal Court, legal precedent gave them a greater chance of reinstatement and current labour law provided better protection for strikers.

In 1989 the supreme court ruled that the behaviour of one of the pre-



**Long battle ... The 1985 BTR-Sarmcol strike was one of the most acrimonious ever in South Africa**

siding officers of the industrial court could have been construed as showing bias. The officer in question — also the deputy president of the industrial court at the time — attended a seminar hosted by Andrew Levy and Associates, industrial consultants to BTR-Sarmcol.

Delivering the appeal decision this week, Judge Hoexter said "In our law, the existence of a reasonable suspicion of bias satisfies the test". He added, "If a judicial officer has

any interest in the matter before him, he is disqualified, no matter how small the interest may be."

The company this week issued a veiled threat, saying that the judgment had serious consequences for judicial officers "attending organised seminars such as the one arranged by the Centre for Socio-Legal Studies which two appeal court and other industrial court judges attended".

The company also questioned whether approval was necessary

every time a judge wanted to attend a seminar.

BTR-Sarmcol this week stuck by its guns, saying it "is confident of the merits of the case" and that it "did not commit any unfair labour practice".

Numsa representative Gavin Hartford this week welcomed the decision "It vindicates Numsa's position," he said, adding that the union believed it "had a strong case and were a lot more hopeful for the new trial".

LES KETTLEDAS

FM 5/6/92

# Driving a hard bargain

~~THE~~ (1407) ~~1992~~  
**Les KettleDas's** early days as a union leader consisted of on-the-job training or, more precisely, lunch-time training. During the mid-day break, the former paint laboratory technician for General Motors talked about what he and other workers saw as poor conditions, low pay and the limits proscribed by job reservation rules.

"In our first year," he remembers, "there was a lot of opposition from employers. But we had to continue."

In 1974, KettleDas (44) left GM (now Delta) and became a full-time union official. Now he is the national secretary for collective bargaining of Numsa, the metalworkers' union that represents 280 000 dues-paying members who work in the metal industry, vehicle and tyre manufacturing and the motor industry.

Though he acknowledges that there have been "substantial changes in working conditions" at the car assembly plants since he went to work for GM in 1968, he believes that management has the same response to the union's request for better wages and benefits.

"Employers have the same attitude no matter what, whether it's recession or boom. They always accuse the union members of being unreasonable and unrealistic. That response is always there."

The current contract with the car companies expires at the end of the month and negotiations are going ahead, following the recent strike now under way at a Toyota plant in Durban. So far, the carmakers are offering increase packages worth about 6,4% — a number that KettleDas says "smacks of a handout."

Though Numsa is asking for 25% increases (which management sees as 45%, including benefits), he would be happy to see an offer that would at least cover inflation. "Or else our members are not able to improve themselves."

Will there be another strike like last year? KettleDas dips into his well of union-speak. "If there is no real progress, we will be forced to hold a ballot for our members on whether they want to take industrial action."

Sitting across the negotiating table is Dave Kirby of BMW, who says he gives KettleDas "an 'A' for perseverance."

Says Kirby "He is intelligent, articulate and tenacious. He is a bulldog. He has strong goal orientations. He sets clear targets and then hammers away." Nevertheless, Kirby does not "agree too often with his philosophy, his standpoint. He is not co-operative, he is confrontational."

KettleDas says he is just doing the job he is mandated to do. And he tries to keep calm, cool and collected while he goes about his



**KettleDas** earning an 'A' for perseverance

task

"I go in and get the best deal for the members. I don't do that by jumping on the table and screaming at the employers."

KettleDas, who is based in Port Elizabeth, says all of his free time goes to the union. But when he needs to get away from it all, he jumps into his new Delta-made Opel Kadett (he recently retired a Renault) and heads about 80 km west for the peace and quiet of Humansdorp, where he grew up. ■



LABOUR LAW  
FM 5/6/92  
**Time is money**

Is it legitimate to use pressure tactics against your adversary in the midst of negotiating with him?

The question may be academic in the high stakes of power politics, as the ANC threat of mass action against government "intransigence" at Codesa shows

In labour law, however, this longstanding controversy has finally been settled in an important Appellate Division judgment recently delivered by Mr Justice Goldstone, in *Macsteel vs the National Union of Metalworkers (Numsa)*, Cosatu's biggest affiliate

In terms of the judgment, a concerted refusal by employees to work voluntary overtime as a pressure tactic constitutes an unfair labour practice. According to Webber Wentzel labour lawyer Tim Trollip (for the company), the judgment should be welcomed "because it emphasises the primary importance of collective bargaining and recognises that power play should be seen as a last resort rather than as a starting point"

The dispute goes back four years. It came to a head when the company obtained an interim interdict in the Industrial Court preventing employees from imposing a collective overtime ban while in the midst of wage negotiations. Most employees went back to work but when the Industrial Court suspended the interdict on its return day, most of the company's Numsa members refused to work overtime

The matter went to trial and the Industrial Court found that it was a legitimate industrial relations pressure tactic for union members to ban voluntary, noncontractual overtime, without notice to the employer, to enhance their collective bargaining power

This decision was reversed by the Labour Appeal Court, which took the view that the overtime ban constituted a deviation from the proper purposes of collective bargaining. It was unfair because it effectively pre-empted wage talks

The issue then went to the Appellate Division where the union's lawyers argued that it could never be unfair for employees to refuse to work overtime, regardless of the motive for such refusal, because workers were under no contractual obligation to work overtime. Thus they were free to refuse to work overtime whatever the reason and whether they did so individually, collectively or simultaneously

Factors taken into account in the Appellate Division judgment were

The overtime ban was instituted during the course of wage negotiations,

- FM 5/6/92
- There was no suggestion that Macsteel was not bargaining in good faith,
  - Overtime had been done for some years to the mutual advantage of the company and employees who wanted to work overtime,
  - The union knew that a ban on this overtime would seriously disrupt production and cause substantial losses for the company,
  - The ban was instituted without the declaration of deadlock in negotiations and without notice to the company, and
  - The union disingenuously denied any knowledge of the overtime ban

However, the court seems to have left open the question of the circumstances in which an overtime ban can be imposed. Would it be legitimate, for instance, where an employer was bargaining in bad faith? And, if that were the case, does it imply that negotiations should continue regardless? ■



# Health workers on march

Soweto 5/6/92

140A

**HEALTH** workers yesterday marched on the offices of the Soweto Council to demand a wage increase compatible with their status.

A spokesman for the workers said Soweto was highly-placed in terms of the local authorities' grading system and the staff, totalling about 300 should be paid accordingly.

The spokesman said the council did not provide them with transport to enable them to make house visits.

"We have also not been able to ferry patients to clinics for check-ups or X-rays. Neither have we succeeded in providing care for our TB and Aids sufferers at their homes," the spokesman added.

Also at issue is their uniform allowance which they claim has been "unfairly lowered" by the council from a subsidy of R1 000 to a mere R180.

The nurses have not been wearing uniforms since May 21 in a bid to force the authorities to listen to their grievances.

Meanwhile, the

By **MOKGADI PELA** and Sapa

Baragwanath Hospital administration yesterday accused striking workers of defacing hospital property as about 300 workers toy-toyed outside the hospital yesterday.

Chief superintendent Dr Chris van den Heever said the workers had been on strike since Tuesday over wages.

"At the chief superintendent's office they wrote their demands on the walls which caused damage of about R5 000," he said.

National Education, Health and Allied Workers' Union general secretary Mr Philip Dexter said he had no knowledge of the alleged abuse of property.

He said the workers were not on strike. "It's a go-slow."

The workers are demanding a 15,3 percent increase across the board and a minimum of R724 a month.

Workers are also demanding contracts which recognise them as permanent employees.

"At the moment these

people can be retrenched at 24 hours' notice," said Dexter. "At the end of the day the laws that govern the (South African) Labour Act are archaic."

Van den Heever said proper patient care was being hampered because of the protests. Kitchens, porter and cleaning services had been affected.

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THE NEW

NIS

# Naidoo hits out at 'caretakers of the status quo'

THE silly season of hysteria has arrived once again as Government ministers, big business, and elements of the media attempt to whip up a storm of protest against the attempts of our people to challenge an intransigent corrupt and ruthless clique who are refusing to surrender power. These caretakers of the status quo are throwing up their hands in horror at the proposed programme of peaceful mass action by the ANC and Co-satu.

These armchair critics, so quick to claim that mass action will result in suffering for ordinary people, have been slow to express concern for the 'welfare of the masses' when it has come to condemning State orchestration of the violence, high food prices, corruption and Government intransigence in the negotiations.

The most charitable explanation is that they are cushioned from the harsh realities.

The NP Government has got so drunk on power for the last 44 years that it clings to minority rule through preposterous machinations such as a 'constitution-making body' subjected to the veto power of a senate of 10 C's, and expected to rubber-stamp an undemocratic interim constitution.

Democrats in our country have no option but to devise methods to challenge the bully-boy attitude of the present Government and pressure it towards bona fide negotiations.

Our demands are rational, reasonable and represent the aspirations of the millions currently

## Co-satu general-secretary JAY NAIDOO explains why mass action is the only way.

5 (1)12 6/6/72

trapped in the deadly embrace of apartheid, violence and poverty, and all committed to peace and justice.

There are certain basic demands which we believe can unite all but a tiny minority of our countrymen and women. These are:

- Political — The installation of an interim government of national unity to level the playing field and to oversee the election of a constitution making body with the sovereign right to draw up a new constitution.

- Murder — Immediate measures to bring the security forces under control of a multiparty commission and the public investigation of all death squad activities and State involvement in the violence. This would then make it possible to implement the National Peace Accord effectively.

- Corruption — Billions of rands that could be going into job creation, schools and hospitals are stolen or mismanaged. We need open and accountable government, at once, and in the future Co-satu is demanding a public investigation of all Government departments, the recovery of these assets and

the prosecution of all officials involved.

- Poverty — Co-satu is demanding a national programme of urgent poverty relief to address the widespread hunger and starvation. Brought relief and poverty relief must involve local communities. In addition our VAT demands for exemption on basic foods as well as the proposals on bringing down food prices, have to be addressed urgently.

- Economic — The continued unilateral re-orientation of the economy is causing increased conflict. Having accepted the legitimacy and logic of a national economic negotiations forum, the Government should engage in a process of meaningful negotiations with the major players in society — a process which delivers goods in the short as well as the long term.

The Co-satu and ANC programmes of mass action must be seen in the context of the Government's systematic refusal to meet the demand. Our programmes are designed to break the political logjam which is the consequence of Government intransigence. If the critics of mass action know of other effective ways to make the National Party see reason, we are interested to hear them.

Failing this we would call on all South Africans to support our programme of mass action in their millions, to demonstrate to this corrupt, violent and intransigent Government that if they refuse to go gracefully, they will be ignominiously swept aside by the tide of democracy.



**THEMBA KHUMALO**

Government should use Codesa 3 as platform to push the workers of this country to the limit. He said next month Cosatu would call for national strikes, non-payment of taxes and huge demonstrations of an unprecedented nature "if the government continued to play games at Codesa 3".

# Codesa 3 better deliver the goods - Cosatu

7/6/92  
Investment

He said instead of State President F.W. de Klerk "winning and lending our monies to the Russians, he should be meeting with us here to create a climate conducive to foreign investment".

He slammed big business and the white liberal press for criticising the planned mass action without offering alternatives to the suffering of blacks.

Naidoo said the government had recently allocated R1-billion for the relief of white farmers in drought-stricken areas, but black farmers would only be given two percent of this.

He dismissed the government's threat that it would "meet mass action with the laws of the country". Naidoo said: "The laws of apartheid have long lost credibility among the people. De Klerk can continue to threaten us but we will press ahead with our actions."

He said Cosatu expected Codesa 3 would agree to the formation of an interim government that would appoint a sovereign corporation-making body. The state media, especially the SABC, should fall under the control of an independent structure while the

ANC's call for the public investigation and prosecution of all police and SADF officers implicated in the township violence and government officials named in recent corruption revelations.

He echoed the security forces should be controlled by democratically elected structures.

Government should use Codesa 3 as platform to push the workers of this country to the limit. He said next month Cosatu would call for national strikes, non-payment of taxes and huge demonstrations of an unprecedented nature "if the government continued to play games at Codesa 3".

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ANC's call for the public investigation and prosecution of all police and SADF officers implicated in the township violence and government officials named in recent corruption revelations.



# Mass action puts our future out on the street

8/10 Aug

9/16/92

AFTER Codesa II, the ANC withdrew its consent from key agreements already reached because of the deadlock over the constitution-making body, and said it would use mass action to break the deadlock.

If government is to accept that agreements reached after nearly six months of negotiation involving 19 delegations can simply be overturned by one of those delegations, Codesa becomes irrelevant for three reasons.

Firstly, if the threat of mass action prevails, then SA's future is already in effect being decided in the streets and the NP may as well hand over power at once instead of pretending that it can ensure that the process is orderly and constitutional.

Secondly, other Codesa delegations would be exposed as nothing more than decorations to give an appearance of wider legitimacy to whatever concessions government makes in response to threats of mass action.

Thirdly, Codesa itself would be exposed as neither a consensus-seeking

body nor a nation-building forum, but simply as an expensive rubber stamp.

In a sense, government has itself partly to blame for the position in which it now finds itself. At the end of March it abandoned its plans to introduce VAT on certain foodstuffs after Cosatu threatened a government strike and Nelson Mandela threatened to destroy the economy if VAT was imposed on food. No doubt mindful of the fact that the anti-VAT campaign last November killed 100 people, government capitulated. The ANC and Cosatu drew the obvious conclusion, and they are now doing the obvious thing.

Mass action may not stop even if an interim government were to be installed. It would probably be used against that interim government until that government, too, handed over power. The pattern was established in St Petersburg in 1917, in the October half of the Russian Revolution, because the target of mass action on that occasion was not the Czar, who had already been forced to abdicate,

## JOHN KANE-BERMAN

but the inept reformist provisional government under Kereensky.

The threat of rolling mass action prompts various questions:

□ Is Cosatu becoming the dominant partner in the ANC/Cosatu/SACP/Umkhonto we Sizwe/SACP alliance? Despite the difficulties at Codesa II, Mandela struck a bullish note immediately afterwards, only later talking about mass action to break the deadlock.

□ Although 3.5-million workers supported (or were coerced into supporting) the anti-VAT campaign last year, can a stayaway be sustained beyond a week when retrenchments are a daily occurrence and absolute unemployment — no work in the informal or formal sector — is running at 2.5-million to 3-million?

□ Will Cosatu seek to avoid this risk by staging a series of shorter stayaways instead?

□ Can De Klerk dig in his heels without reversing the extraordinary breakthroughs he has made on the international front, where, at a guess, he is probably the most popular leader in the world today?

Since the processes of Codesa are necessarily slow, SA faces the prospect of a second decade of mass action, boycotts, stayaways and the like. The price in terms of economic damage and loss of life is apparently regarded as acceptable. Mandela recently said: "Our economy has been so mismanaged it can hardly be further hurt by mass action."

Some supporters of mass action dismiss violence as endemic anyway, and last year, after the first 24 deaths (in two days) in the anti-VAT stayaway, a Cosatu official said, "There have been fewer deaths in the last two days of peaceful protest than there are during the normal running of the country."

The risk to the ANC in mass action is that it awakens unrealistic political expectations at the same time as

the organisation is beginning to lower economic expectations.

It was, indeed, in the very speech that he talked of using mass action that Mandela pointed out that "a much greater percentage of our membership now understands the resource constraints that an ANC government will face and that there will, therefore, be no quick-fix to decades of apartheid destruction." This argument was echoed by Cyril Ramaphosa a day or two later, when he too warned against "quick-fix solutions" to "centuries of deprivation, (and) decades of corruption and mismanagement of our economy."

Occasionally, when ANC officials speak on economic issues they seem a bit more realistic than some sections of the business community with their predilections for "kick-starts" which are, after all, the economic equivalent of the political quick-fix.

□ Kane-Berman is executive director of the SA Institute of Race Relations. This is an extract from an address to the Rotary Club, Maritzburg, last Friday.

LETTERS

# Hit list plot

Trade union bosses the target

(140A)

Sowetan 9/6/92

**A MYSTERIOUS hit list targeting Vaal trade union officials for assassination is threatening to cause a new wave of violence.**

More than 20 top-ranking officials of the Vaal branch of the National Union of Metalworkers of South Africa are on the list, *Sowetan* has learnt

By VICTOR TSUAI

Already three trade unionists have been assassinated under mysterious circumstances

The latest victim, whose name apparently appeared on the list, was KwaMasiza Hostel Iscor worker Mr Gwebu Nongwetyana who, with his child, was shot dead at their home

● To page 2

## Hit list may inflame violence

● From page 1

on Friday night

The other victims were Mr Frans Monakedi who was killed last week, and Mr Colbert King, who was gunned down a fortnight ago. All those killed were Numsa members.

Numsa officials were yesterday tight-lipped about the hit list "because of the far-reaching, harmful ramifications the list

would have on the community"

Although the officials confirmed the existence of the hit list, they refused to divulge names "because of precautionary measures"

Officials of Numsa's Vaal region were also locked behind doors yesterday discussing the list.

The list, according to high-ranking Numsa Vaal region officials, contains the names of officials tar-

geted for assassination

They include shop stewards, mostly based at the giant Iscor steel corporation in Vanderbijlpark, and fulltime union officials

According to *Sowetan's* information, the man suspected of being behind the hit list is a leading African National Congress official in the area

The official, whose name is known to *Sowetan*, confirmed there was a hit

list but refused to discuss its origin

"It would be a basic untruth to link me with the list," charged the official

"I have heard about the list but I flatly deny that I'm behind it. The rumours are basically spoiling my good name in the community, for which I have fought for ages

"As far as I'm concerned the list has its origins at KwaMasiza Hostel and, as a reporter, you

should go there and speak to the people concerned"

The man refused to name the people he suspected of being behind the hit list.

Numsa officials have indicated that a Press conference on the hit list will be held before the end of the week

Yesterday a delegation from the Vaal branch was holding urgent talks with officials at Numsa's head office in Johannesburg to discuss the list

Sowetan 9/6/92

(140A)



# Bid to end power struggle

*6/10/92*  
HIGH-LEVEL meetings are to be held this week to try to resolve a power struggle in the ANC/SACP-Cosatu alliance, which is threatening to cause large-scale violence in the Vaal Triangle.

A senior Numsa official confirmed yesterday that "personality clashes" among Vaal Triangle branches of Cosatu, its affiliate Numsa, the ANC and the SACP, and the existence of a hit list targeting Numsa shop stewards for assassination, were threatening to destabilise the region.

He said more than 20 shop stewards at Vanderbijlpark's Iscor plant had been targeted for assassi-

**WILSON ZWANE**  
nation Three Numsa shop stewards and three union members had already been murdered in the past few weeks, he said

Another shop steward's house had been attacked twice with AK-47s

The official refused to name either the people suspected of being behind the hit list or the Numsa officials whose names appeared on the list

But he acknowledged it was believed that "police spies", who had infiltrated Numsa, and some members of his union, Cosatu, the ANC and the SACP were implicated in the plan to

break the union's power base in the Vaal Triangle.

Numsa claims to have more than 6 000 members at the Iscor plant in Vanderbijlpark

The Numsa official said his union was due to meet ANC leaders yesterday to discuss the existence of the hit list and "personality clashes" among officials and members of the ANC/SACP/Cosatu alliance

Discussions would also be held with Cosatu, the SACP and, possibly, with the Civics' Association of Southern Transvaal leadership before a news conference on the hit list was called. The conference was expected to be on Friday





10/6/92  
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(140A) (158)  
**Shop workers picket**  
AS THOUSANDS of SA Commercial, Catering and Allied Workers' Union members staged nationwide lunch-hour pickets yesterday, the union prepared to take a wage dispute with Checkers/Shoprite to the conciliation board

# Alliance faces split in Vaal

By Kaizer Nyatsumba  
Political Reporter

Personality clashes and deep-seated tensions among members of the ANC/SACP/Cosatu alliance are threatening to split the alliance in the Vaal Triangle, it was confirmed yesterday

The seething tensions — believed to have culminated in an alleged hit list targeting National Union of Metalworkers of South Africa (Numsa) shop stewards for assassination — were receiving urgent attention from the leadership of the tripartite alliance, which yesterday dispatched a senior ANC delegation to the region.

Confirming press reports that personality clashes among members of the alliance in the Vaal were threatening to destabilise the region, Cosatu spokesman Neil Coleman said the matter was receiving attention at the highest level of the allied organisations

Mr Coleman was commenting on newspaper reports which quoted a senior Numsa official as saying more than 20 shop stewards at Iscor's Vanderbijl-

STAR 11/6/92  
park plant had been targeted for assassination

The union official said six Numsa members — three of them shop stewards — had been killed in recent weeks

Former journalist and ANC PWV regional spokesman Wally Mbhele confirmed the rift

However, SACP spokesman Indres Naidoo said he knew nothing about the rumoured tension and could not comment

Mr Mbhele's colleague, Ronnie Mamoepa, told The Star that a high-powered ANC delegation, which visited the Vaal Triangle yesterday morning, would talk to leaders in the area in an attempt to gain better understanding of the problems.

Mr Mamoepa said the delegation — which included SACP general-secretary Chris Hanu, ANC PWV regional chairman Tokyo Sexwale and ANC national executive committee (NEC) member Sydney Mufamadi — would find out what was happening in the area and then report to the ANC's NEC, which met in Johannesburg yesterday.

ANC spokesman Carl Niehaus said a spate of allegations had been levelled at the ANC by the police recently, and the delegation would look into these

**T**HERE have been significant changes recently in the context in which unions organise in SA — changes which challenge the traditions of militancy and democratic participation

Progressive trade unions in SA have been remarkable for their political militancy as well as their success in attending to the day-to-day needs of their membership. The union movement is distinguished from other mass organisations by the level of accountability to membership shown by its leadership and by the active participation of its members in the decision-making process and negotiating campaigns.

Over the past five years, unions have grown to three or four times their original size through mergers and recruitment of new members. This has set off a series of changes

- There is a larger proportion of new members, shop stewards and staff.
- A larger membership has necessitated complex and nationally centralised structures.
- A bigger and more complex organisation creates more issues for meeting agendas, and decision-making has become tortuous and inefficient. The level of understanding and participation among rank and file is declining. The inability to devise effective solutions to information flow, and internal communication problems, accelerates this decline, and
- The demand for services from membership has increased significantly, and inexperience, coupled with organisational inefficiency, threaten the image of the unions as organisations that "deliver" on the day-to-day problems

**U**p to the mid-'80s, unions focused on recruiting members, establishing basic trade union rights and improving wages and working conditions at plant or factory level. The issues were simple and allowed workers and shop stewards direct participation in the negotiations. Those issues have now been clarified in law, and have become simple procedural ones. But new patterns have emerged. Today decisions tend to be

# Union management needs to modernise in the changing SA

B/Dawg 11/6/72

**BOBBY MARIE**

 140A

implemented, rather than devised, at plant level and policy is now formulated at the national level

The restructuring initiatives of the state and capital have forced the issue of job security and job creation high up on union negotiating agendas. Unions are devoting a fair amount of their skilled personnel and resources to research and national negotiation. The economic negotiating forum is a logical next step in this progression

This has had a significant impact on the participation of the members on the ground. The issues appear abstract. If made real, they are seen as too complex. The negotiations are long and drawn out and the forums are not visible from the ground.

The nature of management has also changed. The '70s and much of the '80s saw an insecure management terrified of the "communist onslaught". However, management has since learned it can get a better advantage over union leadership serving them tea across shiny boardroom tables than paying spies to record the goings on in canteen toilets or dark hostel corridors.

Management has begun to put more money and more sophisticated strategies into dealing with labour. Bigger companies are starting to develop long-term plans related to "worker participation" as a solution

to productivity problems. The young, inexperienced organiser, expecting to face an aggressive boer on the other side of the table, now has to deal with professionals, well-informed consultants. There are cases where organisers discover, to their great confusion, managers who are card-carrying ANC members.

February 2 both gave and took away from the union movement. The freeing of political space opened the way for unions to expand their influence beyond industry to the national economy itself. But it took away the political challenge which provided a natural bond and coherence.

These changes have had an impact on union organisation — challenging traditional organisational forms and practices

**T**he local shop stewards' councils were the vibrant melting pot for ideas and actions that later developed into major national campaigns. Now local agendas are dominated by the many issues that come from "head office". Given the fact that a large number of these issues are complex, or of only long-term importance, there is very little discussion and the local agenda often turns out to be a long briefing session

"Worker control" in union practice

meant that every issue, whether political or administrative, was first to be discussed in the local councils where a position was taken only after a mandate was received from the factory floor

This approach to representation was functional in the early period of the unions' growth when the organisations were smaller and the issues simple. However, the usefulness of the old process is today seriously questioned. It has become cumbersome if not impractical

In the early days unions, building on scarce resources and limited skills, evolved an organisational approach that was well adapted to working within these limits. New staff, largely recruited from among shop stewards, developed their skills "on the job". There were no formal systems, procedures or approaches. Integration was facilitated by the more experienced working alongside the new. Today staff, thrown in at the deep end, do not necessarily learn to swim. More often than not they simply learn to keep afloat

There was also a strong tendency to see division of labour, levels of authority, systems of work, disciplinary procedures and codes of conduct as bureaucratic practices that could not be applied to "comrades in the struggle". These ideas of the old still prevail in the new political and or-

organisational context

Union leadership has tended to resort to the "quick fix" when faced with the maze of organisational problems and a simultaneous escalation in the demands on the organisation to deliver services

The "quick fix" approach means

- Diverting major resources and personnel time to what are perceived to be urgent, strategic national and political policy issues to the neglect of all others.
- Placing responsibility on very few people to be involved in several issues at the same time, and performing none of them in a systematic and intensive way.
- Drawing in "experts" from outside the unions to deal with matters that could and should be handled by the organisation.
- Seeing the problem of staff efficiency and effectiveness as a problem of discipline and the lack of authority of national officials, and
- Reducing the problem of participation in the union to one of communication from national to local

**T**his improvised approach simply perpetuates the problem. National leadership becomes overloaded and increasingly ineffective. Local leadership becomes passive and uncreative. An alternative approach is sorely needed. It will have to involve restoring base creativity and building national initiative in a simultaneous process, making appropriate structural changes, strengthening worker leadership, and devising an alternative leadership style

In particular, those full-time officials with a wealth of experience will have to transfer this experience to the large army of new staff employed by the unions. How they will do so is a complex question. But a starting point would be for them to treat organisational issues as being as important as the new political issues, and to become accessible to other staff. Structural changes, training programmes, and the creation of systems of work are meaningless without the supervision of the inexperienced by the experienced

□ Marie is Numsa national organiser with responsibility for staff development. This is an edited version of an article in the latest edition of the SA Labour Bulletin



# Spare capacity of economy will cushion stayaway effect

THE economic impact of the ANC's threatened mass stayaway would be cushioned by spare capacity in the manufacturing industry, a business analyst said yesterday.

Sacob economist Keith Lockwood said much of industry was operating at levels well below capacity and many factories' workers were working short-time.

He estimated that industry was using 78% of capacity and that durable goods production was running at about 70% of capacity. At these levels the economy would not be severely affected.

Earlier this month the ANC threatened

"unprecedented mass action" if the Codesa negotiations stalemate was not broken by the end of this month.

Last November a two-day general strike called by Cosatu became the largest mass protest in SA history.

Steel and Engineering Industries Federation (Seifsa) economics division head Michael McDonald said the economic impact of the mass action would depend on the support it enjoyed and its duration.

Besides production and wage losses, the stayaway would have a "devastating" effect on international investor confidence.

HILARY GUSH and  
GAVIN DU VENAGE

Assessing the impact of the recent strike at Toyota's Durban factory, chairman Bert Wessels said last week that poor car sales reduced the repercussions of the dispute.

Meanwhile employers and unions have agreed that workers be given the day off on June 16 without loss of wages.

Cosatu spokesman Neil Coleman said the federation's affiliates had already agreed with most employers that workers would get Soweto Day as a paid holiday.

Saccola spokesman Friede Dowie said yesterday that many employers had acceded to union demands for the holiday, but often in return for other concessions.

Seifsa spokesman Hendrik van den Heever said an industrial agreement had been reached giving hourly-paid employees June 16 as a fully paid holiday.

He said employees required to work would be remunerated at overtime rates.

KATHRYN STRACHAN reports that mid-year exams at Soweto schools could be severely disrupted after about 460 schools scheduled exams for June 16.

The move has angered student and teacher organisations, which called on pupils to "honour the day" by attending rallies planned for the day instead.

DET Johannesburg regional chief director Richard Motau said schools were responsible for setting their own dates, but believed principals would be sensitive to their students' demands.

President F W de Klerk would address the KwaZulu Legislative Assembly in Ulundi on June 16, the KwaZulu Chief Minister's department said in a statement released yesterday.

Sacob 1407

## INDUSTRIAL AND MASS ACTION

**Two sides of a coin**

**Industrial action** in pursuit of political objectives is technically forbidden by the Labour Relations Act. Yet various current wage negotiations — led by the metal and mining industries — could easily deadlock in coming weeks, leading to legal strikes. These would then neatly coincide with the July deadline for mass action by the ANC/Cosatu/Communist Party alliance if a breakthrough is not achieved at Codesa.

Cosatu's largest affiliate, the metalworkers' Numsa (together with 10 other unions), is already formally in dispute with the metal and engineering industries represented in Seifsa. The unions are demanding increases of up to 42,6% against the employers' 6,4% offer. The other major issue is the union's demand for a moratorium on retrenchments, of which there were 34 000 in this sector last year, and 14 000 to May 1992. This trend is found in the building, construction and mining industries too.

Seifsa and Numsa went on talking this week. Failure to resolve their disputes would lead to two more bargaining sessions next week, but if no deal is clinched by then, strike and lock-out ballots are the next step.

It is difficult to read the mood of union members for a strike at a time when the country is in terrible recession. Food price inflation is running at 29% and more than 100 000 have been retrenched across industry in the past 18 months.

There has been a significant decline in strike action so far this year compared to the first half of last year, based on man-days lost, according to labour consultant Brian Allen of Andrew Levy & Associates. Given the high rate of lay-offs, job security is a very important consideration.

But there is the potential for strikes — sporadic and at plant-level, mainly in companies and sectors posting good results. Such action would not be linked to politically driven protest, says Allen, though it would occur at the same time. It would, of course, be perceived as part of the "rolling" mass action promised by ANC secretary-general Cyril Ramaphosa.

Mass action tends to develop a momentum of its own — as did the protests linked to the Labour Relations Amendment Act two years ago. Allen reckons the impetus for mass action exists and that we will see some kind of political protest whether or not there's a breakthrough at Codesa. It is also pointed out that the high level of lay-offs leads to greater disappointment with "the system," which increases the potential for action.

Saving jobs and providing fair wages are the main issues in the mining negotiations, says a National Union of Mineworkers' spokesman. While the NUM and its members are not satisfied with the increases offered by the Chamber of Mines last month, it is far too early to talk of strike action, according to the union spokesman. The

NUM's policy is to bargain in good faith and it would prefer a "negotiated settlement."

It is looking for a minimum 20%-25% increase on gold mines and an average 40% for coalminers. The chamber has offered a 4% basic rise for gold miners and between 6% and 11% at collieries, in addition to profit- and productivity-linked bonus schemes.

The NUM has tabled a direct profit-sharing proposal this year, along the lines of the deal at Harmony gold mine where 15% of profits are shared monthly between the workers in a stepped way. It is not in favour of the kind of performance-related wage settlement agreed for the first time last year. "Though we recognise the industry's need for rationalisation, at the same time other ways of augmenting wages have to be found," explains the spokesman. The chamber is hiding behind the severe difficulties of the marginal mines, he claims, adding that there are certain very profitable mines, such as Vaal Reefs, Kloof and Driefontein.

The union would like tax laws to be changed to enable profitable mines to assist marginal ones.

In the meantime, however, it was meeting Mineral & Energy Affairs Minister George Bartlett this week to propose ways of assisting the marginals.

Chamber/NUM negotiations are scheduled to resume next Thursday. Aside from wages, another core union demand is for an agency shop system, which would enable the NUM to collect dues from non-member miners who, the union argues, also reap the collective bargaining benefits won by it. The chamber — which plans to end the old closed shop for white miners — has rejected the idea.

The NUM "fully supports" the ANC alliance's call for mass action to break the deadlock at Codesa and will be discussing the matter before adopting a plan of action. ■



## Violence mounts in hospital strike

# Three unionists 'assassinated'

STAR 13/6/92

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STRIKE-HIT state hospitals may well become battle zones following the deaths this week of three health workers whom union leaders believe were assassinated.

National Education, Health and Allied Workers Union (Nehawu) member Vuyo Mtshekeshe was gunned down as he was leaving the Natalspruit Hospital on Tuesday evening.

On Thursday night, Nehawu shop stewards Victoria Mazibuko and Gressell Marubelela were shot dead in cold blood while they were holding a small union meeting at a private house.

An undisclosed number of gunmen burst into the house, killing them and a unidentified family member who was also present.

**The National Education, Health and Allied Workers Union has blamed government-supporting vigilantes for the slaying of three strikers. BRENDAN TEMPLETON reports.**

Last night Nehawu organisers expressed fears that the deaths marked the beginning of a brutal crackdown on the strike by "vigilante" forces supporting the Government.

General secretary Philip Dexter believed the Government had mistakenly identified the strike, which has hit 11 hospitals in the Transvaal, as part of the ANC's mass action campaign.

Apart from the three "assassinations", union officials said that workers had been sjambokked and teargassed on hospital premises.

The Transvaal Provincial Administration (TPA) has alleged that a nurse at Boksburg/Benoni Hospital was also assaulted, her vehicle damaged and the building itself damaged by strikers.

Hospital staff at Baragwanath also accused union members of intimidation.

Police arrested 13 people at the hospital on Thursday, one of whom was a visitor, after a court interdict had been brought against workers being on the premises. A similar interdict was

brought against Natal-spruit workers.

The TPA has threatened to institute disciplinary action against striking workers because public service workers are not allowed to strike in terms of legislation. Most can be fired within 24 hours because they are classified as "temporary workers".

The five-day strike has begun to make itself felt. Medical staff at Baragwanath Hospital are treating emergency cases only. Patients at the hospital described conditions as "filthy".

The strike was sparked by the breakdown in pay negotiations. The Commission for Administration has offered a 9,2 per cent increase and the union is demanding 15 per cent.

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## ANC heavies step in

By SOPHIE TEMA

A HIGH-POWERED ANC delegation visited the Vaal Triangle this week as five people lost their lives amid deadly union rivalry. (140A)

Allegations of a hit list are also receiving urgent attention from the ANC-/SACP/COSATU leadership. C/P/News 14/6/92.

Five people have already been killed at the KwaMasiza Hostel following personality clashes between members of the

National Union of Metalworkers of SA (Numsa). Union officials said three of the victims had been shop stewards.

At a meeting held at the KwaMasiza and Vietnam hostels, SACP general-secretary Chris Hani, accompanied by ANC PWV regional chairman Tokyo Sexwale and ANC national executive committee member Sydney Mafumadi, called on members of the ANC and its alliance to stop the killings immediately.

Cosatu spells out four-phase plan

# SA braced for mass action campaign

140A  
15/6/92

BILLY PADDOCK

CAPE TOWN — Government is bracing for an extended period of disruption as a result of the ANC alliance's mass action campaign which starts tomorrow.

The security forces were on standby and thousands of the 500 000-strong citizen and commando reserves had been called up or were on standby to cope with the action, government sources said yesterday.

But this was to ensure the law was not broken and to guarantee the safety of citizens should there be intimidation.

"We will maintain peace, law and order and still show the ANC and its partners that its mass action campaign was a waste of time and only injured its own supporters and the very poor that it claims to represent," the source said.

The ANC, SACP and Cosatu at the weekend spelt out a four-phase plan to cripple government and force it to bow to the alliance's demands.

The action starts tomorrow (June 16, Soweto Day) with a day of protest. It will continue with occupations, sit-ins, marches, rallies, and boycotts. It the plan runs its course it will culminate in a general strike in August.

The government source said that while the mass action campaign was totally unnecessary, destructive and unlikely to help negotiations, government had no real problem with marches and rallies.

However, he said there could be intimidation if there were stayaways. Even though marshalls and organisers might be determined to keep marches and rallies

## Mass action

15/6/92

month. During this period locally and regionally planned mass demonstrations, including marches and pickets, would be staged

Another key day in this period would be June 26 — the day on which the Freedom Charter was adopted at Kliptown in 1955

If government did not accede to the demand for an interim government, the second phase of the programme would swing into action. Shulowa said nationally co-ordinated mass action campaigns would be launched in this phase

Phase three, to begin in August, would be characterised by a general strike, more mass marches and sporadic stayaways.

Phase four, dubbed the "exit gate", is when government is supposed to exit from power

Shulowa said running concurrently with Cosatu's unprecedented mass action campaign would be "intensified" campaigns for demands such as a living wage, lower food prices and the extension of "worker rights" to domestic and farm workers

He said his union would propose to its allies that discussions with Azapo and the PAC be held as soon as possible to secure their participation in the mass action programme.

Azapo, the PAC and Nactu have said they would not engage in campaigns aimed at promoting Codesa

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To Page 2

# Union threat of more strikes

THE National Health and Allied Workers' Union (Nehawu) has threatened to escalate the current strike at several Rand hospitals into a nationwide showdown with provincial authorities.

The strike, which began at Baragwanath Hospital, has spread to nine other Rand hospitals and has been affected by violence. Two Natalspruit Hospital workers — both strikers — were shot dead and a Boksburg/Benoni Hospital employee was wounded while in the same house in Katlehong on Thursday last week. On Friday a Boksburg-Benoni Hospital nurse was assaulted and her vehicle damaged.

Nehawu general secretary Philip Dexter said yesterday the Transvaal Provincial Administration had failed to make a constructive effort to resolve the problems and issues at the heart of the dispute.

Transvaal MEC for health Fanie Ferreira was reported to have said Nehawu's wage demands were beyond the scope of the provincial administration and would have to be negotiated by the union and the Commission for Administration.

Dexter said the whole negotiation process between his union and the TPA had been a "sham".

140A  
 Birthday 15/6/92  
 WILSON ZWANE

He said the TPA's response to Nehawu's demands had set the stage for a showdown between the union and the provincial administration. A nation-wide strike was now on the cards.

Sapa reports that Dexter said the TPA reaffirmed on Saturday its acceptance of the 9,2% increase in wages offered by government. The increases were what government could afford and there was no possibility of any further increases.

The TPA urged Nehawu to take the matter up with the Commission for Administration. The TPA reportedly also said the union should take up two of its major concerns — the question of permanent status for general assistants and the issue of skeleton staffs — with the commission.

The TPA said it would continue instituting interdicts and disciplinary action against Nehawu and its members, Dexter said.

He said the visit of Health Minister Rina Venter to the Baragwanath Hospital on Saturday was "a cheap public relations exercise".

The union said its proposals, given to

the TPA on Friday, were.

- A minimum wage of R724, an across-the-board increase of 15,3% and permanent status for general assistants;
- Nehawu and the TPA should undertake to write, jointly, a letter to the commission stressing the importance of a meeting between the commission and Nehawu. This meeting should aim at an interim dispute mechanism, and the commission should resume wage negotiations with Nehawu, and
- The TPA should withdraw all interdicts and undertake not to institute disciplinary action against workers if they returned to work.

Nehawu undertook to persuade its members to stop all strike action and other means of protest action would have to be used.

Dexter said Nehawu would report back to its membership on the TPA's response. A further meeting with the TPA was scheduled for Wednesday.

The 10 hospitals affected by the strike are Natalspruit, Medunsa Dental Hospital, GaRankuwa and H F Verwoerd hospitals near Pretoria, Willem Cruywagen in Germiston, Baragwanath in Soweto, A G Visser in Heidelberg, Tembisa Hospital near Midrand, and Hillbrow and Johannesburg.

● Comment: Page 6



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# Cosatu hosts business indaba

Sowetan 15/6/92

By JOSHUA  
RABOROKO

THE Congress of South African Trade Unions is to host four worker and management conferences in major centres between June 18 and June 25 to project its vision for the new South Africa

The first will be held at the Sandton Sun Hotel, Johannesburg, on Thursday, starting at 9am

The other conferences will be held at the Lord Charles Hotel, Somerset West, on June 23 (8am), East Cape Training Centre in Port Elizabeth on June 24 (8am) and at the Durban Inn in Durban on June 25 (8am)

Topics to be discussed include the changing role of the shop stewards, macro-environmental politics, workplace conflict and co-operation, Cosatu's thinking on the role unions should play in the political process and the implications this will have on management.

Speakers will include Mr Jay Naidoo, general secretary of Cosatu, Professor Ari Sitas, director and founder of the Centre for Industrial Labour Studies at University of Natal, Mr

Sipho Pityana, assistant to the vice-chancellor of Fort Hare University, Mr John Gomomo, executive member of the SA Communist Party, and Mr Chris Dlamini, first vice president of Cosatu

Co-ordinator Ms Tracey-Ann Carrol said the conferences had been organised by Industrial Relations Network in association with Case.

She said they would provide an opportunity for rapprochement, and urged businessmen to attend so they could learn more about trade unionism

# Abattoir

## sale delayed



140ft

ARG 17/6/92

### Union opposition puts freeze on council plans

**CLIVE SAWYER**  
Municipal Reporter

**MUNICIPAL Workers**  
Union opposition has led to a freeze on the sale of Maitland Abattoir

The council executive committee has held behind-closed-doors talks on the sale with Abacor and has been under pressure from the Meat Board to sell the operation, the last municipal abattoir in the country

Deputy city administrator Mr Attie van der Merwe said Exco had given the union detailed reasons for wanting to sell the abattoir at two meetings

No date had been set for another meeting, he said

If agreement was reached on selling the abattoir, tenders would be called for, he said

"We have no specific deal with Abacor," Mr Van der Merwe said

The Meat Board had warned in a letter and in talks that resolution was needed so that arrangements could be made about the future handling of meat in Cape Town

At present, the board regu-

lates the flow of slaughter animals into Cape Town, and runs auctions and the disposal of offal

With deregulation expected later this year, the city council or the new owners would have to take over these functions — and the council lacked the experience and the staff to do this, Mr Van der Merwe said

Meanwhile, improvements to meet new legal hygiene standards could cost ratepayers millions

"To keep present levels of slaughter and meet new prescribed hygiene standards would cost at least R30 million according to figures given to us in 1990 — and our reserves stand at R19 million at present"

The improvements would have to include expansion of refrigeration facilities at loading areas, and a "major overhaul" of abattoir equipment

If Maitland abattoir did not have the required hygiene standards, slaughter animals could be diverted to other centres

Samwu branch chairman Mr Salie Manie was not available for comment

# Cosatu unions to march on Monday

TENS of thousands of Cosatu-affiliated workers will put their stamp on the ANC's mass action campaign when they march in Johannesburg on Monday in support of a range of economic and political demands.

Cosatu's biggest affiliate Numsa could effectively close down the Transvaal's metal, engineering, auto and motor sectors on Monday by calling its 200 000 members in the province to support the march.

Cosatu affiliates in the retail, paper, wood, textile and chemical sectors have also been asked to support the march.

Numsa spokesman Sello Peege said the SA Commercial, Catering and Allied Workers' Union and the Paper, Pulp and Allied Workers Union had already indicated their

~~(140A)~~ DIRK HARTFORD (140A)

members would join the march. The SA Clothing and Textile Workers' Union, which is in dispute in the clothing industry, is already planning mass demonstrations in support of its demands.

Today thousands of clothing workers in Durban and Cape Town — where the union represents 45 000 and 50 000 workers respectively — will march in support of the union's demands.

Peege said the Johannesburg march would be "a very big demonstration" of worker anger and predicted there could be 50 000 people involved.

To Page 2

## March *Blaney 18/6/92*

A spokesman for Seifsa, who was aware of the planned action, said they anticipated major disruptions as part of the ANC-Cosatu alliance's mass action campaign.

But the spokesman warned that Monday was regarded as a normal working day and employers would adopt a "no work, no pay" position, as well as taking the disciplinary action they thought necessary.

Peege said the union was not responsible for delays in negotiations at the industrial councils and at Codesa and called on employers to regard workers as absent on Monday. He said the unions had "contingency plans" if any disciplinary action was taken against workers for the march.

The march, which is being organised by Numsa's Wits west region, would hand letters of demand to Seifsa, the Manpower

~~(140A)~~  From Page 1  
Department and representatives of motor and auto employers.

Negotiations in the metal and auto industrial councils resume today. Numsa negotiator Les Kettleidas said this could be the last chance to resolve its dispute with metal employers.

The parties were still far apart on the main issues — wages, job security, worker rights and a code of practise.

Since negotiations began, 7 000 workers had been retrenched in the industry, bringing the total layoffs this year to 13 000. Last year 35 000 were retrenched.

Kettleidas said the retrenchments were "extremely provocative" in the light of the union's demands for job security.

● Comment: Page 8



# Dismissals 'will lead more to join strike'

Monday 18/6/92

MANY doctors and other professional health care workers would strike if the general assistants on strike at provincial hospitals were dismissed, National Health Unity Forum spokesman Dr Aslam Dasoo told a news conference in Johannesburg yesterday.

Sapa reports radiographers and professional nurses at Tembisa Hospital yesterday joined the strike and Baragwanath radiographers and nurses also threatened to join the strike if talks yesterday between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union (Nehawu) were not fruitful.

TPA spokesman Piet Wilkin said last night the talks did, in fact, deadlock.

The TPA's chief superintendent, Dr C van der Heever, distributed letters warning that workers not returning to work by yesterday would have to give an explanation by 4pm, and those who did not provide explanations would be fired.

It could not be established last night what steps would be taken.

DIRK HARTFORD reports that ANC national executive committee member Cheryl Carolus told the news conference the fact that some workers earned R410 a month was disgusting "Many Cabinet ministers spend that much on themselves every day".

The forum said the doctors and nurses it represented were debating the situation and if the TPA did not move to resolve the strike, or if it dismissed strikers, its mem-

bers could take action

Nehawu general secretary Phillip Dexter called on anyone who had information on the deaths of babies at GaRankuwa Hospital at the time of a strike in 1990 to contact the union. He said the union had evidence that the babies died because "someone panicked and attempted to get them taken from the hospital by ambulance without proper equipment".

He reiterated the union's claim that the TPA was preventing workers from giving emergency care by locking workers out.

He said "skeleton staff" for emergency care was accepted the world over, but not by the TPA.

Meanwhile, the TPA said there was only R16 separating its offer and Nehawu's demand and that wages had risen by 130% for general workers since the beginning of 1989.

Other Nehawu demands were also being addressed.

Yesterday a second hospital in the Free State joined the strike, but Durban hospital authorities denied Nehawu's claim that its members at King Edward Hospital were on strike in Natal.

The TPA said 14 Transvaal hospitals were affected by strike action.

Nehawu claimed between 300 and 500 of its members were arrested yesterday at hospitals, including the Johannesburg Hospital. At Germiston Hospital police allegedly used teargas, sjamboks and dogs to break up a crowd of strikers and one worker was seriously savaged, it said.

140A

130



## MK training claim

STEPHANE BOTHMA

JANE's Defence Weekly believes some members of the ANC's military wing, Umkhonto we Sizwe, are receiving military training in India — in Transkei army guise.

This was done to avoid potential embarrassment to India, the defence magazine's SA correspondent Helmoed-Romer Heitman wrote in the latest edition *Blumy 18/6/92*

Heitman wrote that a problem affecting integration of ANC personnel into the SADF was insufficient military training and experience. The ANC, therefore, was sending personnel on courses in various countries.

The ANC last night denied that members were receiving training in India in Transkei Army guise.

A spokesman confirmed ANC members were receiving training in various countries.

## Order against Numsa march

BARLOW Group subsidiary Barlow Appliance Company yesterday obtained an interim interdict in the Rand Supreme Court prohibiting the National Union of Metal Workers (Numsa) from associating itself with a march planned for today in support of workers dismissed during an illegal strike.

The Kew company dismissed 600 workers in September 1989 after an illegal strike and the matter has been the subject of arbitration proceedings between the union and management *Blumy 18/6/92*

Yesterday's order granted by Judge C Plewman also prohibits the union from instigating, encouraging or associating itself with any conduct which is in breach of the arbitration agreement.

The union has been interdicted from publishing or disseminating

(140A) SUSAN RUSSELL

statements to the effect that the dispute was adjudicated in any forum other than by an independent arbitrator who was appointed by agreement between the two parties.

Numsa has also been interdicted from publishing or disseminating statements which claim that the dismissals were unlawful or unfair.

In terms of the order the union may not encourage, incite or associate itself with any conduct amounting to a boycott of the company's products.

Nor may it associate itself with calls for the reinstatement of the dismissed workers.

Dismissed workers demonstrated at the opening of Codesa II last month protesting against the involvement of Barlow Rand CE John Hall in the national peace accord.

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# Export processing zones meet union opposition

B/Dan 18/6/92

EDWARD WEST

THE IDC report favouring the establishment of export processing zones has met with trade union opposition

National Union of Metalworkers of SA (Numsa) spokesman Bernie Fanaroff said the union and its umbrella organisation Cosatu were against the establishment of the zones

The IDC proposed that zones should be established by the private sector, but should include government incentives such as tax holidays, customs free product movement and business deregulation

However, Fanaroff said the economy could not be rebuilt by cutting wages — implicit in the incentives offered by the zones. He said their establishment was a quick-fix solution to SA's economic woes

Management in SA had been protected from foreign competition for many years. Particularly middle management saw their jobs as a disciplinary function without practising long term solutions such as training, research and development and investment planning

SA Chamber of Business spokesman Beth Robertson said Sacob supported the zones in principle, but their establishment would require a toleration of flexible business conditions

The report said the creation of export processing zones could increase employment, manufactured exports and foreign investment. They did not imply state revenue would be reduced as was the case with economic stimulatory measures like reduced corporate tax, currency depreci-

ation or reduced import tariffs

It viewed the need for tax holidays in the zones — the details of which would require further research — as essential. However local firms would not be allowed to relocate to the zones

Implicit in the benefits of the tax holiday would be a disqualification from GEIS, regional industrial development and other export incentives

Customs-free movement of goods into and out of the zones should be permitted, except to the SA Customs Union where normal import duties would apply

Local manufacturers would enjoy no natural protection against imports from SA zones with the result that existing tariff protection may have to be increased

SA levels of business regulation were considered unacceptable in such a zone and research was required to determine what one could realistically deregulate

Co-operation of the unions was required if zones were to operate successfully, the report said

From the point of view of customs control, the IDC was of the opinion that decentralised zones — which allowed individual firms to operate as export processing zones — were undesirable. The fenced zone concept was supported instead

The IDC also proposed a working group to further investigate the establishment of zones and which would also approve and ultimately control all zones



Dispute  
STAR 19/6/92  
linked to  
(140A)  
protests

The Paper, Printing, Wood and Allied Workers' Union is to link its fight against retrenchments at Sappi to the proposed mass action next month, a union spokesman said in Johannesburg yesterday.

Speaking after a meeting between union leadership and Sappi management, PPWAWU organiser Rob Rees said the union was in dispute with the giant paper producer over two issues — retrenchments and economic restructuring.

Sappi had recently retrenched more than 2 000 forestry workers and replaced them with subcontractors who earned low wages with no benefits or protection under labour legislation.

"PPWAWU has now decided to intensify this campaign in its own ranks and inside Cosatu. These worker actions are going to fuel the ANC's mass action campaign, which PPWAWU supports," Mr Rees said.

The union would link up with other Cosatu unions in a broad national campaign.

Sappi comment was still awaited at the time of going to press — Staff Reporter

## Cosatu urges employers to form umbrella body

DIRK HARTFORD

MORE than 400 leading businessmen stayed away from work yesterday to hear Cosatu general secretary Jay Naidoo and National Manpower Committee (NMC) chairman Frans Barker urge employers to organise a representative national body to speak on their behalf.

Barker was a delegate to the Cosatu-initiated conference where the federation spelt out its vision of the future to business. "Cosatu is a rich organisation with poor members and Saccola a poor organisation with rich members," he said.

Naidoo said Cosatu had presented proposals for economic growth and wealth redistribution to employers who could not provide alternatives because they never had a mandate. He offered employers Cosatu's expertise in building a national organisation to enable employers to attend the national economic forum as one mandated organisation.

The federation would always reserve the right to take mass action in support of its demands, he said.

Naidoo called for strategic intervention to address the massive inequalities created by apartheid and to put the economy on a strong growth path. Cosatu was looking at electrification and housing to sustain economic growth and believed all social services should be provided by the state.

Cosatu and business shared the view of a "slim" state — but this should be a strong state able to intervene to boost economic competitiveness.

Cosatu vice-president Chris Dlamini warned that the trend of promoting militant shop stewards to management positions could backfire on employers. He said unions wanted to be centrally involved in all aspects of business — including who was employed.

## Union to oppose retrenchments

THE Paper, Printing and Allied Workers' Union (Ppawu) would embark on mass action to stop retrenchments and the unilateral restructuring of the industry, the union said yesterday.

Ppawu met a Sappi delegation yesterday for talks that Ppawu national organiser Rob Rees described as "unsatisfactory". He said Sappi did not respond to Ppawu's demand for a moratorium on retrenchments and a national industrial bargaining forum. Sappi would give its response within a month.

Rees said 2 000 workers had been laid off and 6 000 Ppawu members faced retrenchment and the loss of their homes while Sappi embarked on overseas investment programmes. They were being replaced by workers who earned R9 a day, seven days a week without lunch breaks.

Ppawu intends holding marches at workplaces on June 29 and this action will be linked to the mass action campaign organised by the ANC and Cosatu.

A Ppawu statement said "A number of the actions are now beginning to link up with similar struggles in other Cosatu affiliates. Worker anger may push this into a stayaway action."

PATRICK BULGER (140A)

"The Cosatu executive committee has resolved to pull struggles against retrenchment together and to provide maximum solidarity support for these actions ..."

Rees said the union was not opposed to industry attempts to increase productivity. However, it opposed the unilateral manner in which the exercise was being conducted.

Reuter reports a Sappi spokesman confirmed the company had undertaken to reply to Ppawu demands within 30 days.

□ Sapa reports that tensions escalated in the clothing industry yesterday as unionists held marches in Cape Town and Durban to back wage demands.

Despite warnings from employers that their jobs were on the line, thousands of SA Clothing and Textile Workers' Union members marched in two cities.

Employers remained adamant that the march was irresponsible and that disciplinary action would be taken against workers who deserted their workplaces.

The union has called on employers not to abuse their power and to allow workers to take part on the basis of a no work, no pay, no penalty principle.



## Shop stewards' bulletin

By FERRAL HAFFAJEE

(1404)

A GLOSSY and sophisticated publication, *The Shopsteward*, resembling a little sister of the *South African Labour Bulletin*, was launched last week.

The ambitious bi-monthly bulletin — which will replace *Cosatu News* — is an attempt to unclog communication between national union leadership and rank-and-file membership. It is being targeted at shop stewards, the first line of union leadership.

"There was a need for a publication to enable workers to get full information on campaigns and to be able to mandate the leadership," says editor Fiona Dove.

Central to the new bulletin will be political and economic report-backs and simplified information on campaigns like the National Economic Negotiating Forum and the restructuring of the National Manpower Commission. It will take up "bread and butter issues like food prices, VAT and poverty and drought relief", says Dove.

The bulletin is based on a study of about 800 shop stewards done by the Community Agency for Social Enquiry. Their average education is between Standard 6 and 8, but they are all highly politicised and well-read. Most of the respondents read a variety of magazines, a number of daily papers and at least two weekly papers.

The study revealed that over 80 percent of the shop stewards are black men in their early thirties, practising Christians and politically active and they watch a lot of television and listen to the radio extensively. *W/Ment* 1916-2516192.

## SA rag trade in tatters

By FERRAL HAFFAJEE



*W/Ment* 1916-2516192

THE hard-pressed clothing industry is battling to find a wage settlement this year and prospects dimmed when the South African Clothing and Textile Workers' Union declared disputes in three industrial councils last week.

The union, which represents 105 000 members in the three councils, threatened to ballot members for strike action by the end of July if sufficient progress is not made.

Last week, garment workers in the western Cape marched to the headquarters of the Cape Clothing and Knitting Manufacturers Association to present wage demands to employers.

The union is demanding increase of between R28 and R30 a week, a provident fund by January (with three percent contributions by the company) and bonus payments. The union tabled additional demands in Cape Town, the heart of the clothing industry.

These are: sick pay in accordance with the Basic Conditions of Employment Act, an industry minimum severance pay and a short-term fund.

Employers to date have offered average increases of five percent which would bring the minimum wage to R875 in Johannesburg, R907 in Cape Town and R930 in Durban.

The union accused employers "of shifting the burden of the recession on to workers".

But all is not gloomy in the negotiations. Key non-wage demands were met when employers agreed to discuss national industrial and productivity councils with the union in October. The dependents of garment workers will now be treated at clothing industry clinics while workers at small businesses will be covered by council agreements.

A statement from the clothing industry this week said: "The industry is financially stretched to the limit. It is suffering the accumulated impact of recession, rising imports and wage pressures."

One of the first corners the cash-strapped consumer cuts is the clothing budget. And the clothing industry is reeling from the impact of cut-backs: 20 000 jobs were shed in the past year, 40 companies went to the wall, and many others are just surviving.



# Conflicting views of the hospital dispute

Star 20/6/92.

**PATIENTS' lives are once again in peril at Transvaal hospitals during the ongoing power struggle over health services. BRENDAN TEMPLETON spoke to the two men heading the opposing sides to find out why they are fighting.**

Interview with  
Fanie Ferreira,  
TPA MEC for  
health services

**HOW has the strike affected hospital services? Is emergency health care still available?**

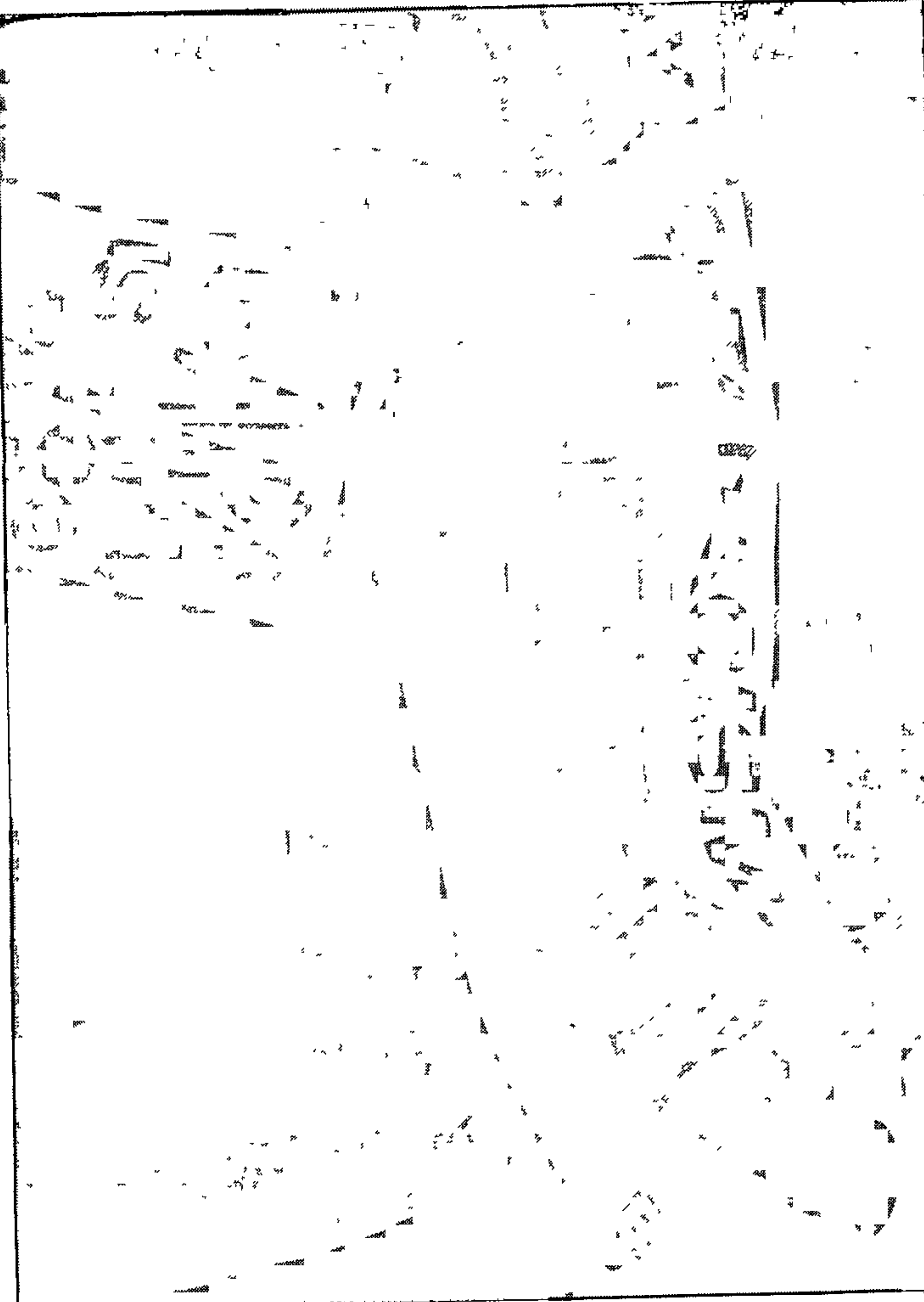
Yes, definitely. Patient numbers have been reduced, naturally, at the hospitals affected by strike action, but all the emergency trauma cases are being taken care of.

**It seems as if almost every year Transvaal hospitals are being hit by strike action. What do you see as being the reason for this?**

In May 1990 the major issue was the recognition of trade unions as legitimate bodies to negotiate on behalf of employees. Strike action ended with the establishment of a negotiating body between the Transvaal Provincial Administration and the National Education, Health and Allied Workers Union (Nehawu). But now, unfortunately, one cannot escape the fact that we live in an atmosphere of mass action which makes it difficult to negotiate about pure labour relations.

**One of Nehawu's major complaints is that temporary workers can be dismissed on 24 hours' notice. Have there been steps taken to address this complaint?**

The use of the word "temporary" is unfortunate. In the past, temporary workers did not have access to pension, medical aid, leave or housing benefits. Now our temporary workers are entitled to all of these. On the question of dismissal, our temporary workers are appointed with an agree-



ment of one month's notice of termination of service.

**The problem at the moment seems to be that both parties, Nehawu and the Government, recognise the need for change. But since 1990, that change has not taken place and frustrations have been building up. How are you going to go about preventing these frustrations from continuing until such laws can be changed?**

Since Mr de Klerk's announcements in 1990, things have taken a different course, but it's a huge ship and when you make political decisions and take them on the road, you have to get this ship around. The Cillie Commission has made recommendations that certain changes take place and all I can say at this point is that those recommendations must get into the system.

**Is there a possibility that you could, during the interim period, bring in an arbitrator in the event of dead-**

**locks?**

I don't know, that will have to be discussed at a higher level. I will be frank with you — I haven't applied my mind to that yet. We have reached deadlock and we will have to look at some or other way to reopen the situation. But we will have to bring down the temperature to address the health issues and I'm afraid that the other issues will overrule them.

**Which other issues are these?**

Well, the big political issues such as mass action.

**Do you seriously see the Nehawu strike as being part of the mass action?**

Well, I read you that document. The thing is this: if I say all Nehawu strikers are part of the mass action, I am making a wild statement which I cannot substantiate. But if you read this pamphlet, you can come to no other conclusion than that it is part of the total action to ask the Government to go

Interview with  
Nehawu general  
secretary  
Phillip Dexter

**EVERY year strikes break out at Transvaal hospitals. What are the fundamental reasons for this?**

There are a number of reasons: atrocious working conditions and low wages. Hospital workers have no real staff facilities. Basic things like protective clothing, things one would imagine the health sector would be geared up on. In addition there are the conditions of employment, many do work that does not strictly fall under their job description. Many general assistants double up as nursing assistants. Workers who have been there more than 20 years still only have temporary status and can be fired with just 24 hours' notice.

**What sort of wages are usual in the health sector?**

For general assistants, the average is around R500 a month, although there are people earning less than that.

**But are these factors enough to warrant putting patients' lives in danger?**

The combination of all those factors, plus the Government's refusal to have a system of governing the relationship between employer and employee, means there is no other dispute resolution mechanism.

**What about the ethics of health workers going on strike? Are they justified in downing tools at the expense of patients?**

The moral argument that health workers should not go on strike is totally incorrect. The Government is blackmailing people by saying "you are providing a life-giving service and you are not allowed to go on strike." The International Labour Organisation has pointed out that responsible management as well as responsible trade unionism is required.

**After the May wage nego-**

tations failed, Nehawu drew up an agenda for pressuring the State. Does this mean that Nehawu is actually trying to manufacture a strike?

No, the pressure for a strike has been there for a long time. The union decided to try to avoid a strike. We tried to channel that frustration and anger through mechanisms like demonstrations, go-slows — symbolic acts of defiance. But it was the response to that by the TPA which sparked the strike.

**What do you think about the TPA's response to the strike?**

In every case, the union has offered to provide emergency services but the TPA has refused — it's quite clear that the Government simply does not care about patients at all. They are trying to discredit the union.

**There have been allegations by the TPA that intimidation is taking place on a wide scale. Is this so?**

Tension is high and it's quite avoidable, but I don't believe it's happening anywhere on the scale that the TPA says. Also, I firmly believe that most of the intimidation happens on behalf of the Government through the use of death squads — three members assassinated last week.

**Every year you seem to have a particularly difficult relationship with the TPA. Every year ugly scenes develop, yet not much news of similar circumstances in other provinces emerge. What sort of relationship do you have with the TPA?**

There are other cases (of industrial action) in the other provinces, but we have an acute problem with the TPA. There is a willingness on the part of other provinces' administrations to listen to the demands of workers, but the TPA literally dismisses our claims out of hand once the procedures have been followed.

**Have there been any improvements in relations between Nehawu and the TPA since 1990?**

No, because of their intransigence and medieval attitude towards labour relations. We believe we have moved a long way and matured in terms of industrial action. This maturity is not matched by the State.

On the  
march  
again  
21/6/92

**Business Times Reporter**

ABOUT 50 000 National Union of Metalworkers of SA members are expected to join tomorrow's march in Johannesburg.

The march is related to wage negotiations, but is also a protest against violence and a call for a constituent assembly, says Numsa national organiser Tony Kgobe.

Other Cosatu-affiliated unions have been informed, but he is unsure whether they will join the march.

Both the Johannesburg Chamber of Commerce and Industry and the Steel and Engineering Industries Federation of SA have advised their members to adopt a "no work, no pay" policy. They also recommend disciplinary action, depending on the circumstances.



# Hospital strike surprised us, says union boss

PHILIP DEXTER, the 29-year-old strike boss to several thousand hospital workers at more than 30 hospitals nationwide, has no real home.

He has not yet moved to Johannesburg since his election as National Education and Health Workers Union general secretary in March, and commutes between Johannesburg and Cape Town.

His wife, Morgana, a Brazilian, and his one-year-old son, have also not yet joined him in South Africa, while they wait for his life to settle on an even keel. It could be a while.

His office has a bright, glass-framed view of downtown Johannesburg, but except for two rickety visitors' chairs, his desk and some posters, it is cold and empty.

Philip Dexter has an open face behind round glasses. He is disarmingly frank. The strike, he says, caught the union "unawares".

"The truth is that the union was not behind the strike. The new leadership was only appointed in March. We knew workers were unhappy. They were angry there had been no improvement in wages and working conditions since the 1990 strike. We believed a programme of action could defuse a strike."

"However, the response of management at Baragwanath to a workers' demonstration was to lock them out. That incensed the workers, who called for a strike."

Mr Dexter says only the rich are unaware that the health-care system is collapsing.

## Murdered

"The clinics in Soweto are little better than pill dispensaries. Few have syringes, some don't even have bandages."

"Strike balloting only began last week, but the results all supported a strike. Next week, on Monday, between 60 to 80 public sector institutions including laundry workers, forestry workers, road workers, water workers and others will go on strike. Some doctors and nurses are already on strike."

The union has recruited in the public sector since its formation in 1987 and has 80 000 signed-up members.

A fortnight ago, three of Nehawu's shop stewards were murdered on the East Rand. Mr Dexter says the state feels threatened by the envisaged public sector union.

The resolve of strikers, most of them elderly or middle aged women, has had an impact on him.

"When I saw people the age of my mother or grandmother make militant speeches at Baragwanath hospital, saying they had had enough, I knew we were looking at a national strike."

"There are 59-year-old women breadwinners earn-



PHILIP DEXTER

ing R410 a month. How does anyone live on that? When we began negotiations in March we asked for R1 300 minimum and worked that down to R724 — but the government never moved from its proposal of a 6,4 percent increase.

Fanie Ferreira (Transvaal Provincial Administration spokesman) says they are now prepared to pay only R16 less than what we demand. That R16 he spends at the cafe buying cigarettes and bread is food for our workers for three or four days.

"This week the State President had his salary increased to R190 000 a year, plus he gets a R69 000 allowance for living expenses. Our workers read that, and about all the government corruption. They want to know why they can't have that R16."

## Exile

Until July last year when he became an organiser for Nehawu, Mr Dexter was a waiter at a Cape Town grill house, while completing the philosophy degree he interrupted almost eight years earlier when he went into exile.

At university he sang and wrote songs in a band. Politically active, he left the country after being called up for military service and worked for the ANC abroad.

The government and the TPA are refusing to meet Nehawu because it — and five other employee organisations — walked out of talks on May 19.

And while no one talks, people may die — and perhaps already have — for the sake of R16. It is clear who the victims will be, but who is to blame?

## nd of one of accounts of was killed

RIDAY morning, Mr Moloi told CHARIS INS.

as getting ready to go on Wednesday night I heard a commotion in my shack went outside and saw an attacking a woman and young children with rightening pangas. I saw Maria and told she was a family fight.

I realised the men were rearing white head. They were saying in their language 'let's kill these dogs'. I saw white men were behind them with pangas aimed at me. My wife and I jumped and fled into the different directions. I ran, the men with pangas shot at another.

I was in the veld until

I came back, I saw my wife was dead. She was shot in the chest and arm, her body was hacked with pangas.

## Lions

received 80 percent of the money to Michael Asseskor, and Mr Justice Knouwds. Mr Knouwds has the habit of sending a bottle of Chivas whisky on their wives, while women received flowers. Knouwds justified his being the only one who could advertise his

Justice Melamet gave gifts and other things to assessors, and attorneys to staff members — including a permit to include bottles of whisky on trips to Sun City, trips and boat

on a week-long trip to Lake Kariba in the Transvaal. Mr Coertzen, Mr Mr Gawie van der Merwe of Guardian and Witbank arranged hunting trips for guests including Cape Town lawyer, Mr Philip and his colleague George Nimb. Mr Marais acted as representative in a number of court claims.

## s rule

Colors will soon be served aboard the yacht Britannia at the time

# Numsa sets date for strike action

(140A)

By IKE MOTSAPI

THE National Union of Metalworkers of South Africa yesterday set August 1 as the date for a countrywide general strike by its members.

Numsa president Mr Mthuzeli Tom said "the intensive mobilisation of workers" would begin on June 30.

Speaking at a rally outside Cosatu's Johannesburg offices, Tom called on shop stewards at various plants to "begin forming strike action committees" in preparation for the general strike. *Sowetan 23/6/92*

The rally followed a march by more than 20 000 Numsa members after which they presented memorandums to the offices of the Department of Manpower, the Steel and Engineering Industries Federation of SA and to the legal representatives of the National Industrial Council for the Motor Industry.

In a memorandum presented to the Department of Manpower, Numsa said "We are angry at the constant and consistent delay in gazetting agreements between Numsa and employer organisations."

The need to form strong defence units in the townships, trains, factories and workplace was also stressed at the rally.

Tom told the cheering crowd, which had brought the city centre to a standstill, that the time for throwing stones at the police and the "enemy" was over.

He called on people to defend themselves.

Other speakers called for the demolition of the KwaMadala Hostel in Vanderbijlpark where members of Inkatha allegedly attacked Boipatong residents.

# 40 000

STAN 23/6/92

## march, hand over demands

Staff Reporters

ICOFF

About 40 000 singing, toyi-toying members of the National Union of Metalworkers of SA (Numsa) yesterday marched through downtown Johannesburg to demand higher wages and improved working conditions.

Led by SACP general-secretary Chris Hanu, the marchers, who carried anti-Government placards and ANC and Numsa banners, delivered memoranda to the Steel and Engineering Industries Federation of SA, the Department of Manpower and the Motor Industries Federation offices with demands, including:

- A 20 percent increase across the board and a moratorium on retrenchments.
- That Iscor close Kwamadala hostel, whose inmates they have linked to last week's massacre of residents in Boipatong and Slovo Park.
- A "living" wage and a reduction in basic food prices.

The march formed part of the ANC's mass action campaign for an interim government.

If employers failed to meet the workers' demands, the 230 000-strong Numsa would soon hold a strike ballot and decide on "action", warned general-secretary Moses Mayekiso, adding that wage talks with employers had reached a deadlock.

"Numsa wishes to assert that we have accepted the challenge of the metal bosses in their intransigence to accede to our reasonable demands. We want to say that with today's march the matter now is in the hands of the actual producers, those who create the marvels with their labour power but are forced to live in hovels," said Numsa in a statement.

● ANC, Inkatha wrangle over unionists' meeting — Page 11



*Monday 23/6/92*  
**Numsa plans second march in support of pay demands**

*(1407)*  
**DIRK HARTFORD**

TENS of thousands of metal, engineering, textile and railway workers will again take to the streets of Johannesburg today following yesterday's marches

The National Union of Metalworkers of SA (Numsa) claims about 40 000 workers took part in yesterday's march in the city. The workers were mainly Numsa members from the Witwatersrand region. Independent observers said the march was "very big", but not as big as 40 000.

A Numsa spokesman said all workers in the Vaal triangle would embark on an indefinite strike until demands concerning violence in the area were met.

A Cosatu spokesman said the federation would make an announcement about action today.

The spokesman said there was token support from other Numsa regions in the Transvaal, as well as from various Cosatu affiliates.

He denied reports that the workers were planning to march again next week and said Numsa's NEC this weekend would make a final decision about a national strike in the motor, metal and tyre and rubber sectors.

Yesterday's march was the first step in a programme to mobilise members for a national strike which would take place in mid-July if approved by Numsa's NEC.

Meanwhile, a SA Railway and Harbour Workers' Union (Sarhwu) spokesman confirmed members would march on Transnet's offices tomorrow to hand over a list of demands relating to this year's wage negotiations.

He said "if wishes were horses" there would be 40 000 workers on today's march. Sarhwu has about 40 000 members in the region.

The SA Clothing and Textile Workers Union (Sactwu) said it expected 10 000 workers to support its march on the Transvaal Clothing Manufacturers' Association's offices at lunchtime today.

This follows last week's marches in Durban and Cape Town, which were supported by 40 000 and 30 000 Sactwu members respectively. Sactwu represented 93% of the industry's workforce, the highest membership in any industrial sector.

The parties in clothing industry negotiations have been unable to reach agreement on wages, annual bonus, provident fund and wage parity between regions.

A national wage strike by members of the Food and Allied Workers' Union began yesterday at Simba.

Negotiations at Toyota will be resumed today.



Thousands of members of the National Union of Metalworkers of SA took to the streets of Johannesburg yesterday as part of a programme of action designed to culminate in a national strike next month. Picture ROBERT BOTHA

# Workers march for higher wages

STAR 24/6/92

Staff Reporter  
and Sapa

140A

Thousands of South African Railways and Harbours Workers Union (Sarhwu) members marched on the Transnet offices in Parktown, Johannesburg, yesterday to back up the union's wage demands.

The march — and a similar protest yesterday by thousands of textile and clothing workers in central Johannesburg — followed Monday's protest by members of the National Union of Metalworkers of SA.

All three protests were in support of the ANC's mass action campaign.

Led by the the SACP's Essop Pahad and Sarhwu regional officials, the railway employees swamped the road and pavements outside Transnet Park in Hillside Road while a list of demands was handed to Transnet officials.

Sarhwu's demands included a R1 500 minimum wage plus a 40 percent across-the-board increase, a moratorium on redundancies, the reinstatement of 25 dismissed workers and an end to job reservation.

Heavily armed policemen monitored proceedings from Empire and Girton roads. Traffic flow had to be diverted

as the large crowd marched back peacefully to the starting point in Joubert Park. Pedestrians joined in, swelling the crowd to about 15 000.

Transnet assistant general manager, human resources, Vic van Vuuren said 7 602 Transnet workers had stayed away from work in the southern Transvaal, of whom about 3 500 had taken part in the Parktown protest.

At the other end of town, about 10 000 SA Clothing and Textile Workers' Union (Sactwu) members marched on the offices of the Transvaal Clothing Manufacturers' Association in Pritchard Street to present a memorandum demanding a living wage.

The marchers, mainly women, braced icy winds to sing and toyi-toyi in the demonstration.

This followed similar marches in Cape Town and Durban last week.

Sactwu members in the Transvaal are demanding a R28-a-week wage increase or a 14 percent salary increase; a one-week annual bonus, and a 3 percent contribution to a provident fund to be introduced in January.

Sactwu will meet employers within two weeks in an effort to break the current deadlock.

# Anglo, NUM sign pact to end violent conflict

By Mike Siluma

After nearly four years of negotiations, the National Union of Mineworkers (NUM) and Anglo American Corporation yesterday signed a ground-breaking agreement aimed at banishing violent conflict on the mines while guaranteeing the democratic rights of mineworkers.

In addition, the parties agreed to a new dispute-resolution procedure, which provides for a private, speedier settlement of disputes and for conciliation.

Speaking at a joint press conference after the signing of the agreement at Anglo's Johannesburg headquarters, NUM assistant general-secretary Marcel Golding described the deal as "a major agreement of historical significance" which would "ensure that protest action on the mines and democratic dissent is regulated to ensure no injuries

or death to mineworkers".

This was especially important in the light of the present countrywide mass action, which the NUM supported.

A key feature of the new dispute-resolution mechanism — in which disputes over dismissals will be settled by regional dismissal review committees — is that it enables the parties to avoid the long delays and high costs associated with settling through a conciliation board or the Industrial Court.

The dispute-resolution agreement will cover only NUM members.

Describing the agreement as hopeful and constructive, Anglo American executive director for industrial relations Bobby Godsell said: "I'm convinced that had the code of conduct been signed and implemented, it could have avoided the deaths at the President Steyn gold mine in November."

At the time, violence at the mine, related to the anti-VAT strike, claimed 86 lives and left more than 400 people injured.

Mr Godsell said he was opti-

mistic that Anglo would be able to persuade the other unions on Anglo mines, such as the all-white Mineworkers' Union, to enter into similar agreements.

Among the provisions of the code of conduct are:

- The right of workers to peaceful picketing, assembly and freedom of expression

- The right to a healthy and safe working environment and to human dignity and equality

On the flip side, inflammatory language and behaviour will be prohibited, as will the wearing of political insignia and the carrying or displaying of weapons at the workplace.

Hostels — the scene of most mine violence over the past few decades — will no longer be segregated on ethnic lines and will be run "democratically", but with management retaining the responsibility for their management, according to the signatories.

The agreement was signed by NUM president James Motlatsi, Anglo gold and uranium division chairman Clem Sunter and Amcoal chairman Dave Rankin.

140/1

STAR 24/6/92



# No-show dashes hopes of end to hospital strike

Staff Reporters

Hopes that the spreading hospital strike would end were dashed yesterday after the National Education, Health and Allied Workers' Union (Nehawu) failed to attend a meeting with Minister of Administration Dr Org Marais.

The day was marked instead by a march by hundreds of Nehawu members on the Union buildings in Pretoria to present a memorandum to Dr Marais's office at the Commission for Administration.

Nehawu spokesmen said union representatives had planned to attend the meeting at 11 am, but due to the march being delayed by police intervention, it had been impossible to keep the appointment.

The strike spread yesterday to more State hospitals and related institutions countrywide.

Nehawu said in its memorandum yesterday that attempts by the Government to persuade the public that the strike was part of an "ANC-led conspiracy" was "an insult".

Last night Nehawu released the text of a letter it sent to Dr

Marais after the failed meeting, in which it accused the "unrepresentative" Government of negotiating in an arrogant and deceitful manner.

Nehawu claimed in an accompanying statement that the meeting lacked an agenda and was not the sort of meeting it had asked for.

Last night Mr Marais said in a statement that Nehawu, alone out of 11 employee organisations, had failed to pitch up for a meeting on "problems presently being experienced" with regard to improvements in public-service salaries.

Dr Marais said it was pointed out at yesterday's meeting that the State, as employer, could only grant salary improvements to the extent that they were affordable, and that more favourable salary adjustments were not possible in the current economic situation.

● The Johannesburg Hospital has called on the parents of all children given bookings for operations at the hospital to call ward 277 urgently at (011) 488-3277/0 because surgery may need to be delayed until the situation has been normalised.

## Workers back on the streets for more pay

TENS of thousands of workers yesterday took to Johannesburg's streets for the second consecutive day to demand an increase in wages (140A)

The protests also formed part of the ANC's mass action campaign to bring about an interim government. Bidan 24/6/92

About 15 000 chanting members of the SA Railway and Harbours Workers' Union (Sarhwu) marched from Plein Steet to Transnet's offices in Parktown and handed over a list of wage demands.

At the other end of town, about 10 000 ululating SA Clothing and Textile Workers' Union (Sactwu) marched on the Transvaal Clothing Manufacturers' Association in Pritchard Street to present a memorandum including demands for a living wage

Both demonstrations went off peacefully, with heavily armed uniformed police monitoring proceedings and traffic policemen diverting traffic.

The Sarhwu march was led by the SA Communist Party's Essop Pahad. SACP and ANC colours and banners were on display.

The railway workers are demanding a R1 500 minimum wage plus a 40% across-the-board increase; a moratorium on redundancies; the unconditional reinstatement of 25 dismissed workers; and a stop to job reservation.

The negotiating partners in the clothing industry have been unable to agree on wage increases, annual bonus, a provident fund and wage parity between regions.

Sactwu said it would meet employers to break the deadlock within the next two weeks. A strike ballot was on the cards if no settlement was reached, the union said. — Sapa.

# SA faces two-pronged mass action campaign

By IKE MOTSAPI

SOUTH Africa is at present faced with a massive two-pronged mass action programme which is escalating by the day... on the labour and political fronts.

While trade union movements demand that employers pay their members "living wages," better working conditions, and a moratorium on retrenchments, these requests have been linked to the mass action campaign called by the African National Congress and its tripartite alliance.

This trend seems to be growing as unions affiliated to the Congress of South African Trade Unions and the National Council of Trade Unions engage in battles with employers for better wages and working conditions.

Unlike the ANC, the Pan African Congress has declined to take part in mass action campaigns to break the deadlock at Codesa because they do not recognise the body.

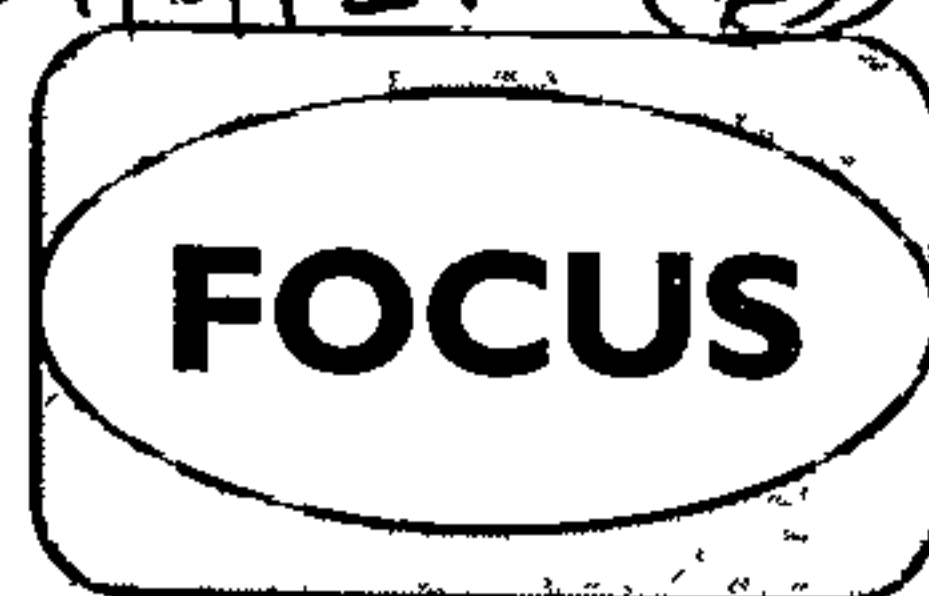
However, there is talk that Nactu trade unions are likely to join hands with Cosatu in fighting the bosses for better salaries and working conditions for workers.

This unified industrial action is seen as an attempt to show the employers that workers are serious in demanding a fair deal for themselves.

This unity will be greatly focused on the metal industry with a threatened national general strike scheduled to start on August 1.

On June 30 workers in the metal industry affiliated to the National Union of Metalworkers of South Africa have been asked to start forming strike action committees.

The campaign by the tripartite alliance is for the total abolition of apartheid laws, the establishment



of an interim government and an elected constituent assembly which will see the removal of the present Government from the position of power.

The trade unions, together with the ANC and the South African Communist Party have linked up in a mass action campaign they describe as "Operation Exit".

While the ANC and its allies have not yet started in earnest with their campaigns which were launched on June 16, trade union movements have already started to embark on daily mass demonstrations throughout the country.

Since the end of May this year when the ANC announced its campaign to break the deadlock that resulted after the failure of Codesa 2, Cosatu, although having a different programme of action on labour issues, agreed to link up with the organisation during protest marches for political demands.

The ANC's campaign will start in earnest on July 1. This will be preceded by a huge countrywide mass demonstration by more than 1.3 million Cosatu members in support of strike action by workers belonging to Numsa, the Paper, Printing, Wood and Allied Workers Union and the National Education, Health and Allied Workers Union and others next Monday.

The march, which it is said will be one of the biggest ever to be witnessed in the country so far, is regarded as the start of the real mass action campaign against the intransigent bosses at the workplace and

*It is clear that workers will not be treated as pawns to be replaced and shifted around at workplaces as management deems it fit.*

the Government.

Mr Rob Rees, national organiser of Ppwawu, said: "It is clear that workers will not be treated as pawns to be replaced and shifted around at workplaces as management deems it fit."

"Workers are going to fight back fiercely around their needs and their demands. They want the right to determine their future."

"It is also clear that these workers' actions are going to fuel the mass action campaign of the ANC, which we support."

"Ppwawu is fully committed to the demand for an interim government and a constituent assembly made up of delegates democratically elected and fighting for the needs and demands of the rank and file," Rees said.

He said Ppwawu is presently engaged in what he described as a "bitter battle" with Sappi on two issues.

He said "Firstly that there should be a moratorium on retrenchments and secondly that Sappi commit itself to an industry bargaining forum. They have so far refused and more than 2 000 of our members have been retrenched."

The main demands by trade unions are

- Better wages
- Better working conditions
- A moratorium on retrenchments and,
- No more job losses

Mr Tony Ruters, regional secretary of Numsa, after delivering memoranda to the employer body, the Steel and Engineering Industries Federation of South Africa regional minister of the Department of Manpower and the National Industrial Council for the Motor Industry, said "This action shows our anger and determination to fight, using our power as workers, if negotiations are not concluded fairly and speedily."

"We will no longer tolerate delays and sufferings of metalworkers whether inside or outside of the main agreement."

"We are all the same workers suffering from high food prices, high transport prices, high rents and electricity. Delays cause hardship," Ruters said.

Employers have adopted a no work no pay policy on days of marches.

However, this has not dampened the spirit and determination of the unions, who like the ANC and its allies, believe their actions will result in victory in the end.



# NUM, Anglo sign historic accord

Sowetan 25/6/92

140A

By IKE MOTSAPI

THE historic signing this week of a Code of Conduct Agreement by the National Union of Mineworkers and Anglo American Corporation aimed at curbing mine violence augurs well for the future

The agreement, which is the first of its kind in the mining industry, should also eliminate the violation of a wide range of labour and civil rights.

Also signed was an agreement on an Individual Dismissal Dispute and Adjudication Procedure. This is intended to both speed up and cut the costs of resolving disputes arising from individual dismissals.

The significance of this agreement can be summed up in one word - progress.

Both parties agree that in order to achieve progress, it will be by way of better salaries, working conditions and job security for the miners in general.

It took a long time to achieve this breakthrough.

## Negotiations

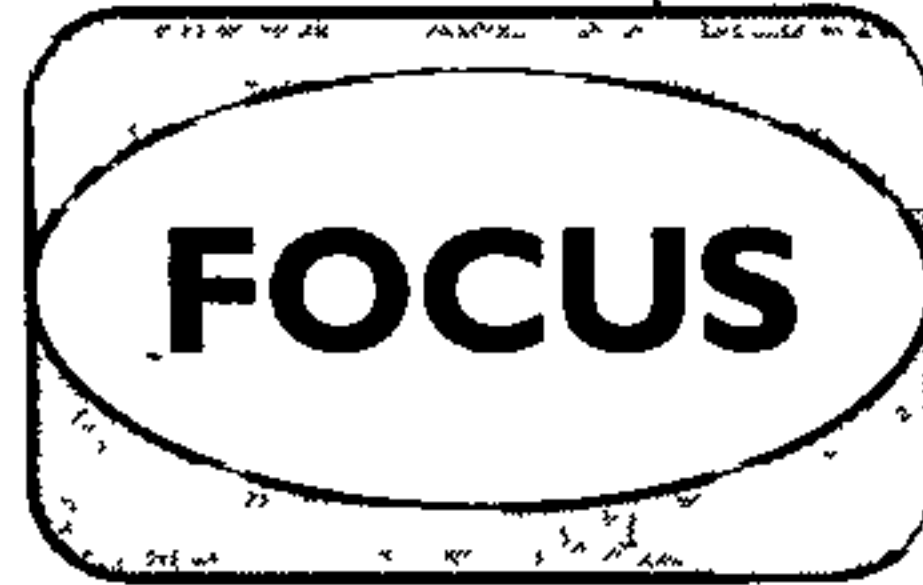
Negotiations to reach agreement on the type of code of conduct to be adopted started in 1987 and was only finalised this year.

Mr James Motlatsi, president of NUM, said "The delay in reaching agreement on the matter shows the type of bad relations that existed between us and management.

"This is the type of document that should have been agreed upon a long time ago," Motlatsi said.

NUM and Anglo undertook to negotiate the code of conduct after the 1987 miners' strike. The idea had been introduced by the parties in a post-strike agreement.

At the first round of negotiations on the code in February 1989, Cyril Ramaphosa, then NUM's general secretary, called for an agreement for the settlement of disputes arising



ing out of individual dismissals

The code of conduct agreement details some 20 labour and civil rights acknowledged by the parties as "fundamental".

Among the key ones are

The right to peaceful picketing,  
The right to peaceful assembly,  
The right to freedom of expression,

The right to a healthy and safe working environment,

The right to full disclosures of relevant information in the interests of both the miners and the company and,

The right to human dignity and equality. This means no discrimination based solely on the grounds of race, colour, language, sex, religion, ethnic origin, birth, political views or any disability or other natural characteristic.

An important factor of the agreement is that the mine management commit themselves to a "positive programme of job and skills development in accordance with their needs, especially with the aim of addressing the inequalities that existed in the past".

The other important factor, according to Anglo's deputy communications manager, Mr Sejamothopo Motau, mine hostels will not be segregated on ethnic lines.

"We know that doing this will be a recipe for disaster," Motau said.

Hostels are to be run "democratically" and all employees resident in them will have the right to

take part in hostel affairs.

"The fundamental responsibility for the management and maintenance of good order in the hostels rests with management," Motau added.

In the exercise of any of the labour and civil rights, the code stipulates some limitations.

These are

No language behaviour which may incite, be derogatory or give offence to others;

No wearing of any party political insignia at the workplace,

No wearing, carrying or displaying of weapons,

No form of coercive behaviour; and

No interference in the normal running of operations.

Also, if management perceives a threat, it can conduct searches for weapons and other illicit substances provided a union or elected residents' representative is advised before or at the time.

And where a clear and present threat exists, management can act lawfully to preserve life, property and good order using minimum force.

## Attendance

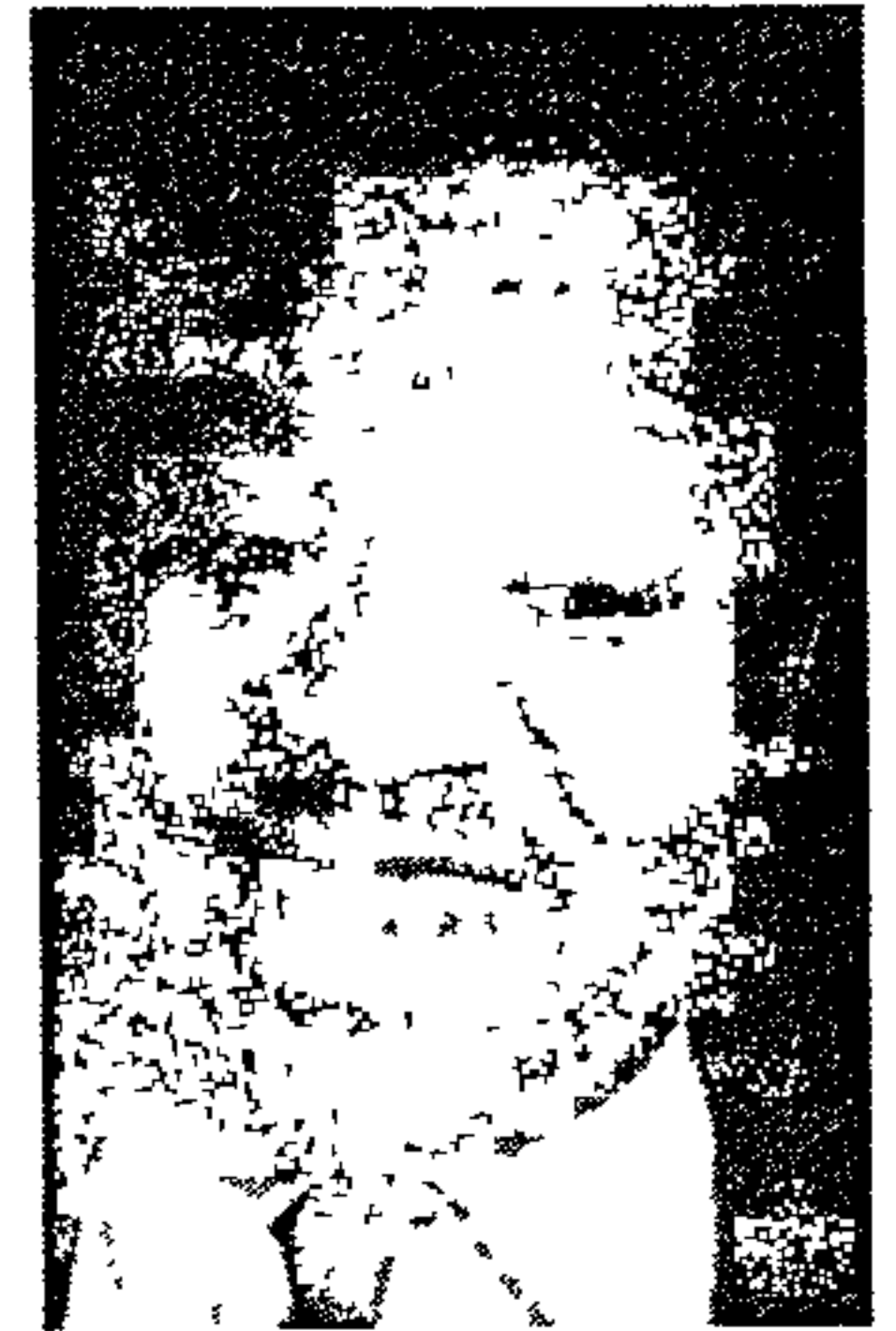
Management has undertaken to make facilities for unions meetings available.

Attendance has to be voluntary. Traditional and cultural expression in the form of singing and dancing will be allowed.

The union has to ensure that behaviour which could incite violence does not occur.

On the Individual Dismissals Procedure management believe that this will provide quicker and cheaper substitute mechanisms for resolving individuals disputes than those provided by current legislation.

In terms of this procedure, dis-



JAMES MOTLATSI

puted dismissal for misconduct of an individual employee who is a union member will be referred to a Regional Dismissal Review Committee (RDRC).

This committee will consist of five people who will handle this dispute.

If the RDRC is unable to settle a dispute, the next and final step is compulsory adjudication by a permanent umpire.

This umpire will be selected and trained jointly by a panel of members of management and the union.

The umpire can confirm the decision to dismiss,

Re-instate the employee with or without retrospective effect, and

Uphold the dismissal decision but award the employee compensation.

Motlatsi said the union was going to "aggressively communicate" the importance of the agreement.

He said "We genuinely believe that this will address the question of violence."

# Nehawu wants to close down SA

Sowetan 25/6/92

140A  
140B  
140C

**PUBLIC sector unions may "close the country down" next week in solidarity with striking health industry workers, National Education, Health and Allied Workers Union general secretary Mr Phillip Dexter said yesterday.**

Despite threats of dismissal by the Free State and Transvaal provincial administrations unless workers returned to work by the end of this week, Nehawu will meet this weekend to consider extending the action to include other unions in the public sector.

"We will have to consider calling other unions to take solidarity action. We will consider closing the country down. We will take action to whatever extremes are necessary," Dexter said at a Press conference in Johannesburg.

He said the weekend

conference would finalise the details of the day of action, which would take place next week.

Yesterday's Press conference was attended by representatives of the SA Communist Party, Congress of SA Trade Unions, SA Railway and Harbour Workers Union, Police and Prisons Civil Rights Union and other health unions who expressed their support for Nehawu's actions.

The strike started in the Transvaal and Free State almost three weeks ago and has spread to the Cape, affecting a total of 22 000 nurses, radiographers and non-medical staff at 48 hospitals. Nehawu's Natal members will decide this weekend whether or not to join the strike.

Nehawu is demanding a minimum wage of R724 a month, a 15 percent salary increase, permanent status for all part-time employees, and the establishment

of an interim dispute-settling mechanism.

Doctors had so far not joined the strike, but Dr Malefetsane Ngatane of the National Health Unity Forum said drastic measures would be taken if necessary.

"There are other forms of protest that doctors can engage in but we don't want to discard the patients."

He said "scab" workers employed by the hospitals were endangering the lives of patients and appealed to employers to consider the union's offer of providing a skeleton staff.

In response to allegations that the union was intimidating non-striking hospital workers, Dexter said "Feelings are running high and I have no doubt that some acts of intimidation do occur. But the real intimidation is coming from the TPA who are using the courts and the police. We deny we are using it as a strategy."

He added the union would soon have little power to control strikers. He said yesterday morning he had to restrain about 20 workers intent on marching to the Johannesburg Hospital to burn it down - Sapa



C



# Striking while the mood is hot

w/mail 26/6-217/92. (140A)

By FERIAL HAFFAJEE and LINDA RULASHE  
THE tidal wave of protest by the country's workers is a reaction to depressed living standards — but it could be the driving force behind the push for political change.

In the past month, cities have been paralysed by huge marches. Strikes are crippling state health services around the country and the South African Broadcasting Corporation has been hit by a month-long strike. At Toyota in Durban, a strike has cost the company millions in turnover.

Disputes teetering on strike action have erupted in the clothing, metal, commercial and paper industries, potentially involving more than half a million workers. There is also rising militancy around pay talks in the strategic rail and municipal sectors.

The marches and the strikes are essentially a spontaneous popular reaction to economic slump, but they are steadily acquiring a political flavour.

At a "living wage" conference next week, the Congress of South African Trade Unions will attempt to integrate the economic demands of the various affiliates in a "systematic and coordinated way", said Cosatu's Neil Coleman.

"The mood is peaking so fast that it would be silly not to harness it," he said, adding that it was Cosatu's intention "to unseat the government" and force elections as soon as possible. "Only through mass action will the government be forced to relinquish power."

On July 3, Cosatu, the African National Congress and the South African Communist Party will set a final date for a general strike. Cosatu has also set up an action committee to coordinate its "Campaign for Democracy" which is aimed at securing elections. Cosatu hopes to maintain the militancy on the ground by including bread and butter issues in this campaign.

During recent marches workers brandished traditional assegais and spears, makeshift AK47s and steel pipes. Posters called on President FW de Klerk to resign and accused senior ministers of being "cowboys and crooks".

On Monday, a march by more than 20 000 National Union of Metalworkers members disrupted Johannesburg when workers claimed entire streets and dared impatient motorists to cross their lines. On Wednesday, 15 000 railway workers marched in Johannesburg to Transnet offices. In the past weeks, 10 000 clothing workers, most of them women, have marched on employers' offices around the country and 50 000 conservative municipal workers have also staged protests in city centres.

Paper, Printing, Wood and Allied Workers Union members will hold countrywide marches on Monday as a follow-up to weekly protests they have held since June 12. "We want to replace the old and decaying order which is disastrous to our economy and our people," said the union's Siphso Kubheka.



# Two killed, four injured in bus attack

By IKE MOTSAPI

TWO people were killed and four injured when a gunman opened fire with an AK-47 rifle inside the staff bus of an East Rand company yesterday morning

The incident, which is linked to the ongoing feud between the Inkatha aligned United Workers Union of South Africa and the Food and Allied Workers Union at Langeberg Korporasie in Boksburg, happened about 6 50am *Sowetan 26/6/92*

About 14 members of FAWU working at the company have so far been killed since trouble between the two unions began in August 14 1991.

The dead are Mrs Gladys Maladi, who was a member of FAWU, and the unidentified driver of the bus

The injured include Shume Zwane, who is being treated at Boksburg-Benoni Hospital for gunshot wounds in the thigh. The other three people have not yet been identified

East Rand police spokesman Captain Ida van Zweel said firing started when the bus off-loaded workers

Mr Thembinkosi Majola, a security officer at Langeberg Korporasie, said he heard "loud bangs" and later saw people running in different directions

He said "I saw a woman lying dead on the ground with a bullet wound in the neck when I went to investigate

"I also saw a car driving away while some people ran for cover," Majola said

The company's FAWU organiser, Mr George Machacha, said their members have been harassed since unidentified members of Uwusa allegedly threatened management to stop recognising us in favour of them

He said "These people have also threatened management with a list of demands which they said should be met or else they will act

"On June 12 1992 one of our members, Mr Amos Magcanya, was shot in the right arm by a member of Inkatha during an argument

"This was followed by the killing of Amos Ganeli and Welcome Benjatwe last week by five assassins identified as members of Inkatha "

Management spokesman Mr Ray Brown confirmed there was a problem between Uwusa and FAWU. He said they were refusing to sign a "peace accord"

# More than 1-m will hit streets

*Sowetan 26/6/92*  
THE Congress of South African Trade Unions' mass action campaign will intensify on Monday when more than a million people take to the streets to demand a constituent assembly.

And the National Council of Trade Unions has called for a stayaway on the same day in support of the families of the victims of the Boipatong massacre. Forty nine people were killed in the Vaal township.

Cosatu's protests will also highlight workers' demands for better wages, a moratorium on retrenchments and an end to violence, according to Mr Neil Coleman, media officer of the federation.

Mr Mudimi Marvha, Nactu's information and publicity officer, said: "People should show their support for the families of the Boipatong massacre victims. We warn employers against the no-work-no-pay approach against those who will not be going to work on Monday."

On that day, when the victims of the Boipatong massacre will be buried, Cosatu and the African National Congress will be embarking on what is described as "a stepped-up phase two of mass action programme".

Coleman and the ANC's PWV region media spokesman, Mr Ronnie Mamoepa said Monday will be regarded as "a day of mourning", but said that will be the beginning of "the process of rolling mass action".

The regional tripartite alliance of the ANC-PWV, Cosatu Northern Natal, Cosatu Witwatersrand and the

*140A*  
By IKE MOTSAPI

SACP-PWV including the Civic Association of Southern Transvaal, have arranged 50 buses to transport mourners to the funeral.

While the Boipatong victims are being buried, thousands of workers will engage in mass demonstrations in major centres across the country.

Rallies will be held at different centres countrywide before workers march to various Government departments and earmarked employers to present memoranda.

On Tuesday, a major conference will be held in Johannesburg at a venue still to be decided by the tripartite alliance of Cosatu, ANC and the South African Communist Party to assess the situation and check whether the Government has responded to the demands of "the people".

Coleman said a decision will be taken on when to embark on a national general strike.

On July 3, the alliance and other formations from across the political and labour movements such as the National Council of Trade Unions will hold a summit to decide on how best to launch "phase three of the mass action campaign".

The Pan Africanist Congress and the Azaman People's Organisation have also endorsed a call for a day of mourning on Monday.

# Study shows Cosatu favoured

Own Correspondent

**DURBAN** — Seventy percent of shop stewards country-wide believe the interests of workers are best represented by Cosatu, against 21% who support the ANC and 9% the SA Communist Party.

This is revealed by a nationwide study conducted for Cosatu by Community Agency for Social Enquiry (CASE) and the Sociology

of Work Programme (SWOP) at the University of Witwatersrand and the Culture and Working Life Project (CWLP) at the University of Natal in Durban

There are 25 000 shop stewards in the 1,5 million-strong Cosatu, giving an average ratio of one steward to about 50 workers.

Only 20% of the Cosatu shop stewards surveyed think unions

should stay out of politics. Yet, while affirming the political role of unions, 53% of shop stewards think that politics is too complicated for workers to understand.

"This paradox is explained by the respondents' confidence in the institutional power of the union and its leaders to intervene in favour of their interests," the researchers concluded.

ET 26/6/92

140A



## Union war could force plant to close

~~DIRK HARTFORD~~ DIRK HARTFORD

LANGEBERG Food's plant in Benoni, which employs 900 people, could close because of a war between the minority Inkatha-linked United Workers' Union of SA (Uwusa) and Cosatu's Food and Allied Workers' Union (Fawu) (40A) (140A)

The conflict — which has led to the killing of 10 Langeberg Food workers in less than a year — claimed another two lives yesterday *B10cm 26/6/92*

A Fawu member and a bus driver were shot dead and four others wounded in an attack on the bus taking workers to the factory. The attackers were in a minibus and fired AK-47s.

Two weeks ago a Fawu shop steward was shot dead at the factory gate. He had been due to give evidence in a court case relating to the murder of five Fawu members in August last year.

Later that day an Uwusa member was hacked to death in the factory, which has 750 Fawu members and 40 Uwusa members.

Langeberg MD Ray Brown declined to comment on the possible closure.

He said management had been trying to solve the problem by getting the parties to sign an accord along the lines of the national peace accord.

Although the company dealt only with majority unions, Uwusa had approached Langeberg for recognition.

Fawu assistant general secretary Mike Madlala said he had strong reservations about the peace accord as the "killings just carry on".

Meanwhile Anglovaal's Mooi River Textiles, which closed for three weeks after inter-union conflict involving Uwusa and Cosatu's SA Clothing and Textile Workers' Union, opened again this week with 90% attendance.

An Anglovaal spokesman said violence in and around the plant had increased dramatically after Uwusa began organising in early 1991. At that stage Sactwu was the majority union among the 1 100 weekly paid workers.

In a series of incidents, workers were

□ To Page 2

## Union war *B10cm 26/6/92*

murdered inside and outside the plant. On one occasion gunmen in balaclavas walked into the company's canteen and sprayed it with AK-47 fire.

The spokesman said within a year the company, which had been profitable, was into a serious loss situation and anarchy reigned in the factory.

After the closure, representations were

~~made~~ ~~by~~ ~~a~~ ~~range~~ ~~of~~ ~~organisations~~ — including the unions — and individuals to reopen the factory as between 20 000 and 40 000 people in the area were directly dependent on wages earned there.

Things were going well, the spokesman said. Uwusa was now the majority union in the plant.

## ANC, Cosatu condemn Bill

THE ANC and Cosatu condemned the tabling of the Technikon Amendment Bill in Parliament and demanded it be withdrawn immediately. (1401)

The ANC and Cosatu in a joint statement yesterday also demanded an "unconditional undertaking" from government not to proceed with the Bill without proper consultation being held.

The Bill was another unilateral act by government, they said. (1401)

The ANC and Cosatu supported the Committee of Technikon Principals in its concerns raised regarding the Bill. — Sapa (1401)

MASS ACTION FM 26/6/92

# View from the trenches

The campaign of mass action launched by the ANC, Cosatu and the SA Communist Party with a series of rallies on June 16 "is not linked directly to the Codesa deadlock" This was revealed by a senior Cosatu member at an ANC press briefing last Friday. He pointed out that when the ANC suspended its armed struggle, it insisted that mass action would not be incompatible with negotiations.

The admission seemed to bear out statements by government spokesmen who have slammed mass action as having nothing to do with the Codesa impasse. Related to the ANC's own mobilisation programme, it gives the branches something to do and serves as a dummy run for elections.

Asked if the objective of mass action is to drive President De Klerk from power or to induce him to be a more flexible negotiator, an SACP spokesman said it was to "involve and encapsulate people's demands for an interim government and elected constituent assembly." The Codesa deadlock has merely shaped the nature of the action, which was planned beforehand. The shape and direction of events will henceforth "also be determined by De Klerk reacting to us."

But would the ANC not have joint control of government and the security forces in an interim government? "We cannot at this stage board a train without knowing its destination," said the spokesman, referring to an ANC suspicion that government would like to drag out the life of an interim government while getting Codesa to draw up a new constitution.

Had the meetings between government and the ANC, before their suspension, made any progress?

No, said the alliance. There had been three such meetings. At the first, government criticised the mass action programme, while the ANC explained the responsibility it had to its people to move things along. Their second meeting merely set the agenda for the third — at which government again presented its case for a rotating executive, power-sharing, federalism, a veto for the senate and Codesa writing the new constitution.

"The government is seriously misreading the situation regarding commitment to democracy. What they want is the shell of democracy devoid of all its content."

Outlining the ANC-led four-phase mass action plan, it was stated that the alliance is

involved in a mobilisation campaign.

Its focus, firstly, is on day-to-day issues such as corruption, food prices, a living wage — various local issues related to the existence of apartheid that "needed to be brought out on to the streets." This was viewed as a "warm-up" phase. June 16 and 26 (Freedom Charter Day) were points around which the campaign must gravitate. There are to be



rallies on June 26 in the style of "people's assemblies." The ultimate aim was to speedily bring about an interim government.

July 1 will mark the second phase of the campaign. The leadership will consider a response to the failure to create an interim government by June 30 — the ANC's original deadline — and decide on the question of a strike and its duration. A "national offensive" is to be launched in July in which various local and regionally based disputes and protests would be pulled together in a national perspective. The intention is basically to raise the tempo of protest. The strike by hospital workers, it was explained, is not related to the campaign, they were on a go-slow strike before it began.

This phase seems to have gone off earlier than planned, with marches led by the metal workers (Numsa) in central Johannesburg on Monday and Tuesday — which raises the question of how much the ANC can control what it initiates.

August would mark the start of the third phase of mass action, "where we may have to go on a general strike." It was hoped by August to see "millions" engaged in action. This is referred to as "the Leipzig option," referring to the East German protests — "praised by De Klerk and the West" — that ushered in democratic governments in eastern Europe.

Business leaders are called upon to play the kind of role they played in support of a "yes" vote in the March referendum. Business will have to state publicly its position on

A government of national unity,  
 A constitution-making body with sovereign powers over the drafting and acceptance of a new constitution, except for those princi-

ples agreed on at Codesa,

Holding discussions with President De Klerk to urge him to move ahead, and  
 Factory shutdown periods (to accommodate protest actions)

The fourth and final phase of this rather ambitious plan is dubbed the "exit gate" when "the government must go," though of course the NP can continue to exist.

Spokesmen rejected the charge by Law and Order Minister Hernus Kriel and Foreign Minister Pik Botha that mass action will lead to violence. They say the campaign is based on the universal right to protest and demonstrate peacefully — and mass action is based on a "very angry mood among our people who feel that apartheid still lives on." The idea of rolling mass action had emerged because turning the tap of protest on and off created problems in relation to negotiation. "We see this releasing of people's energies as being necessary."

Whether the economy can afford the diversion of people's energy into rolling mass action is a question that does not seem to have occurred to the alliance. ■

FEDERALISM FM 26/6/92

## Not so fast

Peace, but not at any price that seems to be the position of KwaZulu Chief Minister and IFP president Mangosuthu Buthelezi. He is stepping up pressure for a new constitution embracing devolution and federalism.

In the presence of President F W de Klerk in the KwaZulu Legislative Assembly on June 16, Buthelezi warned that though he had been committed to peace throughout his 30 years in politics, he could see a "dark cloud on the horizon" and, if the position persisted, he could see himself "leading his people through those dark waters."

He accused the ANC of reducing delicate negotiations to mob politics. Those in the political know, he said, are aware that calls for strikes, stayaways and boycott action fail in SA unless accompanied by intimidation and disruption of public transport. He said it was totally irresponsible to call for mass action at a time of escalating violence.

While endorsing the right of the ANC and its allies to protest, Buthelezi added that "we also claim the right to protest and demonstrate our anger at political injustice. To this end, the Zulu nation will resort to every possible course of action to oppose Codesa decisions to which we are not party."

"We already have the complication that mobilisation of mass opinion in support of KwaZulu's participation (at Codesa) will



# Cosatu: Mourning, then threat of action

(140A)

(238)

CT 26/6/92

## Staff Reporter

THE Western Cape branch of the Congress of South African Trade Unions yesterday called on workers to wear "black armbands" when they go to work on Monday

This is in response to the ANC's call to observe Monday as a national day of mourning for the victims of the Boipatong massacre

Cosatu in the Western Cape also wants factories to observe five to 10 minutes of silence during the day and individuals to hold candle-light vigils for an hour on Monday evening

The only area in which Cosatu

affiliates have decided on stayaway action is in Boipatong, where the massacre victims will be buried

## Mass action

This was confirmed yesterday by Cosatu general-secretary Mr Jay Naidoo, who went on to say that his organisation would continue mobilising for action, including national industrial action, if the government failed to meet its demands by the stipulated deadline

"Our programme of mass action

will start unfolding from the middle of July," he said "What we are seeing now is a build-up to that mass action

"If employers continue to act in a way that results in the loss of jobs, which also leads to spiralling of food prices and starvation wages, industrial action will start in the middle of July"

He said employers would have to decide whether they were part of the movement to democracy or wanted to cling to Nationalist Party attempts to protect "dying minority rule"

~~REPORT~~  
BUSINESS DAY, Friday, June 26 1992

## Office sit-in ends as police evict workers

THE occupation of National Bolts' head office by National Union of Metalworkers (Numsa) members ended yesterday after armed police with dogs evicted the workers

The workers, whose protest was aimed at stopping 200 retrenchments, had rejected a court order to leave the premises

National Bolts MD Dennis Dedwith said workers were then "excluded" from the premises until they signed undertakings to resume work. He said 200 workers would be retrenched today.

Numsa's Bethuel Maserumule condemned the "attack by the bosses" and vowed to mobilise its 15 000 members in the area for solidarity action.

Two hundred workers locked out last week at Chet Chemicals in Kempton Park will return to

DIRK HARTFORD

work next week following a settlement yesterday

Two thousand Food and Allied Workers' Union members at Simba Quix, who occupied the company head office on Monday, continue their national strike over wages

The 10-day strike by 600 SA Commercial, Catering and Allied Workers' Union (Saccawu) members at W A Chipkins continues

Strikers are demanding the dismissal of the human resources director who they allege is racist

Saccawu has also declared a dispute with Woolworths over wages and the company's demand to negotiate a seven-day working week. The union, which has 5 500 members at Woolworths, said a "serious confrontation" was imminent.

## BUSINESS

# Disunity over union fund

*(140A) (182) (272) (272)*  
 A union-initiated avenue for investment was launched to acclaim. But not all unionists are overjoyed.

**FERIAL HAFFAJEE reports**

**L**EADING unionists have questioned the timing and the rationale of the union-initiated Community Growth Fund

The fund was launched with much fanfare recently as a socially responsible way for unions to invest in the Johannesburg Stock Exchange.

Some unionists argue its launch is premature and that the time is not right for union investment in the JSE. Others accuse the National Union of Mineworkers — one of the unit trust's biggest proponents — of blazing ahead and taking other unions by surprise when other investment options are still being considered.

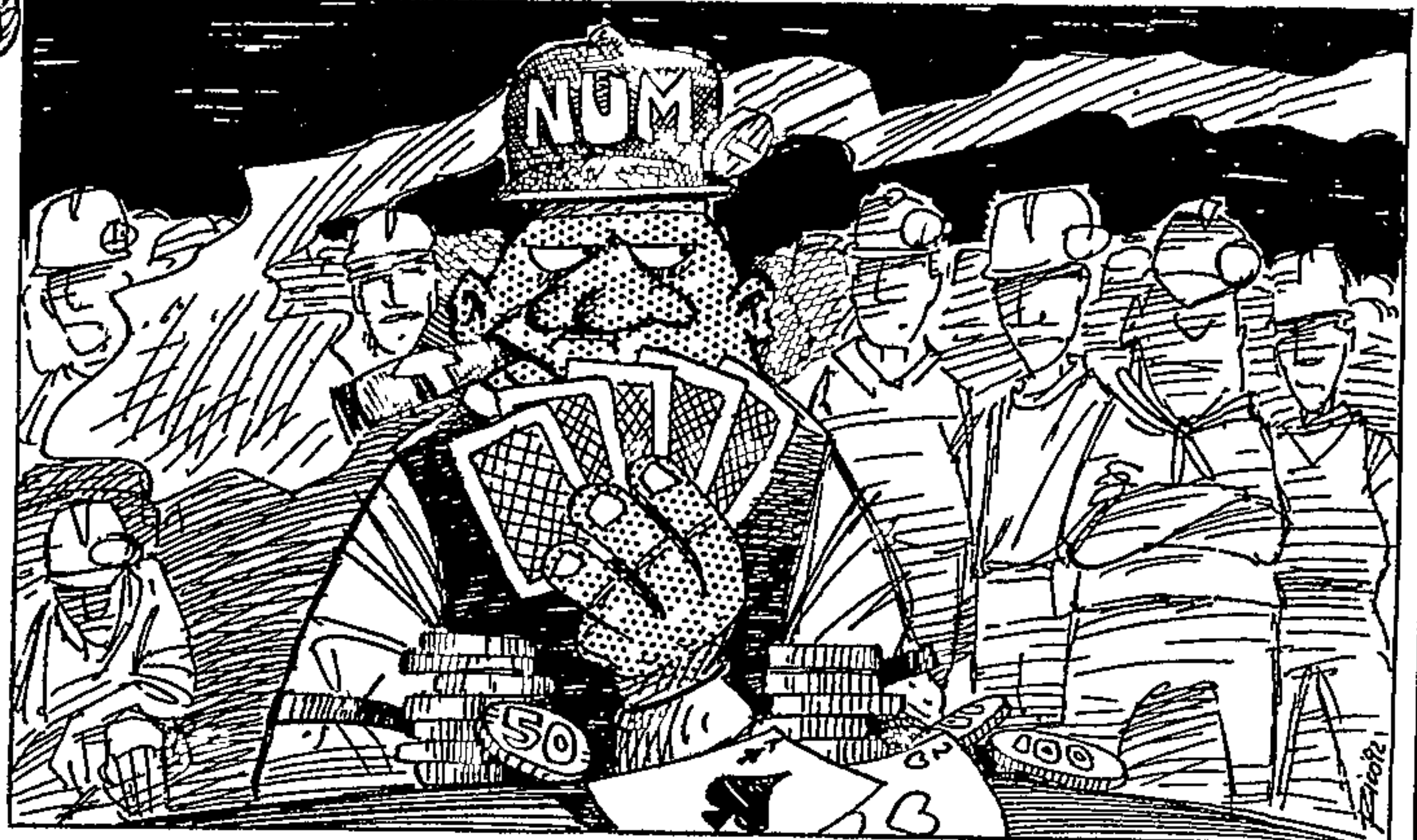
Only seven affiliates of the Congress of South African Trade Unions and the National Council of Trade Unions endorsed the fund.

A number of wealthy and well-organised unions are notably absent from the list of endorsements. Among these are the following Cosatu affiliates: the National Union of Metalworkers of South Africa, the Chemical Workers Industrial Union and the South African Commercial Catering and Allied Workers Union.

Nactu's largest affiliate, the South African Chemical Workers' Union, has also not endorsed the fund.

A Numsa member, who did not want to be identified, told *The Weekly Mail* the discussion on union investments had been left open-ended after a Cosatu workshop a year ago.

"At the time people believed the JSE was problematic and there was no way to identify socially responsible companies. The JSE is precarious. Your money is never safe, you are gambling with workers' money," he said.



The same workshop considered the establishment of community banks, which offer guaranteed returns albeit at lower interest rates, an option which now seems to have been forgotten.

"You cannot invest money now, especially if you don't support the country's present growth path," he concluded. Other union leaders contacted by *The Weekly Mail* agreed that the National Union of Mineworkers had jumped the gun and not considered other investment options.

A Cosatu representative said the federation may discuss the fund at its central executive committee meeting next month. But he added the Fund had taken Cosatu by surprise and that it would have been preferable if the launch had been co-ordinated and been endorsed by the whole labour movement.

Nactu assistant general secretary Mahlemola Skosana said his federation was "still looking at the CGF". But Skosana believes the CGF is premature. "It puts the cart before the horse," he believes.

"It uses the economy to tame black people and favours employed workers over the unemployed."

He also thought it was prob-

lematic that only individual members of provident funds benefited from the profits of the fund and suggested that a percentage of the profits should go to union coffers.

But Skosana did concede the fund's plans to invest only in companies with sound social responsibility programmes and industrial relations practices was positive. "It will force companies to listen," he said.

Gordon Young, of the Labour Research Service (LRS) which designed the fund, said "We followed the correct channels through both federations and consulted properly."

He said that discussions with Cosatu about the fund had "gone into limbo". The LRS had also met Nactu head office officials as well as with representatives of all affiliates.

Young believes only a limited number of unions have joined the CGF because provident funds are at different stages of development. Unions which have endorsed the fund all have well developed funds.

Young knows that "a couple of individuals are not convinced of the merits of the Community Growth Fund", but added, "When we

address workers, they immediately understand what we are trying to do."

Responding to the accusation that the LRS and the NUM had jumped the gun in launching the fund, he said "There is a lot of competition in the financial market. When you move, you have to move fast."

He also added that if union funds wanted to beat inflation, they had no choice but to invest on the stock market.

"Many of the reservations about the CGF is that it does not solve all the problems. We know that there must be other options as well," says Young.

To this end, the LRS is also considering ways in which unions can invest in co-operatives and fixed interest funds which could make low interest loans available to members.

In the meantime, the CGF is going full steam ahead. It has had indications that three more unions will soon join the fund and Cyril Ramaphosa also pledged African National Congress support for the fund.

The LRS also recently launched a provident fund training programme for provident fund trustees.

## PROFESSIONAL APPOINTMENTS



## LABOUR BRIEFS

W/Mail 26/6-2/7/92  
**TGWU leader killed**

THE Transport and General Workers' Union this week alleged that its eastern Cape acting chairperson, who was shot and killed on June 11 in Umtata, was the victim of a planned assassination. He was shot a close range by two men in combat uniform.

A TGWU official was also shot at on June 10, but was unharmed.

The union alleges that the shootings are the result of a dispute at the Transkei Road Transport Co-operation which is facing a blanket boycott by the community, in sympathy with 360 workers dismissed in August 1990 who are still fighting for compensation.

In other incidents, six buses

have been set alight in recent weeks, and the African National Congress has called on the military government to intervene.

# Labour Recession, inflation and drought

**TRADE UNION** leaders are describing 1992 as the worst year since unions were legalised in South Africa.

Amid recession, huge retrenchment, rising prices and a devastating drought, trade unions have been severely hampered in their ability to effectively challenge employers.

Wages have remained at an all-time low while increments have declined compared to the early days of legal trade union activity.

Labour consultant Mr Andrew Levy says the downward trend is likely to continue this year since wage hike limits for 1991 will be the base of negotiations this year.

Levy attributes the downward trend to determination by employers to "break the wage spiral" and to their reluctance to agree to inflation-linked hikes without corresponding rises in productivity.

Unions have also been threatened with retrenchments while negotiations take place. Says Cosatu information officer Mr Keith Madonsela "It is clear that employers want to impede progress in negotiations."

In mining, employers are constantly threatening to close shafts which they describe as producing marginal profits. Cosatu says it is examining this threat which will "inevitably result" in a setback when "battalions of ununused workers become unemployed."

Cosatu spokesperson Mr Neil Coleman says the federation demands a moratorium on retrenchments and wants an agreement to this effect to be signed by affiliated unions and employers.

In sectors like mining and metal, Cosatu wants employers to retrain workers so that when they are retrenched they have skills to offer on the job market.

Job losses in mining continue to rise. According to National Union of Mineworkers (NUM) information officer, Mr Jerry Majadadi, the industry had 750 000 employees in 1987. Today 495 000.

A tough battle could be ahead in the mining industry as wage negoti-



**TAKING IT TO THE STREET:** Part of the 15 000 clothing workers who participated in Sactvu's march in Cape Town last Thursday. One of their demands was a R30 a week wage increase.

NUM's wage demands range from a 20 to 100 percent increase for different employees and includes a 20 percent minimum increase on gold mines and 55 percent on colliers.

In a show of strength the union marched through Johannesburg on Monday to the offices of SEIFSA, the National Industrial Council for the Motor Industry and the Department of Manpower.

Negotiations have been in the balance after Numsa rejected employers' offer of a 6,4 percent across the board wage hike.

Strike ballots are due to start in July if the deadlock is not resolved.

In the public sector, however, a settlement has been reached after three months of negotiations between Cosatu affiliate Post and telecommunications. Workers' Association (Potwa) and management boards of the South African Postal Service Potwa pushed the minimum wage beyond R1 000 with a 19,5 percentage increase.

Despite the economic recession, statistics indicate increasing preparedness for mass action.

According to Levy there has been an increase from 21 percent to 29,4 percent in the use of mass action as a means of exerting pressure on employers to concede to workers' demands.

Figures for work stoppages reflect an increase of nine to 12 percent in the past year, while the number of illegal strikes in the past 12 months was 18 percent above last year.

**MBULELO SOMPETHA**

**hobbles unions**



# South Profile

## Awatif Jacobs

The charismatic Sactwu shop-steward speaks to Quentin Wilson about her life, hopes and increased work-load as the union negotiates wages and working conditions

IT IS NOT OFTEN you hear union organisers lay on a rap for thousands of workers preparing to march for a wage increase

But that is the style of Ms Awatif Jacobs. Confident and assertive, the charismatic shop-steward of the South African Clothing and Textile Workers' Union managed to get 15 000 people jiving on Cape Town's Grand Parade to the tune of "The Sactwu Rap".

Chain-smoking in her neat Manenberg home, Jacobs, 29, spoke about her life, hopes and ambitions

"I started getting involved in politics in 1976 when I was in standard six," she says

Three years later, she left school and started to work as a runner for a Koeberg clothing manufacturer

"After three years, I earned the same wage as my mother did after she worked there for 37 years. That was disgusting. Things were bad in the factory, especially the racism. I wanted to get involved in the union but I didn't know how to go about

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Sou Trf 27/6-11762

The shop-stewards never reported back to us and so kept the workers in the dark."

After working in her civic association, Jacobs, a single parent of nine-year-old Zaidah, got involved in her union in 1988

"I was elected a shop-steward then for Sactwu, which was then known as the Garment and Allied Workers' Union. I learnt a great deal about meeting procedures, the structure of the union and how things work in the clothing industry," she says

As Sactwu grew, so did Jacobs' responsibilities. In the Western Cape, union membership has swelled to an estimated 52 000, according to Jacobs

How does she deal with her growing work-load?  
"Because I am a mother as well, it is difficult to make time for everything. I'm fortunate that my mother is home to look after Zaidah when I have union commitments. I am thus able to attend every meeting I am supposed to."



While women in other industries complain of sexism in union ranks, Jacobs does not have many problems with Sactwu in this regard

"If sexism affected me, I would be forced to fight against it. But I must say, we get a lot of support from the men in our union. They are even helping us set up women's structures to consider the setting up child-care facilities to help mothers while they are at work or meetings."

"But there are still too few women in leadership positions. Whenever we elect new leaders, it is the same women who complain who elect men into leadership positions."

"It's not supposed to be like that as women constitute the majority of the union and the composition of our leadership should reflect this."

Jacobs' day starts early. She has to be up by 5.45am to plait her daughter's hair. After seeing that

Zaidah is ready for school, she catches a bus at 6.30am to reach work in Koeberg at seven

Like hundreds of other workers in the clothing industry, participation in last Thursday's Cape Town march meant Jacobs received a warning from her employers

"I got a final warning for not being at work during work hours, but I refused to sign it. They know me by now and didn't say anything, they just signed it for me."

For the first time in Sactwu's history, a national strike is on the cards following a declared dispute in wage negotiations earlier this year

Since then workers have shown their anger through a series of wild cat strikes, work stoppages and the march. Management is still sticking to the proposal of a R9,97 increase on a machinist's weekly wage. Sactwu demands a raise of R30

*If you got some time  
make up your minds  
an increase is due  
so what you gonna do*

*If bosses want to fight  
don't get a fright  
cause they're too small  
to sack us all  
— Sactwu rap*

"There are two more dispute meetings scheduled. We will urge employers to reach a settlement but if they don't, we will be forced to strike. Sometimes it is necessary to make sacrifices to have our demands met," Jacobs says

While Sactwu will need Jacobs in the weeks ahead, she feels the need to work somewhere else if she can

"There is no way I am going to work in the clothing industry for the rest of my life. I am aware of my abilities and I think I will be needed elsewhere, possibly in a full-time union job. I would like to work for a non-governmental organisation."

Until then, Jacobs is quite happy to stay with Sactwu, spread their message through rap and attend to Zaidah's needs — as long as she has enough time to listen to her beloved jazz after a long day on the factory floor



# The boat, the tap and Leipzig option

Wiman 10/7-16/7/92

(140A)

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● From PAGE 2

it as unrealistic at present. This strategy, he says, is "now enjoying a significant resurgence of popularity as a result of utter dissatisfaction with the preceding two strategic outlooks, particularly after the deadlock at Codesa."

The "Leipzig option" is widely identified with SACP secretary general Chris Hani, ANC national executive committee member Ronnie Kasrils and Youth League president Peter Mokaba

In the first place, Cronin argues, the option has more in common with the "tap" strategy than insurrection. Rather than transferring power to the masses, the demonstrations in Eastern Europe "created the space for elites to bargain over transitional processes", he argues.

But he goes on to argue that an insurrectionary approach is even less realistic than it was three years ago

Given the strength of the security forces, more consolidated since the withdrawal of troops in Angola and Namibia, and an international balance of forces even less favourable to the liberation movement, Cronin concludes:

"Our present political situation is neither on the brink of an insurrectionary moment, nor is it blocked... as it was through much of the past three decades

"We are now living in an extremely fluid political conjuncture. In this situation there are particular dangers in propogating a strategy whose medium success is at best uncertain."



Jeremy Cronin

# The boat <sup>w/mail</sup> the tap and the Leipzig way.

10/17-16/1921 (140A)

HAVE the insurrectionists within the alliance between the African National Congress, the Congress of South African Trade Unions and the South African Communist Party won the day, as the government seems to think?

Not so, according to a key SACP document which rejects insurrection as unrealistic, "given that we are further (and we were arguably never that close) from insurrection now than we were three or four years ago"

There is, undoubtedly, a strong desire among grassroots militants to take the mass action campaign to its limits and seize power. But while some senior leaders are openly using the language of insurrection, sources within the tripartite alliance see this more as an attempt to mobilise support for the campaign than as a part of any coherent insurrectionary strategy

The SACP document, entitled "The boat, the tap and the Leipzig way: a critique of some strategic assumptions in our ranks", was written by national executive committee member Jeremy Cronin and circulated at the SACP's extended central committee meeting last month

It strongly suggests that the widely-held view that there is a hidden insurrectionist agenda

*There is intense debate in the alliance between the ANC, the SACP and Cosatu about mass action, its meaning and purpose.*

**PHILLIPA GARSON reports**

Underpinning the mass action campaign is far-fetched.

Not surprisingly, the government has vested interests in discrediting the campaign as a vicarious school; "the tap" school (the strategic theory for the insurrectionists, portraying a liberation movement divided into "communists" and "moderates" and leaving the door open for a government crackdown)

In his response to the ANC's decision to pull out of negotiations, President FW de Klerk accused the organisation "and particularly its allies in Cosatu and the SACP" of following "their own agenda towards the seizure of power"

Familiar accusations, to the effect that the "communist cabal" forced moderates within the alliance to capitulate to demands for an insurrectionary take-over, have repeatedly been made in government circles, harking back to the days of Operation Vula

Last week the Sunday press, citing a document by SACP stalwart Raymond Suttner, warned: "In dealing with mass action the possibility must be kept in mind that the campaign has a hidden as well as a public agenda" Other internal alliance documents have been quoted in an attempt to pin down a "hidden agenda" and exactly what the mass action campaign is

expected to achieve: insurrection or forcing sufficient concessions from the government to allow the ANC to go back to the table.

The *Weekly Mail* last week quoted a confidential ANC paper which argued the case for an extended political strike to paralyse the country and force the government to capitulate. The paper is an updated Youth League document, the original of which has been in circulation in alliance circles for some time

Cronin's document identifies three strategic strands within the alliance: the "don't rock the boat" school; "the tap" school (the strategic switching on and off of mass action), and the "Leipzig option" (a popular uprising like that which toppled Eastern European communist governments)

He argues that all three approaches fall short. Cronin criticises the insurrectionary stance touted by the Youth League leadership as an "elite, conspiratorial fixation" which has detracted from developing grassroots youth programmes of action.

His document argues in favour of mass action as a continual feature of the political process, both now and in the future, and sets out to show that all three strategies fail to guarantee this. Most interesting, however, is that the document confirms different strategic positions within the alliance. It also points to a rejection of the insurrectionary road from the SACP think-tank, despite claims that it is the party has pushed the ANC towards insurrection

The document to some extent shows that, while the decision to pull out of Codesa may have been more or less unanimous, perceptions within the alliance of what the mass action cam-

aign is to achieve may be less so. The paper describes the moderate "don't rock the boat" outlook within the alliance as seeking democracy primarily through "negotiated pacts between elites". In this view — which many observers identify with international affairs department head Thabo Mbeki — conflict should be resolved through bargaining, not militant mass action

Cronin criticises this strategy, which he sees as likely to gain popularity if and once the ANC becomes the government. "The temptation of (this strategy) is therefore, likely to be particularly alluring to some in our ranks who are beginning to see themselves as future bureaucrats"

The "tap" option, said to be favoured by president Nelson Mandela and general secretary Cyril Ramaphosa, is seen as a more militant version of the first mass action and other militant struggles should be used to win concessions at negotiations, but no more

Cronin sees this approach as dangerously "instrumentalist" — that mass action can justifiably be resorted to as no more than on-off pressure to achieve voting rights for the majority, a device used in periodic spurts, for example, during elections "It begins to suggest that soon the national liberation movement must transform itself narrowly into an electoral machine," says Cronin

On strategy three, "the Leipzig way", Cronin supports the principle of "a mass uprising that builds dual power, that overthrows an incumbent regime and replaces it with the emergent organs of popular power", but ultimately rejects

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## THE WEEKLY MAIL

Published by M&G Media, Pty Ltd, cnr Fredenck and Smal streets, Johannesburg. Printed by Caxtons, cnr Bloomburg and Commando Roads, Industria

Editorial comment in this issue by Anton Harber. Newsbills by Irwin Manom. Headlines and editing by Laura Yeatman. All of 104 Fredenck Street, Johannesburg. Phone Editorial 334-2400

P.T.O.





# Spirit behind the strike

STYL 10/11/92



Who is Phillip Dexter, the young firebrand leading the striking hospital workers in their protracted and sacrificial battle for higher wages? HELEN GRANGE spent some time with the secretary-general of the National Education, Health and Allied Workers' Union to find out

A YEAR ago, he was out of work and living on the headline. At the moment he is one of the largest and most persistent flies in the Government's ointment. Such has been the destiny of Phillip Dexter, secretary-general of the National Education, Health and Allied Workers' Union.

Things have moved so fast lately that he sometimes feels a little "wired" when he has time to reflect on his position as head of a fledgling union which has brought hospitals countrywide to a near standstill.

The fact that the 29-year-old firebrand was elected as Nehawu's secretary-general only in March this year, and that he has become an indispensable inspiration to thousands of hospital workers whose actions have got them dismissed, does not appear to shake his confidence.

Yes, he has doubts every day about the union's strategies in the strike, but as far as justification for the industrial action is concerned, he is utterly convinced.

Mr Dexter doesn't mince his words when talking about the State and its hospital managers. "Hospital managements are made up of National Party apartheidists, a clique of racists who want to be patted on the back when they tell you that workers' salaries have been increased by enormous percentages, conveniently forgetting how low the salaries were in the first place, and the fact that workers are still earning below a living wage," he says.

"They would rather promote a white with a Standard 6 than a yeth-educated black. Basically, the State sector is corrupt."

Mr Dexter feels the hospital strike has brought this point home to workers, whose focus has expanded from the issue of wages to the "problem of State corruption."

"The membership has realised that to get improved wages is to sweep the Government from power, to crush the State."

A daunting battle, and one the hospital workers would appear to be fast losing ground in. But Mr Dexter is convinced that even if the strike is broken and workers return to their posts, their plight will remain a cata-



Tough talking the union membership has realised that to get improved wages is to sweep the Government from power, to crush the State, says Phillip Dexter

lyst for future industrial action until their demands are met. Despite Mr Dexter's hard talk, he did not expect that the hospital workers' dissatisfaction would escalate into the massive

confrontation it has. "Initially, we thought demonstrations and protests would be enough. But it became clear that the Baragwanath Hospital workers felt strongly enough to

strike after management locked them out. "Once the Baragwanath workers went on strike it just spread at an unbelievable rate. We were quite shocked at how it

spread." And according to Mr Dexter, the fact that the strike has lasted more than three weeks at most hospitals has not undermined the will among union

members to continue

"The spirit in the union is still high, even though the State has reacted by dismissing workers. I can't believe the callousness of that, but in a sober mind, one has to remember who these people (the State) are."

"We'll mobilise to get the dismissed workers their jobs back, but if the State refuses to reinstate the workers, Government departments concerned will become private targets of the union. "We won't let them rest until they address our demands."

What is clear is that Mr Dexter holds an unshakable conviction that Nehawu is on the moral high ground, which, despite his lack of experience in handling the heat of a national strike, keeps his spirit buoyant.

He has been up against the State before, but not as directly. His involvement in politics in the early 1980s caused him to go into exile in London for seven years.

When he returned in 1990, he worked as a waiter, but this was short-lived, as — true to form — he became a union organiser and was fired.

At the time, Nehawu, only a year old, was looking for a branch secretary in Cape Town. Mr Dexter took the job, a little worried about his lack of union experience.

The rest is history. Being in a union battle with the State may be the biggest challenge of Mr Dexter's life. His morality has never been so ardently attacked.

"Communist baby-killer" was the loud accusation he had to field on visiting the supermarket the other day. "From being a lowly waiter, I've become public enemy number one," he smiles.

Mr Dexter has an escape from it all. He is studying philosophy and politics at the University of Cape Town, a course of study he plans to complete this year after several abortive attempts to get through his degree over the years. In fact, far from being a headline unmonist, Mr Dexter thinks of himself as a philosopher.

And indeed, meeting him, that's exactly what one could easily assume. □



**C**OSATU is at a crossroads. It is faced with a series of key strategic decisions in the immediate future which will fundamentally affect the possibilities of a democratic socialist future in SA.

The need to rethink how we understand our socialist project is critical. In our view, moving towards socialist democracy requires an ongoing process of empowering institutions and organisations, outside of the state, to participate in the decision-making process and thereby to exercise meaningful control over that state between elections.

This means reconceptualising the relationship between the state and civil society.

□ Modern day economies do not permit the possibility that all functions of the market can be replaced by an all-inclusive, state-created "five-year plan". The market and private enterprise have to be allowed a significant role in a future socialist society.

□ Acceptance of the principle of the market's existence points to the existence of employers and their organisations, as well as wage labourers and trade unions, for the foreseeable future; and

□ These organisations, together with other organisations in civil society, should by right be entitled to be involved in negotiating around state regulation of the market and around socio-economic policy

**A**t a policy level, the state has, in recent years, shifted from its formerly active interventionist role in ensuring the privileges of its white electorate to a more passive approach. This shift from racially regulated capitalism to the "free market" *laissez faire* approach is about "clearing the stage" for employers to freely determine pay, working conditions and related issues. It is about restraining trade union influence. Regulation, in the form of minimum wages and conditions, health and safety standards, collective bargaining rights, affirmative action and the like, is rejected because this causes "imbalances" in the market. For SA — with its negative growth

# Cosatu stands at

# crossroads in search

# for a new socialism

ADRIENNE BIRD and GEOFF SCHREINER

1404

1404

rate, vastly inequitable division of resources, rapidly increasing population and massive unemployment — these policies are a disaster.

An active labour market policy which focuses on economic growth, employment creation and skills development is the necessary alternative. Active policies are essentially about pro-active intervention in the market — through skill formation programmes, job placement and job creation projects and so on.

This approach is in line with Cosatu's "growth through redistribution" economic model which, while mindful of the need to develop the export sector, has at its core intervention by the state to secure economic growth characterised, initially, by large scale inward industrialisation. Housing, electrification and infrastructural development is intended to promote employment, stimulate the manufacturing sector and redistribute resources to urban and rural communities. An active labour market policy would require coherence, consistency and co-ordination.

At an institutional level, we have inherited from SA's apartheid history a variety of toothless and profoundly undemocratic labour market forums. These institutions have been dominated by state officials and a variety of ministerial appointees. These "experts" have mused about matters of the economy, trade, labour relations, unemployment etc and have fed their proposals through to the responsible minister who has had complete discretion to do whatsoever with the advice.

There has never been a process of collective bargaining within these institutions. As a consequence, there has been little incentive for the development of well organised national centres of either craft unions or employers. Saccola has no resources, no full-time staff and seemingly little capacity to bind its members to agreements it reaches. On the other side, the union movement to the right of Cosatu/Nactu is in complete disarray.

Commentators have argued that reforming these institutions requires a move towards representative tripartite models — state, labour, capital — of the European variety. In these models, the state represents those interests outside of organised employers and trade unions. This is a view which makes sense in societies with very high levels of employer/trade union organisation. But what of SA with its deep-rooted

labour market segmentation, massive unemployment and consequent low levels of unionisation? Here the state would have the responsibility of representing many millions — the poorest, the most marginalised and the most weakly organised in society. However, state policy in a post-apartheid democratic SA is likely to be influenced by the best organised and most powerful in society: business and the trade unions. The pressures for corporatist solutions will be very powerful.

Cosatu has, historically, represented the interests of working people way beyond its own narrow constituency. But this tradition does not guarantee that this line of march will continue into the future. As much of the current violence shows, there are fundamental divisions emerging within the working class while we support efforts to bridge these divisions, Cosatu will be increasingly pressured to represent the interests of its relatively privileged members. Corporatist arrangements driven by union members together with organised (big) business and endorsed by a weak state hungry for political support, are a real danger in the future.

Instead, we advocate a multiparty model to provide a counterweight to these corporatist possibilities. This model would be based on guaranteed representation for the organisations of civil society which are independent of the state and are not competing for parliamentary power. Civics, women's groups, associations of the unemployed and the aged, consumer and rural organisations, and so on, would be guaranteed the right to participate in negotiations in appropriate bodies on key aspects of state policy together with the Big Three.

Because many of these sectors are precisely the weakest, the poorest and most marginalised in society, they will experience the most difficulty in developing stable national organisations. For that reason, institutional representation on labour market bodies should be guaranteed. Furthermore, the state should be required to make resources available — in a manner which does not compromise their independence — for the purpose of supporting and assisting the growth of such organisations.

This form of representation and engagement is not an alternative to political representation. Ultimately, the parliamentary political process will prevail.

**T**his approach does not necessarily involve a radical break with all existing labour market institutions and national negotiating forums. Some institutions are reformable. In other areas entirely new forums will need to be established.

In a sense Cosatu is already adopting this kind of pragmatic approach in relation to the new national economic negotiating forum and the restructuring of the National Manpower Commission. Any new government with limited resources will also have to be cautious in dismantling institutions which are functional to some extent. And it will have to make careful choices to avoid new commitments which may prove beyond its capacities to maintain and service properly.

□ Bird is national training officer and Schreiner national research officer of Numsa. This is an edited version of an article appearing in the latest edition of the SA Labour Bulletin.

# NUMSA, Toyota seek solution to strike

NUMSA and Toyota representatives were to meet today to seek a solution to the strike by 6 500 workers in Durban and Johannesburg after Toyota told the union it would begin recruiting permanent workers next week.

NUMSA said Toyota's letter amounted to a request to reopen negotiations. *BIDAY 10/7/92*

Meanwhile, NUMSA yesterday rejected Toyota's assertion that sections of its plant were running at up to 40% capacity.

*(140A)*  
**DIRK HARTFORD**

A NUMSA spokesman said even if it were true, customers should be warned that most of the production would have to be scrapped. *(K2)*

He said when workers returned to work after the first strike, not one car had been produced. During the second strike the company tried to produce a car, but it was "overburnt and crudely spraypainted and headed for the scrapheap".



8/Day 9/7/92  
**'Commitment' from  
employers wanted**

~~140A~~ DIRK HARTFORD 140A

THE biggest obstacle to peace and prosperity in SA was the minority government and Cosatu would do all it could to persuade the majority, including employers, to take action against government intransigence, Cosatu general secretary Jay Naidoo said yesterday

He confirmed that Cosatu and Saccola had held "constructive talks" yesterday on the current situation, but said Cosatu was still looking for an active commitment from employers

In talks earlier this week, business leaders warned that workers who participated in strikes would face disciplinary action, reports Sapa

They said mass action would result in further business closures and retrenchments and a "downward spiral" in the economy from which it would be extremely difficult to restore growth

There would also be a negative impact on local and overseas business confidence, and an increased potential for violence.

Naidoo would not elaborate on the contents of yesterday's talks, but said Cosatu was "more hopeful" that employers might act in support of democracy

The joint meeting of Saccola, Cosatu and the TPA to try and facilitate a solution to the hospital strike demonstrated this

He challenged employers to come up with practical solutions to the issues Cosatu was campaigning against, instead of wasting their energies on opposing its mass action campaign.

Cosatu would never forfeit its democratic right to mass action, especially when employers were unable to deliver a viable alternative, Naidoo said

● Comment: Page 6



# Naidoo joins slanging match

ARC 7/1/92

(140A)

## Political Staff

IT was "preposterous" for the government to say a national tragedy was looming as a result of the ANC's refusal to discuss the deadlock in negotiations, says Cosatu general secretary Mr Jay Naidoo

The National Party's chief Codesa negotiator, Public Enterprises Minister Dr Dawie de Villiers, said yesterday that ANC leader Nelson Mandela's reaction to the government's memorandum on ANC demands was "not very encouraging".

"The picture is not very rosy at the moment. But one must wait for the official response. Perhaps there will be room for manoeuvre. But if this is their final position, it will be a tragedy for South Africa," Dr De Villiers said

Mr Naidoo charged that it was the government's "inaction in relation to political democracy" that had created the national tragedy

Such a tragedy could be removed if the government accepted that it was only one of

the players in the negotiating process, he said

Cosatu's programme of mass action was intended to unlock the crisis in negotiations

He said the crisis extended beyond Codesa

"People want freedom, but they also want bread and jobs"

Mr Naidoo said there would be no peace and democracy unless the government accepted that it had "to remove itself and give way for an interim government and elections for a constituent assembly before December"

## Restructuring (140A)

THE National Union of Metalworkers has objected to Eskom's restructuring which they claim will result in a large number of retrenchments.

Numsa's Natal regional organiser Mr Thomas Hlatshwayo said Eskom had retrenched more than 21 000 employees countrywide since 1985

He said South Africa was providing electricity to African countries and jobs should be retained especially now when the country was going through a recession

An Eskom spokesman said the organisation was studying the *Sowetan* 30/6/92 trade union's statement and a response would be given later. - Sapa

## Eskom in union accord

<sup>MG 30/6/92</sup>  
JOHANNESBURG — Eskom has reached agreement with the National Union of Mineworkers, the National Union of Metalworkers of South Africa and the Electricity Workers Union after talks between representatives of 3 000 employees and company management — Sapa

(S) (140A)



# Cosatu and allies map mass action

B/Dan 30/6/92

140A 432  
DIRK HARTFORD

MORE than 200 delegates from Cosatu's nine regions and 13 affiliates meet in Johannesburg today to decide on the timing of its general strike and to co-ordinate current and imminent strike action of its affiliates.

Delegates at the meeting — a living wage conference — will decide on the timing of Cosatu's contributions to various phases of the ANC alliance's mass action campaign.

Phase two of its mass action campaign kicks off tomorrow with a stayaway in Cape Town to back Cosatu's living wage march. In this phase actions at local and regional level are meant to tie in with the national issues over which Cosatu is mobilising.

At a national level Cosatu will be considering a national consumer boycott, co-ordinated occupation of government buildings, intensifying its campaign to reincorporate homelands and an anti-SABC campaign.

The third phase is the build-up to a general strike. Here actions like factory shutdowns with employers' cooperation, occupation of factory and government buildings, marches, stayaways and strategic occupation of city centres will be discussed.

The mass action campaign is intended to weaken and isolate government through "rolling" actions mobilising the working class.

Disputes at local and affiliate level — on the factory floor or in the community — are to be channelled into the mass action campaign.

Many unionised workers have jumped the gun and moved ahead of Cosatu's mass action plans. This month, for example, there have been dozens of marches nationwide, factory occupations and unprocedural and illegal strikes. These had not fea-

tured in Cosatu's plan for phase one of the mass action campaign.

Most of these actions, like the march by Numsa members in Johannesburg last week, have been initiated at local and affiliate level — effectively outside the control of the Cosatu leadership, but nevertheless fitting into its mass action campaign.

Cosatu has stressed that employers must be approached at every level to support actions.

Shop stewards have been delivering letters to employers asking for support, and some Cosatu regional structures have approached regional business organisations with the same message.

In addition, Cosatu affiliates have approached employer bodies they deal with on a national level, while Cosatu itself has raised the issues with national employer organisations like Saccola.

The federation has also asked other trade union federations, like Nactu, and its alliance partners to back its campaign. The SA National Civics Association is regarded as a particularly important ally by Cosatu.

Cosatu said in March that if an interim government had not been set up by the end of June, with agreement that elections for a constituent assembly be held by December, it would call a general strike.

Since then demands around economic restructuring, privatisation, job security, food prices, rights for farm, domestic and public sector workers and for a living wage have featured strongly in its campaigns.

And most recently Cosatu, with the ANC, has made a set of demands around violence, government corruption and alleged death squads.

# Eskom agrees to suspend restructuring plan

ESKOM agreed not to retrench any staff and to suspend its restructuring programme following talks with union representatives yesterday, an Eskom statement said

More than 3 000 employees, together with representatives from Numsa, the NUM and the Electrical Workers' Union, travelled from power stations in the eastern Transvaal to Megawatt Park in Johannesburg yesterday to present Eskom CE Ian McRae with a list of demands which included an

*Blom 30/6/72*  
**ADRIAN HADLAND**

end to Eskom restructuring, the creation of a national Eskom/trade union forum and a moratorium on mothballing power stations

Our own correspondent reports that the Natal Performing Arts Council (Napac) issued an ultimatum to about 230 striking employees last night to return to work by tomorrow or face dismissal.

**DIRK HARTFORD** reports that

factories organised by Cosatu's 45 000-strong Paper, Printing, Wood and Allied Workers' Union yesterday came out in support of marches and stoppages to back union demands for an end to retrenchments *(140A)*

Meanwhile, the strike at the SABC, in its seventh week, is deadlocked

SABC spokesman Christo Pretorius said he hoped the Media Workers' Association of SA would respond today to SABC proposals

## Iscor to cut more posts

KARIN FRANKEN

ABOUT 700 employees at Iscor's Pretoria plant will be relocated or retrenched in the next 18 months, following the recent rationalisation programme in which 230 workers lost their jobs and 359 were transferred, Iscor public relations manager Neels Howatt said yesterday. (1401)

Workers were told they could either be transferred to other plants or accept retrenchment. Some of the older workers were given early retirement packages. (211)

Numsa spokesman Herman Ntlatleng said his organisation did not support the rationalisation programme in principle. Workers with families living in Pretoria could not be transferred, and would ultimately lose their jobs. (1100)

"Workers are not happy about the 18-month programme, because between 800 and 1 000 positions will be affected,"

Ntlatleng said. 30/6/92

Howatt said employment levels would fall by 1 289 from a total of 5 589 in 1991 to 4 300 in 1994. The second rationalisation resulted from the closing down of Iscor's old coke ovens, which were used to convert ordinary coal to special coking coal.



## Eskom clarifies agreement

ESKOM said last night it had not agreed to suspend the closure of certain power stations and its restructuring programme as was demanded on Monday by three trade unions. (1404)

Eskom said in a statement yesterday there had been some misunderstanding about Monday's accord reached between Eskom and the trade unions.

"In the understanding reached between Eskom, the National Union of Mineworkers, the National Union of Metalworkers of SA and the Electricity Workers' Union some details were incorrectly reported," Eskom said in a statement. 6/10/91 117192

Eskom pointed out that in its accord with the three, it had not agreed to suspend its restructuring programme or the closures of certain units.

"Eskom and the relevant trade unions supported the formation of an Eskom-trade union summit where various issues of mutual concern, including restructuring, will be discussed," Eskom said.

It undertook not to retrench staff until the management of surplus staff had been discussed. — Sapa.

# Numsa to hold strike ballots

By Mike Siluma

STAR  
11/7/92

In a move that could be a precursor to widespread industrial action in the metal and allied industries, the National Union of Metalworkers (Numsa) will hold strike ballots for thousands of members from Monday.

The decision, taken by the union's national executive committee (NEC) and announced yesterday, follows a deadlock in annual wage talks between Numsa and employers in the metal, motor and tyre industries.

Numsa general-secretary Moses Mayekiso said the NEC had endorsed the recommendations for strike action from the union's regions and balloting would take place from July 6 to July 17.

The union's national strike committee would meet on July

20 to assess the results and take a final decision on the strike.

Regarding the crisis in constitutional negotiations, Mr. Mayekiso said the union fully supported the present mass action in the Vaal area over the Boipatong massacre.

"Any disciplinary action taken against the workers involved would be fought", he warned.

~~140A~~ ~~140A~~  
**Demolish**

The union stood by its demand that Iscor should "immediately close and demolish the Madala hostel".

Numsa is the biggest union in the metal industry, where the Steel and Engineering Industries' Federation is presently balloting employers on the possibility of locking workers out over the wage dispute.

Seifsa executive director Brian Angus said the results of the lock-out ballot should be known some time next week.

Other decisions taken by the Numsa NEC included

- That the union should support mass action aimed at toppling "the De Klerk regime" and achieving constituent assembly elections by year's end

- That Codesa negotiations should be open and public, and be aimed solely at "transferring power to an elected constituent assembly"

- Urging Toyota SA to agree to refer its dispute with members at the Durban assembly plant to mediation, instead of dismissing the strikers

- Supporting African National Congress demands regarding the security forces, including subjecting them to international monitoring

2 5005

SOWETAN Correspondent

# Cosatu march is called off

140A  
Sowetan  
1/7/92

COSATU's march to the Union Buildings in Pretoria planned for today was cancelled yesterday

Police had already given the go-ahead for the Pretoria march but Cosatu yesterday said the march had been postponed to July 13

A spokesman could not give reasons apart from saying this had been decided by the regional executive committee on Sunday

Cosatu had already been granted permission to stage the protest march which would have started in Brown Street and ended outside the Union Buildings between noon and 2pm today

Organisers expected up to 20 000 people to join the march

A Cosatu spokesman said they would now apply for permission to hold the march on July 13

Meanwhile, the Vaal Triangle is bracing itself for a mass stayaway and consumer boycott.

As emotions reached boiling point at the end of Monday's mass funeral service for the victims of the Boipatong massacre, Cosatu national organising secretary Mr Zwelinzima Vavi announced an immediate and indefinite

## Sowetan Correspondent

stayaway and a consumer boycott in the Vaal Triangle

He said Vaal Triangle civic associations would meet to announce "the mother of all protest marches" in Vereeniging

Suggesting that an occupation of sorts was being considered, he added "We still have to decide whether the marchers will leave Vereeniging or stay there"

### Stayaway

Vavi said in order for the combined stayaway and consumer boycott to be called off, the Government would have to meet demands by black political organisations

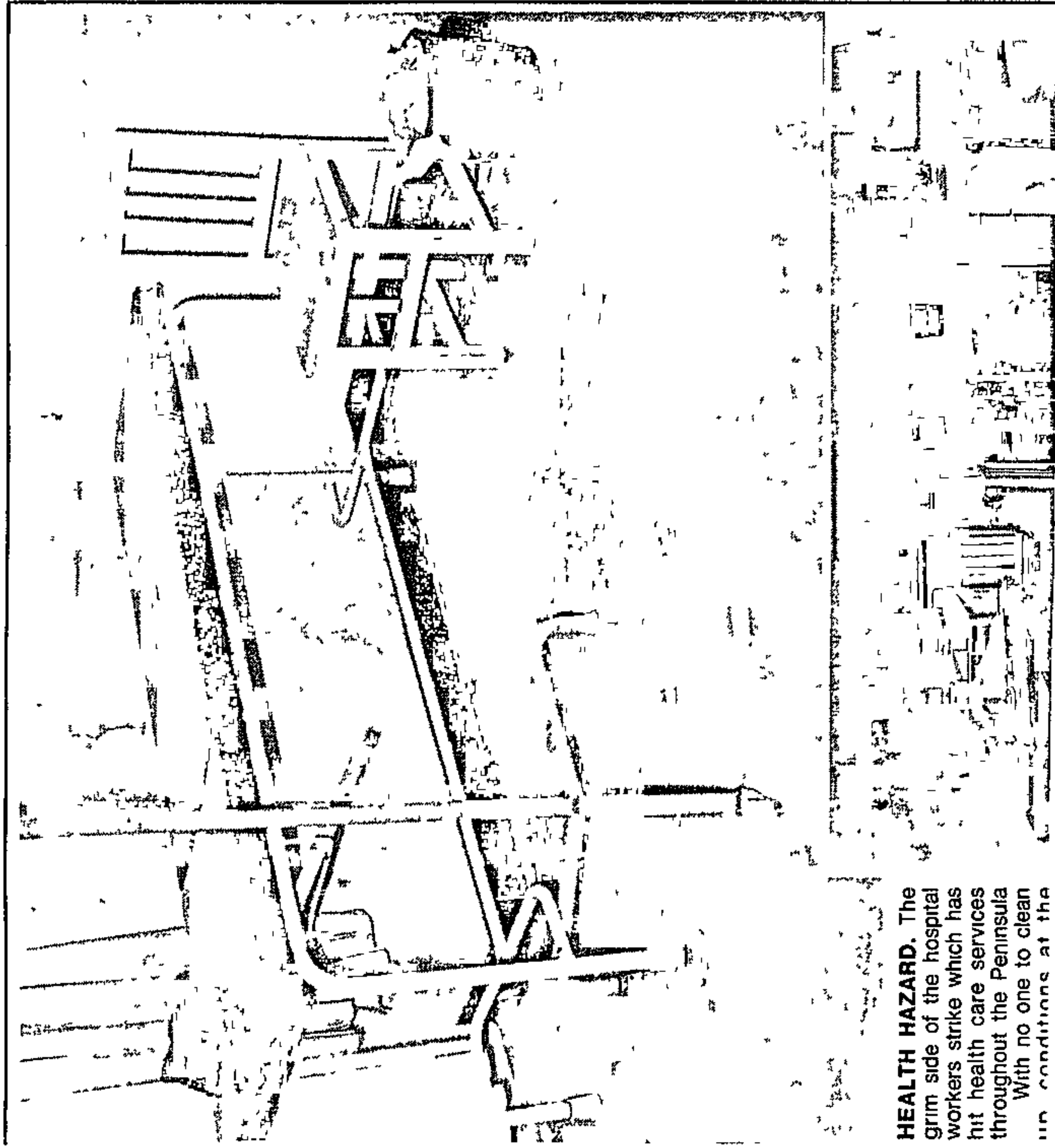
These included the conviction of those responsible for the Boipatong massacre, the dismantling of the hostel system, international monitoring of the security forces, the installation of an interim government and elections for a constituent assembly

"But we have an additional demand We will not go back to the factories until we see KwaMadala Hostel being demolished," he said



# National strikes: Cosatu names day

ARC 17/92  
(110A)



**HEALTH HAZARD.** The grim side of the hospital workers strike which has hit health care services throughout the Peninsula. With no one to clean up conditions at the

**JOHANNESBURG** — A national general strike of "unprecedented proportions" next month is to be included in the Congress of SA Trade Unions' programme of rolling mass action, the organisation said today.

Announcing details of the programme, Cosatu general secretary Jay Naidoo told a Press conference here the duration of the strike had still to be resolved by the ANC alliance.

Mr Naidoo said the decision to call for the strike, which is to begin on August 3, was taken at a conference of 200 delegates from Cosatu affiliates and regions yesterday to decide on a programme of action to "force the government out of power."

He said the conference resolved to intensify marches, pickets and demonstrations this month.

"Proposals for action included the occupation of cities, government buildings and the SABC."

## Focus on demands

He warned that if the Transvaal Provincial Administration and the SABC continued with their hardline attitude towards National, Education, Health and Allied Workers' Union (Nehawu) and Media Workers Association of SA (Mwasa) strikers, they would become targets of the mass action.

Cosatu is also to implement an earlier decision on non-payment of PAYE taxes and would demand that they be paid into a "fund for a democratic South Africa" instead.

Mr Naidoo said the mass action would focus on demands for majority rule, a moratorium on retrenchments, lower food prices, above-inflation wage increases, workers' rights for all, and an end to corruption, murder, violence, and unilateral restructuring of the economy.

"The achievement of democracy depends on the resolution of these demands."

● A broad coalition of political activists, black business leaders and churchmen have extended a stayaway and consumer boycott in the Vaal Triangle, but say they will meet again in three days to re-evaluate strategies.

The Broad Forum, including the ANC, C. J. van der Linde, Azapo, African Chamber of Commerce, the Vaal Civic Association and the Vaal Council of Churches met yesterday and agreed to prolong the protest against the Boipatong massacre for three days, a statement said.

Representatives Cosatu and Numsa will seek a meeting with the Iron and Steel Corporation (Iscor), to press for the closure of KwaMadala hostel, the statement said.

The Forum would meet on Friday to re-evaluate the stayaway and the consumer boycott.

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# Cosatu urges workers on tax

THE Congress of South African Trade Unions has urged workers to demand that employers deposit their monthly salary taxes into a fund to be established by the federation next month

And Cosatu has declared August 3 this year as the day when a general strike of "unprecedented proportions will begin"

These decisions are some of the many resolutions taken during a one-day conference of Cosatu affiliated trade unions held at the University of the Witwatersrand on Tuesday

About 200 delegates from Cosatu national and regional areas including members of the National Executive Committee, met to review "our approach to political and economic negotiations and to decide on a programme of action"

The African National Congress has chosen July 20 this

Sowetan 2/7/92

(140A)

By IKE MOTSAPI

year as the day for a one-day general strike as part of its mass action campaign

Addressing a press conference in Johannesburg yesterday, Cosatu's general secretary, Mr Jay Naidoo said "The conference decided to implement our congress decision on non-payment of Pay As You Earn

"It was agreed that as from August workers should demand that the PAYE be paid into a Fund for a Democratic South Africa which will be reserved for use when a new government is in place "

Naidoo said the conference also demanded that, before parties return to the negotiating table, the Government must agree on an election for a sovereign Constituent Assembly by December on a united voters roll

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# Tastic gets interdict against union strikers

STAR 2/7/92

By Susan Smuts

Death threats and sabotage during a strike formed the background to an urgent interdict brought by Tastic Rice against the Food and Allied Workers' Union (Fawu) yesterday

In an affidavit handed to Mr Justice JV Lazarus in the Rand Supreme Court, Tastic's human resources manager Peter Latta said strikers at its Industria branch had assaulted and intimidated non-striking employees and casual workers. They had damaged property and vehicles belonging to Tastic and its contractors, he said.

Nine supervisors at Industria had taken paid leave after receiving death threats

Some of the incidents described by Mr Latta include

- The severing of brake air-pipes of four trucks.

- The slashing and piercing of truck and car tyres
- Death threats.
- The damaging of tarpaulins on trucks
- The smashing of a wind-screen

Strikers had also damaged the gate at Tastic's dispatch point, preventing trucks from leaving and entering

Mr Latta said the company would be severely prejudiced if it could not distribute its rice. Competitors stood to gain, he said.

The judge granted an interdict restraining Fawu and 164 striking workers from coming within 250 m of Tastic's premises, or that of one of its contractors, Elite Truck Hire

Strikers were also restrained from interfering in Tastic's business and intimidating, assaulting, harassing or interfering with working employees.

The union did not oppose the application



# Cosatu strike will 'harm SA society'

STAR 217192

1407

By Esther Waugh  
Political Reporter

Trade union federation Cosatu has proposed an "unprecedented" general strike, to begin on August 3, but business has warned it would hold serious political and economic consequences.

Cosatu said it would invoke an earlier decision of not paying Pay As You Earn (PAYE) as from the beginning of August. It would also reconsider its continued participation in the National Peace Accord at the end of the month.

Expressing its opposition to Cosatu's proposals, Afrikaanse Handelsinstituut chairman Nols Olivier said yesterday: "These actions proposed by Cosatu will be harmful to the entire South African society."

He predicted that unemployment would increase as a result of possible disciplinary action by employers as well as increased financial pressure because of a lack of production.

Cosatu general-secretary

Jay Naidoo said yesterday the federation had told several employer bodies at meetings that they had three options: "To stand in the way" by victimising workers taking part in the mass action, "stand out of the way" by applying a policy of no work, no pay, or to join Cosatu's demands.

The Cosatu decisions were taken at a one-day conference, attended by 200 delegates and the federation's central executive committee, on Tuesday — the deadline the ANC-alliance had set for the Government to agree to an interim government and a constituent assembly.

## Demands

Mr Naidoo said the general strike could be avoided only if the Government gave undertakings to meet all its demands in "black and white".

Although it continued to support the Peace Accord, Mr Naidoo said the federation had decided to review its participation and "vented its anger and frustration at

having to sit on the same structures as people who are implicated in the violence"

From August workers would demand that their PAYE tax be paid into a Fund for a Democratic South Africa for use by a future government, he said.

The Government's policies were the root cause of violence and Cosatu demanded that the Government immediately close hostels which were flashpoints of violence, ban dangerous weapons, prosecute and convict warlords; end covert operations, allow international and national monitoring and not grant indemnity for those involved in the violence.

Cosatu has demanded that before political groups return to the negotiation table, the Government must agree to:

- Majority rule,
- An election for a sovereign constituent assembly by December;
- Stop attempts to introduce white minority vetos such as a Senate, revolving presidencies and forced coalitions

# Cosatu set for major action

140A

Sowetan 2/7/92

Sowetan Correspondent

**THE Congress of SA Trade Unions has proposed a general strike of "unprecedented proportions" to start on August 3 should the Government not agree to an interim government and a constituent assembly.**

The federation announced yesterday it would review its continued participation in all Peace Accord structures by the end of the month because of its "frustration at having to sit on the same structures as people implicated in the violence"

Cosatu general secretary Mr Jay Naidoo said the federation had decided not to pay Pay As You Earn and workers would from next month demand that their tax be paid into a "Fund for a Democratic South Africa" for use by a future government

Cosatu demanded - among other things - that the Government immediately close hostels which were flashpoints of violence, ban dangerous weapons, prosecute and convict warlords, allow international and national monitoring and not grant indemnity for those involved in the violence

Naidoo said these demands emanated from a conference attended by 200 delegates on Tuesday

Cosatu demanded - among other



JAY NAIDOO

things - that before political groups return to the negotiation table, the Government must agree to majority rule, constituent assembly by December

Cosatu called for the intensification of mass action and proposed the occupation of cities, government buildings and the SABC

Naidoo warned that Cosatu would consider broadening its mass protests to include action against the Transvaal Provincial Administration if the latter did not agree to negotiations with the National Education Health Workers' Union. Mass action would also be directed against the SABC if it did not accede to the demands of its employees on strike

Meanwhile police fired shotguns and plastic bullets yesterday at 4 000

demonstrators in Cape Town, injuring several people

The toyi-toying marchers had converged on Parliament, where Cosatu official Mr Sam Shilowa handed over a list of demands addressed to State President Mr FW de Klerk

Shilowa and SACP secretary-general Mr Chris Hanu led the march

A senior member of the SAP based at Parliament, Lieutenant L J Crause, received the memorandum on behalf of the State President

In Pietersburg An estimated 7000 supporters of the African National Congress marched on local police headquarters yesterday to demand the disbandment of the police force and the South African Defence Force

Heavily armed police kept a close watch on the incident-free march called by the ANC and its allies, the SA Communist Party and the Congress of South African Trade Unions

The Pan Africanist Congress in the Vaal said yesterday it had not endorsed calls for a stayaway made during the Boipatong mass funeral

PAC regional secretary Mr Molo Komane said news reports saying a broad forum comprising the ANC, Azapo, SACP, Nactu, Cosatu and the PAC had agreed there would be an indefinite stayaway of Vaal workers until the KwaMadala Hostel had been demolished were not correct "as far as PAC Vaal was concerned"

# Court order against union

Sowetan 2/7/92



140A



Sowetan Correspondent

DEATH threats and sabotage during a strike formed the background to an urgent interdict brought by Tastic Rice against the Food and Allied Workers' Union yesterday

In an affidavit handed to Mr Justice JV Lazarus in the Rand Supreme Court, Tastic's human resources manager, Mr Peter Latta, said strikers at their Industria branch had assaulted and intimidated

non-striking employees and casual workers. They had damaged property and vehicles belonging to the rice distributor and its contractors, he claimed

Nine supervisors at Industria had taken paid leave after receiving death threats

Some of the incidents described by Latta include

- The severing of brake air pipes of four trucks,
- The slashing and piercing of tyres of trucks and cars,
- Death threats,
- The damaging of tarpaulins on trucks; and
- The smashing of a windscreen

Strikers had also damaged the gate at Tastic's

dispatch point thus preventing trucks leaving and entering

Latta said the company would be severely prejudiced if it could not distribute its products to its customers. Competitors stood to gain, he added.

The judge granted an interdict restraining FAWU and 164 striking workers from coming within 250m of Tastic's premises or that of one of its contractors,



# 49 massacres cost 1 250 lives

**HRC**  
Political Staff  
Day 2/7/92

CAPE TOWN — There had been 49 massacres in SA over the past two years, costing 1 250 lives, the Human Rights Commission said yesterday.

Altogether 6 000 people had died and 13 000 people had been injured in political violence since July 1990. The 49 massacres involved incidents where 10 or more people had been killed.

The HRC said in a special report that its records showed Inkatha supporters had been responsible for 34 of the massacres, or 69%, and vigilantes aligned with Inkatha for a further 6%.

Township residents and ANC supporters had been responsible for 12% and the security forces for 8%.

In 10 massacres, there were no clues to the identity of those responsible. There was shared responsibility in eight other massacres.

The massacres had oc-

curred with frequency since July 1990, with an average of 25 deaths in each. In 15 cases the death toll was higher than 25.

The HRC said a number of points had emerged about the nature and objectives of massacres:

- The drive by Inkatha to establish political influence, membership and even territory, was the predominant theme;
- The tactics of terror used indiscriminately against township communities, to paralyse, immobilise and disorganise, was a complementary theme;
- The use of hostels as bases from which to launch these attacks;
- Reports of security force complicity in massacres, and involvement of unidentified whites; and
- Retaliation, which sometimes produced its own massacres.

# Vaal boycott and stayaway will continue

WILSON ZWANE

POLITICAL and civic groups, business, trade unions and churches in the Vaal triangle have decided to continue with an indefinite stayaway and consumer boycott in the region.

The boycott, aimed at businesses in Vereeniging and Vanderbijlpark, and the stayaway have been in effect since Monday. Cosatu organising department secretary Zweluzma Vavi said yesterday the forum decided at a meeting on Tuesday that the protest was still appropriate to force government to end violence in the Vaal region.

These actions will, however, be re-evaluated on Friday, Vavi said.

The forum also agreed to call on township residents in the Vaal triangle to stop undisciplined actions, such as attacking cars on roads near the townships.

"Such acts will sow division among us and discredit our struggle for liberation," he said.

The forum is made up of the ANC/SACP/Cosatu alliance, Azapo, the Vaal Civic Association, the Vaal African Chamber of Commerce, the Roshnee Civic Association and the Vaal Council of Churches.

- E Sandton, Johannesburg (011) 883-5814
- D Illovo, Johannesburg (011) 442-9216
- S Arcadia, Pretoria (012) 344-4100
- Y Gardens, Cape Town (021) 462-1500

# TV debate breaks deadlock

KATHRYN STRACHAN

HOPES for the resolution of the hospital workers' strike were raised yesterday when the National Education, Health and Allied Workers' Union (Nehawu) and the TPA agreed to enter into mediation following an acrimonious TV debate.

TPA deputy director Deon van Loggerenberg said the three-week deadlock was broken yesterday afternoon when representatives of the two parties met to discuss the details of the mediation.

He said the agreement followed a heated discussion between TPA MEC Fame Ferreira and Nehawu general secretary Philip Dexter on SATV's Agenda programme on Tuesday, after which both parties realised the situation would not be resolved unless they agreed to resume talks.

Earlier yesterday Cosatu sent a memorandum to President FW de Klerk demanding mediation to settle the disputes.

Cosatu spokesman Siphon Binda said if De Klerk did not respond by tomorrow the 12 Cosatu public service unions would adopt "other strategies".

Van Loggerenberg said the 5 730 fired workers had seven days to make written appeals against their dismissals to their

own hospitals. The fate of 1 299 other strikers was still under consideration.

Nehawu assistant general secretary Neal Thobejane said the union's lawyers would also make a collective representation on behalf of the dismissed workers.

In the Free State 600 general assistants were dismissed yesterday when they failed to respond to ultimatums to return to work. Nine institutions are still affected.

Earlier in the day thousands of strikers marched from the centre of Johannesburg to the TPA regional offices in Braamfontein in protest against the mass dismissal, Thobejane said.

Meanwhile, general assistants at Natal hospitals began their strike yesterday.

According to Natal Provincial Administration (NPA) director-general N E Howes, no general assistants came to work at King Edward VIII and Osindisweni hospitals in Durban, while at three other institutions between 25% and 50% of the workforce were on strike.

NPA MEC for Health Services Peter

To Page 2

## Hospitals

Miller warned that the strike in the Natal/KwaZulu situation would heighten tension and increase the potential for violence. The lives of hospital secretaries had been threatened and there were reports of widespread intimidation, he said.

Thousands of unemployed men and women turned up at the gates of Baragwanath Hospital early in the morning to apply for the vacancies left by nearly 1 000 general assistants who had received their letters of dismissal.

Hospital spokesman Annette Clear said the vacancies could not be filled during the appeal period, but added that many had

been taken on as voluntary workers. The hospital underwent a spring clean yesterday with the assistance of hundreds of voluntary workers, and the hospital was slowly returning to normal.

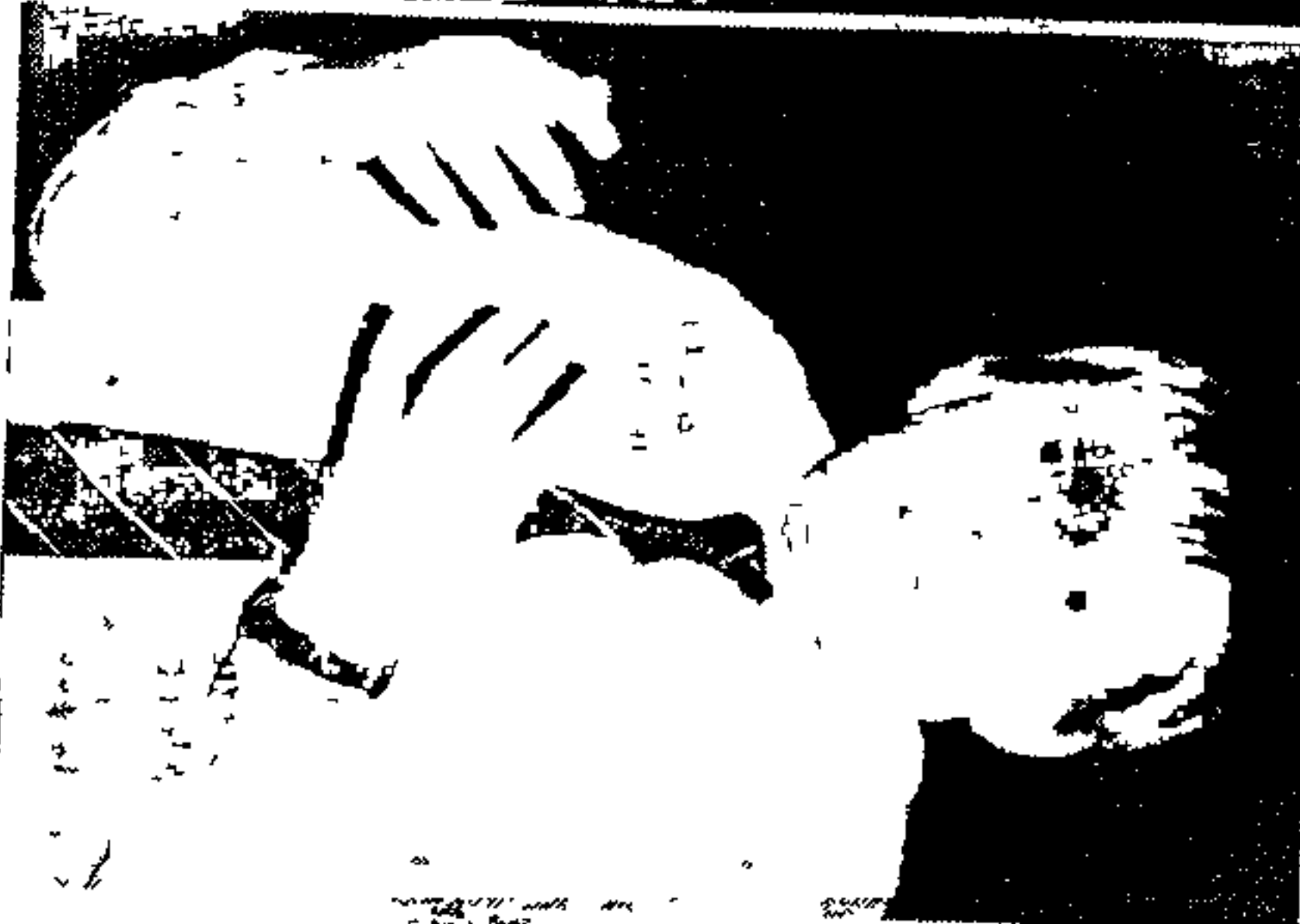
A Groote Schuur Hospital spokesman said late yesterday patients were being given cold food and support services were unable to do their normal work.

Operations at Port Elizabeth hospitals were being cancelled and patients not requiring constant attention were sent home yesterday. However, in other parts of the eastern Cape workers reported for duty as usual.

From Page 1



B12000 217192



BUSINESS DAY, Thursday, July 2 1992



(140A)

NUM assistant secretary general Marcel Golding said Anglo American industrial relations and public affairs director Bobby Godsell argued the future of SA's economy at a debate organised by the International Association for Students of Economics and Management (AIsocem), Wits University's Business School in Johannesburg yesterday. Godsell — also Chamber of Mines president — warned of the negative effects of a general strike, but agreed with Golding that mass action and peaceful protest went hand-in-hand with the negotiation process. Golding said mass action was the only way to press government into giving way to democracy.

Picture: ROBBIE BOTHA



# Cosatu call for general strike

CR2/7/92

(140A)

(22)

Own Correspondent

**JOHANNESBURG** — Cosatu has called for a general strike to begin on August 3 in support of demands for unqualified majority rule and elections for a constituent assembly by December

The strike decision, and a range of economic and political demands, were made at Cosatu's living wage conference on Tuesday

The form and duration of the strike would be decided later

The announcement had an immediate impact on markets. The JSE overall index was at 3 651 from 3 655 while the industrial index was off five points at 4 515 and the gold index lost six points to 1 091

The meeting also decided to demand employers not pay any employee tax deductions to the state from August but instead pay these into a "fund for a democratic South Africa" to be created by Cosatu

Constitutional Development Minister Mr Roelf Meyer said the strike call was dangerous and emotive.

## Demand to withhold tax payments

# Cosatu calls general strike next month

140A  
B/Day 2/7/92

COSATU has called a general strike — of undecided duration — to begin on August 3 in support of demands for unqualified majority rule and elections for a constituent assembly by December

The decision, and a range of economic and political demands, were made at Cosatu's living wage conference on Tuesday and made public yesterday

The conference could not agree on the form and duration of the strike so Cosatu's central executive committee, which meets on July 10, will decide the specifics after consultation with its allies

The conference, attended by 200 delegates, heard proposals on the duration of the action ranging from four days to a week to an indefinite general strike

There were also differences on the form of the strike. Some delegates argued it should take the form of a stayaway. Others argued that workers should occupy their workplaces and city centres

The announcement had an immediate impact on markets locally and abroad

The JSE overall index was at 3 651 from 3 655 while the industrial index was off five points at 4 515 and the gold index lost six points to 1 091

Reuters reports from London that platinum leapt \$5 to a one-year high of \$384 on news of the stayaway, before shipping

DIRK HARTFORD

The meeting also decided to demand employers not pay any employee tax deductions to the state from August but instead pay these into a "fund for a democratic SA" to be created by Cosatu

Cosatu would approach its allies, including the ANC, to support this demand

General secretary Jay Naidoo reiterated Cosatu's call to employers to back the mass action campaign. If employers would not join the campaign they had two options — to stand in the way (by taking disciplinary action against workers for joining mass actions) or out of the way (by adopting a "no work, no pay" approach)

Cosatu would continue meeting employer, church, educational and civic organisations with a view to finding a solution to the crisis

ADRIAN HADLAND reports Saccola labour spokesman Bobby Godsell said the organisation had affirmed Cosatu's right to peaceful protest at a meeting with the federation at the weekend. However, he said, "equating mass action with stayaways and boycotts is both unimaginative and unnecessary"

Saccola would continue talks with Cosatu and were happy to discuss anything that would help to break the political

□ To Page 2

## Strike call

140A  
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impasse", he said

"Stayaways and strikes are going to exact a high price at a time when the economy, work-seekers and job-holders can least afford it," he said

Constitutional Development Minister Roelf Meyer said the announcement was "part of the propaganda attempts of the ANC alliance". He said the call was dangerous and emotive

Reuters reports a Johannesburg Chamber of Commerce and Industry spokesman said "A month in SA terms is an eternity. There are events taking place behind closed doors that could avert the strike"

Standard Bank group economist Nico Czipionka believed a general strike could not be sustained beyond two days without coercion. "It will be an illegal strike, and then you move into all sorts of labour

140A  
From Page 1

relations implications such as dismissals," he said "People are already under massive pressure to survive"

Naidoo further said the federation would review its participation in all national peace accord structures at the end of the month "because we cannot sit in the same structures as people who are implicated in the violence"

Naidoo also condemned Finance Minister Derek Keys for allegedly reneging on an agreement to halt unilateral economic restructuring and for his "high-handed" attitude to dealing with the VAT Co-ordinating Committee's demand for lower food prices and an exemption of basic food from the tax

● Comment: Page 4

# Business to take hardline approach towards strikers

Workers will be the ultimate victims of the Congress of South African Trade Unions' call for general stayaways in August as already-suffering business will be forced to fire workers or close down, according to SA Chamber of Business spokesman Gerrie Bezuidenhout.

He said in a statement yesterday the business community,

suffering the most severe recession since the Second World War, would take a hardline attitude towards strikers

"The ultimate victims will be the workers — the very people Cosatu purports to serve."

Mr Bezuidenhout emphasised any action which could lead to loss of life or disruption of production was totally inappropriate to South Africa's present

socio-economic and political circumstances

He said Cosatu would have to take responsibility for the job-losses, loss of income and loss of life that would inevitably occur.

Mr Bezuidenhout said Sacob would advise its members on the preparation of contingency plans.— Sapa.

STAR 3/7/92

1401



... THE STAGE IS SET FOR A SHOWDOWN



An injured protester receives first aid after police fired on demonstrators in Cape Town  
Photo. AP

## Police shoot fleeing protesters in the back

By GAYE DAVIS, Cape Town

THE run-up to the Congress of South African Trade Unions' August 3 general strike got off to an ominous start this week when riot police fired gunshot and rubber bullets at the backs of fleeing protesters after a 6 000-strong march on parliament.

Cosatu's Living Wage march, aimed at pressing the government to accede to majority rule, ended in chaos and conflicting reports. Police initially denied gunshot was used, despite eyewitness reports to the contrary.

Red Cross volunteers told *The Weekly Mail* that five people were treated for gunshot wounds at the scene and the superintendent of Somerset Hospital, Dr PJW Roux, said of two of the five people brought in with injuries after the march had gunshot wounds. A sixth patient was transferred to Groote Schuur Hospital: she fractured her ankle when she was knocked down by a car in the panic.

Police liaison officer Major Gys Boonzaaler yesterday conceded gunshot had been used. He said this information was not available to him earlier.

The police action mirrored a general mood of anger and frustration among the marchers and the militant, no-holds-barred rhetoric of those who addressed them — and is unlikely to ease tensions or soften attitudes to negotiations.

A small contingent of marshals was hard-put to maintain order during the march, which got off to an unruly start around 1pm when a couple of hundred people set off in a fast-paced toyi-toyi, leaving their leaders — including the South African Communist Party's Chris Hani, straggling behind.

Taunts and insults flew back and forth between marchers and police and

dog-handlers as the crowd moved from District Six through the city centre to parliament, where a memorandum listing 10 demands was handed over for the attention of President FW de Klerk.

Later, when the crowd was gathering in Upper Darling Street to be addressed by Hani and others, a motorist, who apparently panicked on being caught up in the crowd, knocked down one of the march leaders. His car and at least two others were damaged in retaliation before marshals managed to regain control.

Cosatu assistant general secretary Sam Shilowa appealed to all workers "to prepare yourselves for the battle lying ahead" — but few could have realised the first foray lay only minutes and about 100m away, where police blocking Darling Street were trying to arrest an itinerant lay-preacher amid vociferous protests from people gathered round.

Once the preacher was bundled into a van, a police sergeant used his dog to send people scattering — just as the main body of dispersing marchers, heading for the station, was approaching.

In the ensuing confrontation, stones hailed down on the police. Young comrades "liberated" the preacher from the back of the van as riot policemen raced to take up position and fire at the backs of the fleeing crowd.

A joint statement by Cosatu, the African National and the SACP expressed outrage that no warning was given and that police made "no effort" to use minimum force. The statement also condemned "isolated incidents" of hooliganism and what it called "a return to old apartheid-style police methods".

### Numsa strike ballot

■ STEEL, engineering, tyre, motor and automobile workers are poised to go on strike. From Monday, the National Union of Metalworkers of South Africa will ballot its members and make a final decision on strike action on July 20. *W/Mail 3/7-9/7/92 (1404)*

The action is an attempt to break deadlocks in wage and political negotiations. Numsa general secretary Moses Mayekiso said earlier this week. *(1404)*

Numsa also revealed that it is investigating the possibility of legal action against Iscor for "harbouring murderers". The Boipatong massacre was

*NUMSA*

*YARD*  
**BRIEFS** *(1404)*  
*W/Mail 3/7-9/7/92 (1404)*  
allegedly planned and launched from the Iscor-owned kwaMadala Hostel. The union will help the Boipatong victims institute damages claims against Iscor and the South African Police.

*TIGER*



# Cosatu warns of shock therapy

Star 4/1/92

140H

**YOUR programme of mass action an attempt to dictate the agenda to the ANC?**

No, I think there is consensus in the alliance and the broader democratic forces that our programme of mass action must be a framework for a solution to the current impasse — and that each organisation will decide what its contribution is towards the achievement of fundamental demands. The fundamental demands are the achievement of majority rule and an end to white-privileged violence.

**Cosatu's membership not a structural component to the success of implementing the programme of mass action?**

Absolutely. Cosatu is a major factor at a political and economic level. Our determination to remove De Klerk and the Government is not because we do not see a role for the Na-

## SOUTH Africa shivered this week when Cosatu proposed a general strike for August. In this exclusive interview, Political Reporter ESTHER WAUGH spoke to Cosatu general secretary JAY NAIDOO about the reasoning behind the strike threat and the mass action campaign.

tonal Party — but they must accept they are just one of the players in finding the solution in South Africa. We will not accept that in negotiations one player can attempt to dictate the agenda.

The Government should be removed from power before this entire country ends up in a state of chaos and confusion. Cosatu's mass action programme is determined to be given direction to the enormous anger and resistance. We will either have a fundamental

ment actions. We are not closing the door on negotiations now. We are sending a message to all political parties that Codlesa has not involved the people.

Is the programme of mass action an attempt by Cosatu to re-enter negotiations?

Within Cosatu there is a view that the negotiation process must be restructured to involve the people and their organisations. One of the main organisations is Cosatu. When we talk about the process being more open and more accountable, we are talking about having a more direct role.

The Government labels the programme of mass action a propaganda ploy. That's what they said when we announced action on VAT. This Government and those around De Klerk have absolutely no understanding of



**MILITANT:** Cosatu general secretary Jay Naidoo

where the pulse is in the black townships and trade union movement. It is shocking that they are so completely isolated and insulated.

We are not taking mass action for the sake of taking mass action but to unite South Africans across the board, when we have a Government which has

been implicated in State murder, which is unacceptable. Government in which corruption scandals are uncovered every second week. Billions of rands have been squandered which could have been used to create jobs, build houses, hospitals and schools. While millions of people are facing starvation, compounded by the drought, the Government is spending millions on covert operations.

There is body of opinion, of resistance in the country which does not have to be organised in a party political way. We are involved in initiatives with the churches, with civil society, even businessmen, to find a solution to achieve fundamental objectives to a stable and peaceful democratic society. And that is an acceptance that we have to have majority rule.

Secondly, decisive action needs to be taken to ensure

that the security forces are accountable.

In this political crisis our country faces, we believe we can build the broadest possible coalition. If you build such a coalition which says to our politicians "It is not enough. These are principles which underlie any democracy and this is where we believe our country should be going," then the Government and all the other political parties have no choice.

Cosatu is not prepared to accept a situation where we continue talking and it has no impact on the Government. It has no impact because the main pillar of Government support — big business — is not prepared to take a stand on these fundamental principles.

Will the general strike really happen?

Yes. Most definitely. We are not calling one-off mass action.

Rolling mass action will take place until there is progress. It has been a rhetorical thing (before), but the difference is that this time we are determined.

What do you say to the accusation that the programme of mass action will destroy the economy?

Certainly, the economy will take a dive as a result of our action. The economy is declining at such a rapid rate. Thousands of people are losing their jobs. The food prices are making food inaccessible, even to middle-class whites. A large part of that deterioration in the economy is the result of Government policies.

Our intention is to give them shock therapy, because unless we can act decisively to create a stable environment, the economy will continue to decline because of the violence and lack of investor confidence.



# Cosatu gets tough over demand for peace

South 4/7-8/7/92 (140A)  
By Rehana Rossouw

IF THE government does not meet Cosatu's demand that it ends the violence, workers will instruct their employers not to deduct pay-as-you-earn (PAYE) tax from their salaries from August.

Workers will insist that PAYE be paid into a "Fund for a Democratic South Africa" which can only be used by a democratic government.

Cosatu took this decision at a conference on Tuesday.

The union federation also decided to call a national general strike on August 3 if the government refuses to meet its demands.

"The conference reiterated Cosatu's position that the De Klerk regime is the central obstacle to a negotiated transition to democracy," said Cosatu secretary Jay Naidoo.

"It blamed government intransigence and the government's agenda to perpetuate white minority rule for the failure of Codesa II."

The Cosatu conference demanded that before parties return to the negotiating table, the government agrees to majority rule and to an election for a constituent assembly by December on a united voters role in an undivided South Africa.

Naidoo said Cosatu believed the negotiations could only be resumed if the government took "decisive moves" to end the "organised violence."

Cosatu demanded that President F.W. de Klerk immediately close hostels which are flashpoints of violence, ban dangerous weapons, prosecute and convict warlords, end covert operations and allow international and national monitoring of the violence.

"While Cosatu continues to fully support the Peace Accord, the con-



**MASSES ON THE MOVE: People swarmed through town when Cosatu marched on parliament**

South 4/7-8/7/92  
ference expressed Cosatu's anger and frustration at having to sit on the same structures as people who are implicated in the violence,"

Naidoo said  
"As a result, we resolved to review our continued participation in all Peace Accord structures by the end of July.

"The conference also voiced its unhappiness with 'friendly visits' by international agencies and endless fact-finding missions. Instead it called for meaningful monitoring of security forces with international assistance."

Cosatu's mass action would highlight demands for majority rule, an

end to corruption, murder and violence, a moratorium on retrenchments, lower food prices and higher wage increases.

"The achievement of genuine democracy depends on the resolution of these demands," Naidoo said.

Cosatu would intensify its programme of mass action during July and it would include the occupation of cities, government buildings and the SABC.

"If no decisive action is taken on our demands, Cosatu is proposing a general strike of unprecedented proportions to begin August 3," Naidoo said.

## Union still to decide

THE National Council of Trade Unions will decide next week whether it should participate in mass action campaigns called by the Congress of South African Trade Unions (140A) (153)

Cosatu appealed to Nactu last week to take part in its programme of mass action aimed at toppling the Government and establishing an elected constituent assembly *Sowetan*

Nactu's media officer, Mr Mudini Marvha said a decision on whether to participate or not will be taken at the federation's National Consultative Conference scheduled for July 18 -  
*Sowetan Reporter 6/7/92*

osure ● Court told of ANC squad

# 'No alternative to Codesa' — ANC

## ■ LEAKED DOCUMENT

Quotes Ramaphosa: 'We precipitated the present deadlock in Codesa.'

By MATHATHA TSEDU  
Investigations Editor

*Sowetan 6/7/92*

THE ANC has no alternative to Codesa and "precipitated the present deadlock" to show that FW de Klerk will not give in easily

This startling disclosure is contained in a secret document leaked to Sowetan

The document is based on a briefing to several Cosatu affiliates by ANC secretary-general Mr Cyril Ramaphosa on May 17, a day after Codesa 2 ended in deadlock.

The document, drawn up as minutes by one of the participants, also reveals that the ANC's commitment to Codesa is total, with no possibility of moving out of the process.

It quotes Ramaphosa as telling the delegates from the Chemical Workers' Industrial Union (CIWU), Transport and General Workers Union (TGWU) and the South African Commercial, Catering and Allied Workers' Union (SACCAWU)

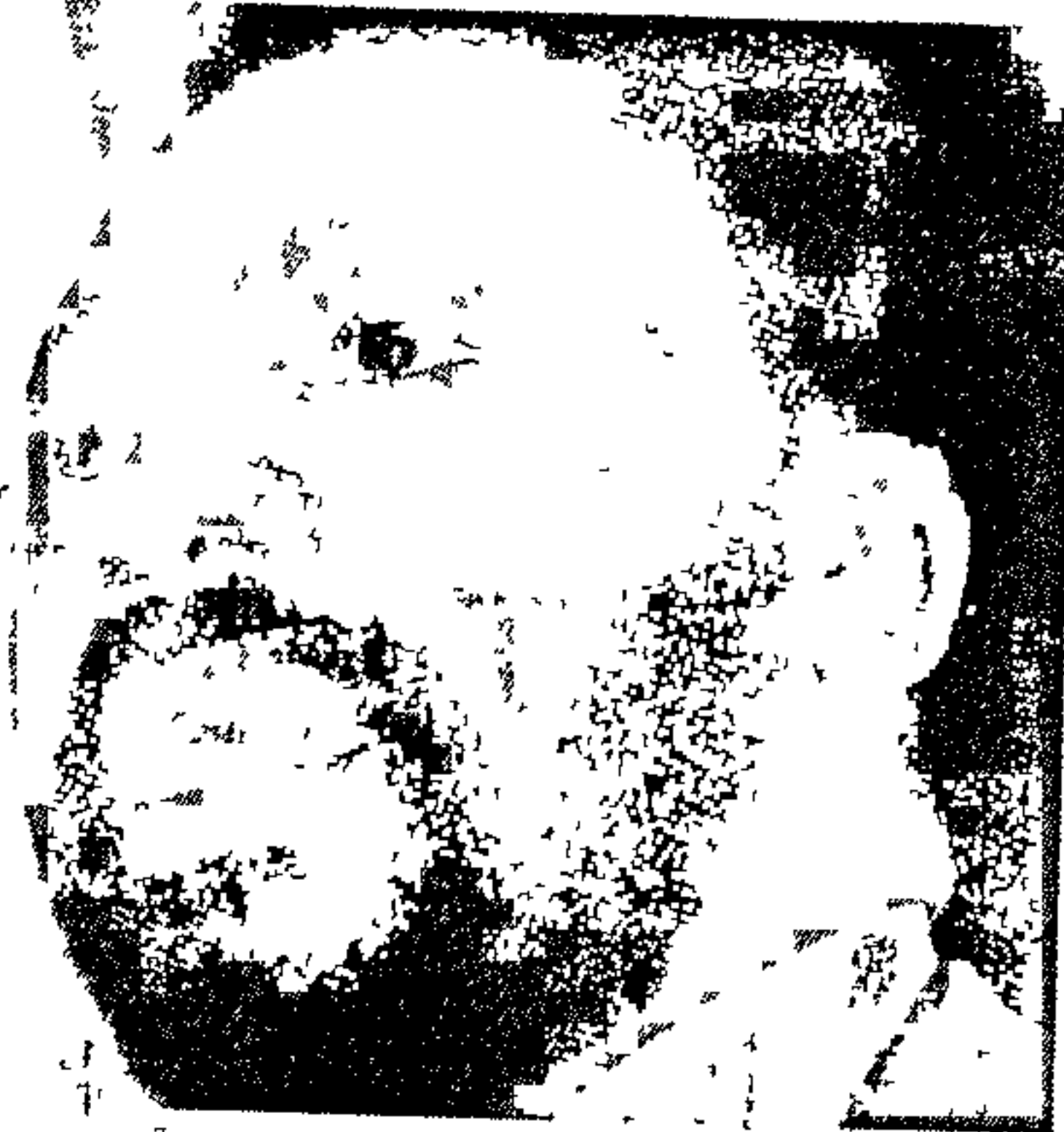
"We should not abandon the process in Codesa. There is no other alternative

"It is still possible to go back to old forms of struggle. This (Codesa 2) deadlock was precipitated by ourselves. We knew the enemy would not agree. We wanted to deadlock so our people could see we are dealing with an enemy that will not give in easily," Ramaphosa said

Ramaphosa received "audible noises of dissatisfaction" when he said the ANC had agreed to a state of emergency and detention powers during the interim period

Ramaphosa also told a questioner who wanted to know why activists should not think they would be redetained that "strict rules" would be enforced before detention, and that this would be like "a honeymoon kind of detention - allowing 48 hours' maximum" detention

Ramaphosa was also questioned about compromises made by the ANC at Codesa and asked whether unions should not come in and help.



Cyril Ramaphosa

"It is true we have compromised... We could have gone too much out of our way to accommodate them (Government)," Ramaphosa is quoted as saying.

He told the meeting the July general strike was correct and should not be changed as negotiations and mass action were "inseparable twins".

The disclosures come in the wake of assertions by FW de Klerk that the ANC had brought the deadlock at Codesa

The admitted lack of an alternative to Codesa, coming after the militant posture by the ANC since Codesa 2, and now after Boipatong, puts a question mark on the ANC withdrawal from the talks

Ramaphosa has confirmed the briefing but said the document contained some inaccuracies. In an interview with Sowetan, he said he had not said there was no alternative to Codesa and added that mass action was the option. He emphasised that the briefing had been before Boipatong.

He denied stating that detention would be like a honeymoon and said "no one who has been detained can ever say that".

He however confirmed that the ANC had agreed to detention powers.

He denied saying the ANC had precipitated the deadlock at Codesa 2 and said what he "would have said is that the deadlock was inevitable as the regime refused to agree to a constituent assembly"

Ramaphosa also told the meeting that only an interim government would be able to stop the violence, and added that violence "will be a feature of our communities for a while"



# Mine, union poised to make historic deal

RAND Mines' Harmony gold mine has become the first in the industry to respond positively to the NUM's proposal for the introduction of an agency shop system for non-union members (140A)

NUM assistant general secretary Marcel Golding said he hoped Harmony's response to a "legitimate" union proposal would make an impact on the Chamber of Mines which has, so far, refused to make any concession on the issue.

Because of its perilous financial situation, Harmony is holding its annual wage talks separately from the NUM/Chamber of Mines talks

The proposal is one of a number of

3/10 ay 6/7/92  
ALAN FINE

unusual features of a proposed wage package designed to rescue the mine from closure. Other management proposals include a particularly low wage increase and special arrangements regarding flexible work practices and wildcat strikes.

Rand Mines gold division human resources executive Richard de Villiers said at the weekend the final agreement could be a "trail-blazing" one for the industry

Harmony management has proposed the establishment of a "collective bargaining fund" into which non-union members would be required to pay a monthly fee

Although the exact amount was still under consideration, it could be the equivalent to the union subscription — 1% of salary.

The arrangement would apply to about 15% of 11 000 workers in relevant job categories who were not union members.

In terms of the proposal, half of those contributions would be paid over to the majority union — the NUM now — while the remainder would be used to contribute towards the cost of various collective bargaining activities carried out by the union, management and non-union members.

De Villiers said this was not, strictly speaking, an agency shop arrangement

□ To Page 2

## Mine 6/7/92

(140A) □ From Page 1

It was designed to meet both union and management concerns. The union was concerned about the problem of "free riders" — where non-union members benefited from negotiated improvements in wages and working conditions which they did not pay for through union subscriptions

Management believed this to be a legitimate union concern.

At the same time, it also satisfied management's concerns about freedom of association — that no individual employee should be forced to join a trade union against his will. The fund would be administered by management.

De Villiers said the proposed fund could be used to finance activities like mediation, industrial relations training for worker representatives, negotiators' travelling and accommodation expenses, and payment for collective bargaining venues

Precise details regarding the flow of money through the fund were still under consideration. Golding said while the proposal was not "perfect", it was a framework which did address union concerns

The monthly wage increase offered by Harmony at this stage is R25 across the board, the equivalent of 1.4% to 4%, according to Golding

A profit sharing scheme negotiated last year, in terms of which workers' earnings were significantly supplemented, would remain in place

Management had proposed certain changes to a productivity bonus scheme

De Villiers said Harmony had made substantial productivity gains in recent years and had also successfully implemented the productivity agreement negotiated last year. The latest proposals were designed to further improve productivity

Other management proposals being considered by the union include the establishment of flexible working practices, and a plan to regulate non-procedural work stoppages in a manner that would, among other things, mitigate the effects of political strikes

Golding said the NUM was not opposed to either of these in principle

The union believed that work flexibility could be achieved only through the enhancement of workers' skills

He said Harmony had recognised political stayaways as a legitimate form of protest. In return, the NUM recognised Harmony's circumstances and was therefore "examining ways of minimising the impact of stayaways on the mine's profitability"

□ Wage talks between the NUM and the chamber are scheduled to resume today following the walkout staged by the union 10 days ago in response to news that hostel premises on Gold Fields' Greenside Colliery had been rented out to a Koevoet paramilitary unit.

## Breakdown in Cosatu's talks with farmers' union

*By Day 11/7/72*  
PRETORIA — Negotiations between the SA Agricultural Union (SAAU) and Cosatu on the application of the Labour Relations Act and the Wage Act to farm workers have stalled after months of fruitless meetings, SAAU deputy director Kobus Kleynhans said yesterday.

Cosatu had cancelled two meetings, scheduled for June 8 and 18, he said.

"We do not know whether they intend coming back to the negotiating table, or whether there has been a total breakdown."

Kleynhans said the SAAU was uncertain whether Cosatu was the appropriate organisation to deal with on the future labour conditions of farm workers.

"We are looking at the possibility of speaking to and negotiating with other bodies, such as the tribal chiefs, who are more closely in touch with farm work-

GERALD REILLY

ers than Cosatu, political parties and the Rural Foundation' (1407)

On the legislative amendments passed by Parliament last session to include farm workers in the Unemployment Insurance Act, Kleynhans said the SAAU was negotiating with the Manpower Department to have promulgation of the amendment postponed until the year's end.

"Then, we believe, other 12 months should be allowed for the 65 000 farmers involved to re- in terms of the legislation."

On the other controversial amendment accepted by Parliament — the application of the Basic Conditions of Employment Act to farm workers — Kleynhans said this was opposed by the SAAU and the majority of farmers.

# Govt inaction caused tragedy, says Naidoo

By Esther Waugh  
Political Reporter

It was "preposterous" for the Government to state that a national tragedy was looming as a result of the ANC's refusal to discuss the deadlock in negotiations, Co-

sta general-secretary Jay Naidoo said yesterday

The National Party's chief Codesa negotiator, Public Enterprises Minister Dr Dawie de Villiers, said at the weekend that ANC leader Nelson Mandela's first remarks on the Government's

memorandum on ANC demands were "not very encouraging" and "if this is their final position, it will be a tragedy for South Africa"

Mr Naidoo charged that it was the Government's inaction in relations to political democ-

racy" that had created the national tragedy

Such a tragedy could be removed if the Government accepted that it was only one of the players in the negotiating process, as well as a transition involving one man, one vote elections, Mr Naidoo said



# Mass action puts business in tight spot

STAR 7/17/92

WITH THE collapse of constitutional negotiations at Codesa, the business community is again being caught in the crossfire as the Government and the ANC alliance knuckle down to a test of strength.

As with previous alliance mass actions, Cosatu has placed itself at the cutting edge of the onslaught on the Government. After a meeting of Cosatu's leadership last week, it reaffirmed its commitment to "rolling mass action" which would culminate in a general strike early next month.

It tabled the following economic and political demands, which are to be backed by mass action: Government agreement to an elected constituent assembly by December, an end to Government corruption and "State-sponsored" murders, an end to political violence, a moratorium on retrenchments and a halt to economic restructuring.

Cosatu also demands lower food prices and above-infla-

tion wage increases, and labour rights for all workers, including State workers.

The mass action could not have come at a worse time for relations between capital and labour. Many sectors of the economy are in ferment over wages and working conditions. Thousands of metal and textile workers have already taken to city streets to back their demands.

In the metal and mining industries, employers and unions failed to reach wage agreements before the July 1 implementation date.

Cosatu has made no bones about its intention to force employers to play a more active role in helping to break the Codesa deadlock.

Secretary-general Jay Naidoo says employers have three options they could vic-timise and discipline workers, they could adopt a no work, no pay policy, or they could join Cosatu in its peace and democracy campaign.

The first prize for Cosatu is to isolate the Government by persuading employ-

The ANC alliance's campaign could not have come at a worse time for relations between capital and labour, writes MIKE SILUMA.

Separate talks with ANC president Nelson Mandela and IFP president Mangosuthu Buthelezi are to follow.

But, with the National Peace Accord not being very effective and Codesa moribund, Cosatu is expecting more of business Letters are being submitted to management this week demanding that they take a stand in the alliance's fight with the Government.

Some within Cosatu want employers to join mass action by taking part in marches, and by withholding PAYE deductions from the Treasury and putting the money in a "Fund for a Democratic South Africa".

Cosatu also wants employers to close their businesses in solidarity with workers

who stay away.

It is hoping to gain the support of the National Council of Trade Unions, the country's second biggest worker body.

Although the alliance's campaign is aimed at the Government, it could put employers and Cosatu on a collision course.

The general position among employers is that they will not get involved in "party political" actions, or those which could increase violence, or harm the economy in business's view.

The SA Consultative Committee on Labour Affairs, representing employer organisations, swiftly rejected the call for a general strike as "unnecessary". Sacob said the economy and the business community were suffering the most severe recession since World War 2 and could not "sustain indefinitely the added burden of repeated stayaway action".

Employers would take a hard line in dealing with strikers, Sacob warned.

Non-payment of PAYE to the Government could lead to conflict between employers and the Government.

But despite business's position of not getting directly involved, there are differences among employers. Privately some agree with the alliance's demands, especially on violence and corruption.

They believe that after winning the reform referendum in March, Mr de Klerk may have become arrogant and that he mistook business's support for endorsement of the NP's political programme.

Others, though, are more inclined to sympathise with the Government and its allies, such as the IFP.

Under such circumstances, a co-ordinated political intervention by business, going beyond playing the role of a facilitator, is unlikely. But if the Codesa impasse continues, accompanied by damage to the economy, self-interest might force business (or sections of it) to play a more direct political role.

# Masses - action plan

## Cosatu

### VOW: FW

### Ousted by

### December

By SEKOLA SELLO (140A) C/P 85 517192

AS the crisis between the government and the ANC deepens, the giant trade union federation and major ANC partner, Cosatu, has threatened to force State President FW de Klerk out of power by December.

This was revealed by Cosatu general secretary Jay Naidoo during an interview to explain the primary aim of the federation's planned rolling mass action culminating in a general strike on August 3.

Cosatu's position, together with statements attributed to the ANC Youth League that "Codessa had exhausted its potential", seem to contradict Nelson Mandela's statement made in Abuja, Nigeria, that the ANC believes "democracy will be attained through fruitful dialogue".

Speaking in a sombre tone, Naidoo said De Klerk "is walking his last mile".

"We are determined that he will be out of power by the timeframes we have set. We will have elections for a constituent assembly by December. This is a solemn vow Cosatu is making," he said.

The proposed general strike - the duration of which has not yet been decided - is now under discussion by the ANC, the SACP, members of the Patriotic Front in Codessa and several other sympathetic organisations: The PAC, Azapo, trade union federation Nactu, church, youth and other anti-apartheid organisations will also be requested to support the action.

#### Retrenchments

Cosatu said it is determined to go ahead with the general strike despite warnings by big business that this could further weaken the already ailing economy and lead to more retrenchments and closure of factories.

Constitutional Development Minister Roelf Meyer has dismissed the general strike as a "propaganda ploy" while some commentators have questioned Cosatu's ability to sustain a general strike for more than two days.

Naidoo said the bad shape of the South African economy is not a consequence of any mass action but "a consequence of the mismanagement of the economy by the policies of big business and the government".

He also dismissed claims that they could not sustain the strike or were engaging in theatrics. He declared: "Cosatu never makes calculations on a rash basis... in the whole history of Cosatu, we never plan a programme which is a sleight of hand... we never say this is what we will do and fail to do it. We are serious."

Naidoo reiterated employers' three options in the months ahead. They could stand in the way of victimising workers taking part in mass action; they could stand out of the way by applying the policy of no work, no pay, or they could support Cosatu's demands.

As part of its mass action, Cosatu intends to stop companies deducting Pay-As-You-Earn tax from employees' wages. Naidoo said the issue of 'no taxation without representation' was soon to come true.

Cosatu intends staging pickets, stayaways and occupying government buildings.

December, said Naidoo, is the target date for bringing De Klerk's downfall.





MASS APPEAL . . . As the strike action juggernaut begins to gather momentum, observers say the question is no longer whether Cosatu can launch the strike but how to prevent it.

PHOTO BY MIKE MEZLEN

# THE BIG ONE

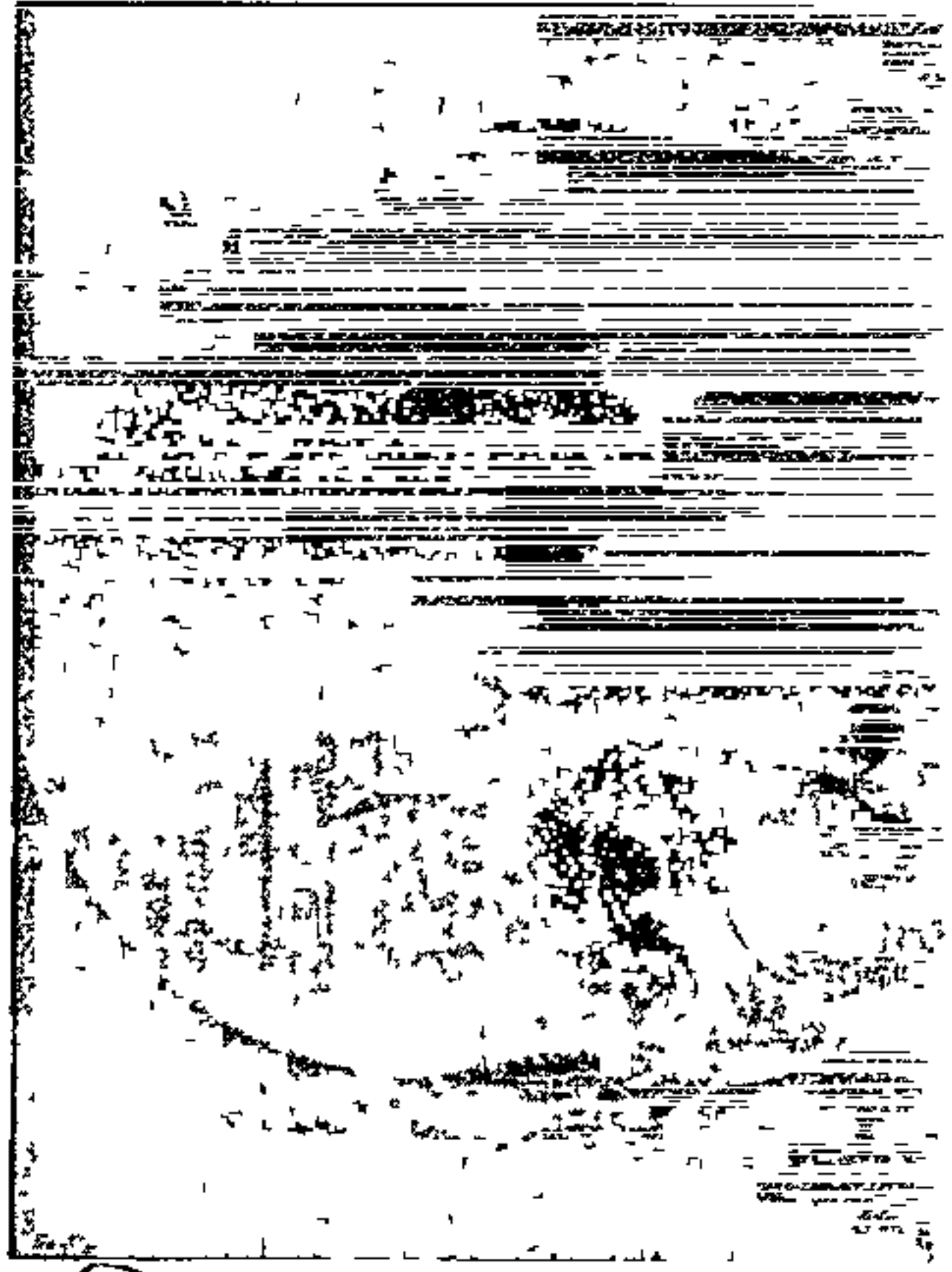
**W**ITH only three weeks to go before the big one — the August 3 strike of “unprecedented magnitude” — big business and Cosatu are grinding their loins for what could become the most serious industrial/political confrontation

When Cosatu announced two weeks ago its campaign of rolling mass action culminating in a general strike on August 3, there were sneers in some business quarters that this was nothing more than scare tactics. Constitutional Development Minister Roelf Meyer went as far as dismissing it as a “propaganda ploy.” Some commentators said Cosatu could not sustain a strike for more than two days. Now, as the mass action juggernaut begins to gather momentum, the question is no longer whether Cosatu can launch the

—By SEKOLA—

The recent strike by

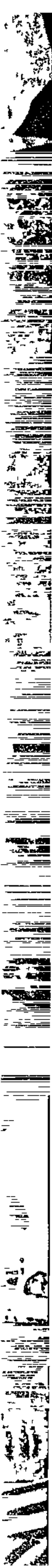
**Sneers turn to pleas as big business tries to avert the ‘mother’ of all strikes’**  
*Open 12/1/92*



de Klerk from power. The target period for this is not later than December. With a membership of 1.2 million — which could be augmented by another 300 000 from the National Confederation of Trade Unions — Cosatu is not making an idle threat when it says it will launch an unprecedented strike in the history of this country.

Apart from voluntary strikers, the non-availability of transport in the townships and an element of intimidation, whether sanctioned by the leadership or not, could swell the figures to over two million strikers Cosatu has already.





MASS APPEAL... As the strike action juggernaut begins to gather momentum, observers say the question is no longer whether Cosatu can launch the strike but how to prevent it.

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UNION DILEMMA... "If democratic forces do not give leadership, people are going to take things into their own hands as they are already doing... this is going to lead to a situation of total anarchy," says Jay Naidoo.

**W**ITH only three weeks to go before the big one - the August 3 strike of "unprecedented magnitude" - big business and Cosatu are girding their loins for what could become the most serious industrial/political confrontation.

When Cosatu announced two weeks ago its campaign of rolling mass action culminating in a general strike on August 3, there were sneers in some business quarters that this was nothing more than scare tactics.

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Now, as the mass action juggernaut begins to gather momentum, the question is no longer whether Cosatu can launch the strike but how to prevent it.

In the last few days, there has been a flurry of activity in the business world indicating that indifference or dismissal is now giving way to a realisation of the nightmare looming ahead.

Of course, big business is still talking tough. It warns that factories could close as a consequence of the strike. It also warns that disciplinary action will be taken against strikers.

**Sneers turn to pleas as big business tries to avert the 'mother' of all strikes**

(152) (140A) (151)

Alpen 12/17/92

By SEKOLA SELLO

The recent strike by non-professional members of the National Education Health and Allied Workers' Union (Nehawu), which started at Soweto's Baragwanath Hospital, is a case in point.

The union's leadership was caught unawares by the groundswell of anger among its members. While the pressures faced by Cosatu's leadership are obvious, it must be asked whether the trade union movement can launch a general strike of the magnitude it is threatening without damaging itself as well.

Cosatu is calling for mass action at a terribly tough time for itself and its members. An influential journal *Barometer*, says this campaign comes at a time of "disturbing trends emerging in Cosatu".

It reports of poor attendance at shop steward committee meetings - the lifeblood of any union movement. Apathy at May Day rallies, the most important day in the workers' calendar, is disturbing. *Barometer* also



POLITICAL OBJECTIVE... Cosatu has clearly spelt out the aim of the looming stayaway campaign, to oust FW de Klerk and his government from power. The target date? No later than December.

points out that the economy has reached record low levels. Given the desperate state of the economy a number of Cosatu's major affiliates are in vulnerable positions. These include the federation's second and third largest unions the NUM and the South African Chemical and Textile Workers Union (Sactwu) respectively.

Mines are closing down daily while, as *Barometer* also

de Klerk from power. The target period for this is not later than December.

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Apart from voluntary strikers, the non-availability of transport in the townships and an element of intimidation, whether sanctioned by the leadership or not, could swell the figures to over two million strikers.

Cosatu has already shown its ability to draw millions of workers to its cause. This was demonstrated last year during the two-day anti-VAT campaign. It was SA's most economically crippling two-day stayaway.

But, to embark on this campaign will not be an easy thing for the Cosatu leadership. Another influential journal, *Labour Bulletin*, has made some important observations about the dilemma of Cosatu's leadership.

It has this to say: "As Cosatu seeks to influence processes of transformation in all arenas, its leadership will be drawn into more and more complex bargaining and even cooperative relationships with the State, political parties and capital." These are the dilemmas faced by Cosatu. Whether the big one takes place on August 3 will depend on how such an intractable problem is addressed. Self-interest all round is likely to play an important role in this regard.



# Joint action plan as townships slide into new anarchy

# BOSSERS IN BID TO THAWT START

By EDYTH BULBRING, MIKE ROBERTSON and EZRA MAFFINI

TOP businessmen and unionists are engaged in desperate last-minute talks to avert a drawn-out general strike and halt the drift of black townships into the anarchy of the mid-80s. Already comrades in several Reef townships are resurrecting the old block committee system as a first step to seizing control of the townships. They also intend marching on the homes of black policemen.

This week, with neither the ANC nor the government showing any sign of backing down, the ANC's protest campaign moves into a new phase: the occupation of government buildings. But even as the rhetoric of civil protest against the government mounts, the business community and unionists are involved in delicate talks which could seize the initiative from the deadlocked politicians.

SITWOL 1217192 (1407)

(1407)

## Beauties walk on the wild side



## Wife's murder:

## Top CP

## MP is

## quizzed

Sunday Times Reporter CONSERVATIVE Party MP for Ventersdorp Fanie van Vuuren was questioned this week in connection with his wife's murder on April 24.

Police also quizzed a young woman, believed to be a good friend of Mr Van Vuuren's who was recently divorced from a lecturer at Potchefstroom University. They also spoke to several other people.

A spokesman for the SAP said yesterday the investigation was "at an extremely sensitive stage" and a murder dossier would probably be handed to the attorney-general this week.

Primary school teacher Mrs Hermina van Vuuren, 40, was shot once behind the car in the bedroom of the family home on a smallholding near Cartertonville at about 1 a.m.

Mr Van Vuuren — a cousin of AWB leader Eugene Terre-Blanche —

## Swift

Saccola vice-chairman Johann Klebenberg said the objective was to avoid a national strike and to find ways to urge politicians to negotiate.

The draft proposal envisions swift transition to an interim government and the holding of democratic elections for a constitutional-making bod-

## Now when what dummy, how you are



JUST CHECKING Kent Durr with a waxen president Picture ROGAN COLES

By CHARRMAIN NAIDOO

LONDON  
PRESIDENT FW de Klerk's wax likeness was unveiled at Madame Tussaud's yesterday as London ambassador Kent Durr

A special friendship. A special kind of friendship.



joint action to achieve democracy. The proposals were endorsed on Thursday at a full executive meeting of Saccola and are to be finalised with Cosatu this week.

## Swift

Saccola vice-chairman Johann Liebenberg said the objective was to avoid a national strike and to find ways to urge politicians to negotiate.

The draft proposal endorses swift transition to an interim government and the holding of democratic elections for a constitution-making body.

Key personalities in this initiative are Saccola chairman Bokkie Botha, Chamber of Mines president Bobby Godsell, Cosatu secretary-general Jay Naidoo and Cosatu deputy secretary-general Sam Shilowa.

A leading Cosatu official said joint action by business and the unions was bound to make an impact on resolving the impasse in political negotiations.

But the ANC alliance's bottom line for resuming talks and averting the general strike remained that the government accept majority rule, he said.

On Friday, Cosatu's central executive committee decided on a seven-day national strike beginning on August 3.

## Rallies

The first two days would consist of a stayaway from work. On August 5, workers would occupy the major cities with the intention of bringing city life to a standstill.

The next two days would involve workers' occupation of factories and other workplaces while the last two days would consist of rallies and meetings.

Already, however, events on the ground appear to be overtaking the leaders.

ANC Youth League president Peter Mokaba confirmed this week that the intention was to take the townships back to the era of "ungovernability" of the mid-80s.

"As part of our mass action we are going to identify and march towards the homes of police who killed our people during riots," he said. "We are going to harass their families so that they know that they are stay-

□ To Page 2

# Bid to end strife

SITimes 12/7/92 (140A)

□ From Page 1

ing with killers in their families

"We are going to return to the 1985 period with the establishment of street and block committees and people's courts. Residents are going to take their town-

ships away from the government and run them as they please. After all, that is better than living in fear of being attacked by state agents who kill them in their sleep," Mr Mokaba said.

A new slogan has emerged among firebrands in the more radical Pan Africanist Congress in Transvaal townships "Kill a cop a day"

From East Rand townships, meanwhile, come reports of a hardening of anti-white sentiment. ANC, PAC and Azapo youth have also apparently buried their difference and declared themselves ready to support the protest actions.

The government is also showing few signs of compromise.

"There is too much fight left on both sides," was how a senior cabinet minister summed up the situation this week. "The ANC believes it is on a winning streak while the government believes it is too strong to succumb."

South Africa's domestic crisis will also take the international stage this week.

## Effort

At least six Codesa participants will be at the United Nations in New York on Wednesday when the Security Council begins its hearing on South Africa.

Among those addressing the council will be Foreign Minister Pik Botha, ANC leader Nelson Mandela, Inkatha president Mangosuthu Buthelezi and homeland leaders Lucas Mangope of Bophuthatswana, Brigadier Oupa Gqozo of Ciskei and General Bantu Holomisa of

Transkei

In an effort to position itself before the hearing, the South African government has again made clear that it would be willing to accept a greater role for the international community within the country.

Yesterday National Party secretary-general Stoffel van der Merwe called for an independent team of international experts to be asked to investigate, evaluate and report on the extent to which the ANC alliance has honoured its agreements with the government — particularly on the control of weapons and its armed wing.

## Crisis

In effect he was asking for international involvement in monitoring compliance with the Peace Accord and the Groote Schuur, Pretoria and DF Malan minutes. A monitoring role for the international community is a key ANC demand.

President FW de Klerk's diplomatic initiatives and the absence of the Soviet Union convince the government that it will have a more favourable reception at the Security Council.

Whatever the outcome of the council meeting, however, government ministers are already preparing themselves for a greatly changed climate after mass action.

"When we return (from the current crisis) it is likely to be a very different negotiating table," said one who is intimately involved in the negotiations. "If it does involve the same players and format you can be sure that the issues will be different."

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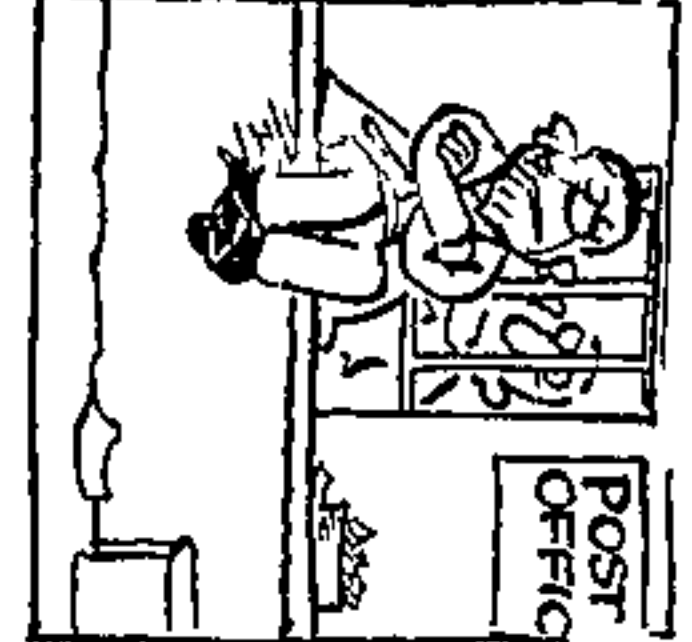
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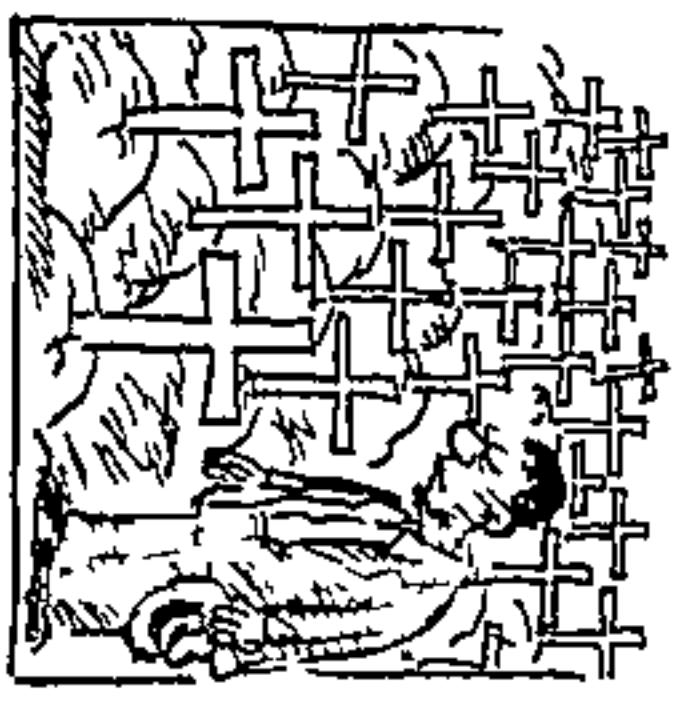
JULY 15 'Agitational' period — now happening



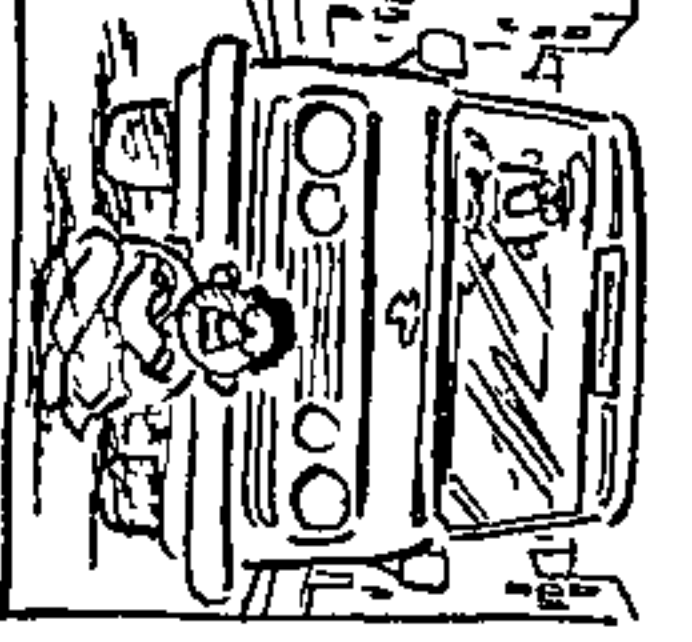
JULY 15 'Occupation' of government buildings



JULY 18 'Focus' on the Bantustans



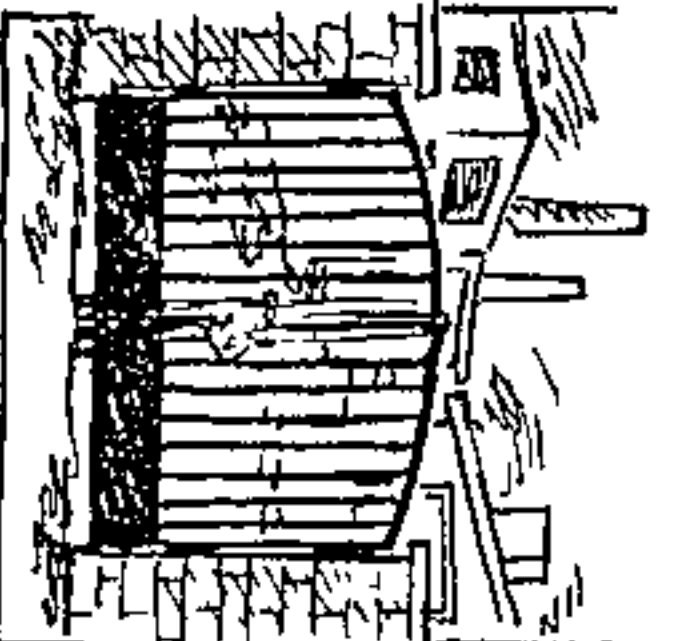
JULY 22 'Focus' on violence nationally



JULY 25 'Occupation' of city centres



JULY 31 Campaign for SABC 'democratisation'



AUGUST 3 'Implementation' of 'general strike'

**1. Introduction**

THE meeting's agenda included reports on phase 1, a brainstorm on our political perspective on mass action and three commissions on rolling action, the general strike and building coalitions. This report needs to be discussed in the constitutional structures of the Tripartite Alliance and a programme finalised as soon as possible.

**2. Our political perspective on mass action**

2.1 We are striving through our programme of action to politically defeat De Klerk. When we return to the negotiating table, it should be to discuss the transfer of power to the people.

2.2 However, our mass action needs to continue so that:

- The hand of those at the negotiating table should be strengthened
- People are part of the process of deciding their own futures

2.3 Our programme of action should include building a broad pro-democracy movement.

2.4 We need to consider returning to the strategy of politically and administratively establishing organs of people power

2.5 We should bear in mind the objective of preparing for elections.

2.6 We need to avoid getting trapped into long and protracted negotiations

2.7 We want a reconstituted negotiations forum where the holding of free and fair elections by December 1987 is discussed.

# COUNTDOWN TO CHAOS

WHILE political leaders trade memoranda, the ANC, SACP and Cosatu are laying their plans for massive civil action. These extracts from the minutes of a recent meeting of the triple alliance spell out, in deceptively bland terms, the barrelling protest South Africa may expect to see in the coming weeks

**3. Rolling mass action**

3.1 Our rolling mass action should be planned with the following in mind:

3.1.1 The need to build and consolidate our own organisations as well as the Alliance and our relationships with the broadest possible range of organisations who support our demands

3.1.2 Activities should be co-ordinated across the Alliance, for example, the ANC should join marches against retrenchments

3.1.3 We need to empower our people to take action into their own hands

3.1.4 The leadership needs to provide the lead by engaging in defiant actions.

3.1.5 We need to have a tactical approach to paying bail. We may at some points in time decide to all refuse bail — especially where prominent comrades are involved. However, we need to be careful not to be seen to be involuntarily in action, and then deserting them when they are caught.

3.2 Possible activities which could form part of the rolling action include:

- Naming of people's squares in communities.
- Marches
- Actions directed at those implicated in the violence, eg homes in the suburbs
- 3.3 Timetable of actions
- Guideline dates were suggested
- 3.3.1 July 1-15 Agitational period

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a) This should include spreading the message to our members through meetings and mass media as well as tactics such as painting police stations red, nailing Freedom Charters on government buildings, etc.

b) Mass meetings in communities should be arranged to explain the programme of action and work out how different local areas can contribute to the programme and link to local issues, eg evictions, no pension payouts, lack of housing, etc.

c) We should also consider creating a culture of street meetings and impromptu meetings in the city centre using megaphones.

3.3.2 From July 15 Occupation of government buildings

a) This should continue beyond the general strike. While this phase of the campaign should be publicly announced, it should be left to the discretion of sectors and regions to decide on exactly which date they would occupy which buildings

b) We would need to consider also radio stations to make demands about the SABC and local municipalities to protest unilateral restructuring of these institutions.

3.3.3 July 18 Focus on Bantustans.

a) The Alliance together with our Patriotic Front allies needs to plan a focus on our demand for the restoration of citizenship and reincorporation of Bantustans.

3.3.4 July 22 National focus on violence.

a) This is the second anniversary of the Sebokeng massacre. We need to use this day to highlight our demands to end the violence. Dramatic actions should be planned

3.3.5 July 25 Occupation of city centres.

3.3.6 July 31: Campaign for democratisation of the SABC

We need to urgently make a call for the democratisation of the SABC and for major advertisers to come out clearly on their position. If they do not do so by July 31, we need to call for a boycott of products advertised on TV

3.4 The Alliance Campaign's Committee to follow up

3.4.1 The establishment of a mass action fund which could be used for bail monies and other such expenses.

3.4.2 PAYE campaign and

**4. General strike**

4.1.1 The main demands of the strike should be for the democratisation of our country or for the transfer of power to the people.

4.1.2 However, we should conceptualise the general strike within the context of the programme of action and also use it to focus on:

- An end to poverty
- Living wage demands.
- The unilateral restructuring of the economy, so that transfer of power is not empty
- An end to violence.
- End of Bantustans

4.2.2 It said the strike should be a minimum of seven days which should involve the following forms of action:

August 3, 4 and 5 Local activities, eg marches and rallies, student activities, occupation of local municipal offices.

August 6 and 7 Regional marches and occupation of city centres.

August 8: Assessment day

A national forum of the alliance should be held

August 9: Church activities including interdenominational services where priests address issues of relevance to our POA.

4.3 Other points include

4.3.1 The need to put pressure on employers not to victimise and dismiss workers

Political organisations must also be part of talking up the consequences of mass action, eg ANC to meet Chamber of Mines if there are mass dismissals.

4.3.2 Wage strikes should overlap with the general strike.

4.3.3 The education sector is considering their form of action during the strike



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140A

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4.3.3 The education sector is considering their form of action during the strike.

4.3.4 Cosatu is debating factory occupations.

## 5. Building broad coalitions

The Commission considered the following initiatives:

5.1 On June 18, 35 organisations discussed the establishment of a broad front opposed to corruption and murder. An ad hoc committee of about 12 organisations is preparing for a second summit.

5.2 Cosatu reported on an initiative between Cosatu, the churches and business to establish a "Charter and Programme for Peace and Democracy".

5.3 Reviving the Patriotic Front.

5.4 The Tripartite Alliance

To guard against sending the wrong or mixed signals to people, on the one hand, and attempts to divide the ANC from its allies, and the SACP and Cosatu in particular, we need to have a consistent, collective and common approach to issues. This was stressed in relation to the sports issue



**T**HE whispers are becoming increasingly insistent, even at the highest levels of the industry the Chamber of Mines' days as the collective bargaining representative of the big six mining groups are numbered. And so are the days of centralised collective bargaining in the industry.

This is not the first time that the possibility has surfaced. Discussion over the chamber's ability to survive as an employers' organisation in the face of disunity has arisen periodically ever since the mid-'80s and the advent of chamber/NUM bargaining. But the issue has become more stark as industrial governance has become more complex and the choices open to mining groups broader. At the same time, paradoxically, strong centralised bargaining is arguably more important for the industry now than ever before.

Since the NUM was first recognised by the chamber in 1984, different mining groups have taken different stances in wage negotiations, and in attitudes towards the place in the industry of black trade unionism in general.

**W**here wages are concerned, Gold Fields and Anglovaal have consistently opted for a steeper wage curve — meaning lower wage rates in the lower job categories where most NUM membership is situated. Rand Mines gold division, under its previous regime, often took a similar stance, although its coal division generally went with the more liberal positions of Anglo American and JCI — higher wages for the unskilled and semi-skilled, mainly black, section of the workforce and a narrower skill differential overall.

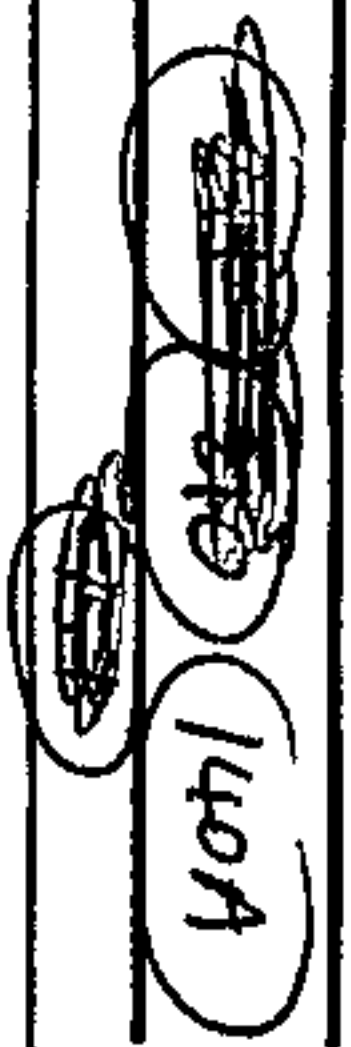
Gennum wage and other labour policies shifted from the former to the latter group around 1986 after a hierarchical upheaval which saw the departure of the conservative Johann Fritz and the rise of Derek Keys and Naas Steenkamp within the organisation.

These shifts between the liberal and conservative axes in the industry continue to this day. Rand Mines gold division, now under CE John Turner and human resources executive Richard de Villiers, is now perceived in union circles as possibly

# Chamber of Mines may not survive new labour relations era

BIDAY 13/7/92

ALAN FINE



the most liberal group

They were, for example, the first to make a move on the NUM's agency shop proposal this year. And the NUM has been astonished at the group's openness in disclosing financial and operational information. This has contributed in no small measure, for example, to the NUM's relative amenability towards austerity measures aimed at keeping Harmony in business.

JCI, on the other hand, the union says, has changed its spots for the worse — although JCI denies this. Having taken similar positions to its sister company, Anglo American, for much of the '80s, the NUM alleges that the corporation has adopted, for example, similar policies to the Gold Fields/Anglovaal grouping in facilitating union organisation.

Assistant general secretary Marcel Golding says JCI has been frustrating union access to its mines. It has adopted restrictive policies on the holding of mass meetings and has not been as co-operative as it could have been in processing union subscription stop orders. He says JCI has also taken to "promoting ethnicity" on its mines. "We cannot organise their captive labour force," he says.

He takes issue, in particular, with JCI gold and uranium division chairman Kennedy Maxwell, whose activities in the liberal Consultative Business Movement Gold Fields

incompatible with JCI labour relations practices

Maxwell says Golding is "misinformed". He says JCI has access agreements which provide for meetings and that the union has made no complaints about stop order processing in the past year. With regard to ethnicity, Maxwell says each employee is entitled to choose for himself where to live, and JCI does not attempt to influence hostel residential patterns in any way.

**T**he Gold Fields style of operation has, in the union's view, consistently made it more difficult to organise workers. The NUM has continually been frustrated at its inability to make significant inroads at group mines. And Gold Fields has consistently suffered less industrial unrest than those groups which facilitated NUM activities through easier access to workers. Some union officials, in moments of despair, grumble that they have not yet been able to show — through concerted industrial action — that Gold Fields' "anti-union" approach is counter-productive.

Gold Fields has traditionally refused to become embroiled in debate over NUM "union-bashing" allegations. Its argument, though, is that its philosophy is a "long term"

(as opposed to conservative) one more conducive to job retention and job creation.

It is not only corporate philosophy that has prompted divided employer stances within the chamber. On wages in particular, Rand Mines wages are generally lower than their Anglo and JCI counterparts because of the more marginal nature of their operations. Gennum wage levels fall between the high and low points — a reflection, perhaps, of the relative profitability of its gold mines.

Golding sees corporate philosophy as the crux of industry developments. "Anglo, Rand Mines and to a lesser extent Gennum have developed coherent views which recognise the union as partners in industry," Gold Fields, Anglovaal and JCI do not accord us the same role, but they take this path at their peril."

The refusal of Gold Fields and Anglovaal to participate in productivity or profit-sharing schemes is seen as yet another symptom of the philosophical divisions in the industry which threaten the chamber's role as a central collective bargaining agent.

Two factors which have acted as a "glue" between chamber members in the face of diversity are now melting away. Firstly, until a few years ago, individual mines' "ability to pay" was not a significant determinant of wage levels — allowing a large degree of wage homogeneity

But the gold mining costs squeeze has changed all that.

Secondly, the closed shop agreement which applies to white workers has been the basis of centralised bargaining in the industry for decades. Now the closed shop is to go — the chamber has announced its intention to negotiate its scrapping as soon as this year's wage talks are concluded.

This will mean that entirely new bargaining structures will have to be devised and, given the growing philosophical diversity and differing operational imperatives in the industry, a more decentralised form of bargaining could be in the offing.

The NUM can see it coming, and plans to do what it can to head it off. "The chamber is not succeeding in acting as an industrial negotiating forum. We accept the need for flexibility, and for negotiations at company or mine level on appropriate issues. But an industry level negotiating forum is needed for negotiations, for training matters, research, regional development, health and safety and for industrial restructuring and management," says Golding.

The NUM also has more practical problems with decentralised bargaining. It simply does not have the manpower resources to conduct dozens of separate negotiations each year.

**T**his is not the time for either chamber officials or representatives of their affiliates to discuss these issues at length. They are, after all, still in the midst of the 1992 wage negotiations, and publicly raising these questions could cause a fair amount of discomfort within their ranks.

"We have a longstanding structure of collective bargaining. The structure has proved to be flexible, and is continually reviewed in regard to developments in the industry," was all chamber GM, industrial relations, Adrian du Plessis would say. It is only the extent of the "review" that is in question. With the NUM scheduled to respond on Wednesday to the latest chamber wage offer — or, shall we say, offers, since each group and, in some cases, individual mines have made separate and distinct offers — it is time to begin asking whether this may not be the last time the negotiations occur in their present form.



New bid to avert general strike

# Crucial debate on SA crisis

STAR  
13/7/92  
140A  
By Shaun Johnson  
Political Editor

South Africa's political leaders jetted out last night to present their cases to the United Nations, while business and trade union chiefs at home pushed ahead with an emergency joint plan to avert a period of unprecedented strike action and protest.

Foreign Affairs Minister Pik Botha and ANC international affairs director Thabo Mbeki left Jan Smuts Airport for New York last night to prepare for Wednesday's vital meeting of the UN Security Council. ANC president Nelson Mandela is expected to depart today.

Before flying to New York Mr Botha said South Africa's political crisis would not be solved at the UN Security Council. The answers had to be found internally.

He said he expected the meeting would concentrate on the violence but hoped it would return an even-handed verdict urging all parties to take responsibility.

Mr Botha believed South Africa would be told to go back to the negotiation table. "If we have to go to New York to hear that, it would be worth it," he said.

He said he hoped the meeting of President de Klerk and the Cabinet early this week would "give me some ammunition" in relaying the Government's viewpoints and the facts at its disposal to the Security Council.

Last week the UN issued an eleventh-hour invitation to all Codesa participants to give their views in New York, but there was no clarity last night on how many of the 18 groups would be attending. It was confirmed that President Lucas Man-



Just what the fans ordered . . . classy South African midfielder Doctor Khumalo hurtled the ball into the net to secure a 2-2 draw and level the three-match series.

## Soccer City fans show the way to a new South Africa

By Shaun Johnson



## Leaders jet off for vital UN meeting

● From Page 1 | 3/7/92

come within "a specified, short-term time-frame of, for example, six months".

It also holds out the possibility that business and labour could jointly convene "assemblies for peace, economic reconstruction and progress to democracy" on August 3 — the date on which a general strike is expected to begin.

The draft document proposes that "the support of all our members and the broader public" should be sought for the goals outlined, and says the document should be presented to "a broadly representative meeting or convention to be held before the end of July".

It is understood that Cosatu wants Saccola to declare its commitment to "the need to move as speedily as possible to political settlement based on one person, one vote, elections for a united South Africa". The draft document says "an elected constitution-making body or interim parliament will be central to the transition".

The labour federation also wants a commitment to "an effective interim government to ensure elections held during the transition are indeed free and fair", and the possibility of business mediation in disputes.

Wednesday's UN meeting will consider a resolution submitted by the Frontline states, which argues that the primary responsibility for curbing violence lies with Mr de Klerk's Government. It is understood that Mr Mandela's representations will be based closely on the contents of his letter to Mr de Klerk, delivered last week. The Security Council is also likely to be asked to take a view on possible international involvement in South Africa's transition

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In Johannesburg, business leaders and top Cosatu officials were set to forge ahead with talks on how to help speed up South Africa's transition to democracy, and thereby limit the damage to the economy which is expected as a result of scheduled protest action. Trade union leaders and their allies have been trying to persuade the business community to pressure the Government to move swiftly towards transitional arrangements and democratic elections.

This week marks the beginning of "phase two" of the ANC alliance's mass action campaign — which includes the possibility of the "occupation" of Government buildings, according to suggestions in an unratified draft document drawn up by the campaign's organising committee.

The business-labour talks are taking place within the SA Co-ordinating Committee on Labour Affairs (Saccola), made up of 10 major employers and Cosatu. Prominent figures in Saccola include businessmen Bobby Godsell, Bokkie Botha and Johann Liebenberg, and trade unionists Jay Naidoo and Sam Shilowa.

A draft document, in the possession of The Star, was drawn up last week and is now awaiting Cosatu approval. The draft document expresses deep concern at the breakdown of negotiations, rising violence and economic hardship, and sets out practical steps to be taken on violence, poverty, conflict mediation and political transition. It suggests that key stumbling blocks in the transition process could be over-

● To Page 3

**BEYOND THE FACTORY FLOOR**  
— A Survey of Cosatu Shop Stewards, edited by Siphiso Pityana and Mark Orkin (Ravan Press, R22)

IN ONE of the most comprehensive studies of shop stewards undertaken worldwide, Cosatu has come up with a fascinating profile of the average shop steward in SA.

Based on hour-long live interviews with 863 shop stewards nationally, the survey found Cosatu shop stewards to be typically male, in their mid-30s with high school education.

Although speaking Zulu, Sotho or Xhosa at home, the average shop steward prefers to read English and sees himself as a South African. He is

# Shop steward profile surprises unionists

By 13/7/92

Christian and attends church regularly with his family — whom he hardly ever sees because the struggle consumes his time. He owns a radio and TV and uses them often.

He has been working for his company for more than eight years as a semi-skilled worker and earns less than R250 a week before overtime.

He holds radical views, believing worker committees should run the factories and that nationalisation is necessary. He will vote ANC, but believes Cosatu is the best guardian of worker interests. He has regularly

participated in stayaways against capitalism and apartheid called by Cosatu.

So runs the thumbnail sketch of the Cosatu shop steward in the introduction to the survey. However, the 95-page book paints a far more detailed picture of the social, workplace, household, media and political beliefs of this critical layer in SA industrial relations.

And an informed introduction, which draws on both local and international studies of shop stewards, provides a fitting context.

Even seasoned trade unionists are surprised at the profile drawn of SA's 25 000 shop stewards, so managers, academics, advertisers, politicians and media moguls are likely to throw out many of their preconceptions after reading the book.

It is a book everyone with an interest in the industrial or political future of SA should read because these shop stewards, baptised in the 1976 uprisings and seasoned in the pre-1990 battles against the bulwarks of apartheid and capitalism, will be the heart of the new business,

civic, labour and political leaders of SA in the 21st century.

Right now everyone — ANC, Cosatu and SACP leaders included — would also do well to take note that Cosatu shop stewards overwhelmingly believe Cosatu would best represent their interests in negotiations for a democratic SA.

Small wonder then that the likes of Cosatu's Jay Naidoo — enfant terrible of the establishment — are making the running in the ANC's mass action campaign. He rests on a constituency with political positions considerably to the left of anything Cosatu has aired publicly.

DIRK HARTFORD



# Union boycotts hospital talks

140A

BIDAY-14/7/92

CHARLIE PRETZLIK

HEALTH union Nehawu boycotted negotiations with the public sector negotiating forum yesterday and instead led marches by striking hospital workers in Cape Town and Johannesburg.

Police also said yesterday that a hospital worker killed an assailant with a broken bottle in an incident they indicated was connected to the strike. However, police refused to supply further details or say where the attack took place.

Sapa reported that three sisters injured in a petrol bomb attack related to the strike died in Baragwanath Hospital in Soweto at the weekend.

Hospital chief superintendent Dr Chris van den Heever said the sisters were among seven people injured in one of three petrol bomb attacks on the homes of non-strikers last week.

"A 13-year-old boy remains on the critical list, while the remaining three patients are still serious but stable."

Sapa reports that 1 000 Nehawu supporters marched to the TPA's Braamfontein offices in Johannesburg yesterday, while in Cape Town striking hospital workers demonstrated outside the headquarters of

the Cape Provincial Administration.

In a statement yesterday Nehawu said it might boycott all further meetings of the public sector negotiating forum as these had been made futile by constant bickering.

The forum is made up of 11 employee associations, including Nehawu and the Health Workers Union, and negotiates with government's Commission for Administration on pay and benefits.

Nehawu's position has been hardening, its secretary-general Philip Dexter said yesterday.

"Until the weekend we were calling for mediation, but now that has changed. We have to get rid of the TPA."

RAY HARTLEY reports that TPA spokesman Piet Wilkens said yesterday hospitals had become soft targets in the ANC's mass action campaign since the Civics Association of Southern Transvaal (Cast) had threatened to barricade them in support of Nehawu's demands.

The TPA knew from the beginning that the hospitals strike was linked to the mass action campaign, he said.

# Breakthrough imminent

Sowetan 14/7/92

140A



## ■ Cosatu and business leaders on the brink of agreeing on a document to speed up transition:

BUSINESS and trade union chiefs are on the brink of agreeing on a joint document which could speed up the stalled political transition and ensure that if next month's general strike does take place, its effects on the economy will be limited

Top labour and business leaders met in Johannesburg yesterday to try to hammer out a final version of the document, which proposes practical steps to combat violence and poverty - and commits the signatories to mobilising support for a transition to interim government and an elected constitution-making body by this year

It is understood that Cosatu is consulting a wide range of organisations, including churches, to see if there is support for the approach set out in the document.

Sources say they hope it will be finalised and made public by the end of the week

Members of the SA Co-ordinating Committee on Labour Affairs and Cosatu are the key players in the negotiations

Saccola spokesman Mr Bokkie Botha yesterday confirmed that meetings had taken place and said another was scheduled for later this week

The discussions had been "constructive", he said, but would not comment further

The labour/business negotiators are also considering proposals that

Assemblies "for peace, economic reconstruction and progress to democracy" be jointly convened by participants on August 3 - the day the strike is scheduled to start

The document be presented to "a broadly representative meeting or convention" to be held before the end of this month

Observers believe that if the joint business/labour initiative comes off, it will offer clear benefits to both sides

Saccola and Cosatu join forces

# Business plan to resolve talks impasse

140A  
BIDAY 14/7/92

**BUSINESS** yesterday threw its weight behind key ANC demands, including the formation of an interim government before the end of the year, in an attempt to avert a general strike and break the negotiations deadlock.

The decision was contained in a document agreed to by union federation Cosatu and employer body Saccola yesterday.

Saccola, a grouping of 10 employer organisations including Sacob and the Chamber of Mines, also said it saw no reason why democratic elections for a constitution-making body should not be held within six months.

And it plans, together with Cosatu, to convene joint assemblies for peace, democracy and economic reconstruction on August 3 — the first day of Cosatu's planned week-long general strike.

Both organisations will promote the document among their members and the broader public.

It is the first time employers have come out in support of a transition to democracy within a specified time-frame. The ANC and Cosatu are insisting that elections for a constituent assembly be held by the end of the year.

The document also supports the idea of an independent electoral commission to ensure elections are free and fair.

An employer source said the agreement means Saccola is likely to ask its members to voluntarily close their factories on August 3 so the joint assemblies can take place.

He said employers would be reluctant to discipline workers — other than the standard "no work, no pay" — for taking part in the mass action campaign when Saccola

**DIRK HARTFORD**

supported one of its key political demands.

However, another source said employer organisations were still discussing the document. He said the aim of the document was to try to persuade Cosatu to call off its general strike "which will cripple the economy which is already seriously ill".

But Cosatu general secretary Jay Naidoo said its mass action campaign, including the general strike, will not be affected by the agreement with Saccola. The agreement was a step forward in breaking the political logjam and part of Cosatu's attempt to "find solutions with all parties" committed to peace and democracy.

Naidoo said Cosatu would reconsider its position on mass action only if substantial progress was made in resolving demands for the resumption of political negotiations, an end to violence and in unlocking negotiations around food prices, jobs and restructuring. "We want to see employers taking action to break the political logjam and open the way for democracy, peace and economic reconstruction".

Reuter reports that Cosatu yesterday unveiled its mass action plan for early August to try to force the government from power.

Cosatu assistant general secretary Sam Shilowa said there would be a general strike on August 3 and 4, marches throughout cities on August 5, occupation of factories on August 6 and rallies in townships on August 7 and 8.

Shilowa told 10 000 demonstrators outside the Union Buildings that yesterday's protest was a warm-up for the general

□ To Page 2

P.T.O



ARC 14/7/92

# But protest march is incident-free

SHARON SOROUR  
Labour Reporter

CITY centre traffic ground to a halt as 350 striking provincial workers converged on CPA headquarters in Wale Street.

The protest yesterday coincided with a meeting between the Commission for Administration and the Public Servants Forum on wages and conditions of service — boycotted by the National Education, Health and Allied Workers' Union (Nehawu)

There was a strong police presence and workers were ordered to move off as they did not have magisterial permission to gather

They went to St George's Cathedral Hall for a meeting before dispersing towards the station. There were no incidents.

Union regional organiser warned that the government could expect heightened action, including sit-ins and mass disruption of services, if it did not meet workers' demands.

They call for a minimum monthly wage of R724, a 15,3 percent across-the-board increase and permanent status. Government has offered R708,50 and 9,2 percent.

More than 1 500 workers are still on strike at 14 Cape hospitals.

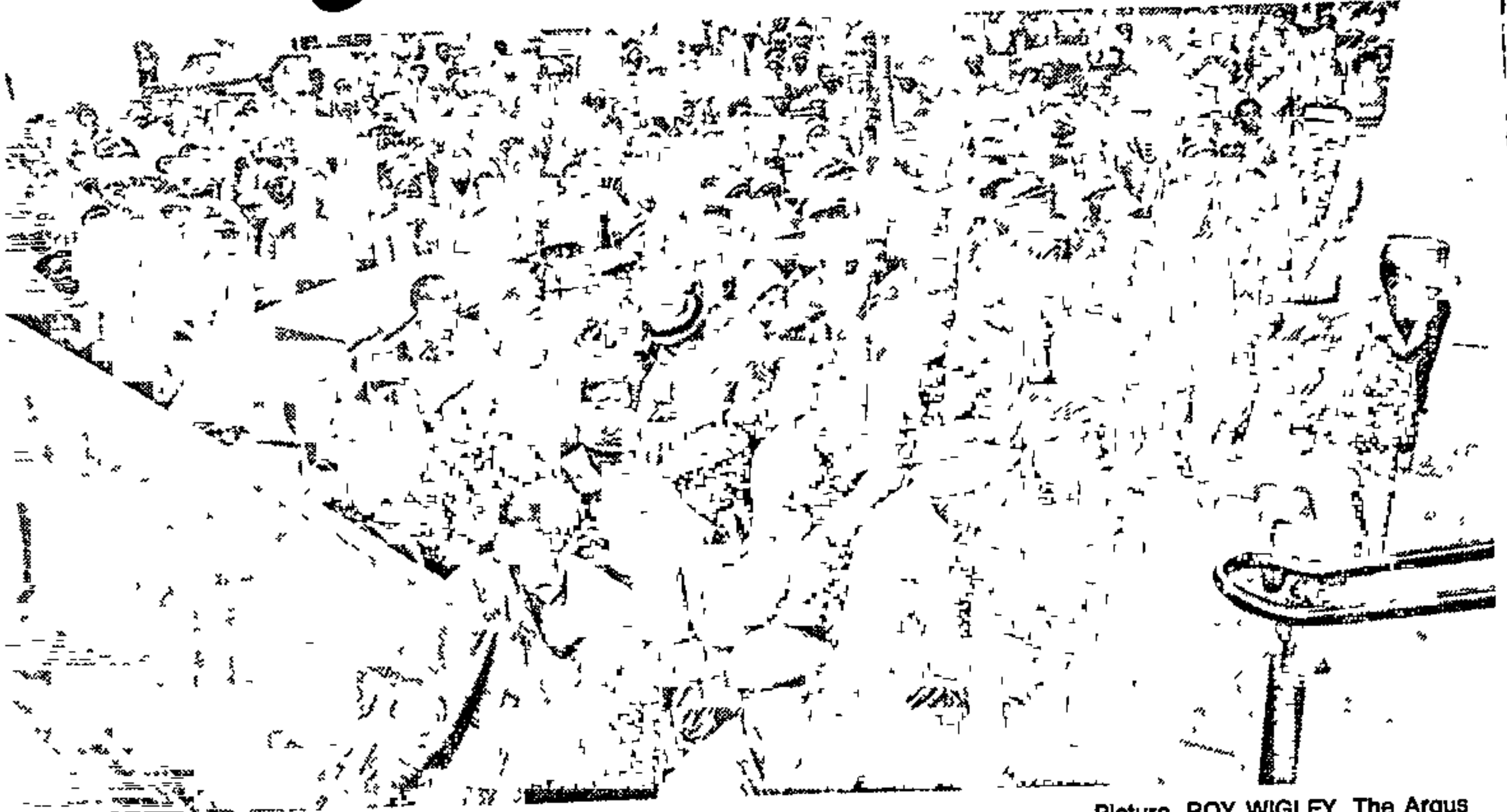
The CPA began recruiting workers at Frere Hospital in East London yesterday where 469 workers are still out.

Regional Director of Hospitals and Services Dr Rex Simpson said workers had been recruited for strikers amid Nehawu warnings that this was an agreement breach.

● The Confederation of Employers of Southern Africa (Cofesa) and the SA Iron Steel and Allied Industries Union said the proposed occupation of hospitals and state buildings by Nehawu would be a "blatant abuse of union rights".

They said Nehawu's proposed action would endanger lives and affect hospital services.

# City centre chaos



Picture ROY WIGLEY, The Argus

**PROVINCIAL PROTEST:** Hundreds of striking workers gather outside the Cape Provincial Administration head office in Wale Street for a demonstration yesterday, which brought traffic to a standstill.

ARC 14/7/92 (132) (140A)

## Cosatu to go ahead with stayaway plan

### The Argus Correspondents

PRETORIA — The ANC/Cosatu/SACP alliance says it will continue with protests that include a national strike next month.

Addressing thousands of protesters after a march on the Union Buildings yesterday, Cosatu assistant secretary-general Mr Sam Shilowa said key demands of the rolling mass action campaign included an interim government and a constituent assembly by the end of the year.

Referring to Cosatu's deliberations with the South African Co-ordinating Committee on Labour Affairs (Saccola), he said the employer body had three options.

It could either "stand in the way" by dismissing workers, adopt a neutral stance with the policy of "no work, no pay" or support the rolling mass action campaign by closing during the stayaway.

The stayaway was planned to start on August 3, to be followed on August 5 by mass demonstrations including besieging major centres throughout the country.

Mr Shilowa said that on August 6 there would be another protest march on the Union Buildings and other government and commercial premises.

He called on workers to erect barricades in the townships on August 1 and 2 to prevent riot police from entering.

But he said police engaged in normal crime prevention activity were welcome to enter the areas.

Mr Shilowa led the march and handed over a memorandum to Mr Willem de Lange, assistant director of the Department of Manpower.



**S**ACCOLA and Cosatu meet today in an attempt to finalise an unprecedented agreement designed to break the escalating "cycle of conflict" since the breakdown of negotiations at Codesa and the launch of the ANC alliance's mass action campaign.

Cosatu and Saccola leaders, who initiated the idea several weeks ago and who have been involved in discussions to secure consensus, are all sticking their necks out.

But that is the job of leaders. And in a situation as critical as the present one they might even succeed.

For the likes of Saccola's Bokkie Botha, Johann Liebenberg, Friede Dowie and Bobby Godsell and Cosatu's Jay Naidoo, Sam Shilowa, Jayendra Naidoo and Chris Dlamini, the stakes are high. They are all deeply committed to a process designed to take their heterogeneous constituencies onto new ground — whatever their claims and counter-claims in the Press.

Last week Saccola and Cosatu leaders gave "in principle" support to a draft document and instructed their negotiators to proceed with finalising it while they sought the endorsement of their memberships.

**S**accola's largest affiliate Sacob, for example, said in a letter to its members last Friday that Saccola members felt "that in principle support could be given to (the document) in exchange for an undertaking by Cosatu to call off their planned strike". It went on to recommend that Sacob give its support to the document to enable Saccola to reach an agreement with Cosatu.

Saccola's primary aim in supporting the document is to avert Cosatu's planned general strike in August. And although the Sacob letter says "there is nothing in the principles and actions contained in the document that is not already covered either in a Sacob position... or one or other forum", the document would hardly be so controversial if this were the case.

For a start, the proposal that

# Business and labour campaign to co-opt each other

B10A4 17

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DIRK HARTFORD



Cosatu and Saccola jointly convene assemblies on August 3 for peace, economic reconstruction and progress is unprecedented. Whatever interpretation one gives to this — a couple of hours' production stoppage to a complete factory shutdown are just two possibilities — doing the rounds in Cosatu and Saccola — it would be a whole new ball game for employers and unions. It would amount to employer "mass action".

Even jointly presenting the agreement to a "broadly representative convention", as is envisaged in the document, would be a bold step for employer and union organisations. Since when have SA unions and employers jointly addressed political issues in this manner?

But Saccola representatives are particularly irked by insinuations that it might "take sides with any political organisation in the current political impasse". The organisation is unlikely to want to see itself in coalition with the ANC-Cosatu alliance.

Leaving aside the fact that employers and their organisations did not hesitate to throw their weight and millions of rands behind a "yes" vote in the referendum, the point is that the document contains explicit suggestions, including time-frames,

on the political transition process that are generally the preserve of ANC rhetoric.

But why quibble? If supporting a "yes" vote was not support for any political party, as employers have repeatedly said, why should support for a set of processes for rapid political transition to democracy be support for any political organisation which also happens to support the idea?

**T**his raises the question of Cosatu's primary aim in trying to secure agreement on the document. Its motive is to get employers on-side with the "coalition" of broad forces it is trying to build to promote its idea for a transition to democracy.

Cosatu has repeatedly said it sees the government as the main obstacle to peace, progress and economic reconstruction. While it has been discussing mass action (and the general strike) since early this year around an increasing list of demands, the Codesa breakdown allowed its programme to move to centre stage in the ANC alliance. The mass action and threatened strike are designed

to force the issue and to compel everyone to take sides.

Employers would be first prize for Cosatu in its "coalition", because of their social importance, influence and perceived political neutrality. To secure this they need to win and hold Saccola to a document which carries this implication.

In return Cosatu will have to break new ground of its own — join hands with employers, traditional "enemy" of unionists — on political, economic and violence-related issues, as well as turn off the strike for which its organisers have been laying the groundwork over months.

If Cosatu can be convinced that joint initiatives with Saccola can deliver the same result as its strike is designed to achieve, it would have room for agreement. In essence, if relatively conservative, apolitical Saccola agrees to employer "mass action" on August 3, the militant, socialist Cosatu will join hands with employers for peace and democracy and call off its nationwide strike.

But, as always, the imponderable will be what the Saccola and Cosatu constituencies think of their leaders' plans. In spite of all the rhetoric about democracy, accountability and mandates, Saccola and Cosatu

leaders have thrashed out the draft agreement among themselves and must now hope they can get their members to support it.

It is no easy task. In both Cosatu and Saccola, some rank-and-file are distrustful of the "other side" and tend to perceive their leaders as striking deals they might not understand or appreciate.

Employers canvassed expressed a wide range of opinions and perceptions on the situation. While some are openly sympathetic to the issues the ANC alliance is raising, others are deeply suspicious of the unions' aims and regard alliance-related actions with hostility.

There is a huge buildup of frustration among employers, bordering on sheer desperation, at Cosatu's rhetoric and planned actions. While some hope for a miracle to bridge the gulf in perceptions between Cosatu and employers, the mood of the average employer seems to be hardening. There is a belief that being tough is the only way to deal with, and survive in, the "new SA".

On the Cosatu side, despite the often mistaken perception that a few radicals at the top are whipping up an otherwise indifferent workforce, the labour leaders face their own problems. Unionists range from those who believe joint initiatives with employers are the best way forward to others who argue mass action will blast open the road to the socialist revolution. Workers, buffeted by the recession, do not automatically become more amenable to the arguments of caution because of hard times, as some argue.

**T**hey can also become more desperate, and for some the chance of losing the little they have in return for gaining all in the socialist paradise could be worth taking. The dozens of illegal marches, factory occupations, strikes and stoppages in the past month is one indicator of the mood on the ground.

Cosatu and Saccola leaders at today's meeting will have a lot to think about as they decide whether to dot the i's and cross the t's of the groundbreaking document in front of them.



STAR 14/7/92

# Joint health, media march

Staff Reporters

Striking media and health workers yesterday joined forces in a mass march on the Transvaal Provincial Administration's Johannesburg offices and on the SABC, threatening to disrupt services at both institutions if their demands were not met.

The strikers — members of the National Education, Health and Allied Workers' Union (Nehawu) and the Media Workers' Association of SA (Mwasa) — had decided to collaborate in a demonstration of worker power against the "common enemy", said Nehawu vice-president Vusi Nhlapo.

Mwasa is aligned with the umbrella National Council of Trade Unions,

which has so far not taken part in the ANC alliance's mass action campaign.

During yesterday's march, the Cosatu-supporting Nehawu workers delivered an ultimatum to the TPA offices, threatening to occupy TPA buildings and "bring the whole public sector to a standstill" unless 7 600 dismissed health workers in the Transvaal and Free State were reinstated by Friday.

On the second leg of the march, protesters moved to SABC headquarters in Auckland Park, Johannesburg, where Mwasa officials handed over a memorandum reiterating the union's wage demands and calling for an end to discriminatory practices

and for unbiased news reporting. The union memorandum threatened that if its demands were not met by Friday, the news blackout would be intensified and the SABC's buildings would be subjected to mass occupation.

Sapa reports that the Confederation of Employers of Southern Africa (Cofesa) and the SA Iron, Steel and Allied Industries' Union yesterday hit out at Nehawu's proposed occupation of hospitals and State buildings, saying it was a blatant abuse of union rights which would endanger lives.

● Strict access control has been introduced at Johannesburg Hospital as a result of the strike, chief superintendent Dr Joe Botha announced

yesterday. Only genuine visitors would be admitted, and they were asked to bring some form of identification. They would be required to apply for admission on a form.

● PWV residents do not yet know what mass action awaits them and will know the details only after a further meeting of the ANC alliance's regional action committee.

The rolling mass action kicked off this week with a "living wage" march in Pretoria yesterday, led by ANC, SACP and Cosatu leaders. ANC regional spokesman Ronnie Mamoepa told The Star that details of the proposed action would be released only after a meeting late last night.

# On the factory floor pay pique is simmering

Figures show that workers are beginning to resist the erosion of their disposable incomes  
MIKE SILUMA reports.

**W**HILE the country looks on apprehensively at the looming general strike showdown between the Government and the ANC alliance, trouble is brewing on the factory floors over wages, which can only compound an already charged atmosphere.

Although the present SABC and hospitals wage disputes have received most prominence, hundreds of thousands of other workers are edging ever closer to damaging fights with employers over pay and working conditions.

The National Union of Metalworkers (Numsa), for instance, is in dispute with employers in at least four sectors engineering, the tyre industry, vehicle assembly and motor industry (which includes panelbeaters and filling stations).

In all these sectors, where Numsa is representing about 280 000 workers, the union is claiming, among other things, a R1-an-hour increase, or 20 percent, whichever is the greater. It is balloting members on strike action.

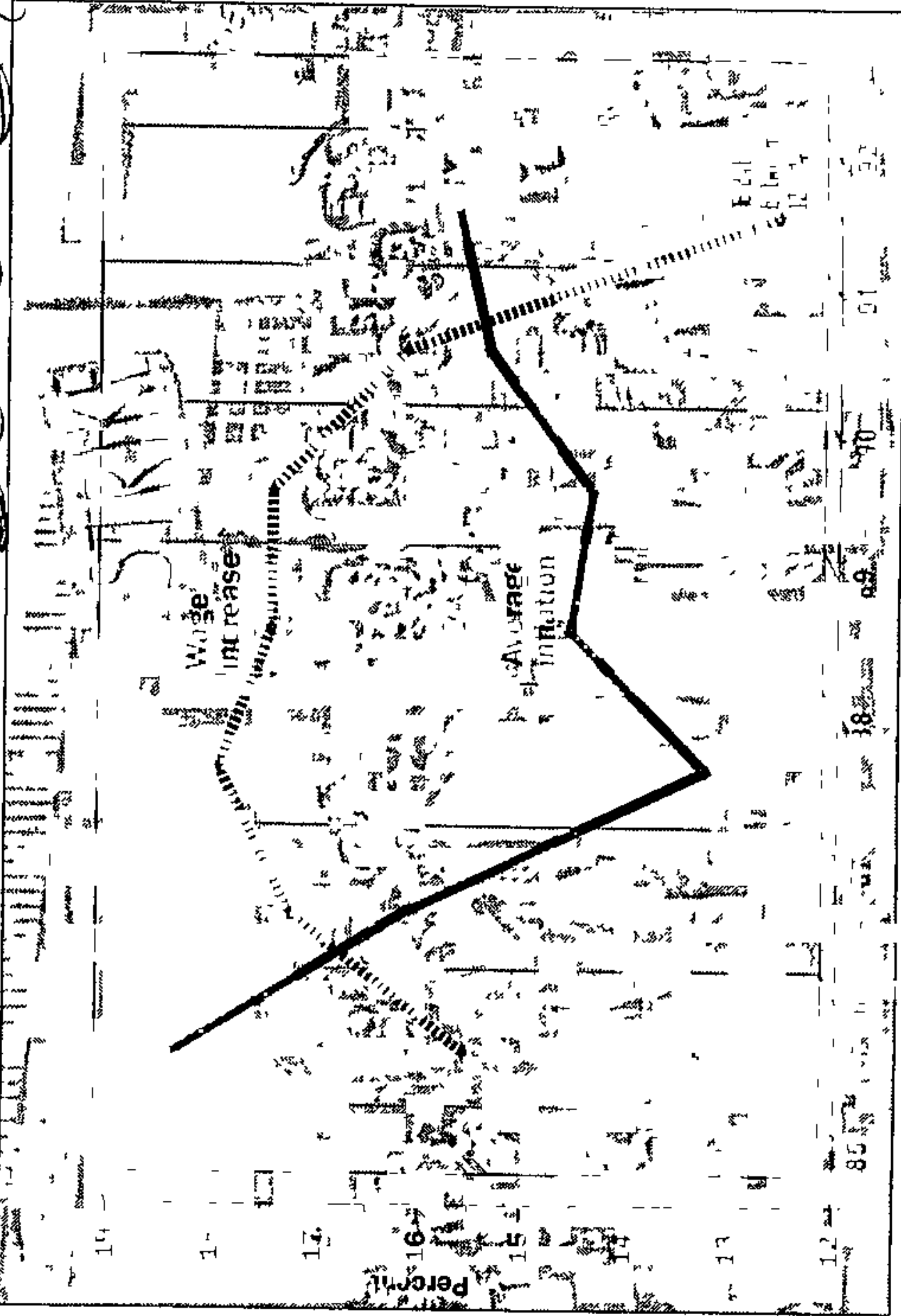
At the same time the results of a lockout ballot among employers in the Steel and Engineering Industries Federation (Seifsa) will be known this week. Seifsa is offering individual increases of 8 percent while its motor assembly counterparts are offering rises of between 60c and 73c an hour, or 6.4 percent.

The employer offer in the motor industry ranges from zero to 2 percent. That in the tyre industry is R1.13 an hour.

In the beleaguered mining in-

STAR 147192

(1401)



Downward spiral workers are getting poorer as inflation eats into their pay packets

dustry, where workers last year swallowed one of their lowest increases in recent years, with gold miners settling for 6 percent on average, the National Union of Mineworkers (NUM) is set to respond tomorrow to the Chamber of Mines final offer. It consists of a 5 percent increase plus profit-sharing at gold mines owned by Anglo American Genmin and JCL, with Gold Fields of SA and Anglovaal offering a straight 6 percent. Chamber colliers are being offered increases of be-

tween 7 and 12.5 percent. This contrasts with the NUM's current demand of a minimum rise of R45 or 6 percent, whichever is the greater, as well as a 20 percent share of gold mine profits. On the collieries, the NUM wants 17.5 percent across the board. The chamber talks affect more than 400 000 miners of whom about 200 000 are NUM members. In the catering sector, the SA Commercial, Catering and Allied Workers' Union (Saccawu) is

locked in disputes with two of the major retailers, Checkers/Shoprite and OK Bazaars. The talks with Checkers, which opened with the company asking workers to take a 10 percent wage cut, are continuing at conciliation board level following the union's declaration of a dispute. Parties are also at loggerheads over the retail chain's rationalisation programme. The same issues dominate Saccawu's talks with OK, due to resume through conciliation shortly.

In the petroleum industry Sasol is in dispute with the Chemical Workers' Industrial Union at the company's installations in Secunda. About 4 000 workers are affected. The union has rejected Sasol's 10 percent offer, demanding a 17 percent rise instead. In its increasingly bloody struggle against the hospital authorities, the National Education, Health and Allied Workers' Union is holding out for a 15 percent increase and a monthly minimum wage of

R724, against the authorities' offer of 9.2 percent and R708. The Media Workers' Association of SA, whose strike has crippled the SABC's black television channels and radio stations, has done likewise. It is claiming a monthly minimum of R1 500 and a 20 percent increase, having spurned the SABC's R1 300 and 11 percent.

The question raised by the rash of wage disputes is with the country in the grip of one of its worst recessions, shouldn't workers be protecting their jobs by settling for lower increases?

An explanation seems to lie in figures compiled by leading labour relations consultants Andrew Levy and Associates (ALA), which show that workers are beginning to resist the erosion of their disposable incomes, which has accelerated over the past two years or so.

The figures which exclude industries such as metal and mining, show, for instance, that wage settlement levels have been falling steadily over the past four years while inflation has risen (see graphic).

Brian Allen of ALA says: "In a recession, when order books are low and the inventory high, employers are better positioned to take a strike. There is no doubt that the high inflation rate has eroded employees' disposable incomes, especially those in the low-paid jobs. The demand for an increase above or around the inflation rate has become stronger as a result."

"I don't believe that this year's increases will keep up with inflation and this will place pressure on both sides."

Numsa's chief negotiator Les Kettleford concurred. "From last year, workers' standards of living have declined in real terms because they received increases below the inflation rate. Value-added tax and food prices, which have been rising by as much as 28 percent in some cases, have played havoc with workers' pay packets." □



# Bid to avoid strike

Sowetan 15/7/92

■ Talks between Cosatu and businessmen on Friday

By Ike Motsapi and Sowetan Correspondent

THE Congress of South African Trade Unions will meet businessmen on Friday to discuss a proposal aimed at averting the proposed general strike scheduled to start next month.

And, the South African Democratic Teachers' Union (Sadtu) yesterday announced that its 38 000 members would join the mass action spear-headed by the African National Congress, Cosatu and the South African Communist Party.

The teachers' organisation was considering strategies to support the campaign, and teachers, parents and students were being consulted.

"It is clear that mass action has become the only viable, non-violent tool left at the disposal of the democratic forces," Sadtu said.

Meanwhile, Friday's meeting between business and Cosatu has been confirmed by Cosatu's

assistant-general secretary Mr Sam Shilowa and Mrs Frieda Dowie of the South African Consultative Committee on Labour Affairs.

Business and labour leaders have been locked in urgent negotiations aimed at producing a joint approach to key issues facing the country.

At issue is Cosatu's planned general strike on August 3. The federation is calling the strike in support of a set of demands which include the curbing of violence, a moratorium on retrenchments, living wage and the establishment of a democratically elected constituent assembly.

Businessmen, who are affiliated to Saccola, presented to Cosatu a draft document in which they committed themselves to efforts to, among other things, curb violence and combat poverty.

Shilowa said the federation was going ahead with its mobilisation campaign with marches arranged for King William's Town and East London tomorrow.



# Cosatu upbeat but Saccola points a finger of caution

STAR 15/7/92

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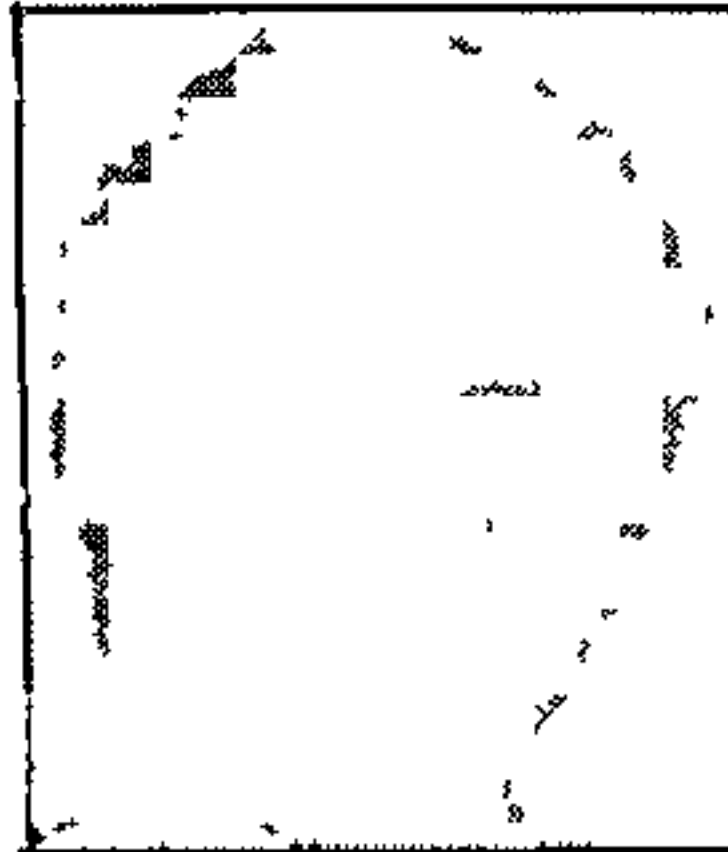
By Shaun Johnson  
and Esther Waugh

Business chiefs moved yesterday to lower expectations about imminent agreement on a joint Saccola-Cosatu document aimed at speeding up the transition process and limiting the effects of strikes — but labour leaders remained optimistic

Bokkie Botha, chairman of the SA Co-ordinating Committee on Labour Affairs (Saccola), said some press reports about his organisation's talks with trade union leaders had "created dangerously wrong impressions". He confirmed, however, that the talks were continuing.

The Star understands that a meeting of the Saccola and Cosatu executive committees is scheduled for Friday.

In a statement, Mr Botha said no agreement had been reached between Saccola and Cosatu,



Jay Naidoo remains hopeful

and stressed that Saccola would not "take sides with any political party in respect of the current impasse. It is outside of Saccola's scope".

Cosatu general secretary Jay Naidoo remained upbeat about the prospects for a joint document, however. He said there was tentative agreement in principle on several proposals.

He did not rule out postponing the strike threatened for early next month, but said Cosatu was committed to mass action, in alliance with

the ANC, aimed at bringing down the Government.

The Star reported yesterday that discussions between the business leaders and Cosatu officials were at an advanced stage, and published the text of a draft joint document — adding that clarity could be expected by the end of the week on whether consensus had been achieved.

Mr Botha said in his statement that the document was "an unmandated exploratory draft" which had now "been overtaken by subsequent events".

Saccola officials suggested that there was unlikely to be agreement with Cosatu unless the strike was called off.

The Star understands that a newer version of the exploratory draft includes the suggestion that normal economic activity might be suspended on August 3, the first day of the scheduled national strike.

Business 'must back ANC demands'

# Cosatu offers to review strike action

140A  
15/7/92

COSATU said yesterday it might call off a nationwide strike next month if business leaders backed ANC demands for political change.

Sapa-AP reports that the statement from Cosatu general secretary Jay Naidoo followed weeks of government and business attempts to avert the strike beginning on August 3

Employer organisations had offered to support a one-day voluntary shutdown of economic activity on August 3 if the strike was cancelled, Naidoo said.

If employers also expressed in writing their support for the boycott and for the transition to multiracial democracy, Cosatu would consider stopping the strike, Naidoo said. "We have a tentative agreement. Now we need to see what they're willing to deliver."

Reuter reports that Naidoo told foreign journalists further consultations were necessary. Cosatu and employer group Saccola needed to consult member organisations before the weekend.

"It is unprecedented to have employers' support for a voluntary shutdown, ... and a set of principles," Naidoo added.

However, Cosatu was not abandoning its right to call a general strike and would continue its mass action campaign whatever was agreed with the employers.

DIRK HARTFORD reports that Saccola hit back yesterday at reports that it had reached an agreement with Cosatu which effectively took sides with the ANC. Saccola said its discussions with Cosatu were aimed at averting the general strike.

In a strongly worded statement, Saccola said there was "no agreement whatsoever so far" between itself and Cosatu and that the document quoted in the Press was an "unmandated exploratory draft" which had been overtaken by events.

Saccola, which negotiates with organised labour on behalf of organisations like Sacob, AHI, Seifsa and the Chamber of Mines — said it would not take sides with any political organisation in the current political impasse.

It said the discussions were aimed at persuading Cosatu that progress could be made only through discussion and compromise, not disruption and confrontation.

Saccola spokesman Frieda Dowie said Saccola would meet Cosatu on Friday to try to finalise a document for both parties to take back to their members for ratification. She said Cosatu and Saccola would meet church groupings before then to try to get their support for the document.

Saccola opposed Cosatu's general strike and was prepared to consider joint action on August 3 only to try to get the political process back on track.

Last Thursday Saccola's executive committee gave its principals the go-ahead to discuss the draft document, as did Cosatu's central executive committee last Friday.

Already the two parties have acted in terms of one of the document's clauses by trying to mediate in the hospital strike.

The document says it sees no reason why an interim government and elected constitution-making body should not be in place within six months.

# Nehawu rejects 'cheap rumour' of resignations

Several National Education, Health and Allied Workers' Union members in Johannesburg resigned from the union over the past two days to show their dismay with the strike, the TPA said yesterday

The claim was, however, immediately dismissed as "cheap, outdated propaganda" by Nehawu vice-president Vusi Nhlapo, who said more workers were, in fact, joining the union

TPA director of information Piet Wilken said the resignations occurred at the Johannesburg Hospital as well as the P W du Plessis laundry and the Kookvries factory in Rosslyn, Pretoria, but added that intimi-

140A  
dation and assaults were creating "considerable problems" for job applicants and temporary and non-striking staff

Members of the Posts and Telecommunications Workers' Association (Potwa) have resolved not to maintain telephones and related services to Baragwanath Hospital and its satellite clinics in support of the strike, according to Potwa-general-secretary Mlungisi Hlongwane.

But a Baragwanath spokesman said the hospital's telephone service was normal

Also yesterday, the SA Dispensing Practitioners pledged "undivided support" for the Nehawu strike. — Labour Reporter



# Bombings: CP MP, three others in court

Pretoria Correspondent

STAR 157192

In a show of moral support, 10 khaki-clad, flag-waving members of the Afrikaner Weerstandsbeweging arrived at the Pretoria Regional Court yesterday for the hearing of Koos Botha, rebel CP MP for Wonderboom, and three other men allegedly linked to several explosions in the PWV area.

Mr Botha, Petrus Judeel, of Brits, and Andries Cornelius Odendaal and Dirk Jan Hattingh, both of Pretoria, appeared briefly before R de Vos.

They were arrested in connection with the bombing of the Verwoerdburg and Krugersdorp post offices and Pretoria's old Hillview high school. A fifth suspect, Andries Stephanus Kriel, is still on the run from police.

No charges were put to the men and they were not asked to plead. The case has been postponed to September 14.

Bail of R1 500 was extended for Mr Botha, Mr Hattingh and Mr Judeel. Mr Odendaal was remanded.

Among the AWB supporters was Jeremia Jesaja Bezuidenhout, who was rearrested last week after successfully applying for a passport.



Rebel CP MP . . . Koos Botha leaves the Magistrate's Court in Pretoria yesterday.  
Picture: Mark Wolhuter

# Pressure is on to end hospital strike

B/DAM 17/7/92  
140A  
LINDA ENSOR and CHARLIE PRETZLIK

CAPE TOWN — Agreement reached yesterday by the Cape Provincial Administration (CPA) and health union Nehawu to end the strike by 2 500 hospital workers in the Western Cape would put increasing pressure on other provinces to settle the six-week old dispute, the union said.

In terms of the Nehawu-CPA agreement, no worker will be victimised, no disciplinary action will be taken against workers and no worker will be dismissed.

Nehawu (the National Education, Health and Allied Workers' Union) regional chairman Wilfred Alcock said the CPA had also agreed not to take legal action against the union.

The CPA had also agreed to minimise workers' loss of earnings by paying them for the strike period but deducting these wages from their pay over five months.

The CPA undertook to make representations to the Commission for Administration to consider mediation to resolve the dispute and to make representations to the Transvaal Provincial Administration and its Free State counterpart to reconsider their dismissal of workers.

Alcock said the CPA had distanced itself from the dismissals, supported mediation and the demand for internal dispute resolution mechanisms.

He said the union was grateful for the CPA's progressive attitude and

that dialogue had resolved the dispute. He said it was not necessary to use force to resolve crises and that the police should not be used in industrial relations disputes.

Alcock said representations would be made to settle the dispute along similar lines elsewhere in the Cape.

But in Johannesburg, Nehawu vice-president Vusi Nhlapo said the TPA was digging itself in very deeply.

He warned that the TPA had until 4pm to reinstate dismissed workers and that unless this demand was met, occupation of hospitals and government buildings would begin.

Representations had already been made to the Goldstone commission in anticipation of confrontations which might result from such actions.

He also warned of possible conflict with workers employed after the dismissal of strikers. Many of them were sympathetic to Inkatha and hostile to Nehawu and Cosatu and, he alleged, some of them had been armed by the TPA. Non-striking Nehawu members at Baragwanath Hospital had already been intimidated by new employees, he said.

Sapa reports that services at seven eastern Cape hospitals were returning to normal as workers returned to their posts, but that at Ga-Rankuwa Hospital near Pretoria all but one of the administrative staff were absent.



# Shop steward shot outside factory

140A

CT 17/7/92

JOHANNESBURG — Cosatu shop steward Mr Bennett Mafuyeka was shot dead in Alroad, south of Johannesburg, early yesterday morning

He was 32  
Witwatersrand police liaison officer Colonel Frans Malherbe said Mr Mafuyeka was killed between 5 and 6am outside the Wespico factory where he worked

The gun, a 9mm pistol, was wielded by one of four men who fled after the killing

● Meanwhile in Vosloorus, police maintained a strong presence as about 3 000 mourners gathered to bury ANC guerilla Mr George Mashele and his mother Lilian, who died in a hand-grenade blast in controversial circumstances last Tuesday

Police maintain Mr Mashele blew himself up when they arrived at his home, the ANC blame police

● In the Magoda area near Richmond, police were involved in a gun battle with residents about 1 30am yesterday morning

Police finally stormed the house from which they were being fired on and arrested two men — one of whom was armed with an R4 rifle

A crowd of about 1 000 people gathered in the area around 7 30am while police were still investigating. According to police, they demanded that police release the two arrested men

The crowd, described as aggressive,



**GUNNED DOWN** ... A woman looks at the covered body of trade union leader Mr Bennett Mafuyeka, who was gunned down by four men outside a factory near Johannesburg yesterday

Picture AP

began stoning police but were eventually dispersed

● In Empangeni in KwaZulu, between nine and 10 ANC members were injured when a bus was fired at by a group of balaclava-clad gunmen on Wednesday afternoon

The ANC said one man was killed in the incident. Spokesman Mr Zipho Mkhize said the attack was part of a campaign to intimidate workers into

not taking part in ANC mass action

Earlier in the morning, a man was stabbed to death in Matshana reserve, while another was injured in an attack on his house by unknown gunmen

In the same area, a man's house was set alight when a group of people asked him what his political affiliation was — Sapa-AFP, Own Correspondent



# focus on nehawu

Sowetan 17/7/92

140A

**M**R PHILLIP Dexter, the secretary-general of the powerful National Education, Health and Allied Workers Union (Nehawu), is a product of the once abhorred but now repealed Population Registration Act of 1950

Born "a coloured", the 29-year-old philosopher with a penchant for songwriting was reclassified white in terms of the Act when he was young

Now he regards himself as black as he leads thousands of Nehawu members in their fight for a living wage

Dexter, a husband and a father, admits that he does not have a trade union background

Until July last year when he became an organiser of Nehawu in Cape Town, Dexter was a waiter at a Cape Town grill house after his return from exile

He was introduced into trade unionism after he recruited several grill house workers to the South African Commercial and Catering Allied Workers' Union (Saccawu)

He also became Nehawu secretary in August. In March, Dexter was elected Nehawu secretary general

Courage and guts are two words that could describe Dexter who reflects frankness in his open face behind round glasses

"I hate racism and poverty," he says with a pleading voice

Dexter says democracy and salary increases are two factors that can improve the quality of life

He speaks with no remorse of the hospital strike which has paralysed health institutions

"The Government must not be let off the hook. They must surrender. They have failed to rule us."

But he feels that Nehawu was not responsible for the strike

"The truth is that the union was not behind the strike. After the election of the new leadership in March, we found that workers had been unhappy about the improvements in their salaries. They also complained about their working conditions.

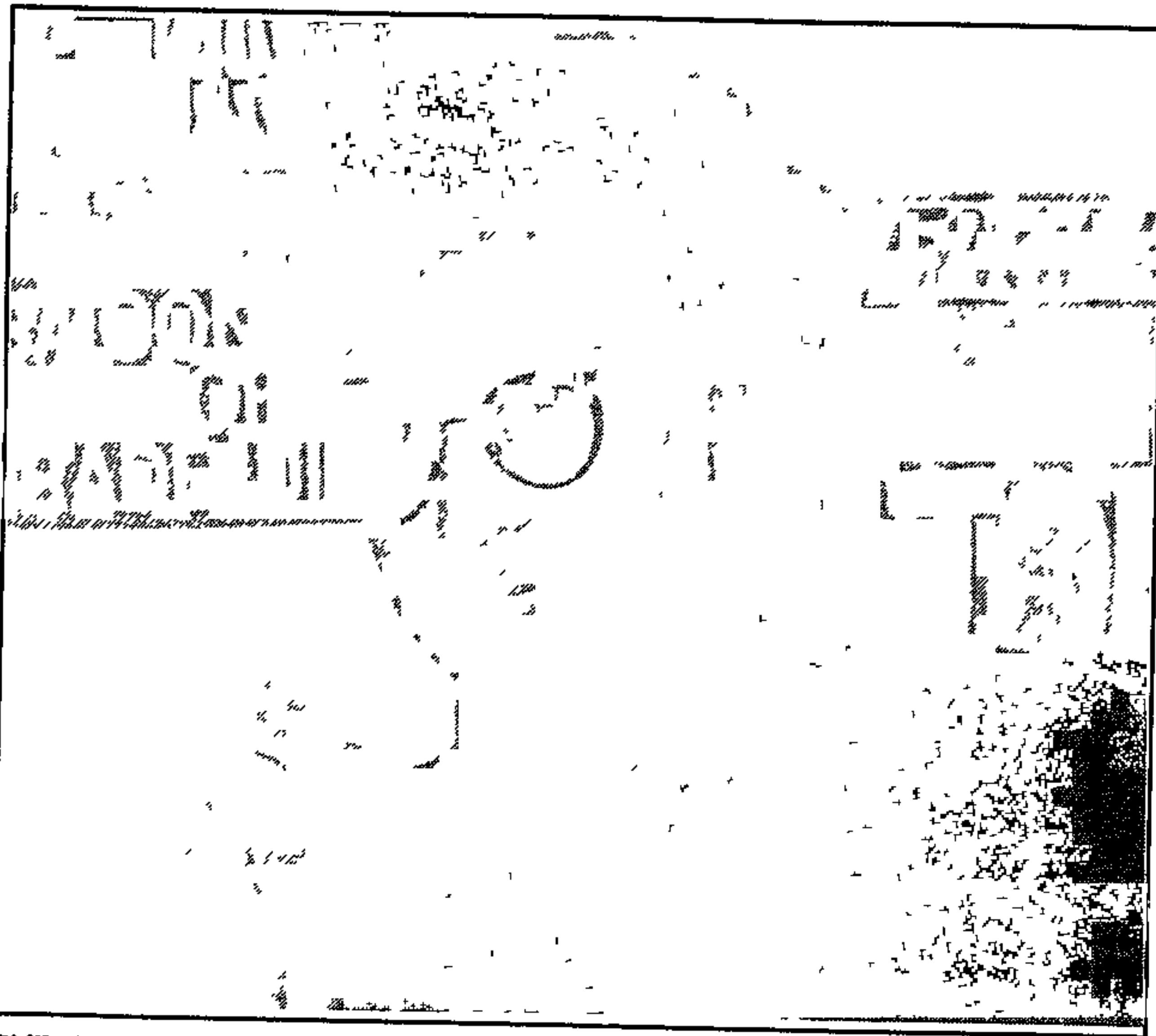
"The Government had not responded to their grievances since the 1990 strike. Look at what happened to Baragwanath Hospital workers when they demonstrated. They were locked out.

"That enraged the workers who finally went on a strike."

Dexter, who wants to be regarded as an honest person, has not secured a house of his own. After spending more than seven years in exile, he still sleeps with friends in Johannesburg while doing Nehawu duties.

"The Government is stubborn and we have to be stubborn too. We thought we were negotiating with the Commission for Administration in good faith but we were snubbed."

Phillip Dexter wears round spectacles, writes songs and has a predilection for philosophy. Yet behind these seemingly prosaic qualities is an influential man. **Isaac Moledi** reports.



**Phillip Dexter . . . secretary-general of the powerful National Education, Health and Allied Workers Union.**

The union's opening demand was R1 300 which has now been reduced to R724. The Government refused to move from its initial R708 offer and this left a R16 difference between the demand and the offer.

Dexter maintains that the R16 is much needed by the ordinary workers who don't earn enough to afford bread and other basic needs for their families.

"The R16 difference that Fanie Ferreira (TPA spokesman) says he's not prepared to offer means food for our workers for two to three days. What do you think of 55-year-olds who still earn less than R400 a month? How does anyone live on that?"

But this is not the first time that Dexter has squared up to the Government.

As a "white", he did not realise the meaning of his classification until he was ordered by the authorities to do military service.

But the strike boss to several thousand hospital workers defied the order.

His straightforward "no" answer was unpal-

atable to the Government.

"I was harassed and eventually had to go into exile in 1983 after joining the ANC.

"It was difficult to echo the politics of change and I realised that it would take only the radical ANC policies to change the South African society."

Dexter is still completing the philosophy degree he interrupted almost eight years ago when he went into exile.

**SALARY** In the region of R1 000 — but he says it's confidential

**Marriage** Wife Brazilian, Morgana

**Children** Filipe (14 months)

# Bid to avert general strike

*Sowetan 17/7/92*

■ Business representatives hold crucial talks with Cosatu in an attempt to ward off a threatened work boycott.

By Ike Motsapi

BIG business and the Congress of South African Trade Unions engage in crucial talks today aimed at averting a general strike scheduled to start on August 3.

Cosatu's national executive committee will meet officials of an organisation representing employers, the South African Consultative Committee on Labour Affairs (Saccola) at the talks.

The talks will be held in Johannesburg and start at 10am. They were initiated by Saccola after Cosatu announced that it planned a general strike from August 3 if its demands were not met.

The strike is part of the ANC-led mass action campaign aimed at installing a democratically elected constituent assembly by December this year.





# ANC plan to occupy Union Buildings, install Mandela as President

ANC and Cosatu leaders met yesterday to draw up plans for the alliance's "Exitgate" phase of mass action, which includes the occupation of the Union Buildings and the symbolic installation of Nelson Mandela as President.

The meeting, described by a source as a "strategising meeting", also discussed nationwide tax defiance. It was attended by Cosatu secretary-general Jay Naidoo and ANC secretary-general Cyril Ramaphosa. It decided the plans would go ahead only if Cosatu failed to reach an agreement with employers at the weekend.

"Exitgate" has been billed as the fourth stage of the alliance's mass action campaign. It was raised at Codesa II by SACP secretary-general Chris Ham as a means of unseating President F W de Klerk.

Cosatu spokesman Keith Madonsela yesterday confirmed the plan to occupy the Union Buildings and install Mandela. The plan will be discussed at a Cosatu executive committee meeting today and will include an attempt to pressure employers to divert money paid in PAYE taxes to a fund for a future SA.

Madonsela said industries "where there

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RAY HARTLEY

are disputes" would continue to face mass protest during the fourth phase.

Cosatu envisaged a six-day national strike, from August 3 to 8, consisting of a two-day stayaway, a one-day "occupation of cities and towns", two days of "factory-based action" and a day of "assessment meetings".

Dates would be set for the occupation of the Union Buildings at the assessment meetings on August 8, but Madonsela hinted that today's Cosatu meeting might

make proposals in this regard.

Factory-based action would effectively be strikes because workers would "go to work, but do not do anything there."

The occupation of cities meant "blocking their strategic entrances", which would bring them to a standstill, Madonsela said.

Cosatu would call off the mass action only if government agreed to hand over to an interim government by December, because this would be the only effective way to deal with the violence.

"At minimum government must commit

itself to majority rule. The whole point of this exercise is trying to get De Klerk out of power," he said.

He said mass action would continue "in a different form" even if negotiations resumed because Codesa parties needed to be pressed to concede to majority rule.

ANC PWV spokesman Ronnie Mamoepe said his organisation would announce today plans to occupy government buildings and other mass action activities.

He said no details of the activities would be given, to prevent "the regime" from thwarting the plans.

66/127

# Killing of worker part of campaign <sup>(140A)</sup> ~~2~~ Cosatu

By Anna Louw  
East Rand Bureau

A Cosatu shop steward was fatally shot at close range near the Wispeco factory in Alrode, Alberton, early yesterday. It was the third attempt on his life, according to Cosatu.

Police confirmed that Bernard Mafuyeka (32), of Tokoza, died after being shot in the stomach on his way to work between 5 am and 6 am

## Collapsed

Mr Mafuyeka was also wounded in the leg.

Police said the trade unionist was approached by four men on foot. One of them pulled out a 9 mm pistol and shot Mr Mafuyeka twice before fleeing from the scene.

Mr Mafuyeka collapsed and died. Police found two cartridges at the scene.

Cosatu spokesman Keith Madonsela said it was the third at-

tempt on Mr Mafuyeka's life. In May he was shot and wounded while getting off a taxi after returning home from work.

The second attack occurred in June when the car in which he was travelling was ambushed near the Inkatha-controlled Mshayazafe hostel in Tokoza. Mr Mafuyeka escaped unhurt but the driver was wounded in the hand.

Mr Madonsela said another shop steward recently resigned and left the Wispeco factory because he feared for his life.

He said another Wispeco employee, also a Cosatu member, was shot dead at the Mshayazafe hostel recently. A fortnight ago, another Cosatu member was wounded in an attack.

"It is clear that the violence on the trains and taxis is being orchestrated to target shop stewards and Cosatu members at factory level," said Mr Madonsela.

"Cosatu members fear that they are vulnerable to Inkatha attacks at the (Wispeco) factory," he said.

Wispeco managing director

Ian Wood said Mr Mafuyeka had resigned as a shop steward two years ago because "he was unhappy about being at the centre of all the political activity".

He said he had heard about one of the workers being shot recently, but thought it had happened after hours.

Mr Wood said some workers had taken early retirement and gone home to get away from township strife. "From a Wispeco point of view, our labour force is peaceful and communication is excellent."

## Blaming

Inkatha spokesman Humphrey Ndlovu said the Cosatu-ANC-SACP alliance was always blaming Inkatha if one of its members was killed.

He said they were experts at propaganda. "Inkatha is a thorn in their flesh."

Mr Ndlovu said it was probable that the killing of Mr Mafuyeka was a criminal act. "Inkatha is part of the Peace Accord and is sticking to those principles."



# Hopes high for brokering labour deal

●From PAGE 1

if there is a voluntary shut-down of industry on August 3.

Agreement is going to require some fancy footwork from both sides, but sources indicate that both parties are keen to find a workable way of avoiding a showdown over strike action.

Saccola sources yesterday estimated that they had a 50-50 chance of getting in-principle support for the agreement from their affiliates, though there had been mixed response to some of the details.

Saccola representatives are also keen to firm up what will happen on August 3. "We are not going to close down just so that workers can have a day off," one source said. Saccola is proposing joint worker-business meetings to address the political situation.

If the deal is concluded, Cosatu would carry out other action over the rest of the week, but would not call a stayaway. In a memorandum sent to affiliates, Cosatu head office sets out two scenarios:

●"If we are able to bring business on board", there will be a voluntary shutdown of "all enterprises" on August 3, "occupation of cities" on August 4 and then three days of "factory-based actions for affiliates to decide upon", or

●if "we are unable to bring business on board", a programme of action will be decided upon. This will be decided on the basis of "seven days of action", including a two-day stayaway on August 3 and 4, "occupation of cities" on the following day and then two days of "factory-

based actions".

The document asks affiliates to endorse the agreement "to bring business on board".

Representatives of some major business bodies, such as the South African Chamber of Businesses (Sacob), the Afrikaanse Handelsinstituut (AHI) and the Steel and Engineering Federation (SEFSA) — which have been at the forefront of negotiations with Cosatu —



Jay Naidoo

were angered this week by the leaking of the draft agreement, which suggested that business had offered to shut down business on August 3 and had called for a constitutional assembly election by the end of the year. In return, Cosatu would reduce its strike action to one day. Joint activities would be organised by both business and labour.

Saccola quickly issued a statement saying no agreement had been reached, it was not taking sides in the political conflict and had only been involved in talks to avert a general strike.

"We have often had exploratory talks and had no mandate to agree to any shut down," said Saccola spokesperson Friede Dowie. Saccola meets again this morning to gauge the response of its affiliates. Shortly afterwards, it will meet again with Cosatu.

During the week, Saccola met with church leaders and with two cabinet ministers, Roelf Meyer and Leon Wessels. Cosatu is due to hold regional meetings this weekend to discuss the mass action campaign.

Thereafter, there will be consultations with their allies, the ANC and the South African Communist Party.

AHI Executive Director Joe Poolman said the organisation had a meeting of its member companies on Wednesday and employers had made it clear that there was no way they would agree to losing a day's production.

"The problem is that there is no assurance you won't have any disruption after that one-day shut down. There is also a fear that this might create a bad precedent," he said.

Employers within Sacob, SEFSA and South African Agricultural Union are also said to have come out in opposition to the shut down.

Within Cosatu, some affiliates are questioning the wisdom of limiting the action to only one day and also want assurances that no disciplinary action will be taken against workers who do not turn up on August 3.

"We're confused as to what the usefulness of having a one-day action would be. This mass action is supposed to be unprecedented, but this will not amount to that at all," one unionist said.

Public-sector unions are particularly perturbed since they were supposed to play a major role in disrupting government services and have been mobilising their membership for this. They are also bitter because of perceived government intransigence in the hospital strike.

The mood of the public-sector unions was summed up by Postal and Telecommunications Workers' Association president Mlungisi Hlongwane. "Mass action is not only about breaking the Codesa deadlock but also about achieving majority rule."

●See PAGE 18



# Hopes high for a labour deal

*w/ Mac 17/7-23/7/92*  
*(140A)*

**BUT THERE'S  
STILL SOME  
HARD TALKING**

**By MONDLI  
MAKHANYA and  
ANTON HARBER**

**T**HE attempt by organised business and labour to avert a costly general strike is hanging in the balance.

Saccola, representing 10 employers' organisations, and the giant labour federation Cosatu meet in Johannesburg today to try and finalise a draft accord.

If they succeed it will be the most significant agreement ever between business and labour.

But both sides are facing resistance from their constituents. In particular, leaders of Saccola were struggling this week to get the support of members who reacted negatively to leaked press reports that suggested they had already reached agreement.

When Cosatu and Saccola meet today they are likely to alter aspects of the draft agreement in order to be able to sell it to their affiliates. However, the basis of the discussion remains that Cosatu will call off its general strike

● Continued on PAGE 2

P.T.O

# Unions' growth fund already has R50-m

ALIDE DASNOIS, Business Staff

JUST a month after its launch by seven trade unions, the Community Growth Fund is already halfway to its first year target of R100 million.

R50 million has already been pledged for the fund, set up in June by four Cosatu-affiliated unions — including the powerful National Union of Mineworkers — and three Nactu affiliates for the placing of workers' provident and pension fund money.

The CGF plans to invest in JSE-quoted companies which satisfy social as well as profitability criteria. Job creation, wages, trade union recognition, health and safety and affirmative action programmes to promote blacks and women will all be

taken into account. Through their representatives on the trade union-controlled company Unity which controls the fund jointly with Syfrets, workers will have a decisive say in where their money is invested.

Thirty to 40 companies are under investigation for the final list, says Mr Ian Hamilton, senior manager of Syfrets which administers the fund and which is contributing R2 million.

"Management attitude towards unions is emerging as a key selection factor," he says.

But, insists Mr Hamilton, the first criterion is one of profitability: "We've been approached by companies which claim to satisfy all the social criteria. If they don't have the growth record we're looking for, we don't consider them."

The fund is looking for cash flow rather than

lump sum investments, says Mr Hamilton. "We recommend that the provident funds leave their capital sums in guaranteed funds so if the market slumps, members don't suffer losses when they leave or are retrenched. Cash flow can be invested in non-guaranteed funds which offer better returns".

None of the potential investors approached so far has refused to invest, says Mr Hamilton, who is confident that the fund will easily reach its first-year target of R100 million.

Individuals can invest from R30 a month or a minimum lump sum of R500 and more than R1 million has already been pledged by the general public.

The fund's first quarterly report will be published at the end of September.

## New tax deal seen for life assurers

Business Staff

JOHANNESBURG — There has been broad agreement on a new taxation basis to ensure equitable life assurance tax treatment, says Sage Life chairman Mr Louis Shill.

Writing in the Sage Life annual report, Mr Shill says he believes the sixth schedule to the Income Tax Act, which he claims puts an unfair burden on life assurers, will be abolished in the coming year. He says it would be unwise to pre-empt the move by offering policies or rights to policies which attempt to take advantage of the situation before the event.

The life assurance industry will soon show its willingness and ability "to respond to the socio-economic development needs of the country without necessarily sacrificing sound investment criteria".

In a reference to the call by Absa boss Mr Piet Badenhorst to level the playing fields between life assurers and other financial institutions, Mr Shill says that the flow of savings has not been influenced by artificial forces such as taxation and other alleged "unequal playing fields".

In an example of cross-fertilisation, Mr Shill points out that a range of insurance products has been launched by Absa's Allied Bank division

■ The threat of predators has sent many smaller banking institutions into the arms of industrial and insurance giants for protection.

Business Staff

JOHANNESBURG — The share swops and the new alliances of the past 18 months have left the banking industry with four major players and very few independents.

In the KPMG Aiken & Peat 1992 Banking Survey, analyst Mr Alan McConnochie attributes the changes in the industry to the introduction of the Deposit-Taking Institutions (DTI) legislation and the formation of the Absa conglomerate.

The DTI and the threat of predators after the Absa merger

sent the smaller building societies into the protective arms of the big industrial and insurance groups.

NBS, in a bid to ensure its continued independence, acquired the backing of the Barlows group through a share swap involving the French Bank.

The major shareholders are now Barlows (18 percent) and life assurer, Norwich (25 percent).

Mr McConnochie says NBS is well-placed to continue its independence unless a very high offer price is made.

Saambou strengthened its independence through a deal with insurance company Fedlife, in which Fedlife converted their de-bentures and so acquired a 35 percent stake in Saambou.

Fedlife also acquired a 22 percent holding in independent Investec Bank through a cross-shareholding transaction.

## Bank alliances, share swops kill independents

The control over Stanbic (Standard) was sewn up by Liberty Life which now has about 45 percent of the bank under its control. Mr McConnochie adds that Old Mutual retains a blocking stake of 25 percent in Stanbic.

Old Mutual also controls Nedcor. Nedcor has not been affected by changes in ownership but continues to strive for complete rationalisation between its bank and its home loan division, the Perm — a building society it acquired in 1988.

No major changes took place at FNB.

Absa has continued its acquisition trail with the purchase from Sanlam of the ailing Bankorp group.

The takeover will make Absa 60 percent bigger than its closest competitor, Stanbic.



**Bosses and unions agree on wide charter to tackle social ills**

# A NEW DEANTO BREAKTHROUGH

STimes 19/7/92

By EDYTH BULBRING  
Political Reporter

BUSINESS and union leaders have hammered out a wide-ranging "social charter" designed to end violence and rebuild the country's shattered economy.

After days of tough bargaining — while the country's politicians bickered at the UN — bosses and workers finally agreed to a draft accord late on Friday night.

Their deal goes well beyond averting a proposed seven-day general strike in August.

They still have to take it back to their membership for approval. If they get support, the charter will be signed on Tuesday night.

Key elements of the accord are:  
● A moratorium on a general strike until the end of September.  
● Joint action by churches, labour and business for a day of reconciliation on August 3 which would include a voluntary shut-down of industries.

● A national conference attended by political organisations and cultural, religious and business leaders at which they would commit themselves to the charter of peace, democracy and economic reconstruction.

● Concrete steps to deal with violence, jobs, price, food and housing.

● A four-point programme to boost negotiations.

● The launch of an economic negotiating forum with the government, labour and business to reconstruct the economy.

Golden girl Elana sets South Africa on track for Olympic comeback



## Surrogate mum divorce shock

By JOCELYN MAKER

THE parents of the world famous surrogate-granny triplets are getting divorced.

Mrs Karen Ferreira-Jorge, 29, issued summons against her husband, Alcino, last month.

On June 18, Mr Ferreira-Jorge, 35, filed papers with the Pretoria Supreme Court, indicating he would contest the action.

This weekend, neither of them would discuss the breakdown of their marriage, beyond a terse "no comment".

Mrs Ferreira-Jorge's mother, Mrs Pat Anthony, 53, who carried and gave birth to triplets David, Jose and Pamtrun October 1 1987 at the Park Lane Clinic in Johannesburg, also refused to discuss her daughter's impending divorce.

Residents of the northern Transvaal town of Tzaneen closed ranks around the family this week, but BLISSFUL COUPLE... Karen and Alcino on their wedding day





reconstruction.

● Concrete steps to deal with violence, jobs, food and housing.

● A four-point programme to boost negotiations.

● The launch of an economic negotiating forum with the government, labour and business to reconstruct the economy.

## Pledge

The SA Co-ordinating Committee on Labour Affairs, a body representing 10 major employers, and Cosatu, a labour federation of more than 1,3-million workers, finalised the draft charter at a 10-hour meeting on Friday night.

In addition to the draft charter are two documents, one detailing a programme of action for August 3, the day the ANC-Cosatu alliance has set as the first day of a seven-day national strike, and a second document which details a commitment by labour and business to a general-strike moratorium until the end of September.

Saccola's and Cosatu's membership will be canvassed on the charter and its supporting documents until the representatives meet on Tuesday night to put their signatures to the pledge.

Negotiators said both bodies would have a tough time persuading their members to accept the draft.

Saccola is determined not to be seen as ganging up against the government or being seen to become the fourth leg of the ANC/SACP/Cosatu alliance, and Cosatu cannot be seen by its members as being won over and compromised by big business.

## Action

On Tuesday night the negotiators will have three options: to endorse the charter, reject it or propose to renegotiate parts of it.

While the charter has been negotiated by business and labour, it is envisaged that it will also be signed by political and other public organisations.

It has therefore been altered substantially to make the wording and the recommendations non-partisan and not party-political.

A conference on July 28 has been suggested for the signing of the charter.

The document on the programme of action for August 3 says there will be joint church, labour and business assemblies and rallies in the major centres. There will be a voluntary shutdown of all businesses.

Business negotiators envisage that this will be turned into a day of reconciliation and the programme will be led by the major churches, which have already been consulted.

□ To Page 2

# SI Times 19/7/92 Breaking logjam 1407

□ From Page 1

The second document boils down to a trade-off between business and labour. In return for endorsing the charter, Cosatu will agree that any action taken after August 3 will not damage the economy, nor will it be life-threatening. Any mass action will abide by the Goldstone Commission recommendations.

This, in effect, would stop the general strike planned by Cosatu for the rest of that week.

This effective moratorium would last until the end of September when the parties would meet to assess the progress made towards the charter's goals.

The charter commits the signatories to goals of political transition and curbing violence and combating poverty. They have drafted a timetable for political progress.

The signatories commit themselves to four pre-

requisites for progress towards democracy.

● The need to move swiftly to a political settlement based on a one person, one vote of equal value in a united country.

● The period of transition and the new dispensation would conform to principles of democracy contained in the declaration of intent at Codesa.

● An elected constitution-making body which will be constrained only by the principles already negotiated at Codesa, which will also act as a transitional parliament.

● Effective transitional arrangements and an independent electoral commission to ensure that elections are free and fair.

The charter commits the signatories to the implementation of these political goals in six to nine months.

Measures to combat poverty include the setting

up of job-creation programmes by the end of August, food and drought relief programmes by the end of this month, housing and hostel upgrading and related services by August, a programme for the provision of electricity for all by mid-August, a national forum on food inflation by mid-August, and urgent programmes to create a viable system of education and training for all.

It also commits the signatories to an economic negotiating forum which would seek consensus among the government, labour and business on a national economic strategy by the end of August.

Measures to curb the violence include ensuring that effective peace committees are established and that the recommendations of the Goldstone commission and the provisions of the Peace Accord are implemented.



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# Workers accuse union of stalling

By RYLAND FISHER

A LARGE group of University of the Western Cape workers have signed a petition accepting a wage offer by the university administration — and have accused their union of dragging its heels in wage negotiations.

About 80 workers marched on the university's administration building after they were informed the university would not be able to meet their demands because of an agreement with the campus branch of the National Education Health and Allied Workers Union (Nehawu).

"We are upset that negotiations are continuing for so long despite a mandate given by the workers to the union leadership two weeks ago to accept the university's offer of an 8,5 percent across-the-board increase, with R510 in lieu of back pay," said one of the workers, who refused to be named for fear of victimisation.

He said the petition had been signed by most of the workers in the gardens and grounds department and the march had been joined by workers in three other departments.

More than half the union's 600 members wanted to accept the union's offer, he said, but the union leadership was being held back by "militant elements".

This was denied by Mr

John Jantjes, chairman of the UWC branch of Nehawu, who said the march on Friday was "unconstitutional and not representative".

"There is lots of confusion among the workers especially since the campus has been closed for the past three weeks and not all workers have been attending meetings."

He said the union's negotiators were acting within their mandate and would have another meeting with the university administration on Wednesday.

"After I spoke to the workers on Friday, they understood the situation much better," he said.

The union had initially demanded a 20 percent increase backdated to January.

UWC spokesman Mr Nazem Howa said the university and the union had an agreed forum for negotiations. All views related to the wage talks should be raised at this forum, he said.

SITING 19/7/92  
 (13435)  
 (140A)  
 (1879)  
 (182/151)

# Strikes in in two key industries loom

By ADRIAN HERSCH

STRIKES about pay could begin on Wednesday in the motor and metal industries

Conciliation board talks held this week in the motor industry failed to resolve differences — and Numsa immediately held a strike ballot.

The disputes in both industries, affecting about 370 000 workers, enter a critical phase as Numsa's national executive committee meets this weekend.

Seifsa, the employer body in the metal industry, has received a vote in favour of a lock-out.

The last national pay strike in the metal industry occurred in 1988 and lasted two weeks. Numsa members embarked on what it called "strategic strike action"

It occurred at carefully chosen companies, mostly in the PWV area.

There is speculation that Numsa may not get a yes vote for a strike. But even if it does, a strike is not certain.

Given tough economic conditions, Numsa may hesitate to call a strike across the entire metal industry.

One of the key advantages of the lock-out is that even if "strategic strikes" occur, employers will be able to act on a broad scale, placing pressure on the union.

Seifsa offers an 8% pay increase and Numsa demands 20%. The union wants a moratorium on retrenchment. Employers say it is impractical.

Seifsa executive director Brian Angus says "we would prefer a settlement — in line with the economic conditions in the industry"

The unknown factor — likely to play a decisive role as many pay negotiations come to a head — is how political events unfold.

The parties in the motor industry are reluctant to comment on what happened in conciliation board meetings this week.

But it is believed that there was some modification of position by both parties, which offers some cause for hope.



## Nehawu 'takeover' 1409

THE National Education, Health and Allied Workers Union (Nehawu) has set next Saturday as the "takeover" day of Baragwanath Hospital in Soweto. Nehawu's assistant general secretary, Mr Neal Thobejane, said yesterday. "That seems to be the only action the TPA will understand." Meanwhile, the union signed an agreement with the Cape Provincial Administration last week allowing workers to return to work on Friday, according to Thobejane. 1409

Sowetan 20/7/92

# Today's talks raise hopes that Toyota strike will be settled

THE strike and negotiations about 6 000 dismissed workers at Toyota SA's Durban plant could be settled today.

A Numsa spokesman said the union would meet Toyota this morning with a new proposal to end the strike and get the dismissed workers reinstated. He said Numsa had dropped its demand to be paid for the strike and had agreed to refer to arbitration two aspects of the agreement reached after its strike in May. These were Numsa's demand for the reinstatement of a shop steward dismissed last year, and the relocation of a manager.

DIRK HARTFORD

Toyota has been insisting that these issues be referred to arbitration.

But the company has already indicated it will drop all legal charges against Numsa and consult the union on overtime and production schedules. It will also relocate a superintendent the workers wanted dismissed in the first strike.

A source said the key issue at today's negotiations was likely to be whether Toyota reinstated or re-employed the dismissed workers.

If the workers were reinstated, they would be entitled to all their benefits — including long-service allowances, an end-of-year gratuity, and pension and medical aid. If the workers were re-employed, they would have to start from scratch — or Toyota might agree to maintaining some of the benefits like pension and medical aid, while asking workers to forfeit the rest.

A Toyota spokesman confirmed there was a meeting with Numsa, but would not elaborate.

EDWARD WEST reports that Toyota

fired the workers on July 6 after losing 47 production days to two strikes. The strikes have cost Toyota more than R1bn in lost production. In June alone, the company estimated that between 800 and 1 000 car sales opportunities were lost.

Component suppliers had lost orders worth R200m, with many of their workers either having been retrenched or put on short time.

Toyota Manufacturing MD Ralph Broadley said salaried staff had stepped in to help get the plant running. However, production was at about 40% of normal.

ANC, Cosatu back compromise

# Business to seek support for shutdown

BIDAY 2017/192  
EMPLOYER body Saccola and trade union federation Cosatu will attempt this week to sell to their constituents a proposed 24-hour shutdown of business and worker stayaway in place of a five-day general strike.

The proposal is the result of two weeks of negotiations between Cosatu and Saccola. If approved, it will be adopted by the two organisations at a meeting tomorrow.

It is a compromise on earlier ANC/Cosatu intentions to stage a longer strike in support of an interim government and an elected constituent assembly.

Saccola spokesman Bobby Godsell said yesterday Saccola and Cosatu "had been asked to do things which for each of them were unusual".

For Cosatu it meant watering down its industrial action, for Saccola it meant officially sanctioning a stayaway.

"We've all got to try and turn around our constituents," Godsell said.

"The proposal has some potential and some problems. In the end its acceptance will depend on the reaction the ideas evince from our constituents."

The 24-hour shutdown was discussed by the ANC's national working committee last week. The committee agreed there would be no other stayaway if Cosatu and Saccola received their constituencies' backing.

The committee said "This 24-hour closure would mean a form of general strike with the support of business and other such forces, demonstrating the isolation of the regime." Other actions planned for a week of action, starting with the 24-hour closure on August 3, would go ahead.

ADRIAN HADLAND

These include regional initiatives to blockade towns and cities on August 5, factory demonstrations on August 6-7, a "local assessment" on August 8 and religious activities on August 9. ANC spokesman Gill Marcus said the actions would be taken during lunchtimes and breaks and would not interfere with production.

The stoppage would take place on August 3 which the ANC has billed a Day of Peace, Democracy and Economic Reconstruction.

A decision to hold a one-day stoppage in place of a longer general strike would be taken amid signs that a number of key strikes could be resolved soon — on terms favouring employers rather than workers. These include the Toyota, SABC and hospital strikes.

In a parallel agreement, the two parties are set to adopt a social charter which commits business to backing the ANC's demands, taking steps to end violence, expediting the establishment of an economic forum and job creation programmes. This agreement would set an end-September deadline for actions to be taken before new possible union action.

Cosatu general secretary Jay Naidoo said last week an agreement with Saccola would enable Cosatu to stage a shorter general strike than originally planned.

Mass action received a further setback at the weekend when trade union federation Nactu indicated, after its national consultative conference in Soweto, that it was reconsidering its participation.

● Comment Page 8



## COMMENT

# Beyond August 3

610A 20/7/92

140A

**M**OST businessmen will be relieved when Saccola and Cosatu finally sign their agreement ending the threat of a week-long general strike and confining protest action to a single day's stoppage on August 3. When they have breathed their sigh of relief, they should also consider what will have been achieved and what is needed next.

The agreement lasts until the end of September. At that stage do we have another confrontation, initiated by a Cosatu which then believes business is sufficiently pliant or cowed to be co-opted completely into the alliance?

Perversely, a week-long stoppage might have been the better alternative. It would have given government a sharp shock and also delivered a lesson in realism to Cosatu's allies. Struggling firms will probably manage to limp through August 3. A week-long strike would have pushed many under and helped persuade Cosatu to face up to the reality of the attendant job losses.

The left's argument that the economy has been so badly damaged by apartheid that politically motivated strikes can do no more harm is trivial. The damage has been done by five years of uncertainty and recession.

Like their counterparts worldwide, South African businessmen have for years gone about their business apolitically — adjusting operating strategies to the swath of legal and fiscal constraints which restricted their attempts to make profits. Support for the "Yes" vote

and social projects outside the strict confines of business were initiated by business leaders choosing what they believed was right not who was right. Partisan politics do not and cannot mesh with the aims of business in a democratically run market economy.

Social projects — housing, electrification, job protection, food prices — contained in the Saccola-Cosatu accord are fine. They are fundamental to the economy's ability to survive the present political changes. Cosatu's insistence that business should side with the ANC alliance against government goes way beyond business's proper involvement in politics.

Fact is that most businessmen probably believe the De Klerk government has responded responsibly and positively to the 14 conditions set by the ANC for a resumption of talks. Many probably believe the ANC is using mass action because government did not simply accept the organisation's view of constitutional development. That view should be made clear.

If the ANC alliance wants the broad support of business it must earn it, not force it by threats of stoppages and action which prevent business from getting on with its job. The ANC's economic policies remain too general to inspire business confidence. If it hopes to enlist unreserved business support for its policies, it must present clear policies which persuade businessmen the ANC's economic management offers the best prospects.

**THE SOUTH AFRICAN LABOUR MARKET — Critical Issues for Transition, by Frans Barker (J L van Schaik, R49,97).**

THE SA labour market is a prize Cosatu and its labour allies are contesting with vigour. In the 70s and 80s institutions that regulated and monitored the various aspects of the labour market — like the National Manpower Commission, the Unemployment Insurance Fund, the wage boards, the training boards, workmen's compensation and so on — were regarded by Cosatu unions with suspicion and hostility, and were boycotted.

**Useful analysis of labour in SA**  
R1b44 20/7/92

Now these unions are engaging the whole area in line with their vision of restructuring the labour market and its institutions. Their participation will give credibility to the transition process. And it will help to concentrate the attention of all affected parties on this critical area of the SA economy. So a clear and simple book, which outlines the major components of the labour market and highlights the issues that need to be addressed in the transition period, is

both timely and welcome

Commission chairman Frans Barker's book is the only comprehensive examination of the labour market. It is also written with the insight of someone — widely respected in trade union and employer circles — who has a bird's-eye view of the market and access to all the official information on the labour market. The book deals with some of the principles of labour market supply and demand, productivity, problems

surrounding unemployment, human resources and the demand for skills, industrial relations, wages, inequalities and discrimination.

Inevitably, readers from different sides of the industrial relations divide, as well as labour market academics and commentators, will find an axe to grind with some of Barker's assumptions — even though he is careful to present the pros and cons on various issues.

The book is packed with useful information that students, trade unionists, industrial relations managers and politicians will find useful.

**DIRK HARTFORD**

at 0 rls



# focus on Cosatu

Sowetan 21/7/92

140A

**Q** **UESTION** There is a growing perception that Cosatu is becoming more of a political organisation than a trade union federation. What do you say?

**ANSWER** Cosatu has no intentions of becoming a political party.

But, our federation is a key player at a political and economic level.

Politics is for the people. You build democracy that way, and ensure that a future government is acceptable.

**Q** Specifically, do you think by disbanding Koevoet and Battalion 32 State President FW de Klerk has somehow capitulated?

**A** Certainly, but that does not solve the problem. Mercenary forces - uniformed murderers - are unacceptable. We want such forces confined to barracks and also have proper local and international monitoring of the security forces.

We are not prepared to accept that De Klerk has goodwill. He must move decisively because we want to see evidence now, in the short term.

**Q** Explain Cosatu's reasons for the mass action programme.

**A** Mass action was embarked upon because this Government is not negotiating in good faith. The negotiations deadlock, the country's crisis and tragedy, are a result of the Government's intransigence. De Klerk's regime refuses to relinquish power.

**Q** Could you give a clear picture about the present talks Cosatu is holding with the South African Consultative Committee (Saccola)?

**A** Big business is being asked. When it voted in the March referendum, was it voting for democracy as it is universally known or was it voting for De Klerk's democracy? We are saying to employers - to everyone, actually - you have a choice. Take a stand for peace and democracy or decide you are going to stand out of the way and say no work, no pay, no disciplinary action or victimise and dismiss workers.

We are engaging Saccola as the main pillar of support of the De Klerk regime to put pressure on employers to pressurise the regime to understand that the majority of the people of our country want democracy and peace now.

**Q** There is a general feeling that mass action, which includes stayaways, is often violent and enforced only in black townships.

**A** In most general strikes we have called there has been very little evidence of violence. We have staged marches and occupations in cities and are preparing to occupy all the towns.

What surprises is the pious and self-righteous attitude of white employers and Press - the SABC in particular - who always say 'oh look at how they cause the violence'. What about the people being killed daily on the mines, the industrial accidents?

**Q** What is your stand on nationalisation?

Congress of South African Trade Unions general-secretary Jay Naidoo — the man that Big Business loves to hate — spoke to Political Reporter **Themba Molefe**. They discussed Cosatu's strong presence in the country's political transformation:



Jay Naidoo ... Cosatu has no intention of becoming a political party.

**A** The economy is to a large extent dominated and nationalised by a white minority. We believe that nationalisation is a legitimate instrument of redistribution. So, how do you democratise the economy? I am not talking about nationalising everything including barber shops. We say the public sector, social services, education, health facilities should be nationalised so that the people have access to them. We oppose the privatisation of education, for instance.

**Q** You are a man whom many people - in Government and big business - love to hate.

**A** I would say hate. They hate what Cosatu says and how I articulate it. That the majority of this country does not live at the Carlton Hotel but in matchbox houses, that people cannot pretend there is a majority here and that we are the voice of the poor majority.

**Q** Are you optimistic?

**A** Yes, I think the march to democracy is unstoppable.

## Cosatu file

### DATE ESTABLISHED:

1986

### TOTAL AFFILIATES AND PAID-UP MEMBERS:

14 trade unions - 1 195 627 members as at June 30 1992

### OFFICE BEARERS:

President - John Gomomo. First Vice-President - Chris Dlamini. Second Vice-President - Godfrey Oliphant. Treasurer - Ronald Mofokeng. General Secretary - Jay Naidoo. Assistant General Secretary - Sam Shilowa.

### LARGEST SINGLE AFFILIATE:

National Union of Mineworkers - 257 969 members as at November 1991



**FOCUS** *The march to democracy is unstoppable - Jay Naidoo*

4/4/1



# Govt favours adoption of strike accord

ADRIAN HADLAND

BUSINESS and labour groups will meet today to decide whether to adopt a draft Saccola-Cosatu accord aimed at averting a general strike and gaining business backing for political demands.

Today's meetings will take place against a background of business concern that it is tying its fortunes too closely to the ANC-Cosatu camp.

Government indicated yesterday it favoured the accord, which sets aside August 3 for a 24-hour stoppage. Government backing for the accord has been cited by Cosatu and Saccola as a vital ingredient Constitutional Development Minister Roelf Meyer said government welcomed the business sector's participation in efforts to normalise the situation in SA.

"Business people have an important role to play in the negotiating process, which is not only the domain of politicians."

"If this agreement can limit the effects of a national strike, the government welcomes it," he said.

Business would not be choosing sides politically if it signed the accord, he said. Senior representatives from business chambers across SA will meet today at a special Sacob summit in Johannesburg to discuss the accord and the 24-hour shutdown. Sacob's recommendation will be passed on to Saccola in time for its meeting with Cosatu later tonight.

Saccola chairman Bokkie Botha said he was not aware of business opposition to the accord on political grounds. Business groups wanted clarification on details of the August 3 stayaway.

Sources said some business chambers were unhappy with the political aspects of the accord and were unlikely to agree to a paid holiday on August 3. One JCCI source said there would be "a riot" if Sacob accepted a "pay for no work" precedent.

Free State Chamber of Business president Able Koch said his members believed politics should be separated from the business environment. "Politics does not do business or the economy any good at all."

As an important Saccola affiliate, Sacob's decision is essential to the ratifica-

□ To Page 2

## Strike accord

A Sacob spokesman said consensus was required before recommendations could be made to Saccola.

Koch said his members opposed the stayaway and would take a hard line on a "no work, no pay" policy should the stayaway be agreed upon.

Cape Town Chamber of Business CE Alan Lighton said many companies had adopted a "wait and see" attitude. The Cape Town contingent was going to the Sacob meeting today with particular views on the accord and stayaway, but were prepared to discuss the proposals.

Saccola chairman Botha and national peace committee chairman John Hall will be among speakers addressing the Sacob summit today. Their efforts to persuade Sacob to adopt the draft charter will be strengthened by messages of support received from Meyer and DP leader Zach de Beer.

In a statement yesterday, De Beer said: "SA is in a crisis where differing groups must understand each other, make com-

promises and work together for the common good, or we may all go under."

Saccola secretary Friede Dowse said "the day of the thurd (of August) is drawing closer. This is a matter of urgency."

Another Saccola affiliate, the Chamber of Mines, is also facing considerable pressure from below.

In a statement released by the white Mine Workers' Union (MWU) yesterday, general secretary Peet Ungerer said Saccola would be "declaring war" if it sided with the ANC-SACP-Cosatu alliance.

He said the MWU would be approaching the CP for support and meetings would be sought with other Saccola affiliates, including the AHI, Sefisa, Iscor and the Chamber of Mines.

ANC spokesman Carl Niehaus said it was likely the general secretaries of the SACP, ANC and Cosatu would be meeting today to hold "informal discussions" about the Saccola-Cosatu meeting tonight.

● Comment Page 10

# NEWS Meeting to ratify draft labour accord postponed until tonight

## NEWS

### IN BRIEF

#### Madikane funeral plans

THE four Madikane family members killed in a petrol bomb attack in Naledi, Soweto, during the Nehawu hospital strike will be buried at Avalon cemetery tomorrow.

The four are Madikane sisters Zodwa (22), Buyiswa (24) and Nomqibelo (40), as well as Joel Khahleli (13), grandson of Mrs Samnah Madikane who is fighting for her life at Baragwanath Hospital. A short service will be held at 1174 Naledi Ext 2, Soweto, from 8am to 9am. Another service will then be held at Naledi 2 Sports Grounds at 10am and the cortege will leave for the cemetery at 1pm.

# Meeting on labour accord put off

**Fine tuning: Cosatu and Saccola await members' responses to draft accord and other changes to mass action campaign:** *Sowetan 22/7/92*

#### By Ike Motsapi and Sapa

YESTERDAY'S meeting to ratify a draft labour accord between business and Cosatu was postponed tonight to allow the drafting committee to consider changes to the document.

The ratification meeting would now take place at 5.30pm in Johannesburg, the South African Coordi-

nating Council on Labour Affairs confirmed.

And, Cosatu's central executive committee will reconvene its meeting which was postponed on Monday to discuss the matter further.

After this meeting, the labour federation would meet the ANC and SA Communist Party to discuss and adopt further details and timeframes for the mass action

campaign

A smaller drafting committee, between six and 10 members, met last night to consider "inputs" from Saccola and its 10 affiliated employer groups and from Cosatu and its alliance partners, the African National Congress and SA Communist Party.

Sources close to the secret negotiations stressed yesterday that no

final agreement had yet been reached.

"Negotiations are still at such a sensitive stage that any leaks now could have disastrous consequences," one source said.

However, he was cautiously optimistic that if the drafting committee did make any changes to the proposed accord "it won't affect the character of the document".

Meanwhile, Sacob members were locked in a strategy meeting yesterday - *Sapa*





# Cosatu, Saccola near final accord

DIRK HARTFORD

SACCOLA and Cosatu leaders met last night to try to finalise their draft accord on ways of breaking the deadlock in political negotiations before reporting back to their constituencies, where both face some resistance to the proposed agreement

Sources close to the negotiations said that if everything went well, a final version would be signed at a meeting between Cosatu and Saccola tonight

The accord — which has proposed a 24-hour shutdown instead of Cosatu's five-day general strike and has been welcomed by government, ANC and DP spokesmen as a bold initiative — has generated a flurry of activity in employer, trade union, political and government ranks

In all these constituencies there are signs of division and doubt about the agreement, overlaid with a cautious optimism that it will nevertheless succeed

No official spokesmen were prepared to comment on the record at this stage for fear that it could jeopardise the process

However, it is likely the ANC alliance and government will support the accord if Saccola and Cosatu are able to reach final agreement on it

Yesterday, Saccola chairman Bokkie Botha met Constitutional Development Minister Roelf Meyer but Meyer's office would not comment on the outcome of the meeting or on what the two might have discussed

□ To Page 2

## Cosatu

It is understood that Meyer's earlier, tentative support for the initiative did not find favour with all his colleagues. This included the possibility of government supporting the proposed August 3 voluntary shutdown by asking civil servants to join assemblies

Saccola, meanwhile, was having trouble getting consensus before its meeting with Cosatu last night

Its biggest affiliate, Sacob, held a meeting yesterday afternoon and some of the major Sacob players argued — as do some cabinet ministers — that the accord went "too far" in meeting Cosatu and was open to "manipulation" because of its vague wording

Saccola will today meet Fabcos, Nafcoc and a delegation of the International Employers' Organisation, which is visiting SA, and the accord could be discussed there as well

One of the issues to be addressed last night was the basis on which the proposed shutdown would take place

Employers argue there are four options — a voluntary closure where workers are

paid, a "no work, no pay, no discipline" deal, workers taking leave on that day and local arrangements being struck between employers and their workers

Within Cosatu and the ANC, a key issue is what effect the accord will have on its capacity to take mass action

While many employers regard a moratorium on the general strike until end-September as leaving the door open for Cosatu to such action at a later stage, many in Cosatu want to reserve the right to action — including a general strike — from now on

They are also not keen to compromise their right to take other forms of mass action even if the general strike is called off

However, one source said there must be "something exceptional" about the accord if people on all sides were unhappy with it but would nevertheless not throw it out completely

He said it indicated that all sides would have to make compromises and stick with them if there was to be progress made in the country

● Comment Page 6

From Page 1

Own Correspondent

# Toyota and Numsa fail to end strike

DURBAN — National Union of Metal Workers of SA (Numsa) representatives and management of the strike-torn Toyota plant in Prospecton failed yesterday to end the six-week strike.

The strike, which led to the dismissal of 6 000 workers, has cost the company more than R700m in lost turnover.

A company statement said a meeting with Numsa took place yesterday, but union officials failed to sign an agreement that would have resulted in the re-employment of the 6 000 workers.

Numsa regional secretary Ekkie Esau said earlier revised proposals and an "agreement" submitted to the union by Toyota were discussed with the workers.

but "certain clauses" had to be clarified before workers decided to return to work.

He confirmed that Numsa had dropped a demand for employees to be paid for the duration of a 17-day strike in May. Toyota's refusal to meet the demand led to the current strike and the dismissal of most of the hourly paid Durban workers.

Numsa says it will hold a meeting with its dismissed members today.

DIRK HARTFORD reports about 500 workers from Toyota's Johannesburg division, who went on strike two weeks ago after the dismissal of their Durban colleagues, returned to work yesterday.



# At last, business enters the

Star 22/7/92



Allister Sparks

# Things

**T**HE social charter being worked out between businessmen and the ANC-Co-satu alliance is the most encouraging development in many months. Not only does it represent a breakthrough to mutual understanding in this polarised nation, but it also indicates a healthy re-turn to political involvement on the part of our business community.

For decades, indeed ever since the days of Cecil John Rhodes, the business community has been politically dormant. This has been part of the general political impotence of English-speaking South Africa. With Afrikaner politicians running the show from Botha and Smuts onwards, English-speakers, locked into a minority role in what became an increasingly ethnic-driven system, retired to the sidelines and concentrated on running their businesses instead.

South Africans in the 1960s. Politics and the civil service became the Afrikaner's preserve, business the domain of the English-speakers. Over time this deepened into a kind of Church-and-State cleavage which permeated the cultures of both board room and Cabinet room. Businessmen ceased thinking in political terms, and the politicians failed to develop the capacity to think in economic terms.

The businessmen came to believe that politics was none of their business, a dirty business anyway best left to those brutish Afrikaner Nationalists with their crude apartheid ideas while we decent English kept our hands clean and our noses out of it.

It was a curious opting out unique to the breed. It baffled Marxists, who believed all political truth stemmed from the economic truth and the dynamics of capitalist exploitation, and the Americans, who are accustomed to big business having political clout and couldn't conceive of a system where this was not the case.

It meant the business community raised hardly a peep, and certainly launched no protest campaigns, as Hendrik Verwoerd launched his mad apartheid schemes and, by crippling the country's manpower skills with his education for inferiority, inflicted damage on our economy that will take a century to repair.

Things changed a little through the 1970s and early 1980s as urbanisation and industrialisation saw Afrikaners surge into business, but the acculturation tended to be one-way. It depoliticised the new Afrikaner businessmen more than it politicised business as a whole. They conformed to the apartheid norm, partly because it was easier that way.

Apartheid conflicted with business interests, but to criticise it was ethnic treachery.

There were a few exceptions, such as when Theo Wassenaar erupted over the extent of State involvement in the economy, but such interventions stood out because they were so unusual. For the most part business, both English and Afrikaner, remained politically mute, neutered, effete.

This is unhealthy. A nation is powered by the twin locomotives of political and economic leadership, and if they don't work in tandem, if they don't interact, the nation will eventually stumble over its own contradictions, as South Africa is now doing.

The political awakening of our business community began with the legalising of black trade unions in 1979. Suddenly businessmen were confronted on the shop floor with the realities of what their political inertia had permitted to develop under their own noses: poor pay, poor education, poor training, political harassment, social alienation, and an angry, frustrated work force.

The learning curve was steep and harsh. Many companies made the knee-jerk response of union bashing, fire-and-rehure tactics — South Africa's "traditional way of life" when it came to dealing with cheeky blacks. It may have worked down on the farm or even in the mines in the early days, but not in modern times when essen-

tial skills are crucial to an industrialised economy.

The next lesson came in the mid-1980s, when political repression provoked disinvestment and sanctions. There was much bravado at the time, about how sanctions had never worked anywhere and couldn't possibly work here, and how our tough economy was impervious to such pinpricks.

But no one is fooled any longer. We all know that sanctions hurt like hell, and that as economic crisis loomed more and more businessmen realised that neutrality meant waiting for death. They began speaking out as never before, passing resolutions and asserting themselves in calling for political change. In no small measure this led to President de Klerk's epochal speech of February 2 1990.

Now we have lesson number three, with yet another crisis. A crisis caused this time by a confrontation between black expectations and Government obduracy. President de Klerk raised those expectations by announcing that he was ending apartheid and bringing in democracy, then frustrated them by trying to manipu-

late the process into a system of "power-sharing" that would prevent majority rule and entrench the inequalities developed during the years of apartheid.

It is a crisis caused by the threat of mass protests and industrial action, by the prospect of investor alarm and capital flight, worse still by the quickening spiral of more unemployment, more unrest and yet more alarm.

One may bewail all this, and warn — to use the latest cliché — that we are all in the same boat and will all sink together, but sometimes it is only the prospect of calamity that galvanises inert people to action. Like being hanged in the morning, it concentrates the mind.

And sometimes oppressed people get desperate enough, or angry enough, or heedless enough, to precipitate such a prospect. It is then that the complacent wake up, precisely because they are in the same boat.

We may be at that point now. With just 10 years to go, business has awakened to perform what may be its most important political role in the century since Rhodes left us. □



# NEWS Union tells Goldstone Commission that it knows nothing about pamphlet

## Teachers join mass action

*Sowetan 23171972*  
■ In solidarity with colleagues suspended by Ciskei: Democratic Teachers Union (Sadtu) said 29 teachers were suspended in Mdantsane alone

The teachers have the support of pupils and local community organisations. Pupils said they have had no teachers since schools reopened on July 14

# Nehawu denies an intimidatory pamphlet

*Sowetan 23171972*

lives of workers who do not participate in the hospital workers strike," said Mr Justice Goldstone

The contents of the pamphlet amounted to serious and unlawful intimidation and the commission decided to ascertain from Nehawu whether it was responsible for the pamphlet and its attitude to it

At the request of the commission, Nehawu's general secretary, Mr Philip Dexter, and the organiser of the Pietersburg branch, Mr CP Mahlo, met the commission on Tuesday.

"The commission was informed by Messrs Dexter and Mahlo that Nehawu did not publish the pamphlet and that the letterhead on which it was typed did not come from a Nehawu office. They are unaware of its origin."

Dexter and Mahlo informed the commission further that neither they nor Nehawu supported violence or intimidation of workers.

The contents of the pamphlet were contrary to the policy of Nehawu and they disassociated themselves and Nehawu from the pamphlet. - Sapa

## ■ INTIMIDATORY LETTER

### TPA asks Goldstone Com-

### mission to investigate:

*(AP) (140A)*

TWO SENIOR OFFICIALS of the National Education, Health and Allied Workers Union have denied before the Goldstone Commission that an intimidatory pamphlet had been issued by the union.

The chairman of the commission, Mr Justice Richard Goldstone, said yesterday that the Transvaal Provincial Administration had furnished the commission with a pamphlet in Northern Sotho, which purported to have been published by Nehawu's Pietersburg branch

"The pamphlet contains unambiguous threats to take the

save at

# DISCOUNT

THE DISCOUNT STORE THAT SAVES YOU MORE

REVLON SENSATIONS BODY SPRAY JUST JASMINE

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# Sacol bid to bust Cosatu

■ Opposition union praises as "most positive" the IFP step of telling its members to terminate their membership of Cosatu:

140A

~~140A~~

Sowetan

23/7/92

THE SA Confederation of Labour has called on labour organisations to form a united front against the Congress of South African Trade Unions

Sacol secretary Mr Nic Celliers said if Inkatha Freedom Party members, organised labour and unorganised workers formed a united front against Cosatu, it would leave Cosatu with a million

members against the proposed front's 3,25 million

He said a decision by the IFP to call on IFP members of Cosatu-affiliated unions to terminate their union membership was "the most positive step in these troubled times"

If Sacol's call for a united front was heeded, it would mean Cosatu would

lose 500 000 members, which would leave Cosatu with a million members, Celliers said

With the proposed action, Cosatu would look like "a barbel in a dry river bed"

The step would extinguish the Cosatu fire and take the sting out of African National Congress actions, and force Saccola to turn its back on Cosatu to side with the new dispensation, he said

Sacol invited interested parties to contact the organisation - SA Press Association



WHATEVER their final outcome, the Saccola/Cosatu talks have their supporters and opponents in political, business and trade union circles

This demonstrates the advantage of the negotiating process Both business and trade union leaders have been required to move from their positions in order to try reach an accommodation Persuasion in the negotiation process has generated what might be termed moderated positions

International experience has demonstrated that we will encounter turbulence during the period of political transformation Such turbulence, be it a political stalemate, violence or mass action, can have a negative effect on the business and economic climate

The value of negotiations between business and labour is to find ways of developing common ground for the future, and in the short term to find ways of managing the incidence of turbulence The businessman's motivation is to limit or avoid disruption in business and to protect the economic welfare of employees and

# Key lies in managing turbulence

BlDAY 23/7/92

MIKE BEAUMONT

items which can be addressed at plant level

A divergence of views at plant level will, in all likelihood, mirror the national picture This divergence needs to be narrowed in the context of managing turbulence An understanding of certain guidelines and principles could assist in this

A management/labour accommodation is not to be in direct support of any political party;

The employers' principle motivation is concern for the economic position of employees and the survival of business;

A willingness to explore alternatives to mass action is to avoid total interruption in production and loss of earnings for employees The motivation is orientated to business needs;

In return for a preparedness to look at issues such as poverty and drought relief at shop-floor level, employers require maintenance of industrial peace and industrial relations norms in the workplace,

level should allow for the involvement of all employees and are not to be dominated by any particular employee group, and

Acknowledging the value of symbolic actions (prayer meetings, flying flags at half mast) as opposed to confrontation

Turbulence, or the prospect of it, can have either negative or positive consequences Some major strikes recently have been characterised by their futility, violence and harm They have, no doubt, been fuelled by the expectations of workers of enhanced benefits and the perception of the validity of power

Management and labour both have a responsibility to change this experience in favour of the route of negotiation The challenge now is with Cosatu to illustrate in turn that it and its affiliates can respond to the crisis in business and the economy in future collective bargaining

Beaumont is a Johannesburg-based management consultant.

## LETTERS

stakeholders' interests

Cosatu is taking an overt political line through its alliance with the ANC and SACP Such alliances can, however, be found in countries such as Britain, Sweden and Australia The recent International Labour Organisation report on SA labour legislation criticised local law for the narrow purposes for which strikes may be conducted The report opposed purely political strikes but indicated that strikes for socio-economic reasons should be permissible where the underlying motivation was to advance the economic and material wellbeing of members

The risk of a general strike might or might not have been exaggerated A prolonged general strike could have multiplier effects across the economy with far greater potential damage compared with a strike at a single plant. Such a risk is too great





General strike to go ahead

# Saccoola and

# Cosatu fail to

B1P41 2317192

# Sign accord

SACCOLA and Cosatu failed to reach agreement last night on their planned charter and programme for peace, democracy and economic restructuring.

The ANC/Cosatu/SACP alliance said it would go ahead with its plans for a general strike from August 3.

Cosatu said last night the failure of Saccoola to get a mandate for the charter came "as a shock and disappointment to all South Africans determined to resolve the crisis facing the country".

Cosatu general secretary Jay Naidoo said employers had thrown away a historic opportunity. This was echoed by the ANC, which said the business committee had missed the chance to join millions of fellow South Africans in concrete actions for democracy.

CHARLIE PRETZLIK reports that Saccoola said in a statement after the meeting that the failure to agree on an accord stemmed from an inability to reach agreement on a total shutdown of all sectors of the economy, including the public sector. Saccoola said the deal did not fail because of a political impasse, but because of economic problems associated with the mass action.

"Saccoola remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement," the statement said.

Naidoo said Cosatu had tried to act jointly with business to ensure a speedy and effective political transition. He said al-



DIRK HARTFORD

though employers supported democracy in the referendum, they "are in fact supporting the government's attempts to cling on to power".

Cosatu was still committed to the draft charter, and called on employers to publicly commit themselves to the charter and to actively demonstrate their support for it during the week of action.

The general strike will take the form of a national stayaway on August 3 and 4 with the occupation of city centres and strategic points on August 5. This effectively means that a three-day general strike is on the cards.

On August 6 and 7, workplace-based protests are planned. And on August 8 — a Saturday — big rallies will be held.

Saccoola and Cosatu were aiming to reach agreement on a document which included plans for "organising and calling on all South Africans to observe August 3" as a day of peace and democracy.

It was understood by both parties during the talks that this involved some form of voluntary shutdown to enable workers and employers to observe the day — in exchange for Cosatu calling off its general strike programme.

But by the time Cosatu and Saccoola went into the talks last night, with fresh mandates from their respective constituencies, significant differences were apparent in the detail of the understanding that carried the negotiations so far.

To Page 2

Saccoola B1P41 2317192

Cosatu wanted August 3 to be a voluntary nationwide closure including all enterprises and the public sector, with workers being paid for the day.

Saccoola wanted employers and unions to decide together at local and regional level how to mark the day. It also ruled out the possibility that employers outside its ranks — including the public sector — could be asked to support the day.

And it felt the decision by its own members should be voluntary and could range from shutting down and paying workers to a "no work, no pay, no discipline" approach where there was no shutdown.

Saccoola felt there was no chance of a total shutdown. It also wanted guarantees from Cosatu it would undertake not to damage the economy in any mass actions and to abide by guidelines on demonstrations laid down by the international panel reporting to the Goldstone commission.

Saccoola was also concerned that no party political speeches be made at any rallies convened on August 3 — including all speakers refraining from attacking the government.

ALAN FINE reports that employer sources said last night Saccoola's consultations with constituents had demonstrated there was strong resistance in many areas to a 24-hour shutdown of industry.

From Page 1

This was due to several factors. Some employers opposed the deal in principle. Others operated in industries where round-the-clock operations were the norm and necessary for technical reasons. For some businesses, including many marginal ones, the cost of a shutdown could have endangered the business's survival.

It was pointed out, further, that Cosatu was by no means representative throughout the economy. There was no reason at all for firms whose employees were not part of Cosatu, and who might oppose the proposed action, to participate.

In this light Saccoola was able to meet the proposal in a limited sense. At most, it could offer recognition of August 3 only in symbolic terms with no undertaking of a shutdown.

Sapa reports from Ulundi that Inkatha president Mangosuthu Buthelezi said yesterday business should not become involved in Cosatu's stayaway action.

"Appeasement is not going to assist. If there must be shutdowns, let there be shutdowns because they will come anyway," Buthelezi told a group of businessmen, including Chamber of Mines president Bobby Godsell and Sefsa executive director Brian Angus.

Buthelezi said the businessmen had requested a meeting with him.



# Labour call to oppose Cosatu

PRETORIA — The SA Confederation of Labour has called on labour organisations to form a united front against the Congress of South African Trade Unions.

Sacol secretary Mr Nic Celliers said if IFP members, organised labour and other workers formed a united front against Cosatu, it would leave Cosatu with only a million members as opposed to the front's proposed 3,25m.

He said a decision by the IFP to call on IFP members of Cosatu-affiliated unions to terminate their union membership was "the most positive step in these troubled times" — Sapa



# Strike on as talks fail

1409

By Mike Siluma and Peter Fabricius

The Congress of SA Trade Unions' general strike beginning on August 3 is set to go ahead — following the failure last night by employers and Cosatu to reach agreement on a draft charter to break the impasse in the constitutional talks

The talks, which were preceded by nearly two weeks of frantic, behind-the-scenes consultations between and among employers and labour, collapsed after less than an hour of deliberations last night

A crucial element of the charter was Cosatu's suspension of the strike in return for a shutdown of industry on August 3

Cosatu and its allies are now expected to revert to their initial position of a general strike lasting several days, as well as mass action including factory and city occupations

## Blame

Speaking after the meeting in Johannesburg, Cosatu general-secretary Jay Naidoo blamed the failure of the talks on the SA Employers' Consultative Committee on Labour Affairs' inability to obtain employer support for the charter

"The failure of Saccola to get a mandate leaves us no option but to revert to our original programme of action for the week of August 3," Mr Naidoo said

In a separate statement, Saccola said in its view the collapse of talks was "rooted in our inability to reach agreement on a total shut down of all sectors of the economy, including the public sector"

"The deal did not fail as a result of insurmountable dif-

ferences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable levels of violence and measures to combat poverty

"Saccola remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement," Saccola said

Describing Saccola's failure to endorse the charter as "a shock and disappointment to all South Africans determined to resolve the current crisis", Mr Naidoo said employers had thrown away "an historic opportunity"

Cosatu had agreed to the draft charter despite "the considerable compromises it entailed on our side"

"The employers' failure to commit themselves to act on the goals contained in the draft charter can only confirm the feeling among the majority that many employers, while declaring themselves to be in support of democracy are, in fact, supporting the Government's attempts to cling to power."

Cosatu, he added, remained committed to the draft charter and urged employers to publicly commit themselves to it and to demonstrate this support during the week of August 3

Apart from limiting the proposed strike to a day, the charter sought to commit signatories to seek ways to curb violence, fight poverty; extend labour rights to farms and domestic workers and to facilitate a speedy transition to democracy

Both Saccola and the Cosatu ANC-SA Communist Party alliance are scheduled to hold press conferences today to elaborate on their next course of action.



Sewage on the streets of Sebokeng residents in strife-torn Vaal Triangle townships are facing what could become a total collapse of municipal services. The non-payment of rent since the Boipatong massacre is one of the main reasons for the problems being experienced. ● Report — Page 3 Picture Melody McDougall



When there is doubt, the 'Red Threat' helps, writes Esther Waugh

## Dusting off a useful old bogey

STAR 24/7/92

**T**HE Government's latest tactic — to charge that the Communist Party and Cosatu have lured the ANC back on to a "revolutionary" political path — is a low blow, and a calculated one at that

In his recent letter to ANC leader Nelson Mandela, President de Klerk said he had "information" that the SACP and Cosatu were "redirecting" ANC policies away from "realism" in the negotiations process and towards an insurrectionist approach

In his confrontational response to the ANC's demands, Mr de Klerk once again demonstrated that while the NP might change its policies, it does not change its tactics when under attack, it attacks right back. Repeatedly, as the Government has come under pressure in the stop-start negotiations, it has fought back by hitting the ANC in its soft underbelly the alliance with the SACP. In so doing, it portrays the ANC as an organisation which is not its own master, and is susceptible to relatively easy manipulation.

The Government's response to the latest and most serious impasse is no different. In the first of six detailed annexures to his letter — titled "The current influence of Marxism-Leninism within the ANC" — Mr de Klerk taunted the ANC openly. He said.

● SACP members in the ANC "constantly" influence ANC strategy.

● The ANC has become captive to "outdated" SACP and Cosatu doctrines.

● The SACP persuaded the ANC to make the crucial decisions on the implementation of the programme of mass action, "attempts to deadlock Codesa", and to break off negotiations

Mr de Klerk said: "Insurrectionist thinking is currently flourishing within the ANC and is being propagated by a cabal with close links to the SACP and Cosatu. These elements undermine the attempts of many ANC realists to

negotiate in good faith and also induce within the ANC the spirit of radicalism and militancy of the insurrectionist school, which was evident at the SACP's 8th congress in 1991"

The trouble with the allegations, from the ANC's point of view, is that they are not demonstrably implausible. The Government is quite correct in detecting a hardening of attitude towards negotiations in the ANC, SACP and Cosatu. But by resorting to a conspiracy theory, the Government by implication fails to take into account the many and complicated reasons underlying that stiffening of resolve.

Many who President de Klerk would categorise as "realists" within the ANC believe that the organisation and its allies simply had no choice but to adopt a more militant approach.

What the Government does not understand, they say, is the level of township anger at the ongoing violence and the dearth of concrete benefits resulting from months of negotiations, as well as the effect this has on the ANC.

Ordinary people have not been privy to the detailed discussions going on behind closed doors at the World Trade Centre, and they are disillusioned.

The intentional focus of the Government response to the ANC was on "militant manipulation". Attention was thereby deflected from the constitutional concessions which were included in the same document. The result of this tactic is certain to delay the negotiations process, though the Government concessions might prove constructive in the medium to long term, the "Commie bashing" has ensured that the ANC cannot — even if it wants to — come back to the table quickly without losing face. The Government tactic therefore affords it short-term propaganda advantage, but at the cost of the tenuous reconvention of Codesa □

New initiative aims at local level

# Companies in bid to head off stayaway

BIDAY 24/7/92.

1407

ALAN FINE and ADRIAN HADLAND

SEVERAL prominent companies are set to begin local-level talks with trade unions on ways of implementing the charter and programme which Saccola and Cosatu deadlocked over on Wednesday.

The talks will include attempts to head off the threatened work stayaway.

Both Cosatu and Saccola yesterday reaffirmed their support for the principles contained in the accord Agreement could not be reached because of differences over the proposed joint action on August 3

Saccola chairman Bokkie Botha told a news conference yesterday there had been substantial agreement on the draft charter, but the rift had become too wide when Cosatu insisted on a national 24-hour shutdown, including the public service

He said some businesses supported the shutdown while others, including some concerned about essential services, did not Saccola had been willing to call for a "no work, no pay, no discipline" approach by businesses which did not support the shutdown.

But Saccola did not believe strikes would help to bring political parties back to negotiations

Vice-chairman Johann Liebenberg said employers would continue to support and promote the principles laid down in the charter and would continue trying to minimise damage to the economy

Therefore individual company managements would be communicating with their employees to see if it was possible to reach arrangements at local level in line with

those discussed between Cosatu and Saccola This could include the 24-hour shutdown which some companies favoured

Cosatu general secretary Jay Naidoo said Cosatu's central executive had decided on a programme of national action for the week starting August 3 and that such action should be uniform

However, he accepted there would be local discussions between unions and managements and Cosatu could not pre-empt these "The real issue is whether employers will stand up and back the principles contained in the charter If they do we will welcome it," he said

Earlier Naidoo told a separate news conference the accord contained important goals that "needed to be picked up some time in the future". He said Cosatu leaders had spent "enormous energy" in trying to sell the accord to their members

Naidoo said some Cabinet members had discouraged businessmen from signing the charter and he accused the reticent Saccola constituents of acting on a purely party political basis

He said Cosatu would respond to mass dismissals during the planned stayaway by staging another general strike He was supported in this by ANC secretary-general Cyril Ramaphosa

The draft charter contains proposals on curbing violence, combating poverty through a variety of programmes, conflict intervention and the political transition

□ To Page 2

## Stayaway

BIDAY 24/7/92.

1407 □ From Page 1

Business Day canvassed a number of companies on their intentions regarding implementing the charter and averting the planned two-day stayaway.

Anglo American spokesman Michael Spicer said the corporation, its operating divisions and subsidiaries would be exploring at local level arrangements which sought to implement the broad areas of agreement in the charter which Anglo saw as an "affirmation of common values in a non-partisan way".

He said the process would operate at local level as did arrangements on the day of the Boipatong funeral. On that day meetings and rallies took place at times that did not disrupt production

Spokesmen for Shell and the SAB beer division said they had favoured the 24-hour shutdown However, SAB's Adrian Botha said the company would not seek to implement such a plan now as this might put

employees in a difficult position if other members of their communities stayed away from work on additional days

Pick 'n Pay industrial relations GM Frans van der Walt said management was discussing the issues and would meet shop stewards early next week

Barlow Rand spokesman Ken Ironside said each of the group's subsidiaries would take its own decision after talks

Volkswagen's Johan Breytenbach said management would hold talks with shop stewards next week on policies to adopt

Most of these companies said that in the event of a stayaway they would adopt a "no work, no pay, no penalty" policy

Sacob director Raymond Parsons said the organisation would be sending guidelines to members within days on how to deal with the stayaway

● Picture: Page 3

● See Page 8



# Call for general strike

Sowetan 24/7/92  
■ WHEELS OF ACTION ANC alliance

will launch a "week of action for peace and democracy" following abortive talks with Saccola:

By Abbey Makoe and Sowetan Correspondent

**T**HE COLLAPSE OF negotiations between Cosatu and employers on Wednesday night has led the ANC alliance to reaffirm its call for a two-day general strike starting on August 3.

The talks were aimed at averting a general strike and getting the stalled constitutional negotiations back on track.

At a Press conference in Johannesburg yesterday, the ANC, Cosatu and the SA Communist Party said they would now step up preparations for "a week of unprecedented action for peace and democracy".

This had been planned before the launch of the abortive initiative between Cosatu and the employer body, the SA Employers Consultative Committee on Labour Affairs (Saccola) two weeks ago.

ANC secretary-general Mr Cyril Ramaphosa said the alliance "deeply regretted the inability of employer organisations to transcend long-standing prejudice and to cross the democratic threshold and a lack of commitment and resolve to address the crisis facing South Africa".

Ramaphosa also said the action would end with the installation of ANC president Mr Nelson Mandela as the new head of state.

He said this would take place after the "coming elections by our people". The alliance "feels satisfied that our people are angered" by the Government's intransigence and the people would "rise up to the challenge".

Flanked by Cosatu general-secretary Mr Jay Naidoo and the SACP's Mr Chris Hanu, Ramaphosa warned companies which might take disciplinary action against their workers for staying away from work during the seven days of the mass action campaign.

The ANC would not allow such a move to go unchallenged and such companies would be

140A  
faced with mass action taken against them, he said.

Ramaphosa said the week of action would comprise

- A stayaway from work on August 3 and 4, accompanied by rallies, marches and pickets,

- City and town occupations and demonstrations on August 5,

- Protest actions by workers and other groups on August 6 and 7 to be determined locally, and

- Report-back meetings on August 8 followed by Women's Day celebrations and prayers for "peace and democracy" on August 9.

"We reiterate our call to all our people that our marches, rallies, occupations and other activities are to be peaceful and disciplined," said Ramaphosa.

The Saccola-Cosatu meeting failed because of insufficient consensus among employers to sign the charter and to secure public sector participation in a proposed one-day shutdown on August 3.

Apart from limiting the proposed strike to a day, the charter sought to commit signatories to seek ways to curb violence, fight poverty, extend labour rights to farm and domestic workers and to facilitate a speedy transition to democracy.

Meanwhile, the SA Council of Churches and other groups yesterday expressed disappointment at the failure of the Cosatu-Saccola initiative.



Alliance gears up for general strike

# Cosatu rules out local deals

By Thabo Leshilo  
Mike Siluma and  
Peter Fabricius

The Congress of SA Trade Unions (Cosatu) yesterday ruled out the possibility of striking deals with individual companies, following the failure of talks aimed at averting next month's general strike

The Cosatu statement followed indications that some businesses who supported the draft "charter for peace, democracy and economic reconstruction" were keen to hammer out direct agreements with their unions to minimise the effects of the proposed general strike on August 3-4

The charter, aimed at, among other things, speeding up political negotiations and eliminating poverty, entailed suspending the strike in favour of a one-day business shutdown on August 3.

Anglo American spokesman Michael Spicer said yesterday that Anglo and other corporations would seek agreement with the relevant unions, which would involve implementing elements of the aborted accord

Also yesterday, SA Co-ordinating Committee on Labour Affairs (Saccola) vice-chairman Johann Liebenberg said the breakdown in talks with Cosatu did not represent a "declaration of war" between the two sides

However, taking an uncompromising stand, Cosatu assistant general-secretary Sam Shilowa said the federation would not accept local or company-based deals with employers because these would divide workers.

"Our position is that those employers who would have liked to sign the charter should come out publicly and declare their support."



The accused . . . Lance-Sergeant Kobus Geldenhuys (25), accompanied by side the Benoni Magistrate's Court yesterday.

More policemen to be deployed in unrest areas

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STAR 24/7/92

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shutdown on August 3

Anglo American spokesman Michael Spicer said yesterday that Anglo and other corporations would seek agreement with the relevant unions, which would involve implementing elements of the aborted accord.

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However, taking an uncompromising stand, Cosatu assistant general-secretary Sam Shilowa said the federation would not accept local or company-based deals with employers because these would divide workers.

"Our position is that those employers who would have liked to sign the charter should come out publicly and declare their support."

### Warned

At a joint Cosatu-ANC-SA Communist Party press conference, ANC secretary-general Cyril Ramaphosa warned that the alliance would launch a "massive" campaign against employers who took disciplinary action, including dismissals, against workers who took part in the protest action.

He said the alliance would step up preparations for "a week of unprecedented action for peace and democracy", as planned before the launch of the abortive initiative between Cosatu and employers two weeks ago.

The week of action would comprise:

- A stayaway from work on August 3-4, accompanied by rallies, marches and pickets
- City and town occupations and demonstrations on August 5.
- Protest actions by workers and other groups on August 6-7, to be determined locally.
- Report-back meetings on August 8, followed by Women's Day celebrations and prayers for "peace and democracy" on August 9.

"We reiterate our call to all our people that our marches, rallies, occupations and other activities are to be peaceful and disciplined," said Mr Ramaphosa.

The SA Chamber of Business warned that if the strike was as effective as last November's, it would cost workers R250 million in lost wages.

● In London, ANC president Nelson Mandela yesterday hailed the announcement of a general strike as a victory. "It isolates the regime even further," Mr Mandela told reporters on his way back to Johannesburg from Iran. — Sapa-Reuter.

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BUSINESS AND LABOUR

# Not all that easy

FM 24/7/92

The proposed accord between employers and trade unions, being negotiated between Saccola and Cosatu, this week threatened to come unstuck. Business representatives, at best ambivalent about such a pact, had clearly had second thoughts by the time they met on Tuesday — ostensibly to initial the deal.

In the event, the SA Agricultural Union and the Afrikaanse Handelsinstituut decided to withdraw because the mooted pact was too political.

While Saccola's talks with Cosatu remain on track, a deal is far from being achieved.

From the employers' viewpoint, what appears to have scuppered the accord — or at least the unmandated, draft version of it leaked to the press last week (*Current Affairs* July 17) — was the perception created that business was throwing its weight behind the ANC-Cosatu mass action camp. This angered many employers, who felt they were being mugged into a party political agenda — instead of merely affirming the common values of peace and democracy.

The view that now seems to have emerged is that there is no chance of employers as a whole acquiescing in a one-day, total shutdown of industry on August 3.

This had seemed to be on the cards as a compromise in place of Cosatu's ambitious seven-day strike — aimed at pressurising government to meet ANC demands to end the violence and accede to majority democ-

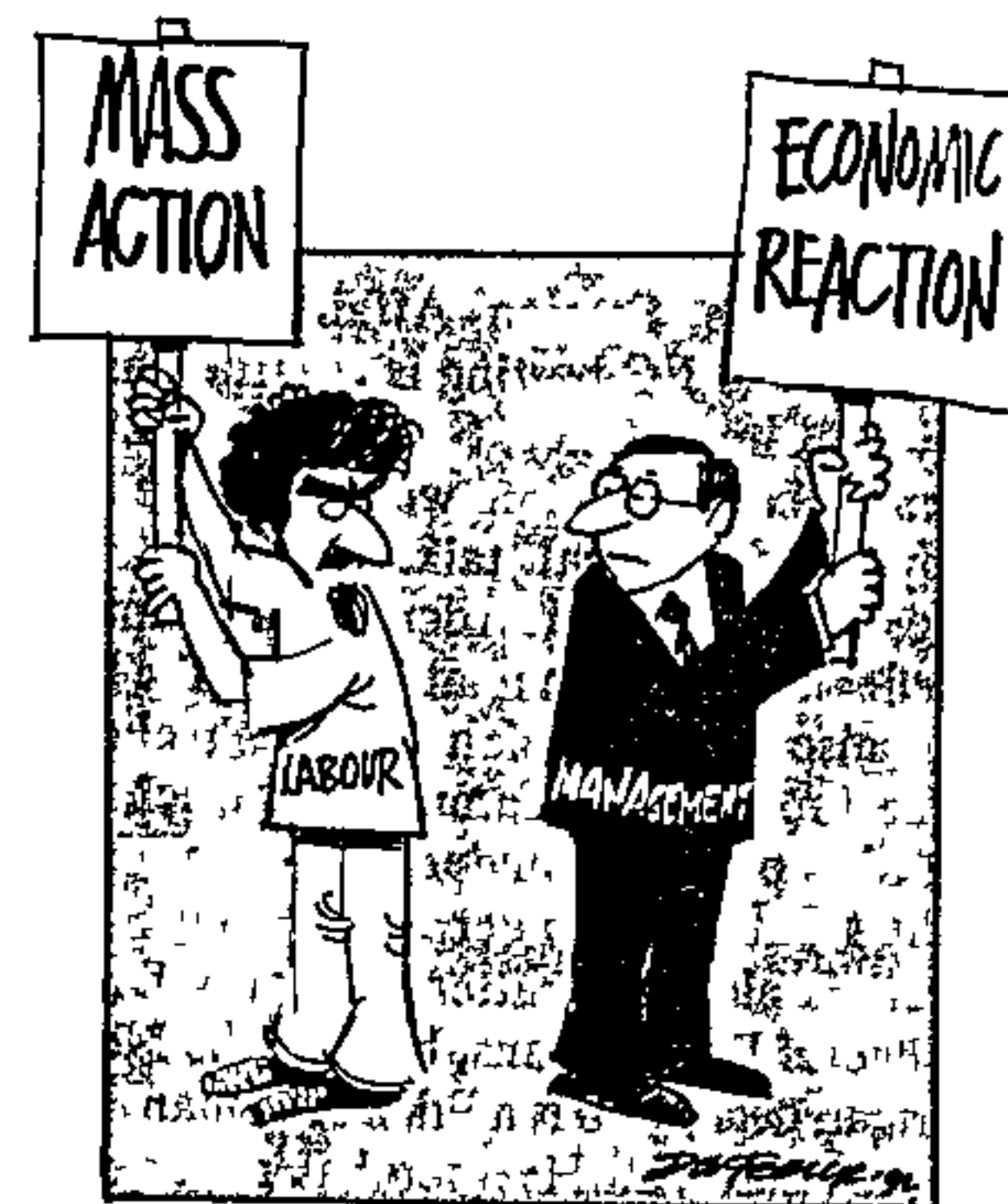
racy with an elected constituent assembly which would write a new constitution. All this was evidently more than some businessmen — perhaps keener on a power-sharing, federal arrangement — could stomach. There are also practical problems involved in a total shutdown which would, for example, affect continuous production operations.

Employers obviously do not comprise a single coherent entity. While some would choose to cut their losses and go along with the idea of a one-day shutdown, others favour different forms of pro-democracy observance — perhaps along the more flexible lines agreed on for marking the Boipatong massacre last month. Still others could be persuaded to adopt a policy of no work, no pay, no penalty. And in certain parts of the country it is thought that employees might wish to go to work.

Though employers generally believe in efforts to end the violence and re-start negotiations, they tend to look to other forms of symbolic protest which exclude mass action, especially given the present harsh economic climate.

It seems employers are now set to demand more flexibility from Cosatu. This could include insistence on a non-party political platform for August 3, drawing in other parties such as Inkatha.

Business could well also demand a clear commitment from Cosatu to sign the code of



conduct on peaceful demonstrations drawn up by the Goldstone Commission's international panel.

In any event, many will have suspected that Cosatu itself has grave doubts about its ability to sustain a week-long general strike. Why not, therefore, call the union's bluff? It might not be a bad thing, some argue, to see Cosatu break itself on the rocks. This might give it a better appreciation of its power — much as the 1987 miners' strike ended in a constructive delineation of each side's power potential, leading to a more mature and productive relationship between the NUM and mining employers.

Employers have told Cosatu that they do not envisage an accord between them being a one-way street. They were due to meet government, as the *FM* went to press, to canvass its views on next month's planned action. ■



# Removals victim goes to court

Wimond 24/7-30/7/92  
BY CARMEL RICKARD

OLD age pensioner Andries Radebe, victim of the government's "black spot" removals 15 years ago, wants the supreme court to declare the expropriation of his land unlawful, and give it back to him.

Radebe, who had title deeds to his farm in Cremin, Natal, has begun action in the Pietermaritzburg Supreme Court testing the legality of his 1977 forced removal. However, 99 other people removed from their land at Cremin during the same period are waiting in the wings to see whether Radebe is successful.

His is the first case this decade giving the courts an opportunity to test the legality of removals carried out under apartheid legislation. Radebe was moved under laws which allowed the state to expropriate land, force black title-holders off their properties (called "black spots") and clear them from areas the government designated "white".

By 1985, an estimated 3.5-million people had been removed under these laws, and another 1.9-million were under threat of removal. Many, like Radebe, have never given up hope that they will return to their land. Even before the court starts to hear his application, it could encourage "black spot" victims in other parts of the country to look for possible grounds for similar court action.

Lawyers from Durban's Legal Resources Centre who are acting for Radebe argue that in (non-political) expropriation cases, the courts protect the rights of the landowner by insisting that every procedural technicality is observed to the letter.

However, in Radebe's case a number of formalities required by the law were not carried out. For example, the Land Act and the

Expropriation Act say the owner of a property must be properly notified of a planned expropriation. Radebe claims he never received any notification, nor was any notice put up on his house or the boundary fence.

The Expropriation Act also says if the owner cannot be traced the notice must be published in the *Government Gazette* and other media. This too was not done.

The law further states that expropriation must be carried out "for public purposes". However the land lay fallow for 11 years after Radebe and his family were removed to Ezakheni township in northern Natal. Only then was it sold to cattle farmer Derek Dreyer who used it for pasture.

Radebe says that if his land had been needed for public purposes, it would have been put to that use immediately after it was expropriated, or very soon afterwards.

Therefore, he argues, "the minister did not come to his decision to expropriate fairly and honestly because the property was not in reality required for public purposes".

A major hurdle for this and any other case brought to test "black spot" removals is that it happened so long ago. To explain the delay, Radebe outlines steps he took over the years to contest and query the expropriation as well as the R4 017 cash he was paid in compensation, which he offers to return.

Former Catholic priest and author of several books about the effects of the removal policy, Cosmas Desmond, supports Radebe's application in an affidavit. Desmond explains how removals affected the communities — usually illiterate, frightened, rural people. He says the results were so devastating that "immediate and effective litigation to rectify wrongs" was almost impossible.

# ANC-Cosatu plan daily paper

Wimond 24/7-30/7/92  
BY REG RUMNEY

THE African National Congress-Congress of South African Trade Unions alliance is planning to launch its own daily newspaper.

The publication will not, it is reliably learnt, rely solely on donor money but will mobilise private sector funds. Details are still sketchy but it is understood a company will be set up to run the paper. The company will be controlled by a trust, comprised of two ANC representatives, two Cosatu representatives, one South African Communist Party representative, one other and private investors. The trust and the private investors will appoint the board of directors of the new company.

The ANC and Cosatu have started to raise funds. Nigerian investors are said to be interested, and the ANC has commitments from Italian unions and the Italian government to set up a democratic media centre. Potential local investors such as the Federation of African Business and Consumer Organisations and National African Federation of Chambers of Commerce and Industry have also been approached.

Whether to buy an existing operation or start a new paper from scratch has not yet been decided. But it is unlikely the Anglo American-controlled English media groups will sell any of their papers. Anglo is believed to be strongly opposed to selling any of its newspaper interests to political organisations.

Argus chief executive Doug Band, says his company's position is clear: it has no publications for sale to political organisations. However, it will be willing to help any "political" newspaper with distribution and printing and the like. "Should the ANC and Cosatu wish to buy or start a newspaper we would help them in any possible way."

Are you interested :-



# Uwusa-Cosatu conflict leads to violence

140A

WJM and 2417 - 3017/92

**S**HOP floor battles between affiliates of the Congress of South African Trade Union and Inkatha's United Workers' Union of South Africa (Uwusa) have claimed in excess of 20 lives this year and workers in the food industry are threatening a general strike to force employers to act on the violence.

This week three workers at Mooi River Textiles — said by the Inkatha Freedom Party to be its members — were gunned down in Bruntville, near Mooi River. Cosatu's South African Clothing and Textile Workers' Union

(Sactwu) is on strike at the factory. Inter-union conflict at Mootex led to its three-week closure last month and is said to underlie the resurgence of violence in the township.

In the food industry, a general strike is being mooted in response to an all-out war at the Langeberg Ko-op in Boksburg between Uwusa and Cosatu's Food and Allied Workers' Union (Fawu), which has resulted in 17 deaths since late last year. Fawu's Ernest Buthelezi said there were tensions at other factories on the east Rand.

Some of the violence seems directly

*Tensions between Inkatha and the ANC have spilled over on to the shop floor as Uwusa attempts to make inroads into Cosatu territory. Twenty people have died so far, report*

**MONDLI MAKHANYA and Ferial Haffajee**

connected to recruitment drives by Uwusa. Mootex management confirms, for instance, that violence at the factory

only began last year when Uwusa began organising in the factory. At that point Sactwu was the majority union in the factory but has now been superseded by its rival.

Strikes can exacerbate underlying political tensions — Uwusa follows an active no-strike policy. A recent case was at the NIP factory in Johannesburg, where Uwusa members refused demands by National Union of Metalworkers (Numsa) strikers to join a strike. Violence ensued.

Numsa has borne the brunt of the conflict. Three workers at Denver Metals in Johannesburg were killed earlier this year after some workers joined Uwusa and then tried to force colleagues to follow suit.

Inter-union tensions may also lie behind the killing of 10 Numsa members in violence directly related to the strike ballots currently being held in the metal and engineering industries. Numsa claims that members living in hostels have not participated in the ballot for fear of

retribution

"A lot of people in heavy engineering who live in hostels are scared of being seen voting in Numsa ballots," said union official Bernie Fanaroff.

Industrial relations consultants comment that factory-based violence is a logical spinoff of conflict in the townships. "One cannot expect workers to ditch their differences when they come to work. The situation is just too polarised for that," one said.

Cosatu sources say that because of its ineffectiveness in trade union terms, Uwusa has still not been able to establish a significant presence in the PWV region. A small minority in most factories, its members were, however, beligerent and heavily armed.

While many hostel-dwellers were prepared to align themselves with Inkatha in the hostels, material interests made them opt for Cosatu membership in the factories.

"Uwusa obviously doesn't take kindly to this, as they regard Zulu workers as their natural constituency," the labour consultant said.

# Uwusa leads the





Nowhere to go IFP hostel dwellers demonstrate and chant outside the soon-to-be-closed kwaMadala Hostel this week

Photo GUY ADAMS

**'D**OWN with Mandela!" "Numsa job thieves!" yelled the hostel dwellers — it looked as if we were about to witness another bloody episode in South Africa's unending political war

Bristling tensions initially marked the encounter between inmates of the kwaMadala hostel in Vanderbijlpark — the alleged launching-pad of the Boipatong massacre and numerous other attacks on surrounding townships — and a team from the National Union of Metalworkers and the African National Congress this week. But "a quiet word turneth away anger" subsequent negotiations defused the violent emotions and may have built a tenuous bridge between the two profoundly alienated groups

The hostel, an Inkatha stronghold, had become a virtual no-go area, sealed off from Boipatong since the massacre almost a month ago. The visitors from Numsa and the ANC were checking on the progress made in evacuating the hostel, after Iscor's announcement that it is to close by September 12.

As they stood outside the building, waiting for representatives of the hostel to arrive, the Numsa team was surrounded by more than 200 angry, slogan-shouting hostel inmates. Others — including a large number of women and children — carried placards saying "Keep away from our hostel" and "You may destroy kwaMadala but you will not destroy the mighty Zulu"

The leader of the Numsa delegation, Alfred Woodington, found himself being backed against his car while a group of men, all carrying knobkerries, stamped around him

Violence was averted when each side allowed the other to state its case — to the hostellers' complaint that Numsa had no members at kwaMadala, Woodington replied that the visit had been arranged with Inkatha Freedom Party officials.

After a 15-minute discussion, the two sides agreed that the Numsa/ANC delegation be allowed into a section of kwaMadala facing Boipa-

## First the rage, then a shaky peace at hostel

W/Mail 24/7-30/7/92

*Iscor's decision to close the controversial kwaMadala Hostel could have been a spark for conflict. But cool heads and negotiations saved the day, reports*

**BEATHUR BAKER**

tong which has been sealed off by a steel wall. This has been constructed by Iscor in response to township residents' pleas. An Iscor worker cut a man-sized hole in the steel curtain to give the delegation access.

Closing the hostel is only the beginning of an enormously difficult and delicate process. Iscor has announced that the kwaMadala inmates are to be reintegrated with the 4 500 residents of nearby kwaMasiza, its main hostel and an ANC stronghold.

In the aftermath of the massacre, Numsa officials indicated the kwaMadala men would not be welcome. And the IFP members are convinced that a return to kwaMasiza, which they fled in late 1990, will be suicide.

This week IFP, ANC/Numsa and Iscor set the wheels in motion at a meeting to decide how to evacuate the hostel and where to move the residents. Walking around the empty part of the hostel, senior Numsa official Bernie Fanaroff asked accompanying IFP members

what they suggested be done about the move to kwaMasiza. One man answered "We must just sit around the table and talk about this thing. We can't go back to the other hostel, we will be killed."

IFP central committee member and urban organiser Vitus Mvelase added emphatically "kwaMadala is the only place our people can flee to, we believe our people must stay together."

The hostel dwellers faced huge and daily problems, he added. "Because they are known IFP supporters, they say they are not safe from township residents, which adds to their isolation."

Afterwards Fanaroff summed up the problem from Numsa's side. "The reality is that kwaMasiza people do not want them. They are very suspicious because they feel the kwaMadala people have been involved in massacres." Although the community of Boipatong initially wanted kwaMadala destroyed, Fanaroff said "We felt that we cannot put kwaMadala residents in the veld."

During the tour of the hostel, some of the inmates described how they had to walk around in groups of six or more for protection. "We cannot even catch taxis, because the drivers are stopped from picking us up," said one man.

Despite these fears, Iscor is adamant that the move must go ahead. Said Iscor spokesman Ernest Webstock "The main aim still remains to integrate kwaMadala people into kwaMasiza."

Iscor is also insisting that only its workers will be housed, and has excluded non-employees from kwaMadala. This has created a mini-crisis — these men have nowhere to go — but has ironically placed Numsa and the IFP in the same camp. Both agree that temporary accommodation must be found.

This week's encounter may have taken another small step towards reconciliation. At the end of the three-hour visit representatives shook hands, nodded in agreement over the agenda and set the date of the next meeting — July 22.



By MONDLI MAKHANYA  
 INSTEAD of uniting under the banner of peace, democracy and economic reconstruction, business and labour will confront each other across no-man's-land on August 3.

The inability of organised business on that day and lend support to a speedy political transition scuppered what may have been the key to breaking South Africa's political logjam.

The Congress of South African Trade Unions (Cosatu) announced at a media conference yesterday that it is embarking on a two-day general strike, followed by five days of marches and the occupation of buildings and city centres.

The collapse of talks aimed at averting the week of mass action from August 3 to August 8 dealt a fatal blow to the *toenadering* between the two interest groups since the Boipatong funeral, when employers allowed workers time off to attend commemoration services.

# From toenadering to angry scowls across no-man's-land

24/7 - 30/7/92

Over the past two weeks, employer body Saccola and Cosatu staged a series of meetings to thrash out a charter for peace, democracy and economic reconstruction. This would have committed them to jointly pushing for an elected constituent assembly based on "universal norms of democracy", effective transitional arrangements and "a time frame for the accomplishment of these goals within six to nine months."

It would also have committed them to structuring a programme aimed at alleviating poverty and joblessness. Unprecedented joint action on these issues appeared on the cards as businesses offered to shut down for one day in return for a Cosatu undertaking to suspend the rest of the week's mass action for two months. Joint services would also have been held at various locations countrywide.

For Cosatu and its African National Congress and South African Communist Party allies, this would have meant bringing business on board and isolating the government.

But the talks collapsed late on Wednesday night as it became apparent that rank-and-file industrialists would not buy the one-day shutdown negotiated by Saccola.

The South African Agricultural Union had pulled out on Monday, saying the political overtones of the charter would cause a split in its ranks. Stipulating certain conditions, the

Some businessmen said Cosatu was not fully representative of workers in industry and that they should not impose Cosatu decisions on non-members. "There are Inkatha Freedom Party and Afrikaner Weerstandsbeweging workers who may well want to work on that day," one com-

mented.

Some businessmen were also peeved at Cosatu's "unreasonable" demand that Saccola put pressure on the government to close down government offices on August 3, particularly as the public sector is not represented in Saccola.

"There is no section of the business community which has that kind of influence on the government," said Cape Chamber of Industries president Robert McCarthy.

The practicalities of the one-day shutdown also played a part in the failure of the talks. Industrialists argued that some factories, particularly those in the steel sector, worked on a continuous-shift system and could not be switched off for a day.

At yesterday's media conference, Cosatu secretary general Jay Naidoo said labour viewed business' failure to sign the charter as signifying that businessmen "supported the government's attempts to cling to power."

Cosatu affiliates are meanwhile stepping up their mobilisation campaigns. Transport and General Workers' Union secretary general Nkosi-nathi Nhleko said its members, already angered by the stalemate of talks between the government and the union about transport policy, were planning to blockade roads with trucks and other vehicles during that week in August.

Sacob's executive director, Raymond Parsons, said the chamber would send guidelines to its members on how to deal with the strike and that the standard policy of "no work, no pay" would be adopted.

The possibility of post-strike discipline holds out the threat of further conflict. Business sources say disciplinary action against people participating in the strike is likely, but the ANC has warned it will take a harsh line against firms which fire strikers.

Contact between local structures of the two groups has, however, been maintained. Cosatu's western Cape branch will meet the regional chamber of commerce to discuss ways of handling the strike. A similar initiative is afoot in the eastern Cape, while Saccola vice-chairman Johann Liebenberg said companies would be negotiating deals with their own employees.



Peaceful protest but a policeman and whips out a gun

Photos GUY ADAMS and KEVIN CARTER



# Bullets fly on the East Rand as general strike looms

AMOS Magcanya can't quite believe he's still alive

He has been fired on at the gates of his workplace and shot at twice in nearby streets

His house has been peppered with machine-gun fire and set alight.

But four attempts on his life have left him virtually unscathed "Maybe the guys were amateurs, maybe they were nervous," he says "Maybe I was just lucky" Some of his colleagues have not been so fortunate

Magcanya is a union man, a member of the Food and Allied Workers' Union (Fawu) and chairman of the shop stewards' council at the Langeberg factory in Boksburg. The factory is one of the biggest in the area and for more than a year now has been the site of a battle for control by opposing unions.

Fawu, which is affiliated to the Congress of South African Trade Unions, says 14 of its members have been murdered. The United Workers' Union of SA (Uwusa), which is linked to Inkatha, says two of its supporters were stabbed to death on the factory premises last month.

Last weekend, the Inkatha Freedom Party called on all its supporters to withdraw membership fees from Cosatu which "appeared to no longer be serving the interests of the workers but had become a political tool to achieve the ANC-SACP's political agenda"

## Violent

There is currently a truce at Langeberg which company management believes can hold. In a written statement, Langeberg said:

"Despite a long and violent history of faction fighting between the Inkatha-linked Uwusa union and the ANC-linked Fawu union resulting in deaths, injuries, considerable intimidation and stay-aways, workers at Langeberg are now working normally and peace has returned."

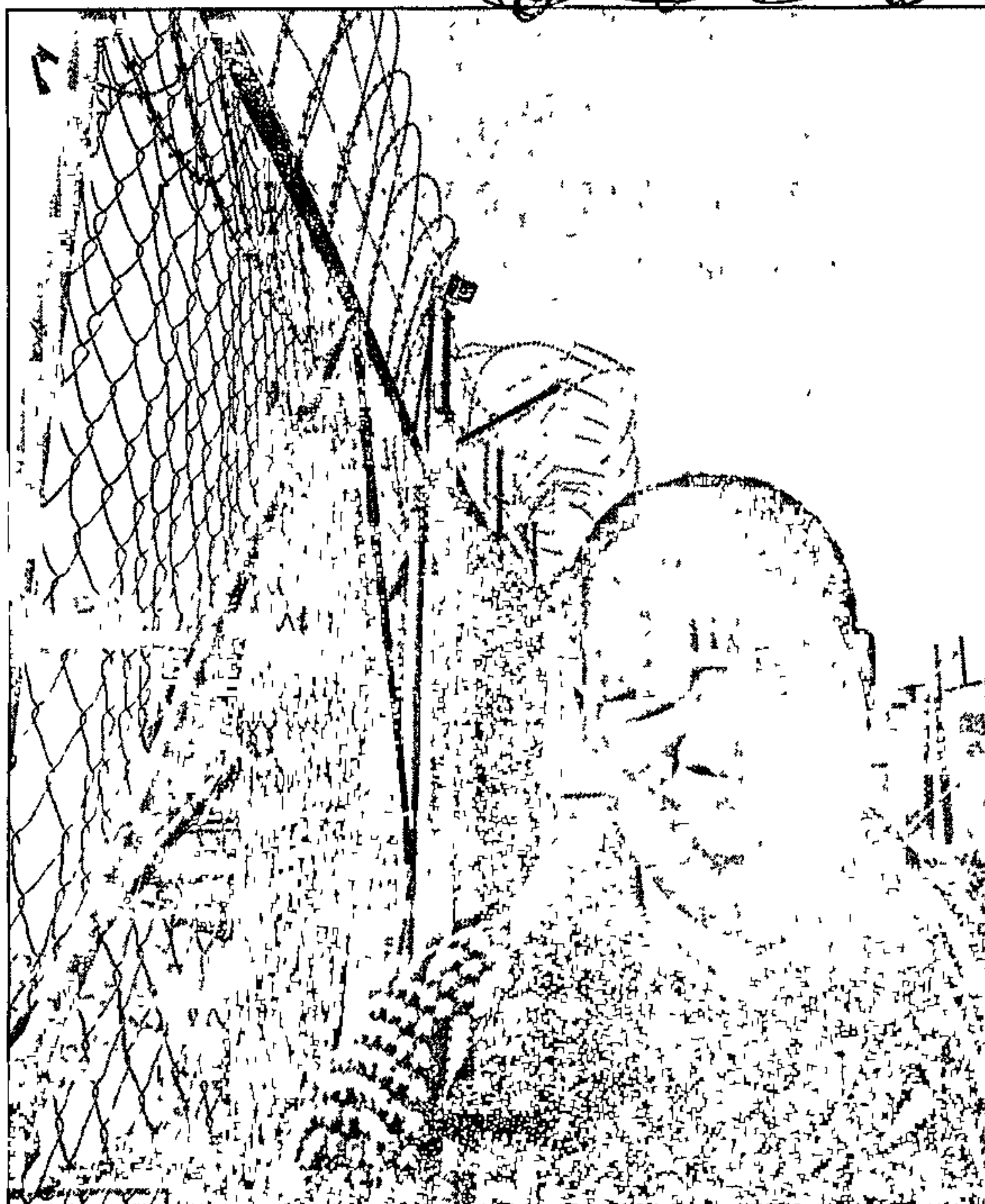
Problems in the factory were "very much a reflection of the problems existing in the community at large at the present moment". On that point, both unions agree with management.

"It boils down to political rivalry," Magcanya says. "Uwusa is being used by the State and Inkatha to destabilise the trade union movement. This factory is a big fish and if they gain control

# Unions battle over factory

STAR 25/7/92

140A



LUCKY MAN Unionist Amos Magcanya has survived a number of attacks at home, at the entrance to the Boksburg factory where he works, and at places in between ● Photographs JOHN HOGG

they will gain a lot of members. The other, smaller factories would be easier to deal with."

Says Uwusa national public relations officer Duke Senagomo: "The conflict is caused by ideological differences. Our people are associated with Inkatha while Fawu people are ANC. They say they are not prepared to work with Inkatha. Fawu members are from different organisations and when the union talks badly about certain parties, then it creates the impression that certain people are less welcome

**MOST people see the struggle between the African National Congress and Inkatha as a political one. But the battle is now being fought out at a more basic level -- on the factory floor. JOHN PERLMAN reports on one such clash that may be a sign of things to come.**

in the union"

Both Magcanya and Senagomo describe the mood at Langeberg as tense. "Anything can happen at any time," says Senagomo.

The most recent inci-

dent of violence was at the end of last month when, outside the gate, a bus was sprayed with AK-47 fire from a moving car, killing two people. Two weeks before that, a Fawu shop stew-

ard was shot outside the factory and union members clashed with Uwusa supporters inside. Senagomo says two of his members were killed, Magcanya says one Uwusa man died, which police confirm.

Last week, Magcanya says, two men carrying guns threatened workers walking from the factory to the nearby Dunsward railway station.

Last August two Fawu members were abducted near the station, one, John Masondo, was shot dead, the first casualty in this ugly little war.

The following day,

gunmen grouped around a bridge near the station opened fire from four sides on a group of workers — Magcanya was among them — killing one, Stephen Khiba.

Conflict first flared when about 50 Uwusa and IFP members "illegally and forcibly" — in the words of management — entered the factory and staged a demonstration against Fawu.

A memorandum, on Inkatha stationery, was handed over to management which listed demands including "disallowing the existence of any trade union in company premises".

Fawu, which represents over 900 workers, has a recognition agreement with Langeberg.

Magcanya says 37 Inkatha supporters have resigned from the union, Senagomo says Uwusa has "plus minus 140 members" at the plant.

"Fawu remains the union representing the majority of workers, and management respects this," a Langeberg spokesman said. Fears remain that the battle for control of the factory will depend less on votes than on whether the violence can be stemmed.

To date, nobody has been prosecuted for any of the killings.

## Hindered

Last year Fawu's lawyers complained in writing to Lieutenant-General Ronnie van der Westhuizen that the investigation was being hampered because incidents were being investigated by different investigating officers based at different police stations on the East Rand. The consolidation of the investigations under one investigating officer is required in order to ensure a thorough and successful investigation.

Lieutenant Mike van Zweek, branch commander at Tembisa, is now overseeing an investigation into 13 cases of murder, but complains that Fawu is failing to assist. "We are actually waiting on the unions to come forward with witnesses and names of suspects," he says. He says there are also ballistic and post-mortem reports outstanding.

Magcanya says Van Zweek is wrong. "I gave a statement on the killing on the bridge and I pointed out a man who was involved. He was a temporary worker at the factory. He was arrested but later released. Even now, there are people still working at Langeberg who we believe were involved in these incidents."



# Strike accord lies in tatters

**T**HE draft charter of Saccola and Cosatu, which contains a proposal for a voluntary one-day shutdown of business to avert a seven-day general strike, is in tatters.

Cosatu and Saccola, a body representing 10 major employers, failed to reach agreement when they met on Wednesday night in Johannesburg in a last-ditch effort to save the "Charter for Peace, Democracy and Economic Reconstruction".

**SOUTH 2517 - 29/7/92**  
The charter, which was supposed to be approved by affiliates of the union federation and of the employer organisation, proposes a one-day voluntary shutdown of business on August 3 instead of Cosatu's seven-day general strike.

The general strike forms part of the rolling mass action campaign of the ANC/Cosatu/SACP alliance. Sources on both sides confirmed that the one-day voluntary shutdown proposal was unacceptable to some sectors of business.

Business leaders opposed to the proposal argued that the draft accord would draw them closer to the grant trade union federation and its alliance partners.

Saccola spokesperson Friede Dowie said the fact that the two sides were still talking was a positive sign, and "we need to be positive in these times".

Sapa reliably learnt that at a hurriedly convened meeting of the smaller drafting committee on Tuesday night, Cosatu called for changes

**140A**

"There will have to be some changes if the accord is to be accepted by the tripartite alliance," a source close to the ANC-Cosatu-SACP alliance said on Wednesday.

Both sides were locked in separate talks for most of Wednesday — Saccola and its affiliates at a Johannesburg hotel, while elsewhere in the city the tripartite alliance held a "summit".

— Sapa and **SOUTH** reporter



BY SEKOLA SELLO

COSATU this week accused the government of torpedoing what would have been an historic agreement which could have averted a general strike by the labour movement.

Cosatu secretary general Jay Naidoo said they have "concrete proof" that State President FW de Klerk told businessmen not to endorse the agreement which was hammered out between Cosatu and the employer body, the SA Consultative Committee on Labour Affairs (Saccola).

However, Sapa reports that Saccola chairman Bokkie Botha

laid the blame on the collapse of the talks squarely on the shoulders of Cosatu because of its inability to unequivocally commit itself to temporarily ceasing all action which could foster violence or harm the economy.

Naidoo said representatives of big business were prepared to go along with the agreement "until the government intervened" and told them not to sign it.

The two groups were expected to sign a charter and programme

for peace, democracy and economic restructuring aimed at breaking the current impasse in the constitutional talks between the government and the ANC.

Had the two signed the charter, Cosatu would have suspended the general strike it has called for August 3-5, although it would still continue with other aspects of mass action.

Talks between the two deadlocked over Cosatu's proposal that big business should voluntar-

*Apres 26/7/92*

ily shut down industries on August 3.

After the collapse of the talks, a Saccola statement said: "... the deal did not fail as a result of insurmountable differences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable levels of violence and measures to combat poverty."

# 'De Klerk torpedoed shop-floor pact'

breaking the logjam. However, he said: "The ball is now in the court of the government."

Tutu, in an indirect appeal to the government to help restart the stalled talks, urged all sides to commit themselves to a sovereign constitution-making body.

The Anglican archbishop, speaking to the press after meeting UN special envoy Cyrus Vance, also expressed fears that mass action could lead to severe strife.

At the time of going to press, comment from government and Saccola about Naidoo's allegations was not available.

(1401) ~~Saccola~~ remains of the view that it and Cosatu have established a basis for future dialogue on these issues and certainly does not regret the time and effort that was put into an attempt to reach this agreement."

However, subsequent to this statement, Botha laid the blame for the collapse of the talks at Cosatu's doorstep.

Naidoo said they were open to suggestions from Anglican archbishop Desmond Tutu on ways of



Public servants at heart of matter

# Politics spikes anti-strike bid

SITWINS (BUSS) 26/7/92

(140A)

By KEVIN DAVIE

ATTEMPTS by business to broker peace and protect the economy from mass action failed this week because the Government was not keen to allow public-sector workers to take part in a planned shutdown next Monday.

Cosatu raised with employer federation Saccola the possibility that government workers be involved in plans for the day to be declared one of reconciliation.

But after a central committee meeting, Cosatu indicated on Tuesday that it considered public-sector participation an important issue.

Saccola kept members of the Cabinet informed on progress in the talks and found them divided into hawks and doves.

## Details

It is believed that although members of the Cabinet were prepared to consider special arrangements, such as protests during longer lunch breaks, they would not support a general shutdown.

Barlow Rand chief executive Warren Clewlow discussed the proposed accord with President De Klerk. Mr Clewlow says he talked to Mr De Klerk in his capacity as chairman of the Economic Advisory Council. He stresses that he was not part of the Saccola-Cosatu negotiations.

Mr Clewlow says the conversation was privileged. He declines to give details.

The Saccola-Cosatu breakdown has led to charges by Cosatu's Jay Naidoo that the Government "scuppered" the accord. Cosatu was

prepared to deliver the ANC and the SACP, but business was unable to deliver the Government as part of a wider deal.

Many businessmen were not prepared to accept a full shutdown, preferring longer lunch breaks for marches and related activities. Others were ready to shut down, but many were concerned about essential services.

There was also business concern that the Saccola-Cosatu deliberations should not be used as a political forum. Business doubted Cosatu's ability to bring non-Cosatu members into the accord.

Another key factor which left Saccola unable to conclude the deal with Cosatu was the question of trade unions' ability to ensure that proposed mass action after August 3 did not disrupt the economy.

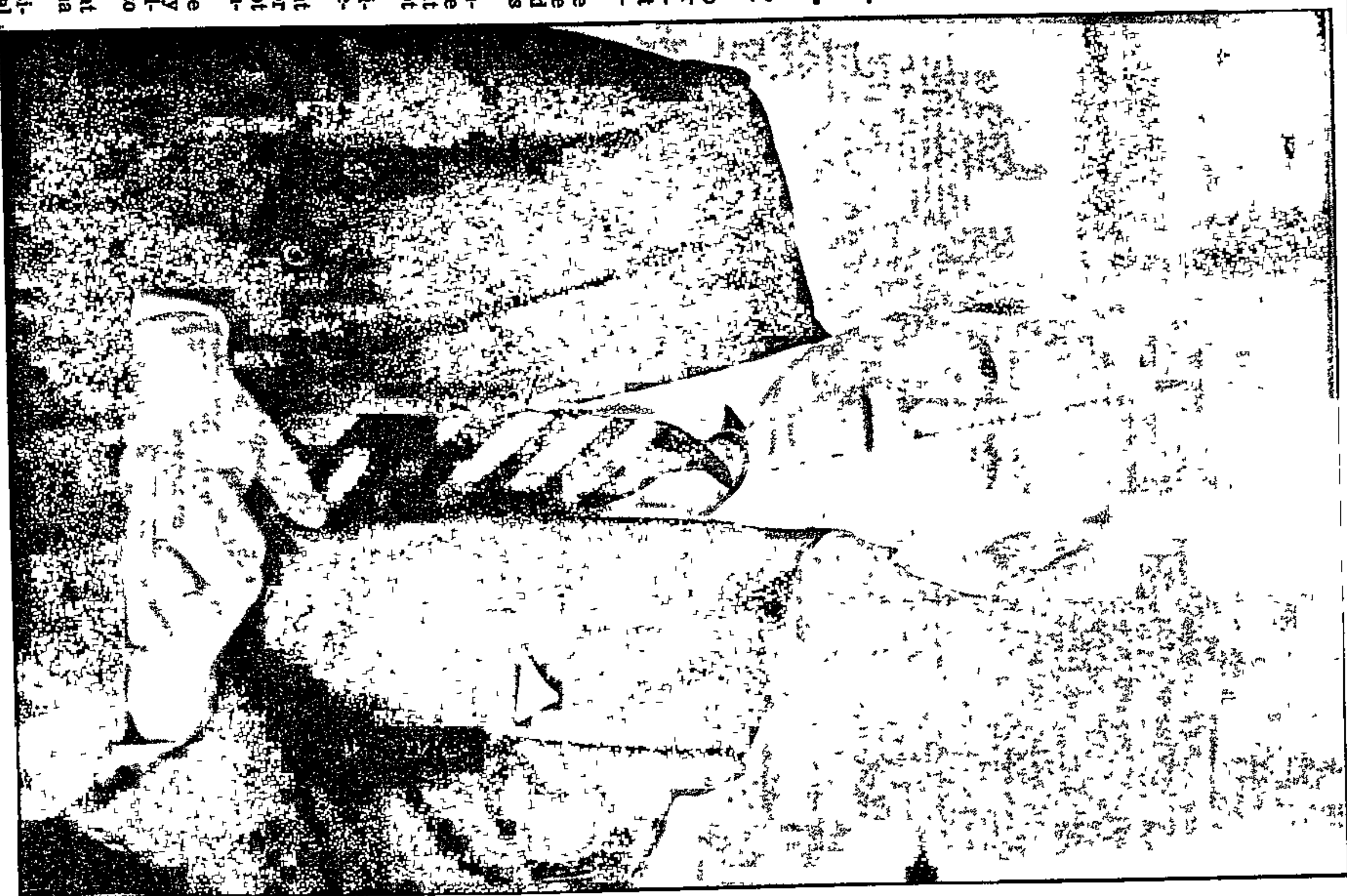
"We wanted the general strike and associated mass action to be called off," says Saccola chairman Bokkie Botha.

"Saccola made it clear from the outset that it would do nothing to exacerbate violence or further damage the economy. It could not side with any political party but would encourage the parties to negotiate."

Mr Naidoo says the accord could have "been an important stepping stone on the way to breaking the political logjam and compelling the political parties across the board into a solution-finding mode."

"The Government's objection was that business was entering into a political arena and was doing so on an ANC agenda."

"Government could not accept that business and labour could enter into a political agreement which could unlock the political logjam in SA."



WARREN CLEWLOW Spoke to President De Klerk as chairman of the Economic Advisory Council

# Sacob issues guidelines on how to handle strike

SACOB at the weekend issued guidelines to chambers of commerce, industry and business planning disciplinary action against workers during next week's planned general strike

The business organisation advised employers to inform workers that they faced disciplinary action, including dismissal, if they participated in the general strike

In the guidelines Sacob recommended companies wishing to take disciplinary action

Warn employees in advance in writing they were considering disciplinary action, and

Dismiss or give final written warnings to employees where there had been advance notice and employees had a bad disciplinary record

Cosatu spokesman Neil Coleman described the guidelines as "foolhardy in the extreme"

"They will create a cycle of conflict between business and workers which can only spark off further strike action," he said

The Sacob guidelines said the Labour Appeal Court had recognised that participation in stayaways was

essentially illegal

Employers should adopt a policy of "no work, no pay" during the strike, the guidelines said

The guidelines suggested members use the dispute resolution structures of the national peace accord to defuse possible violence associated with mass action, Sacob said

Meanwhile Cosatu general secretary Jay Naidoo claimed at the weekend government officials had called leading businessmen and persuaded them not to support the Saccola/Cosatu accord

Naidoo said government wanted to keep labour and business out of political negotiations because it was trying to prolong the talks, and unions would insist on time frames and binding agreements

Saccola deputy chairman Johan Liebenberg yesterday denied there had been secret government intervention in the talks, but confirmed Saccola held two discussions with Constitutional Affairs Minister Roelf Meyer and a third with his deputy

Tertius Delpert

Liebenberg said although there were no immediate plans to restart talks around the charter, he hinted this might be attempted as there was "a long week ahead" before the August 3 strike

Meyer yesterday denied government had been prescriptive in talks with Saccola, but confirmed the government was opposed to public sector involvement in a nationwide shutdown

A senior business source said media reports had exaggerated the extent of agreement between Cosatu and Saccola, creating expectations which could not be fulfilled

The source said that government and the ANC had been kept well informed of the negotiations, but no contact beyond this had taken place

Anglican Archbishop Desmond Tutu said at the weekend he was hopeful the stalled talks could be restarted, Sapa reports

"I hope the collapse of the Cosatu-Saccola talks is temporary because the talks in themselves brought hope for an early restart to negotiations," he said

RAY HARTLEY

B1D.94 27/7/92 140A



Govt 'not to  
blame for  
talks failure'

By Peter Fabricius  
Political Correspondent

The Government has confirmed that it met the SA Consultative Conference on Labour Affairs last week and expressed its objection to key aspects of the draft Saccola-Cosatu agreements designed to avert an extended general strike.

But the Government was not responsible for the failure of Saccola and Cosatu to reach agreement on the proposed accord, Constitutional Development Minister Roelf Meyer said at the weekend.

He disclosed that the Government met Saccola twice during the course of the negotiations over the last few weeks.

It is understood the meetings took place on July 14 and a week later on July 21. The second meeting occurred a day before Saccola decided it could not back the accord and the negotiations broke down.

Mr Meyer said the Government had two main objections to the draft agreement; one was that Cosatu was demanding that civil-service workers take part in the proposed voluntary shutdown on August 3; the second was that the draft agreements proposed elections for a constituent assembly within too short a period.

The Government could not agree to its workers taking part in the shutdown when it had not been consulted by unions.

The draft agreement originally proposed that elections for a constituent assembly should be held within six months.

The Government pointed out to Saccola that this was not possible as it would take about 12 months to arrange the logistics for an election once it had been agreed upon in negotiations.

Saccola then changed this to nine months, which the Government also found unacceptable.

Mr Meyer said he did not believe the Government's intervention had been decisive as Saccola had indicated that it had problems with the Cosatu demand for a total shutdown of SA businesses on August 3.

Mr Meyer stressed that Saccola had requested the meetings. He said his own remarks about the negotiations last week had been distorted.

# Seven die in union clash

CHARLIE FRETZLIK

SEVEN people have been killed in recent violence involving the Inkatha-backed United Workers' Union of SA (Uwusa) and the Cosatu-affiliated Food and Allied Workers' Union (Fawu) at the Escort Bacon Co-op in Heidelberg.

On Friday night the house of an Inkatha member of the Ratanda Town Council was attacked. Three Uwusa members and four Fawu members are believed to have been killed in the subsequent fighting, which continued on Saturday. At least 10 people were seriously injured.

A limpet mine was placed in a nearby hostel but no casualties were reported, said Heidelberg police commissioner Lt-Col S J le Grange.

Violence between Uwusa and Cosatu-aligned unions has cost more than 25 lives this year.

Meanwhile, Uwusa spokesman Duke Senakomo said a drive by the union to recruit hospital workers in the PWV had netted 200 new members at Baragwanath Hospital over the past three days, with new members also being enrolled at Tembisa Hospital.

# Council gearing up for disruption of services

ADRIAN HADLAND and RAY HARTLEY

THE Johannesburg City Council is gearing itself for a possible drastic reduction in services next week as thousands of municipal workers are expected to take part in the week of mass action.

Public transport, cleansing, garbage removal, traffic, water and waste services could all be affected. Town clerk Graham Collins said each of the council's departments had prepared contingency plans in the event of a high absentee rate. The council's departments would continue to function, he said.

A spokesman for the Cosatu-affiliated SA Municipal Workers Union, which has 10 000 members in the city council and another 13 000 elsewhere in Transvaal, said all its members would stay away from work on Monday and Tuesday next week.

In the event of a large stayaway, the council's public transport service could be particularly badly hit, said Transport director Stan Verrier.

Meanwhile, the ANC PWV region's Johannesburg action council met last night to plan the next phase of the area's mass action campaign which showed signs of fizzling out yesterday.

ANC spokesman Ronny Mamoepa said he had received reports of two activities by yesterday evening — a protest at Medunsa University in solidarity with striking Nehawu

workers and a sit-in at the Kaitleng City Council offices. A police spokesman said 32 protesters were arrested and charged with trespassing.

Mamoepa said mass action appeared to involve few people because of an ANC strategy to infiltrate government buildings with small numbers in order not to alert authorities. He said weekend marches had seemed small because there were many of them across the PWV.

In a separate statement, Mamoepa accused the business community of adopting "intimidatory and coercive measures".

He said pamphlets distributed by the Pretoria business liaison forum calling on workers not to support the Cosatu stayaway proved business was biased in favour of government.

"We appeal to business to join hands with our people to bring about a speedy end to minority rule."

Meanwhile, up to 20 000 workers are today expected to march on the Pretoria North Magistrate's Court where 82 Numsa members are due to appear on charges stemming from arrests made after mass action in Rosslyn, Sapa reports.

ANC Pretoria action committee chairman Peter Maleleka said the march would be held in sympathy



The Johannesburg Chamber of Commerce and Industry has advised its 5 000 members that final written warnings and dismissals are appropriate actions to take against workers observing the August 3 and 4 stayaway.

JCCI members should also adopt a "no work, no pay" policy.

Meanwhile, the ANC/Cosatu/SACP alliance's eastern Cape region has targeted two local daily newspapers for an indefinite boycott as part of its mass action drive.

ANC eastern Cape spokesman Phula Nkayi said yesterday the action against the EP Herald and the Evening Post, both owned by Times Media Ltd, was in protest against adverse publicity which the newspapers gave the alliance.

ANC national spokesman Gill Marcus said that while her organisation agreed that editors had a right to print what they liked, it was necessary to point out that consumers had the right not to buy their newspapers.

EP Herald editor-in-chief Derek Smith said the ANC had objected to editorials against mass action.

Said Smith: "To single us out just because we wrote against the mass action campaign and about its effect on people's lives amounts to political bullying. It doesn't look good for the future."

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# NUMM, mines thrash out profit-sharing scheme

NUMM 28/11/92

140A

IT'S make or break for the principle of profit-sharing on SA's gold mines. It is an issue which has already transformed industrial relations in the sector. And tens of thousands of jobs depend on its long-term success unless a soaring gold price arrives to rescue the industry.

The profit-sharing formula, the details of which are about to be thrashed out by the NUM and three of SA's six mining houses — Anglo American, Gengold and Rand Mines — is going "to test the generosity and optimism of management to the limit", says NUM collective bargaining head Martin Nicol.

The parties are in the process of finalising the principles of the profit-sharing scheme, before putting numbers to the theory on a mine-by-mine basis. The scheme is designed to replace last year's productivity scheme about which the union raised a number of objections.

The union and the mining houses have agreed in principle that mines will share profit, after tax and royalty payments and capital spending, a sum known as the "profit pool". Mine workers will be entitled to 20% of the pool, determined by a trigger level and a ceiling. The pool will be based on the profit

of individual mining companies — rather than mines — which should eliminate arguments about the reliability of financial information, because the companies publish the data quarterly. A key proviso is that profit will be calculated after capital spending as committed by the company at the beginning of its financial year — and averaged out over each month — rather than as the money is spent. There are normally large fluctuations in capital spending on the mines as management tries to maximise the tax-advantages of capital programmes. The NUM feared management might also manipulate capital spending to dent bonuses in profitable quarters.

Nicol says the NUM first wanted such a formula to be applied across-the-board. However, the union has been forced to accept that the formula will work only if applied according to each mining company's financial position.

The scheme is chiefly aimed at keeping marginal mines afloat, but a key attribute of marginal mines is their high gearing to gold prices. A small increase in price can transform a marginal producer like Gengold's Bracken from break-even to being able to pay healthy dividends

In addition, different marginal mines are more or less sensitive to gold prices, depending on their working costs and capital commitments.

Anglo American industrial relations manager Fanie Ernst says the keenest debate will be over the trigger point for the profit-sharing scheme. Should a mine pay out employees as soon as it moves into profit, or retain a proportion of that profit before the profit-pool mechanism is triggered? And what will the upper limit be? Industry sources say a possible yardstick is that the first 5% of profits be excluded from the scheme.

Ernst says the solution becomes easier to find if one regards any payment as a "wage supplement", rather than a bonus, aiming to achieve real wage increases related to a mine's profitability, rather than once-off bonanzas. Some mine managers are concerned about ensuring that the idea of an incentive (central to last year's productivity scheme) is retained. But Ernst points out that in agreements struck last year, management could have been forced to

pay out productivity bonuses based on successful cost containment although a mine came close to breaking even because of poor gold prices.

Alternatively, some managements may insist on bonuses being paid only if the mine exceeds past profit levels, or set rolling targets from which bonuses will then be paid.

The NUM is clearly concerned that its members are rewarded as quickly and as substantially as possible, but Nicol says the union accepts that it is unreasonable to expect a newly profitable mine to pay out large bonuses one quarter when it may have suffered large losses in previous quarters.

But, he says, that may conflict with sentiment on the mines themselves. Mine workers have had to accept a second year of wage increases significantly below the inflation rate. Existing bonuses based on negotiated or management-implemented schemes have been paid at only a handful of mines. Workers may feel they are entitled to a hefty share of any newfound profitability.

At marginal mines, the likely sudden swings from break-even to handsome earnings as gold prices move

up and down will strengthen such sentiment. That, Nicol says, may widen the gap between the cordial management-union relationship established at chamber level, and those at the mines themselves. Another niggling factor is that workers have also seen retrenchments in the industry — creeping towards 15 000 so far this year — continue apace, despite the low pay awards designed to forestall them.

Gengold senior consulting engineer Kobus Olivier says negotiations will lead to a wide range of different formulae at different mines.

## MATTHEW CURTIN

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Gengold senior consulting engineer Kobus Olivier says negotiations will lead to a wide range of different formulae at different mines.

This week the NUM will start discussing each mining company's position, but at head office level. Management and the NUM agree last year's negotiated bonus schemes broke down because negotiating and implementing them at mine level, where mine managers and shop stewards have less cosy relationships, proved impossible.

In contrast to the mishmash of bonus schemes which emerged last year with varying degrees of success, Olivier says that with the principle of profit-sharing firmly established, Gengold is confident that the new scheme will be easier to negotiate and implement this year.

## LETTERS





Clergy has met Cosatu and Saccola, will see Govt, ANNC

# New bid to avoid strike

STAR 2817192

140A

By Esther Waugh and Peter Fabricius

Church leaders, in an eleventh-hour bid, are attempting to revive the failed pact between big business and unions to help break the negotiations deadlock.

The revival of the draft Charter for Peace, Democracy and Economic Reconstruction would also avert the two-day general strike scheduled for Monday.

A delegation of church leaders, led by SA Council of Churches past president the Bishop Peter Storey, met officials from the SA Consultative Conference on Labour Affairs (Saccola) and the Congress of SA Trade Unions (Cosatu) yesterday and will meet President de Klerk and the ANC today.

Saccola chairman Bokkie Botha today remained tight-lipped about the organisation's meeting with the church delegation, except to say that the two sides "explored some ideas".

SACC head of communications, the Rev Bernard Spang, last night told The Star the brokering role by church leaders was the result of concern about those caught up in the violence.

The church leaders believed the draft charter had a good basis to break the political logjam, he said. Their surprise move came as business spokesmen yesterday warned that next week's proposed strike and mass action could seriously damage the economy and prolong the recession.

Cosatu assistant general secretary Sam Shilowa yesterday said Cosatu and Saccola had failed to reach agreement last Tuesday after Saccola said it could only "call on, prevail and persuade" its members to agree to the charter, but could not ensure the participation of the public sector in a 24-hour shut-down on Monday and it could not ensure that all its members would agree to the shut-down.

Asked if the strike could still be averted, Mr Shilowa said, "Yes, but it is unlikely. It can be averted if the Government intervenes on the 14th or 15th, particularly on the issues of democracy and violence." Reacting to guidelines issued by the SA Chamber of Business on how to handle the strike, he said that in the event of the dismissal of workers, Cosatu would declare formal disputes and call its members to ballot.

Yesterday the Johannesburg Chamber of Commerce and Industry endorsed a policy of "no work, no pay" for workers joining next week's stayaway. "The business community's endorsement of a positive outcome to the referendum was a mandate for all politicians to negotiate," said the JCCI.

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## Talks with Nehawu

THE Transvaal Provincial Administration yesterday announced that it wished to open talks with the National Education and Health and Allied Workers Union. (USA)  
Mr Fanie Ferreira, MEC for Health Services, said yesterday the TPA agreed that the temporary status of hospital workers and the amendment of the Labour Relations Act deserved attention and that it would hold further negotiations "to bring about a permanent solution".  
The move is expected to provide mechanisms to settle future labour disputes in the public sector.

Southern : 29/7/92

# Monitor strike call to UN

Political Reporter

140A

National Peace Accord structures.

Cosatu has invited special United Nations envoy Cyrus Vance to monitor its general strike next week to ensure it goes peacefully. *STAR*

It asked him yesterday to observe the conduct of all parties, including the security forces.

Cosatu's memorandum to Mr Vance deals with proposals to end the violence, to unlock the crisis in negotiations, and the need for socio-economic upliftment. *29/7/92*

It supported the establishment of an international UN monitoring mission to complement local initiatives.

A UN monitoring team should be independent of the

It should liaise with existing local monitoring groups and political, labour and other organisations, Cosatu said

"The mission should have the brief of observing and reporting on the conduct of the security forces in action in attempting to deal with violence, the conduct of investigation and prosecution of offences and the dismantling of all covert operations."

A UN team should also ensure that the Government and political organisations complied with and implemented recommendations of the Goldstone Commission.

UN monitors should be based at flashpoints of violence permanently, Cosatu said

*29/7/92*



# news

## in brief

Sowetan 30/7/92  
**Cops in 'peace' operation** (28)

AN estimated 5 000 policemen and soldiers will conduct a "peace and stabilisation" operation in 16 violence-wracked Witwatersrand and Vaal triangle black townships from yesterday.

Announcing the renewed effort by police to restore peace and stability in the townships at a Soweto news conference, Law and Order Minister Mr Hernus Kriel cited the success of the recent police stabilisation operations in Phola Park on the East Rand, and Alexandra, northwest of Johannesburg.

The 14 new townships to be affected by the police action are: Soweto, Boipatong, Bophelong, Sebokeng, Evaton, Sharpeville, Vosloorus, Katlehong, Tokoza, Tembisa, Munsieville, Bekkersdal, Kagiso and Swanieville. Police operations at Alexandra and Phola Park will continue. - Sapa.

(1409)  
**Cosatu warns business**

WITH four days left before the start of a week-long period of rolling mass action the Congress of South African Trade Unions has warned employers from intimidating workers. Sowetan 30/7/92

Yesterday, Cosatu briefed editors of several Johannesburg morning newspapers on the threats levelled at workers by employers if they stayed away from work on Monday and Tuesday next week.

Cosatu, which is part of the African National Congress-South African Communist Party tripartite alliance, said: "To now victimise workers from participating in a peaceful protest action contributes an abuse of employer power."

(28)  
**NP 'like a black banana'**

THE National Party is like a banana - the older it gets the blacker it gets, Herstigste Nasionale Party leader Mr Jaap Marais has charged in a letter to NP Transvaal leader Mr Pik Botha.

The HNP will contest the Florida seat, vacated by former Finance Minister Mr Barend du Plessis, in a coming by-election. Sowetan 30/7/92:

In his letter, Marais also accused Botha of making it a precondition for NP members to recruit their black domestic servants as NP members.

Marais cited a letter from a cabinet minister's wife, who allegedly wrote that, "In our wards, domestic servants are an obvious target group to recruit as members."

Marais challenged Botha to debate this "policy" of recruiting domestics with Marais on television or in the Roodepoort Town Hall on August 10 - Sapa

## Cosatu warns business 140A

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# Talks could limit mass action losses

BIDAY 31/7/92

ALAN FINE and DIRK HARTFORD

TALKS between NUM and various mining houses show "some promise" of delivering agreements which could ensure next week's scheduled political protests keep productivity losses to a minimum, an industry source says.

It is understood the union and some managements are discussing the possibility of joint meetings and rallies facilitated by adjustments to the timing of shifts or the taking of leave - similar to arrangements on the day of the Boipatong funeral. The source cautioned, however, that discussions were still in progress and no agreements had been reached.

Earlier this week NUM wrote to employers in the industry saying its members would be participating in the planned week of action, and seeking talks to ensure events went off peacefully.

NUM was not available for comment last night.

Although there have been a spate of ongoing discussions at company, regional and even industry level about next week's mass action, employer and union sources expect the strike to go ahead as planned next week.

But some progress has been made in regard to the three days after the general strike. In the western Cape, for example, shop stewards will be released at midday to attend protest meetings in the city centre, but production will continue.

In Natal, employers and unionists are expected to sign a declaration pledging peaceful, disciplined and orderly conduct and the right of individuals not to participate in the mass action.

RAY HARTLEY reports employers who dismissed workers for participating in next week's general strike would be black-listed and targeted in further mass action, Cosatu general secretary Jay Naidoo said at a news conference yesterday.

"To take disciplinary action will be seen as endorsing the agenda of the De Klerk government," he said.

"We will launch a campaign both internally and internationally to effect actions

such as a blacking action, or a boycott of products or delivery of raw materials to those factories, as one part of that programme of action"

Naidoo said Cosatu was considering declaring a dispute with Saccola because of its role in the failure of recent negotiations around a charter.

"There are various other actions being contemplated at grassroots level, but certainly we are not going to stand by and watch employers take a stand which places them in the government camp"

ANC secretary-general Cyril Ramaphosa told the news conference threats of dismissals and written warnings by business were "acts of blatant intimidation infringing on the right of all South Africans to engage in peaceful protest"

Ramaphosa confirmed ANC president Nelson Mandela would lead a march on the Union Buildings next Wednesday.

Five left-wing organisations, however, said yesterday they would not support the stayaway, Sapa reports.

Nactu, the PAC, Azapo, the New Unity Movement and Independent Trade Unions jointly decided not to take part. Inkatha has also urged its supporters to work.

The 43 000 members of the all-white Mineworkers' Union have been asked to "keep the economy going" during the mass action, MWU general secretary Hein Ungerer said yesterday.

GERALD REILLY reports a Sabta spokesman said the strike would mean losses of up to R40m for the industry.

Johannesburg Chamber of Commerce and Industry executive director Marius de Jager said the loss of earnings among several million black workers would dramatically reduce total incomes.

Several ANC-aligned organisations yesterday said a school stayaway would be supported.



# Cosatu warns

## firms

11/10/92  
31/7/92  
A GENERAL strike could be called to deal with companies which penalise workers for taking part in next week's two-day national stayaway, Cosatu's Western Cape secretary, Mr Jonathan Arendse, warned yesterday

Cosatu released a list of 35 companies and employer associations in the Cape which could face union action over threatened "action against workers who participate in the week of action"

### Appeal

Multinationals could face international isolation if they acted against employees taking part in the pro-democracy protests, Mr Arendse said at a news conference

Commenting on the blacklist, Cape Town Chamber of Industries spokesman Mr Colin Boyes said the chamber had called on members to "soft-pedal" when dealing with the stayaway

Finance Minister Mr Derek Keys yesterday appealed to all people involved in next week's mass action campaign to act responsibly and to limit economic and political damage — Sapa

# Numsa calls national strike

NUMSA will strike nationally in the metal, engineering, auto manufacturing, tyre and rubber industries on Monday in support of wage and job security demands (152)

The 270 000-strong union expects the strike to be the biggest yet in SA if many non-members in the affected industries join the strike (152)

The strike is an industrial dispute, separate from and likely to continue after the planned general strike **BIDAY**

Employer organisation Seifsa said it was seeking a court interdict to declare Numsa's ballot invalid. The application will be heard early next week — after the strike has already begun **3117192**

Seifsa said it had already lodged a complaint with the industrial registrar, asking for an inquiry into ballot irregularities

**140A** DIRK HARTFORD (152)

Seifsa claimed Numsa had not yet provided it with the outcome of the strike ballot in the metal and engineering industry, despite requests. It said 856 irregularities — including voting by non-members and unsealed ballot boxes — were reported by 272 of its member companies (152)

Numsa accused Seifsa of failing to provide it with the outcome of its lock-out ballot and said Seifsa had not responded to its allegations of irregularities in that ballot

The union yesterday said it suspected Seifsa had either "bugged or made use of other dishonest means" to obtain information from its strike committee meetings after Seifsa's announcement of Numsa's strike action before the union had done so



# Mass action gives way to negotiation,

## not insurrection

BIDA 3/17/92

DIRK HARTFORD

~~1407~~ (1407) ~~1407~~

**C**OSATU general secretary Jay Naidoo says only a miracle will stave off next week's general strike and mass action programme. Despite sustained interventions by a host of potential miracle-makers, it seems certain the action will go ahead. But what will happen?

Nobody knows for sure. And the situation is extremely fluid. But through the fog of endless meetings, statements and new initiatives, the outlines are becoming clearer.

There will be a "general strike" on Monday and Tuesday. Judging by past stayaways, most workers in the manufacturing and service sectors will stay at home. Their children will miss school and stay at home too. But the vast majority of domestic, public sector, farm and mine workers will work as usual.

In the western Cape, only a minority of the workforce will stay away, in Natal and the Free State a significant minority of workers will show up, while the eastern Cape and the PWV area will be most affected.

The fact that Inkatha, the PAC, Azapo and Nactu will not support the strike is unlikely to affect it dramatically. People will stay at home or go to work according to the dominant mood in their communities, rather than union or political affiliation.

**C**osatu will have done the lion's share of the organisational work for the strike — with its affiliates in the metal automotive, paper, transport, retail, textile and chemical sectors, carrying the action. And although these workers are reeling under the effects of the recession and violence, many will support the action in the hope that it will help bring an end to these things.

This is not to say that all participants in the stayaway will be acting voluntarily. A long history of coercive enforcement of stayaways by the "comrades" means that, even if they obey the instructions of the ANC/Cosatu leadership to desist from such actions, the threats of the past weigh heavily on many township inhabitants to this day.

Employer organisations like Sacob and the Johannesburg Chamber of Commerce and Industry have issued guidelines on how to apply disciplinary action, without taking a stand on whether such action is advisable. But most large employers approached have indicated their intention to apply the "no work, no pay, no discipline" rule.

Despite a hardening of attitudes to political protests which affect the bottom-line, employers are beginning to accept the inevitability of a rough ride in the transition period. For, although Saccola and Cosatu were unable to clinch a deal, the process of negotiation with the unions has continued and some common ground is starting to emerge.

For example, new views are emerging around the post-stayaway mass action programme on August 5, 6 and 7. The ANC alliance's plan is to "occupy city centres and strategic points" on Wednesday. But there is no clarity on what this means. For some, it is the "Leipzig option" where hundreds of thousands of people would flock into the cities and stay there for the day, jamming up the works. Supporters of this view have been developing plans to back up the occupations with vehicle

blockades of the major routes into the cities. On this understanding, there would be no production on Wednesday — effectively stretching the general strike to three days.

But following discussions, it now appears likely that — at least in some areas — the occupations will be more symbolic than real. For example, in parts of Natal, the western Cape and Border, regional representatives of business and Cosatu are currently discussing what action should be taken on the day.

At company level, a substantial number of agreements have been reached to enable production to continue while allowing some workers — usually the shop stewards — a few hours off to join demonstrations in city centres. And on Thursday and Friday, earlier union talk of factory occupations and all-day demonstrations is now being replaced by agreements with employers to allow lunch-time demonstrations, and marches at the workplace.

This is a far cry from original suggestions within Cosatu to stage an indefinite general strike. And although "rolling mass action" is set to continue after next week, the fourth phase of the mass action programme — "exitgate" — does not look likely

— and not only because the numbers involved in demonstrations have not met organisers' expectations.

Exitgate was meant to transfer power from the "minority regime" to a "people's government", presumably on the basis of the government capitulating to the pressure of the mass action campaign. Instead, the whole process of negotiation and discussion unleashed by the mass action campaign has — despite the breakdown in talks between Cosatu and Saccola — succeeded in blunting the campaign's insurrectionary edge.

The possibility of a broad consensus emerging around ways to tackle violence, poverty and the deadlock in political negotiations is now more real than ever before.

Both Cosatu and Saccola have been at pains to point out they still stand by the essential thrust of their draft charter. And while there may be some disagreements, all the major players in political and civil society also back the sentiments expressed in the charter.

and unionists are now grappling with the issues it raises, chances are good there will be further movement in this direction after next week.

At the end of the day, if there is not going to be a deal. The insurrectionists in the alliance once hoped that mass action would provide fertile ground for a revolutionary agenda to proceed. But the very form of the mass action is, instead, now being moulded in talks between labour and employers. Behind all the rhetoric and threats from both sides, leaders are moving closer together in their search for solutions.

As the breakdown in Saccola-Cosatu talks demonstrated, both have to be careful they do not outstrip their constituencies in their efforts to reach agreement. The social, cultural, and political milieus of workers and employers are still a million miles apart.

There is hardly a trade union meeting that does not observe another minute's silence because yet another comrade has been killed, or that does not get another report about more retrenchments or dismissals or high prices or low wages or victimisations. All of these sufferings are heaped at the feet of the "bosses and their government".

**O**n the employer side the balance sheets, bottom lines and cutting costs predominate. And more often than not, when the bottom line is being squeezed as now, it is the workers and their unions who are to blame with their low productivity, unreasonable demands, strikes and support for sanctions.

An employer summed it up at a recent Sacob meeting when he said: "The unions say an injury to one is an injury to all, but bosses say that, if a trade union hits you with a strike, that's an opportunity for me because my competitor is in trouble."

Events in the past few weeks have seen both employers and unions starting to break out of this mould. They are each starting to take on board some of the issues the other side is raising. The draft charter is a first expression of this.



The two-day politically motivated stayaway will be illegal, warns Rod Harper

# No job protection for the strikers

STAR

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1404

1404

**T**HE general strike, called by Cosatu and its affiliates on August 3, will be an illegal strike in terms of the Labour Relations Act and, given the recent decisions of the Labour Appeal Court, workers who join could lose their jobs

Since a politically motivated strike is illegal in South Africa it would also constitute an unfair labour practice because it unfairly disrupts employers' businesses

In the past the Industrial Court has assisted some employees who have engaged in politically motivated stayaways. These cases have mostly related to anti-apartheid activities. With the change in the political climate, the death of apartheid and the introduction of negotiations on political change, the argument for supporting em-

ployees in these circumstances has lost significance.

Employees will, therefore, be placing themselves in severe jeopardy in engaging in a general strike.

The risks they face are exacerbated by the fact that employers and employer associations have given advance warning that they will take disciplinary action against employees.

The view that black employees have no other means of voicing their support or opposition cannot hold the same force in the present situation. Black representatives at Codesa are presently part and parcel of a political body that should give birth to a new constitution and to a democratic society. Blacks through the ANC and other political organisations now have avenues through which they can voice

their opinion and influence decision-making.

In the United States, Germany and France political strikes are illegal. The prohibition of political strikes is, therefore, a normal phenomenon based on social policy considerations.

In all the legal systems quoted above, including ours, the strike is a last-resort weapon that unions can use in collective bargaining to attempt to compel the employer to accede to demands concerning working conditions.

The Labour Relations Act encourages "self-government" in industry in order to prevent interference from the State. Should employees use employment to enter the political arena then they will abuse the privilege of self-government.

This could be a dangerous activity which can encourage the merging of the two domains and promote State interference.

The present unemployment figures and the state of the economy suggests that employment constitutes a valuable asset

There is no guarantee that employees will be reinstated after dismissal or that they will find other jobs. Employees who wish to embark in these politically motivated collective actions should carefully weigh personal interests and those of their families against an exercise which may prove to be unsuccessful and cost them their jobs. □

● Rod Harper is a labour lawyer from Webber, Shepstone, and Findlay

## LABOUR BRIEFS

### Wage deal at Implats

<sup>WJ M 2117-618/92</sup>  
■ IMPALA PLATINUM circumvented Bophuthatswana's anti-union laws this week and concluded a wage agreement with National Union of Mineworkers representatives. Implats and members and Central Council of Worker Representatives — composed mainly of NUM officials — agreed on a 14 percent wage increase for Implats employees. South Africans union are banned in Bophuthatswana, but in order to avert wildcat strikes employers have recently been willing to deal with them on the provision that they adjust their names.



## By MONDLI MAKHANYA

WHEN organised labour brings the country to a standstill next week, employers will simply grit their teeth and ride out the storm.

Following the collapse of talks between the Congress of South African Trade Unions and employer body Saccola on averting the August 3 and 4 general strike, businesses, unions and communities braced themselves for a tense and volatile week.

Besides the general strike, Cosatu and its African National Congress and South African Communist Party allies have planned occupations of city and government buildings on Wednesday, and workplace-based action on Thursday and Friday. On Saturday there will be an assessment of the week's action.

This week — while mobilisation continued in townships and on factory floors — business organisations sent their members guidelines on how to handle next week's actions. They advised employers to adopt the "usual no work, no pay policy" and told employers to alert workers of the destructive results of mass action.

But despite informing businesses of the illegality of the strike, employer bodies cautioned against disciplinary action since this "may jeopardise sound relations which may have developed with either their workforce or trade unions".

Major employers such as Anglo American,

# Business prepares to ride out the storm

Wymen 31/7-6/8/92



South African Breweries and Pick'n Pay will adopt a no-work, no pay policy but have stressed that they "reserve the right to take disciplinary action".

Cosatu and the ANC have warned businesses which penalise workers who stay away that they will be singled out for mass action.

Andrew Levy and Associates labour consultant Pat Stone reckons business will take this seriously. "Employers will not go beyond the no work, no pay action. No employer wants to be the focus of a politically motivated campaign."

While some businesses have resigned themselves to a two-day shutdown, some have also made contingency plans. In the retail sector, for instance, casual labour has been arranged for the two days of strike action.

Cosatu reckons the strike will equal — if not supersede — the huge anti-VAT strike last November. Together with the ANC and the SACP, Cosatu has spared nothing to make the protest a success. Hundreds of thousands of pamphlets have been distrib-

main industrial areas of the A... Durban/Pinetown and the eastern Cape will as usual be hardest hit.

Despite the poor turnout at mass action activities thus far, there is no question that the marches and demonstrations have raised the political temperature in the townships.

In a bid to flesh out the campaign's demands and give it a broader appeal, the alliance has added locally based demands for different regions and cities. In the Natal there are demands relating to the kwaZulu Police and violence in the region and the Border region there are demands for the ousting of Ciskei military strongman Oupa Gqozo. Instead of occupying East London on the third day of the action, Bisho and Ciskei government buildings will be targeted.

While employers may be prepared to follow the no work, no pay, no discipline path for the general strike, things may be different when workers intend occupying factories.

"We have told individual companies they can interdict employees or shut them out if they are reasonably sure that some kind of action is planned," says Seifsa executive director Brian Angus.

Mindful of the fact that workers may not be able to pull off countrywide occupations, the alliance has opted to leave the occupation factories up to individual union branches and the occupation of cities up to various regions.





## LABOUR BRIEFS

### Wage deal at Implats

WIMail 3117-618192  
■IMPALA PLATINUM circumvented Bophuthatswana's anti-union laws this week and concluded a wage agreement with National Union of Mineworkers representatives. Implats and members and Central Council of Worker Representatives — composed mainly of NUM officials — agreed on a 14 percent wage increase for Implats employees. South Africans union are banned in Bophuthatswana, but in order to avert wildcat strikes employers have recently been willing to deal with them on the provision that they adjust their names.

### No end to hospital woes

WIMail 3117-618192  
■WHILE the National Education, Health and Allied Workers' Union continues to organise assistance for striking hospital workers, the Transvaal Provincial Administration insists the strike is over. The TPA has begun hiring new employees and claims only 1 000 of the 7 000 fired strikers' jobs have yet to be filled. Nehawu says its members are still on strike and has set up food halls, a strike fund and arranged free transportation for strikers.

## Strikebusters to break stayaway

WIMail 3117-618192  
By SHADLEY NASH  
A PRETORIA-BASED company called Strikebusters is promising jobs to the Port Elizabeth's unemployed during the tripartite alliance-led two-day stayaway next week.

In advertisements placed in Port Elizabeth newspapers under the headline, "Strikes Cost Millions", the company called on businesses to "reserve your alternative workforce now and prevent production losses".

The five-week-old company is gearing up for the proposed two-day stayaway and said some 4 000 unemployed Port Elizabeth residents have made job inquiries with it.

The company has an office at a secret location in Port Elizabeth from which it is doing its placements telephonically, says company director Josh Louw. He said the main task of the office was to act as a "mobilisation centre" from where job candidates could be placed.

An industrial relations observer warned, however, that such action was "dangerous strategy" and would whip up emotions in an already tense situation. — Pen

**A** PEACE agreement between warring African National Congress factions in the Vaal triangle was shattered when a member of the National Union of Metalworkers of South Africa was allegedly executed by a rival group.

Shortly before Numsa member Michael Mantu was killed early this month, one of his executioners is said to have coldly dismissed the accord, which was brokered by the ANC's national and regional leadership last month. "Mandela's peace is not acceptable to us because he is just like a person who irons a shirt without having washed it," one of Mantu's captors allegedly said shortly before Mantu was shot.

Mantu is the second member of Numsa, the largest affiliate of the Congress of South African Trade Unions (Cosatu), alleged to have been killed by maverick ANC members in the Vaal in the past four months. In May this year, Numsa shop steward Colbert King was shot dead in kwa-Masiza Hostel — an ANC stronghold allegedly by renegade Umkhonto weSizwe members.

The latest allegations were made to Numsa officials in a statement by Mncedisi Thostho, a union member who was kidnapped with Mantu and narrowly escaped the same fate.

According to Thostho, he and Mantu were stopped by three men on July 5, who asked them where in Sebokeng they lived.

Residents of Sebokeng and nearby hostels are divided between those ANC and Numsa members who support Jeffery Ndamase, a Numsa shop steward, and those who follow veteran ANC leader Ernest Soitsu. Numsa officials in the Vaal accuse Soitsu of misusing levies which a defence unit he heads had imposed on hostel dwellers to raise money for arms, and of efforts

# Unionist's execution shatters fragile Vaal triangle peace accord

WIMVA 3/17-6/18/92 (140A)

*Tension between warring African National Congress factions in the Vaal triangle has been renewed by the cold-blooded killing of a unionist, reports PAUL STOBER*



**Mncedisi Thostho**

union officials, was established by Soitsu's group to replace elected union office-bearers at Iscor.

Thostho said their three captors were later joined by another Hostel Four inmate. He also questioned the two about which faction they supported. When they again stated that they supported Ndamase, the newcomer is said to have exclaimed: "Today we have you. It has been a long time that we have said to you to part with Ndamase."

Thostho said they had pleaded for their lives, denying their captors' accusations that Ndamase was a crook and pointing out that the two factions had agreed to work towards peace.

The fourth man allegedly dismissed their pleas, saying: "Today you will die." According to Thostho, the man then went to kwaMasiza "to find out why we had left".

After about an hour, he returned and reported that residents in the hostel had said the two had run away because they were in favour of the union and should be killed. When the two Numsa members asked whom he had spoken to, the man allegedly replied that as they were going to die there was no need for them to know.

At about 5pm, Thostho said, the group was joined by another three men — bringing the number of kidnappers to six, all of whom were armed.

He said the men then forced them into a car and drove them to Evaton Cemetery, with their hands still bound behind their backs. At the cemetery, the unionists were thrown out of the car before it left, leaving them and their captors behind.

After a brief discussion among the kidnappers, they decided to free the unionists' hands before killing them, Thostho continued. He said he had seized this opportunity to flee and had managed to escape despite the fact that at least five shots were fired at him.

The next day he returned to the cemetery, where he found Mantu's body with a single bullet wound in the head, he said.

Thostho reported the incident to the police at De Deur, giving them a full account of what had happened and leading them to the body.

Vabuza Ngayiya, one of the captors, was reportedly killed by unknown gunmen within days of Mantu's alleged murder, becoming known.

Despite repeated efforts, *The Week-ly Mail* was unable to reach Soitsu for comment this week.



# R150-m

■ An agreement has been struck in the textile industry that will reach 107 000 workers countrywide. It covers improvements in wages, sick funds, annual bonuses and provident funds.

**SHARON SOROUR**  
Labour Reporter

WAGE agreements worth R150-million have been reached between the SA Clothing and Textile Workers' Union (Sactwu) and employers — and include a R9,5-million medical fund for dependants of Western Cape workers

Negotiations were conducted at regional level to secure improvements in wages, provident funds, sick funds and annual bonuses for 107 000 workers — 50 000 in the Western Cape, 40 000 in Natal, 3 000 in the Eastern Cape and 14 000 in Transvaal

The Western Cape agreement, reached between three employer associations and the union, consists of a package deal with an 11 percent wage increase backdated to July 1, according to the executive director of the Cape Clothing Manufacturers' Association, Mr Peter Cragg

The union's assistant general secretary, Mr Ebrahim Patel, said Western Cape machinists would get a wage increase of R22 a week (R95,26 a month) and provident fund contributions would be increased by one percent on April 1 1993.

In terms of the Western Cape agreement, to be signed next week, employers will pay

up to R9,5-million into a medical benefit development fund for dependants of employees. Employers also agreed to contribute R3,60 a week for each employee for one year, Mr Cragg said

Mr Patel said a number of historic "firsts" were secured including agreements to

■ Extend the industrial council to cover new, highly paid categories of work in Transvaal

■ Extend union rights provisions to employers who were not members of employer associations in the Western Cape, Natal and Transvaal

■ Send a joint union-employer delegation to visit the Bophuthatswana government and the South African Minister of Foreign Affairs, Mr Pik Botha, to support the right for recognition of Sactwu in Bophuthatswana

Mr Patel said the negotiations, which were conducted against a backdrop of general economic recession and a major decline in clothing industry output, had resulted in a settlement acceptable to workers

Other terms of the Western Cape, Natal and Transvaal agreements included a new formula to determine overtime pay on Saturdays, extension of the scope of the industrial council to more magisterial districts and investigations into the extent of "outwork".

# Wage deal

ARC 18/92

1000  
1000



# R140 000 'for Mayekiso's security, not for his rent'

THE president of the SA National Civics Organisation (Sanco), Moses Mayekiso, has denied reports that he would be ignoring the nationwide rent and bond boycott call by his organisation.

He said at a press conference yesterday he would not pay this month's rent. He was responding to a report in Sowetan that the International Confederation of Free Trade Unions (ICFTU) had paid about R140 000 in rent for him since December 1988.

The article said the ICFTU had given Mayekiso R33 600 a year and that this year's money had already been paid to him.

But officials of the National Union of Metalworkers (Numsa) — of which Mayekiso is general-secretary — said the money was a lump sum used primarily for security measures.

"Numsa, the organisation, not Mayekiso, the individual, is responsi-

Sanco boss

denies

defying

STAR  
boycott

11/8/92  
**BRENDAN TEMPLETON**

ble The primary purpose of the assistance was not for rentals, as it was made out to be by the press, but for his overall security."

## Others too

Mayekiso had been a target for assassination, and was always subjected to official harassment, which made such measures necessary. There had been two suspected attempts on his life in the past two months.

The fund was also used to help other members of the union in similar circumstances, the statement said.

Mayekiso said that, although the lump sum had been paid, this did not mean it was automatically applied to rent.

Sanco called for a rent and bond boycott, from the end of August, if negotiations with housing finance institutions did not succeed in making funds for houses more accessible to blacks.

The boycott call ran into a stumbling block almost right away when it was criticised by ANC leaders, including Nelson Mandela.

The organisation met financial institutions yesterday and said the outcome was favourable. More meetings would take place over the next two weeks, which would determine whether the boycott would go ahead or not, Mayekiso said.

# New target in hospital dispute

140ff

977  
18/8

SOUTH 1/8-5/8/92

By Justin Pearce

STRIKING hospital workers have launched a campaign to make whites aware of the predicament faced by state health sector workers.

The National Health Education and Allied Workers' Union (Nehawu) on Wednesday started to occupy private hospitals.

The new tactic was adopted after the union decided that the strike in the state health sector had affected black patients more than whites, and that taking the strike into the white community would force the government to notice workers' demands.

Cosatu regional secretary Mr Jonathan Arendse announced Cosatu's endorsement of the strike.

At City Park Hospital on Wednesday, six Nehawu members staged a sit-in at the office of the manager, Mr Allan Matthews.

Nehawu regional secretary Mr Wilfred Alcock said later Matthews had undertaken to contact the owners of City Park and request that the hospital's directors make representation to the government in support of resolving the dispute.

The Nehawu delegation then proceeded to the Vincent Pallotti Hospital in Pinelands where they spent an hour in consultation with management.

Nehawu emphasised however that the campaign was not intended to victimise patients.

# 'Bully' bosses in Cape are on Cosatu blacklist

By Rehana Rossouw

SOME people will be monitoring Monday and Tuesday's general strike for reports of workers being intimidated into staying at home

But this time Cosatu is reversing the procedure

The union federation is drawing up a "blacklist" of companies "intimidating" workers into reporting for work, and Cosatu intends using the list to take action against such employers

"Reports are coming in from affiliate unions and shopstewards of employers who are threatening workers with action if they do not come to work," said Cosatu's new regional secretary, Mr Jonathan Arendse

"We are keeping this list and after the general strike we reserve the right to take action against these companies, by whatever means necessary, to force them to change their minds"

By Wednesday afternoon, the list contained the names of 18 companies. Cosatu expects more to be added

The list includes City Park Hospital, Trek Express, Rennies Group Limited, Trafalgar Cleaning, Freddy Hirsch, Southern Sun, Hilcove — one of the franchises owning Kentucky Fried Chicken, Brian Porter Group, Nampak Polyfoil,

Tictin Timbers, BKB, Nestle and Table Bay Security

Most of these employers refused to comment. Some said they would apply the "no work, no pay rule". Others were more open about their plans to discipline workers

The director of the Master Builders and Trade Association, Mr ME Loy, said his organisation's policy was "no work, no pay"

"We have recommended that our members take disciplinary action against workers who strike next week, providing that prior warnings are given and that it is done in accord with workers' grievance procedures," Loy said

"We are leaving it up to our members to then decide what penalties will apply," he said

A spokesperson for Nampak Polyfoil said the company had a recognition agreement with a Cosatu affiliate which included a clause allowing workers to be disciplined for staying away from work.

He refused to outline what action the company would take against their workers

A spokesperson for Trek Express, Mr Colin Fraser, chuckled when he heard about the blacklist

"So what is Cosatu going to do to me?" he asked

Fraser said, though, his company had not yet decided what their attitude would be to workers who

stayed away from work.

But most of the larger employers have adopted a far more liberal approach to the strike

After a lengthy meeting on Wednesday, the South African Clothing and Textile Workers Union (Sactwu) secured an agreement with the Cape Clothing Manufacturers' Association that workers could exercise their right not to work on Monday and Tuesday

"They will, of course, adopt the 'no-work, no-pay' policy, but they have assured us that no disciplinary action will be taken against the workers," said Sactwu spokesperson Mr Ronald Bernickow

"We were also given the impression that employers are sympathetic to the reasoning behind the action," Bernickow said

Then there are employers who are bending over backwards to accommodate their employees

The Cape Town City Council is allowing workers to apply for two days' unpaid leave

City Council spokesperson Mr Ted Doman gave the assurance the council would not take disciplinary action against workers.

The council was also waiting to hear whether workers wanted to occupy their building, Doman added in response to reports that workers planned to occupy council buildings

SOUTH 1/8-5/8/92

140A



# Accords aim to limit damage to production

THE impact on production of this week's mass action — particularly from Wednesday to Friday — will be limited by several agreements which have been reached between employers and unions

In the mining industry NUM members will work extra shifts to compensate for loss of production during the general strike today and tomorrow.

NUM assistant general secretary Marcel Golding said at the weekend individual agreements had been reached with various mines in the Anglo American and Rand Mines groups.

BIDAY 3/8/92  
The agreements were aimed particularly at marginal mines

In the motor industry, Samcor will close its plant for the whole week following discussion with shop stewards

Numsa members in the industry begin a national strike in support of wage and job security demands today.

In the Natal region, various employer organisations and Cosatu have signed a declaration to "ensure that the risk of violence and intimidation is minimised during the stayaway"

A joint initiative has been set up to moni-

DIRK HARTFORD

tor the stayaway and liaise with affected parties should there be any breakdown in the agreement

In the eastern Cape it is likely that workers will work on Thursday and Friday and hold lunchtime demonstrations

It has been proposed that workers come to work on Wednesday morning, but be given off from lunchtime to participate in marches and demonstrations in city centres.

In the western Cape employers are ex-

## caused by mass action

pecting workers to turn up from Wednesday to Friday. But it is possible shop stewards will be allowed to take part in city-centre demonstrations on Wednesday.

Similar arrangements have been made in the retail and manufacturing sectors

Meanwhile, labour consultant Andrew Levy points out that 650 000 man days have been lost in the first six months of this year due to strikes. The strikes at Toyota, the hospitals and the SABC have compounded the situation since then

Only 19% of strikes so far this year were triggered by wage demands, Levy says

Last year, 52% of strikes were over wages. In 1987, 9-million man days were lost due to strikes — the highest to date.

Sapa reports the PAC says it has received "numerous reports of massive intimidation"

PAC secretary for publicity and information Barney Desai said yesterday the organisation's national working committee, meeting over the weekend, had received reports "that massive intimidation against the community is rampant."

The PAC said the intimidation was aimed at enforcing the stayaway.

## NEWS Nursing assistant killed • Metal workers on

# 160 000 unionists join stayaway - but it's legal

■ Numsa leader Moses Mayekiso confirms that members of his union won't be fired for striking:

Sowetan 3/8/92

By Ike Motsapi

WORKERS belonging to the National Union of Metalworkers of South Africa (Numsa) will join the mass action campaign today, but their strike will be legal.

Union members totalling 160 000 in three of the four sectors of the union's activities last week cast ballots to go on a legal strike.

Numsa secretary general Mr Moses Mayekiso confirmed at a Press

conference on Friday that only workers in the motoring sector - numbering 70 000 - would be on an illegal strike.

"Legalisation of today's actions by some of the affiliates of Cosatu have led to the decision by Nactu to pull out of the mass action campaign," Mayekiso said.

Nactu charged that Cosatu unions were taking steps to protect their jobs by declaring disputes and timing strikes to coincide with the

start of the mass action.

Other unions which also declared disputes and therefore will be on legal strikes include Saccawu and Chemical Workers Industrial Union (CWIU).

Nearly 200 000 Numsa members are to walk out on the engineering, automotive and tyre sectors today.

And more than 2 000 workers at Mercedes-Benz in East London will strike from today, Numsa said.

A further 1 300 Numsa members in the region involved in the engineering sector would also go on strike over an industrial dispute

## Police probe nurse's death

■ Nehawu rejects allegations that hospital worker died after assaults by its members:

Sowetan 3/8/92

By Isaac Moledi

AN ASSISTANT nurse at the Johannesburg Hospital was killed while on her way to work on Friday night, police confirmed yesterday.

A colleague who identified Ms Rossina Mphambukeli claimed she had been assaulted by striking members of the National Education, Health and Allied Workers' Union (Nehawu) while she was going to work, according to Sapa.

Police could not verify the witness's allegation. Police spokesman Colonel Dave Bruce said police would conduct a post-mortem today which would establish the cause of death.

"It appears that Mphambukeli's injuries are consistent with that of a car accident. Therefore, the possibility is that she might have been run over by a car," Colonel Bruce said yesterday.

The colleague, who asked not to

be named, said Mphambukeli was found at Nasrec and was declared dead on arrival at Baragwanath Hospital at 7pm.

Johannesburg Hospital authorities declined to comment.

However, Nehawu distanced itself from Mphambukeli's death.

The union's assistant general secretary, Mr Neal Thobejane, said it was not possible that its members had been involved in the killing.

He said a lot of their members and shop stewards were demonstrating at John Vorster Square on Friday and 250 of them were released on Saturday.

# My rent is paid up - Mayekiso

140A

■ Money for Mayekiso not  
only for his rent:

Sowetan 3/8/92.

By Mathatha Tsedu  
Investigations Editor

TRADE unionist Mr Moses Mayekiso has confirmed that the International Confederation of Free Trade Unions has been paying for his accommodation

Mayekiso, who was reacting to revelations in *Sowetan* that his rent had been paid up while he was calling for a rent and bond boycott, said he had not paid rent for July.

Mayekiso is the general secretary of the National Union of Metalworkers of SA, president of the South African National Civics Organisation (Sanco) and vice-president of the Civics Association of the Southern Transvaal (CAST).

He said the ICFTU money was not only for rent but had been used for hotels, hired cars, travel, security personnel and counter surveillance.

At a Press conference called by the union, it was revealed that this move had been necessitated by the need for Mayekiso's safety after several attempts on his life.

The union said it administered the money from the ICFTU but officials at the Press conference refused to divulge how much had actually gone to rent payment.

*Sowetan* revealed on Friday that about R140 000 had been given by the ICFTU for Mayekiso's accommodation since his release from prison in 1988.

Sanco and CAST have called for a boycott of rent and bonds to start next month. The call has generated heated controversy because many people feel this would lead to mass evictions and arrears.

Mayekiso refused to discuss methods of staving off the feared evictions and said opposition by organisations such as the ANC, Azanian People's Organisation and the PAC, would not change the boycott decision as they were an autonomous body.

Mayekiso confirms overseas handouts ●

SOWI



# Cosatu brews a lethal cocktail

w/mant 3/7-9/7/92.

*Infuriated by the lack of progress at Codesa, Cosatu has designed an explosive package of action to break the labour and political deadlock.*

By **FERIAL HAFFAJEE**

**T**HE Congress of South African Trade Unions (Cosatu) this week announced an explosion of mass action plans including city centre occupations, sit-ins at government buildings, factory occupations and a boycott of PAYE tax, leading to a general strike on August 3

This lethal cocktail is a vote of no confidence in the quiet cognac of percentages and transitional executive councils that characterised Codesa

Cosatu is demanding a "simplified and less protracted Codesa" mandated only to "establish the mechanism to get us to free and fair elections", said Cosatu general secretary Jay Naidoo

Until this is guaranteed, the federation will not give its alliance partners, the South African Communist Party and the African National Congress, the thumbs-up to resume negotiations

The federation outlined its plans after a "living wage" conference on Monday which was given the status of a central executive committee meeting, the second-highest decision making body in Cosatu, in order to pass decisions immediately

Cosatu's plans are a vindication for those in the federation who pushed hard for non-participation in Codesa. Instead, the labour movement has now taken control of the process and will make the other alliance partners toe its line

For one, they are demanding greater grassroots participation in negotiations

Already, the SACP is planning consultations around the country canvassing what the rank-and-file are saying and thinking about Codesa. And Cosatu is holding meetings in every local, regional and national office drumming up support for its mass action and "Exitgate" campaign

Cosatu will also reassess its participation in the National Peace Accord at the end of July, saying "it is difficult to sit with people like Themba Khoza and Colonel Gouws who were implicated in the violence".

The federation is planning a range of local and regional action to tilt the balance of power in favour of the alliance. These include consumer boycotts, the occupation of government buildings and campaigns for the reincorporation of the homelands. After the groundwork has been laid, the federation will spearhead a programme of factory shutdowns and occupations (with the cooperation of employers), marches, stayaways and



**Massed for action ... Marches like last week's Numsa action through the streets of Johannesburg could escalate**

Photo GUY ADAMS

city centre occupations

Cosatu also assessed and integrated the various economic demands of its affiliates in a "systematic and co-ordinated way" at the conference, spokesman Neil Coleman told *The Weekly Mail*.

These demands have brought thousands of workers on to the streets prior to the federation's plans. "There are key issues facing our people like unemployment, hunger and poverty wages," Coleman said, adding that "we can only involve the optimum number of workers if we take up their interests".

Naidoo also charged that Finance Minister Derek Keys, "is fitting into De Klerk's programme of restructuring" — alluding to the announcement of commercialisation of forestry and the airports by Keys this week.

While the federation had been encouraged by earlier meetings with Keys, he had since become "high-handed", said Naidoo. He had "refused point blank" to remove Value Added Tax on basic foodstuffs and would not consider lowering food prices.

The conference also affirmed its support for striking hospital and broadcast workers and threatened to "target" the Transvaal Provincial

Administration and the South African Broadcasting Corporation by next week if they did not take concrete steps to iron out the strikes.

Naidoo said that business had three options with regard to the mass action plans: "Stand in our way by instituting disciplinary measure, stand out of the way with a 'no work, no pay' policy or join us."

"When they voted in the referendum it was a vote for democracy, not for De Klerk," said Naidoo, encouraging business to support the federation's Campaign for Democracy.

From August, the labour movement will force either co-operation or confrontation with big business. It will demand that employers put all taxes into a "fund for a democratic South Africa" which will be spent only when a new government is in power.

Cosatu also said it had lost faith in an international presence consisting only of "friendly visits" by international agencies and endless fact-finding missions. Instead, they want international peace-keepers with more muscle which will give them powers of arrest and prosecution and the power to suspend security force operations.

## CWIU refutes report

THE CHEMICAL Workers Industrial Union has objected to a report in Monday's *Sowetan* alleging that its members would be on a legal strike during the two-day stayaway *Sowetan 5/8/92*

Mr Meshack Ravuku, national organiser of CWIU, said it was "incorrect that members of the union will not be fired for their participation in the general strike on Monday and Tuesday this week" Ravuku said "CWIU does not have a national negotiating forum with the chemical employers at this stage. It bargains with employers only at plant or company level. Bargaining takes place at different times of the year with different companies."



# Cosatu warns of more strikes

Sowetan 5/18/92



Sowetan & Radio Metro

## Talkback

By Mokgadi Pela

THE Congress of South African Trade Unions last night warned of another stayaway should employers dismiss workers who took part in this week's action

A senior Cosatu official, Mr Zweluzima Vavi, told the *Sowetan*/Radio Metro Talkback Show that the union federation had already discussed measures to be taken should protesters be dismissed

"We are ready for any eventuality," Vavi told host Wilson Nkosi  
ANC information officer Mr Carl Niehaus said mass action was meant to pressurise the Government into negotiating in good faith and to accept the will of the majority

Niehaus said the United Nations' observers already in the country would expose the actions of the South African Police and South African Defence Force

"We also want to put more pressure on (President) F.W. de Klerk to accept democracy"

"Mass action is about to break the camel's back. But it breaks my back to notice that many people are still ignorant about the need for mass action. While understanding the PAC's and Azapo's reasons for not being in Codesa, I plead with the ANC to reconcile with them."

Dumi Dumi, Durban

"We agree that Azapo and the PAC are part of the liberation movement. We still appeal to them to assist us within Codesa as we untangle this country's problems."

Carl Niehaus, ANC information officer

"I support mass action because it was used by Dr Martin Luther King in the United States during the Civil Rights struggle in the 1960s."

"It's a vehicle to reach the desired new South Africa. This is clearly the last mile to freedom."

Henry, Dobsonville

"My worry is the friction within the students' organisations. I appeal to all students to realise that this move towards democracy will benefit everybody irrespective of ideological orientation. Our divisions can only serve to strengthen the enemy."

Klentjé Pule, Orlando West

with Wilson Nkosi



# Union accuses security police of records theft

ARG 5/8/92  
1107  
[scribble]

**SHARON SOROUR**  
Labour Reporter

THE Metal and Electrical Workers' Union (Mewusa) has accused security police of stealing confidential computer records from its Athlone offices.

Union spokesman Brian Williams said records listing the union's entire regional and national leadership, as well as lists of national and international funding and solidarity contacts were stolen from the offices at the weekend.

Mr Williams said "Years of work has gone missing and this will badly disrupt the union's activities. Our view is that the security police are involved in the robbery.

"The thieves only broke into the office where our confiden-

tial records were kept, and stole computer and fax equipment worth R15 000, including floppy discs with other information."

All other valuables in the other offices like typewriters, an overhead projector, a radio, a photocopier, heaters and a range of other valuables were untouched, he said.

Mr Williams said the Nactu-affiliated union held a leadership meeting last week to discuss the union's position surrounding mass action and other forms of opposition to the government.

Nactu has not supported Cosatu's mass action programme, but Mr Williams said the union believed mass action and other forms of opposition to the government should be intensified, involving all liberation move-

ment organisations

Mr Williams said a brief summary of the outcome of the meeting had been sent to various companies, explaining the union's position on mass action.

The burglary may have had something to do with the meeting, he said.

He rejected claims that the break-in was linked to Nactu not supporting the mass stayaway.

● The investigating officer, Sergeant G Fick of the Athlone police, said computer equipment was also stolen from the Athlone offices of the Congress of SA Writers earlier this year. He declined to comment on Mr Williams's allegations, saying police were investigating.

Anyone with information can contact Sergeant Fick at ☎ 6971120

Boy, 9, roars off at speed after tiff with father

Gun-toting tots (they are only 8) starting



# Metal sector strike case delayed

CAPE TOWN — Court action to have a threatened strike in the metal industry declared illegal had been delayed until tomorrow, Seifsa spokesman Hendrik van der Heever said yesterday. Seifsa, representing more than 3 200 companies, launched the application against the National Union of Metalworkers of SA in Pretoria on Monday. "We are seeking to have the strike declared illegal. There appears to have been major irregularities in balloting. We were not informed of the ballot outcome and we have good reason to believe that the ballot was unsuccessful," said Van der Heever. Numsa, which represents more than 170 000 workers in an industry of 320 000 employees, was fighting the matter on "technicalities". According to Seifsa, the strike in the metal sector was supposed to have started on Monday. Van der Heever said it was up to individual companies whether or not to enforce a lockout today — Sapa

SIPA  
140A

# Business's role in transition must still be defined

STAR 6/8/92

THE failure of labour and capital to reach agreement on a charter for peace, democracy and economic reconstruction must have been met with relief by its opponents in the business world and elsewhere.

But any gloating will be short-lived. For non-agreement on the accord has merely postponed the vexed and increasingly pressing question of business's role during the political transition.

The participation of the SA Employers' Consultative Committee on Labour Affairs (Saccola) in the talks in itself laid to rest any doubts about the need for business to become involved in the nation's political life.

What must be resolved is the extent of that involvement. Trying to apportion blame for the talks' failure on either Cosatu or Saccola will not be productive. But what is now certain is that Government did its best to ensure

the business community, already highly sensitive to charges of siding with the Cosatu-ANC alliance, did not enter into an agreement with Cosatu which might have politically isolated Pretoria.

Disagreement over the participation of the public service in the charter's proposed shutdown, as well as the Saccola negotiators' inability to sell the charter to their principals, contributed immensely to the failure of the talks — as did Cosatu's unwillingness to commit itself to a moratorium on political strike action at least until November at the earliest.

But even after this week's protests, the problems identified by Cosatu and Saccola in their abortive negotiations will remain, and the urgency to solve them will become more rather than less.

Both Saccola and Cosatu recognise this. After the talks fell through Saccola pointed out that

"the deal did not fall as a result of insurmountable differences on the principles in the draft charter dealing with the urgency of a resumption of national negotiations for a new political dispensation, joint employer and employee actions to reduce the unacceptable level of violence and measures to combat poverty".

Cosatu secretary-general Jay Naidoo, acknowledging that Saccola representatives "negotiated in good faith", said as far as his organisation was concerned, "the (draft) charter remains an important document", and that Cosatu would still urge employers and, among others, the churches, to endorse it.

Despite the setback in talks with Saccola, Cosatu's door would remain open to look anew at the contents of the charter.

An examination of the accord's contents reveals that it would be a mistake to dismiss it as merely

part of an elaborate Cosatu ploy to "co-opt" capital, with no benefits whatsoever for business.

For a start, its call for effective measures to curb the violence would find support among most, if not all, business people. After all, it is becoming clear that, apart from scaring off potential investors, the violence is increasingly having a direct impact on normal business in the form of shopfloor-related killings, which have claimed 20 lives since the beginning of the year. And many of those being killed in the townships and on trains are employees of Saccola's affiliates.

In urging co-operation between the Government, business and the unions to draw up a national economic strategy to eliminate poverty through job-creation and improving the standards of living of most South Africans, the charter would merely give impetus to ongoing efforts to form a national

economic negotiation forum, to which business has already committed itself.

The call for the extension of labour rights to domestic, farm and public sector workers is not new, and should not cause problems for anyone committed to democratising all of South African society. Extending such rights to these workers is a question of when, rather than whether, it should happen.

Above all the charter is about ensuring a speedy transition to democracy, which both Cosatu and Saccola have recognised as a *sine qua non* for economic progress.

Capital for its part, will have to deal with Saccola's apparent inability to speak for all of business and industry. Saccob director-general and Saccola leading light Raymond Parsons has rightly pointed out that, with neither structure being "Stalinist" in approach, they could only make recommendations

on matters such as the last negotiations.

This raises the question, from Cosatu's point of view, of whether Saccola, in its present role as a mere consultative body, is a suitable vehicle to negotiate and conclude agreements which would be binding on business and industry. In this context, labour would much rather be dealing with an employers' organisation, along the lines of the one being mooted in employer circles, with a clear mandate to bargain and to conclude binding accords.

No matter how these questions are ultimately addressed, the events of the last few weeks point to the fact that if capital wants a socio-political/environmental foundation to normal business it will have to, together with the unions, make constant interventions in the political arena, which will have to continue long after apartheid is buried. □



## Numsa official, bodyguard held

JOHANNESBURG —  
Numsa general secretary Mr Moses Mayekiso was arrested in Alexandra on Wednesday night and charged in the Randburg Magistrate's Court with possessing a weapon in an unrest area.

1408 CT 7/8/92  
Police spokesman Mr Eugene Opperman confirmed the arrest of Mr Mayekiso and his bodyguard.

Numsa spokesman Mr Bernie Fanaroff said yesterday Mr Mayekiso's arrest was part of a sustained campaign of harassment and intimidation of Numsa members and officials. — Sapa

# Sactwu bids for recognition in Bop

By MONDLI MAKHANYA

IN an agreement describe by the South African Clothing and Textile Workers Union (Sactwu) as a first, a joint union-employer delegation is to meet the Bophuthatswana government to lobby for the union's recognition in the homeland.

Representations will also be made to South African Foreign Minister Pik Botha to lean on Bophuthatswana.

The agreement formed part of this year's settlements in the clothing industry which agreed on wage increases ranging from 14 to 15 per cent.

South African unions are outlawed in the homeland but Sactwu is intent on spreading its wings beyond its existent bases of the western Cape, Natal and the Transvaal. Bophuthatswana has a significant clothing industry, in which Sactwu organisers have been heavily organising in recent years.

Within South Africa, Sactwu already controls 94 percent of the industry, mainly due to closed shop agreements in most factories. Sactwu's attempts to get recognition in Bop will be closely watched by the National Union of Mineworkers, which has a majority representation

at the Impala Platinum mine but is not recognised by the Bop authorities.

There were other "firsts" in the agreement which were varied according to regional industrial councils. Employers who are not members of employer associations will now also be covered by the closed shop agreement in the Transvaal and the western Cape and union rights provisions will be extended to non-employer associations members in all three regions. Also significant in the agreement is that highly paid work categories will now be covered by the industrial council in the Transvaal.

W/Mant 7181-13/8/92

(15) (140/13)

# Cosatu: no action yet

140A  
SOUTH 8/8-12/8/92

NO REPORTS of action against striking workers in the Western Cape had been reported to Cosatu yesterday, despite the organisation having last week drawn up a "black-list" of employers who had threatened disciplinary action

It also emerged this week that not all the employers named on Cosatu's list had actually threatened to take action against workers involved in this week's stayaway

Dr David Ticktin, of Ticktin Timbers, one of the firms mentioned on the list, said he had adopted a "most sympathetic stance to his workers plight" in respect of the stayaway

"At a meeting with them we explained our policy of no work, no pay and agreement was reached in working in the time lost by the stayaway," Ticktin said

● ANC president Nelson Mandela on Wednesday congratulated employers who closed down during the stayaway or committed themselves not to victimise employees

Addressing the crowd at Union Buildings, he said these employers had aligned themselves with democracy at great sacrifice



# Pay deal close

NUMSA has revised its pay demand in the motor manufacturing industry — and five of the seven companies will meet it. Resolution of the motor strike now depends on whether the remaining two companies will change their wage offer and if a "job security" agreement can be reached.

NUMSA claims that 200 000 workers are on strike in the motor, metal and tyre industries. <sup>(ILOA)</sup> <sup>(452)</sup> <sup>(452)</sup>

Motor employer spokesman Nelis Strydom says about 20 000 workers are not working at five of the seven firms.

The parties meet tomorrow and Mr Strydom is "fairly optimistic" a settlement can be reached. An increase of about 11% could be agreed on. <sup>9/8/92</sup>

Seifsa economist Michael McDonald says the organisation has been unable to estimate how many workers are on strike. Support for the strike at large companies varies between 30% and 100%.

NUMSA demands a 20% wage rise and a retrenchment moratorium. Employers offer an 8% pay increase.

# Cosatu wants to take part in Codesa talks

SHARON SOROUR  
Labour Reporter

140A  
ARC 10/8/92

COSATU still wants to be included in constitutional deliberations when Codesa gets back on track, says SA Clothing and Textile Workers' Union general secretary Mr John Copelyn

In an interview in labour journal Barometer, Mr Copelyn said Cosatu desire to take part in Codesa was not a desire to be a political party or a statement of mistrust in any existing party

He said it was simply a desire to be involved directly in the "formulation of a democratic constitution that will provide the fundamental rules for tak-

ing part in the public life of a post-apartheid South Africa"

Cosatu possessed a "sophisticated" leadership which had played a constructive role in areas of negotiation and there was every reason to hope that its direct involvement in constitutional negotiation would enhance the proposals that flow from Codesa rather than impede them

However, the 1,2-million strong federation felt it "improper" that it was excluded from Codesa deliberations on the grounds merely that it was not a political party.

"The organisations participating in Codesa are not all political parties

# the nation in brief

*Sowetan 10/8/92*  
**Workers recalled after sit-in**

ABOUT 30 Cosatu regional executive members on Saturday won the unconditional reinstatement of Cape Town coffee shop workers who took part in last week's two-day strike. (COA)

Cosatu's Mr Jonathan Arendse said the unionists, led by regional chairman Mr Johnny Malebo, walked into the Adelphi Centre shop and refused to leave until the eight women had been reinstated



# R150-m wage deal

Sowetan 11/8/92

(184)

(200)

(140/1)

By Ike Motsapi

■ **BIG PACKAGE** Sactwu says new agreement

covers 107 000 workers in clothing business:

**W**AGE AGREEMENTS covering 107 000 workers in the clothing industry have been reached between employers and the South African Clothing and Textile Workers' Union.

Assistant general secretary of Sactwu Mr Ebrahim Patel said the agreement, worth about R150 million, would last for 12 months. It covers improvements on wages, provident funds, sick funds, annual bonuses and the setting up of short-time funds in some regions.

He said the package included increases measured on the existing wage rate of the sewing machinists category. This category consists of 60 percent of the workforce.

These wage hikes varied between 14 and 15 percent.

He said "Employers further agreed to meet with Sactwu in October this year to consider other proposals made by the union."

These are

- National centralised bargaining,
  - A national productivity council,
  - Wage parity,
  - A must-skill wage incentive,
  - A national procedural agreement on grievances, discipline and retrenchments and,
  - Job grading in the clothing industry.
- Meanwhile, the Steel and Engineering Industries Federation of South Africa is planning to appeal against the dismissal in the Pretoria Su-

preme Court last Friday of its application for an interdict declaring the national strike by members of the National Union of Metalworkers of South Africa illegal.

The application, on the grounds of strike ballot irregularities, was dismissed on the basis that Seifsa and its associations had no legal standing to bring the action on behalf of individual employers.

About 135 000 Numsa members in the three industries are affected by the strike.

About 113 000 are in the engineering, 17 000 in the motor assembly and 5 000 in the tyre and rubber industry.

## Coffee shop employees reinstated

Staff Reporter

SIX women workers at the upmarket Cinzia's coffee shop in Sea Point's Adelphi Centre, dismissed for taking part in last week's stayaway, have been reinstated

This follows the occupation of the coffee shop by Cosatu trade unionists on Saturday

CT 11/8/02  
Mr Louis von Wulffling-Eybers, owner of the shop, said about 40 union and staff members had occupied the shop on Saturday afternoon and refused to leave

He had called the police (140A)

"My advocate spoke to the staff and they were rehired"

## Workers flee as Cosatu moves in

OFFICE workers fled when about 20 Cosatu members occupied the Foreshore offices of the Master Builders and Allied Trades Association yesterday *CT 11/8/92*

They were demanding the withdrawal of an interdict preventing Construction and Allied Workers Union marches on the building *(140A)*



the role the various participants are playing in the ongoing violence". The Senate is expected to approve the same text soon

The summit was scheduled for July 30 but was postponed after Buthelezi refused to attend, citing the ANC statements and the continued existence of the ANC's armed wing Umkhonto we Sizwe as rea-

Meanwhile, Sapa reports that Qwa Qwa's ruling Dikwankwetla Party has withdrawn from the committee Party leader Kenneth Mopeli said some committee members, especially the ANC, "make a mockery of the whole spirit of the accord"

# Sasol agrees to probe of 'hit squad' claims

*BIDAY 12/8/92*  
SASOL has agreed to an independent commission of inquiry — possibly the Goldstone commission — to investigate Chemical Workers' Industrial Union (CWIU) allegations of CCB and Inkatha hit squad involvement in the deaths of its members at Sasol.

Sasol executive director Dirk Mostert yesterday rejected "with utter contempt the untruthful, vicious, malicious and unfounded allegations" of the CWIU that Sasol management was behind attacks and killings.

Two CWIU members were killed and one was seriously injured last Friday night after an attack allegedly by Inkatha supporters who worked during a week-long strike at Sasol's Secunda Colliery last week.

Mostert said Sasol was prepared to have an independent inquiry to get to the truth

*140A*  
**DIRK HARTFORD**

The CWIU has been demanding for some time that the Goldstone commission investigate its allegations

CWIU and Sasol have different versions of the events — which occurred after a strike by 5 000 CWIU members had ended — leading to last week's murders

The union says its members asked security to search a room allegedly occupied by Inkatha-supporting non-strikers and "outside people" but they refused. Instead, the CWIU says, three workers were attacked by the guards while a shaft steward was killed at the security office by "Inkatha and outside people"

The following day another worker was found dead near the security gate of the hostel

Sasol confirmed the deaths, but gave no details. It also confirmed — as the union alleged — that a manager had met a delegation from the KwaZulu government and Uwusa last Friday

The CWIU said a security guard called Moolman pointed a gun at a worker during the attack. Sasol said he had been suspended

Sasol will meet the CWIU tomorrow for further talks

Meanwhile, the CWIU says the agreement to settle the strike was that Secunda Colliery workers get three weeks' severance pay for every year of service and an 11,5% increase

More than 90% of CWIU's 1 200 members at Consol Glass have voted to strike at five plants countrywide

# Work of union 'hampered by security police'

140A  
[initials]

ARC 13/8/92

**SHARON SOROUR**  
Labour Reporter

THE Metal and Electrical Workers' Union has accused the security police of "severely hampering" its operations after thieves struck at its Athlone offices for the second time in two weeks.

Union spokesman Mr Ben Petersen said R12 000 worth of goods, including a hired fax machine, two heaters, a projector, a hot plate and a calculator were stolen on Tuesday

In a burglary at the beginning of August, confidential computer records listing the union's regional and national leadership and lists of national and international funding contacts were stolen

Computer equipment worth R15 000 was stolen — and other valuables were left behind

Union spokesman Mr Brian Williams said years of work was missing

This would disrupt the union's activities badly and the union believed the security po-

lice were involved.

"Those suspicions still stand, following the second robbery. There appears to be a campaign to disrupt the union completely. This break-in will severely hamper ability to communicate with our members and we believe the security police are involved," he said

The union had a very militant history — having one of the highest strike records in the Western Cape — and was constantly fighting for the rights of its members, he added.

"Some people are definitely trying to intimidate us," he said

The break-in had been reported to the Athlone police

● Police liaison officer Captain Attie Laubscher confirmed the break-in. He said police were investigating. Anyone asserting that police were involved was asked to provide the investigating officer Sergeant G Fick (☎ 697 1120) with names of suspects or further information.

# Mining union accepts chamber's wage offer

STAR 14/8/92

The National Union of Mine-workers (NUM) has accepted the wage offer tabled by the Chamber of Mines at a conciliation board meeting held last Friday to settle the wage dispute on coal mines

However, final agreement was now awaited on the resolution of continuing negotiations dealing with health and safety issues and the restructuring of Rand Mutual Assurance to allow for NUM representation, the union said in a statement yesterday

## Best offer

140A

It said the chamber had made a "slightly improved" wage offer for some mines at the meeting

In present circumstances, the negotiating team believed that the offer was the best achievable and had recommended that members should accept it

The wage settlement varied widely between the mining houses and ranged from 7,5 to 15,1 percent, with the following

average percentages Amcoal 13, Trans Natal 12, Douglas and Duiker 11, Gold Fields Coal 9, and JCI and Iscor (DNC) 8

The NUM said significant gains had, however, been made in other areas in both gold and coal mines, among them

● The NUM would be given representation on the board of directors of the Rand Mutual Assurance Company, which paid benefits to injured workers and their families

● The chamber had agreed to hold discussions with the union about providing health care for the families of workers outside the wage negotiations, and to make a joint approach to the Government to amend the law on occupational diseases in mines so that black and white workers received the same compensation

● The chamber would issue a statement encouraging mines to enter into agreements with the NUM on arbitration and dismissal cases — Sapa



# Seifsa rejects Numsa's revised offer

<sup>BIDAY 14/8/92</sup>  
THE strike by between 60 000 and 100 000 workers in the metal industry is likely to be protracted after Seifsa stood firm on its final offer of a 3.6% increase in response to Numsa dropping its wage demand from 20% to 16% on Tuesday

Seifsa called on Numsa to accept its offer so the strike could be resolved without further job losses. The employer federation said most member firms were managing to maintain production at reduced levels and some strikers had returned to work. This week Numsa said workers at

 DIRK HARTFORD 

more than 550 plants were out on strike and more than 100 companies had locked out workers. Seifsa said companies had shut down because of the intimidation of workers.

Numsa said nine small plants had dismissed workers. (LOA)

Meanwhile, Numsa and national motor manufacturers are hoping to sign a far-reaching agreement today on wages and jobs. If the parties are unable to settle, the strike, which ended this week, could resume.

# Seifsa hammers strike ruling

w/m out 14/8 - 20/8/92 . (157) (133) (140A)

**A**S the second week of the nationwide engineering strike draws to a close, employers are still trying to get the strike by National Union of Metalworkers members declared illegal.

The first such application by the Steel and Engineering Industries Federation of South Africa (Seifsa) was thrown out by the Rand Supreme Court last Friday on grounds that Seifsa did not have legal standing to represent individual members.

Seifsa, which is outraged by the judgment, is taking this on appeal, while Anglo American subsidiary Steeledale Engineering is launching a court challenge of its own.

Work has, however, resumed in the auto, tyre and rubber industries, where a strike settlement was reached this week. In terms of the auto industry agreement, workers are to receive a 12 percent wage increase, while a fund administered by the union and employers is to be set up for the training and counselling of retrenched workers. This replaces the retrenchment moratorium agreed to last year.

In the tyre and rubber sector, a 11,13 wage increase was agreed to, together with a retrenchment moratorium lasting until June 1993. Although the auto agreement is to be finalised only today, the 15 000 Numsa members in the industry returned to work on Wednesday. Toyota had been excluded from the strike as the settlement it reached with management

*Employers are outraged by the recent supreme court judgment on the metal strike and are pushing to have it overturned.*

**By MONDLI MAKHANYA**

after the eight-week strike at its Durban plant forbids any industrial action until November 1.

In the engineering sector, however, between 60 000 and 115 000 workers — the respective employer and union tallies — are still out on strike. Some companies have barred workers from their premises in line with the lockout ballot conducted by Seifsa earlier last month.

Hope for speedy resolution of the dispute has been boosted by a shift in positions. Numsa has scaled down its demand for a 20 percent across the board increase to 16 percent, as against management's 8,6 percent offer. Management was due to respond yesterday.

Numsa is still demanding the reduction of grades from 14 to five by July next year and a code on discrimination in the industry. The union also wants employers to come up with proposals on eliminating job losses, which are eroding between 2 000 and 3 000 jobs a month.

Employers have offered to set up a retraining fund for retrenched work-



**Tough bargaining ... Metal workers march for higher wages**

Photo: GUY ADAMS

ers, initially to be funded by employers and later to be jointly financed. Seifsa's contention that the strike is illegal is likely to reach the appeal court well after it is settled. The employer body says Numsa originally claimed to have 147 000 members covered by the industrial council agreement, but has now revised this to 116 000 to suit the ballot percentage.

"Even then," says Seifsa director Brian Angus, "only slightly over 50 percent of this 116 000 voted in favour of strike action. There are in fact a lot

of companies where Numsa members are working in defiance of the strike."

Labour relations practitioners have slammed the supreme court finding, arguing that it undermines collective bargaining structures painstakingly set up over time.

"It's disastrous ruling. If Seifsa has no legal standing to represent its member companies, what standing does Numsa have in regard to its members?" asked Brentwood Associates consultant Pert Keruish. "And what is the standing of the industrial court?"

There have also been the standard claims and counter-claims regarding intimidation. Seifsa's Angus says non-strikers have been intimidated and workers at some factories have told their employers they will join the strike unless they receive protection.

For its part, Numsa says the chairman of the Rosslyn local, near Pretoria, was kidnapped and murdered last weekend while distributing pamphlets. Union spokesman Bernie Fanaroff says picketing workers have also been harassed by police.

In the motor components sector workers are to begin balloting at the end of the month.

# Opening the book on sexism in unions

MEN in trade unions beware! There's a book on the streets which exposes a host of embarrassingly frank details of sexism in your organisations

"No Turning Back — Fighting for Gender Equality in the Unions" was written and produced jointly by Cosatu, Wits Women's Forum, Sached and Speak Magazine

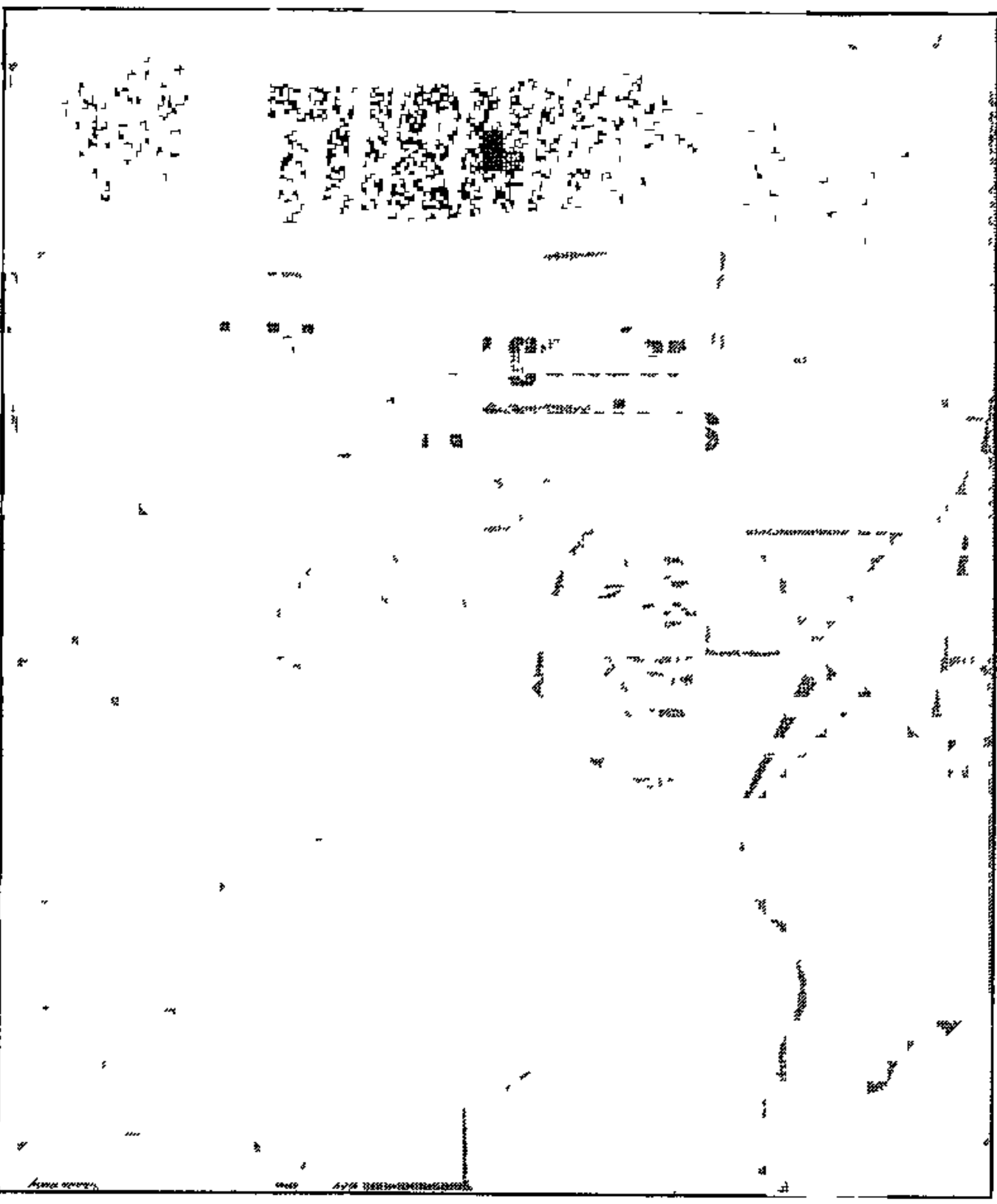
SAY the authors in the introduction "We have written this book because we believe the struggle for equality between men and women is part and parcel of the broader struggle for national liberation

The experiences shared in the book come from Cosatu members across the country

The organisations involved in the project met over 16 months until the book was launched last month

South African Domestic Workers Union member Ms Claire Slingers, detailing her experience of sexism in trade unions, says in the book "I am scared to socialise with a male comrade because then they think you must go to bed with them"

(140A) (132) (355A)





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## NEWS ROUND-UP

# Cosatu gets tough on hospital strike

STIMES 16/8/92

COSATU and the government are poised for a showdown over the nine-week hospital strike. After an unsuccessful meeting with Minister of Health Rina Venter on Friday, the union federation has thrown down the gauntlet.

Cosatu — which has in recent times focused on recruiting in the public sector — says the strike is now a Cosatu strike. A day of solidarity will be held with striking hospital workers on August 31 and will include nationwide lunch-hour demonstrations.

Direct pressure will be placed on hospital administrations. "If the strike has not been resolved by September 1, Cosatu's executive committee will discuss more drastic measures at its meeting on September 3 and 4," Cosatu said in a statement.

The union federation sees the government's refusal to negotiate an end to the strike as a deliberate attempt to crush Cosatu's attempts to organise government employees into unions.

## Man on fast losing vision AK-47 gift from PW

RIGHT-WING hunger striker Leonard Veenendaal received vitamin A

FORMER State President PW Botha has been

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# Haggle over eight per cent increase

THE National Union of Metalworkers of South Africa yesterday said more than 100 000 workers from 834 factories in the engineering industry were now on strike, and more were expected to join

Numsa said in a statement balloting for strike action in the Transkei and Ciskei metal industries had been completed and counting had begun.

At an informal meeting with the Steel and Engineering Industries Federation

## ■ Numsa fuming over private documents allegedly leaked to Seifsa:

of South Africa last Tuesday, Numsa dropped its wage claim to 16 percent

However, Seifsa, representing more than 3 200 companies, had stood by its final offer of 8,6 percent.

Numsa said Seifsa had meanwhile refused to reveal how it had obtained internal Numsa documents

"Seifsa's first Press release stating

than Numsa had announced its strike action was issued before Numsa had announced anything. Subsequently, Seifsa included in their application to the Supreme Court certain Numsa internal reports faxed to Numsa's regional offices overnight on July 30

"Numsa will continue to demand disclosures (on this) from Seifsa. - Sapa

Sowetan 17/8/92

(140A)

# Cosatu to help fired strikers

140A  
140A

Sawetam 17/8/92

**"Day of solidarity" on August 31:**

**By Ike Motsapi**

THE Congress of South African Trade Unions (Cosatu) has called for a "day of solidarity" on August 31 in support of 7 000 dismissed hospital workers

A number of protests - including lunch-hour factory demonstrations - will take place on that day

Cosatu said in a statement that the decision to launch the protests was taken at its national executive committee meeting last Friday

Cosatu has devised a programme of action aimed at putting pressure on the authorities

- A "strike solidarity committee" involving all Cosatu affiliates as well as health organisations was being set up

- Lunch-hour demonstrations would be held at the workplace on August 31

- Cosatu would continue discussions with employers aimed at putting pressure on the Government to negotiate in good faith.

- The federation said if the strike was not resolved by September 1, its executive committee would discuss more drastic measures at its meeting on September 3 and 4



# Nehawu to decide on 'all-out' strike

THE National Education Health and Allied Workers' Union (Nehawu) said at the week-end it would conduct a strike ballot among its 80 000 members on whether to call an "all-out" strike **810A 17/8/92**

This would extend the strike to private hospitals. Only the union's public sector health workers have so far been involved.

Last week negotiations between Nehawu and the Transvaal Provincial Administration (TPA) deadlocked when the TPA refused to give in to the union's demand of reinstatement for 7 000 members who were fired from hospitals in the Transvaal for striking illegally.

A ballot would now be held to decide whether or not to involve all the union's members, including private sector health

**CHARLIE PRETZLIK**

workers and workers in education

Sapa reports that Nehawu would call on the ANC, Cosatu and the SACP to involve themselves in the hospitals dispute and would withdraw from the Public Sector Caucus — a grouping of 11 public sector unions — if organisations in the forum did not also involve themselves in resolving the strike **140A**

Nehawu assistant secretary-general Neal Thobejane described this as "a critical stage for the union" **140A**

"We have to show we can resolve the dispute or we may as well pack up shop. The future of the union hangs on the result

To Page 2

## Nehawu **810A 17/8/92**

of this," he said **17/8/92**

The 10-week long dispute had taken its toll on the union, Thobejane said "It began just as our newly elected leadership set about a programme for restructuring and professionalising a weak administration"

However, he believed that in the long term the strike had "raised the profile of the union and educated many future shop stewards"

The strike had been "expensive" he said, but the union had obtained about R100 000 from other mainly public sector unions in the UK and US. Fund-raising had also been undertaken by members inside SA.

The union was in a healthy financial state, he said, adding that 40 000 of its members continued to pay the monthly R5 fee regularly while the other members contributed on a more ad hoc basis.

Cosatu said in a statement yesterday

**140A**  From Page 1

that it seemed as if a political decision had been taken "at the highest level" to block any settlement of the hospital dispute.

It said that in the past few weeks Cosatu had been involved in low-key initiatives at national level to try to facilitate a solution to the strike. Progress had been made during the past week "until it became apparent that orders were being received from higher up to block a settlement, resulting in the collapse of talks"

It said Cosatu's executive also received alarming reports of large-scale intimidation and violence against strikers and Nehawu leadership.

The executive had now decided that the strike would be treated as a Cosatu strike. It had agreed on a five-point programme of action which would include a day of solidarity with striking hospital workers on August 31.

# Unionists tally votes on strike

Labour Reporter

The National Union of Metalworkers of South Africa has completed its strike ballot in Transkei and Ciskei and has already started counting votes, the union said yesterday.

Meanwhile, the strike by thousands of workers at 834 factories in the metal and engineering industry in South Africa enters its third week today after employers refused to accept Numsa's revised wage demand last week.

Numsa has dropped its demand for a 20 percent wage increase to 16 percent. The employer body, the Steel and Engineering Industries Federation of SA, has asked Numsa to accept its final offer of 8,6 percent on scheduled rates of pay.

**Unions merger** (140A)

TWO major unions in the metal industry, the National Union of Metalworkers of South Africa and the Metalworkers Union of South Africa, have started moves towards a merger

They met at the weekend consider the issue A steering committee to handle this was established

Mewusa delegates told the meeting their members were preparing to go on strike this week if no settlement was reached with Seifsa Numsa members have already downed tools

Sowetan 18/11/92



d general amnesty

# SABC is grossly biased

## - Numsa

■ Union takes complaints up with Media Council:

By Isaac Moledi

THE National Union of Metal Workers of South Africa is to lay complaints with the Media Council against the SABC and certain newspapers for what it calls "gross bias".

Numsa national organising secretary Mr Benny Fanaroff said in a statement yesterday that the union was unhappy with the way the corporation covered events during the mass action campaign.

"SABC continues its biased coverage despite the complaint we raised during August 3-4 mass action campaign.

"For instance, the corporation spent more time talking about violence and intimidation in work places. But when we raised violence and intimidation against our members, the corporation ignored our pleas," Fanaroff said.

He said the union had not set a date for its meeting with the council.

A meeting would also be organised with editors of "certain" newspapers who "are deliberately ignoring the strike and intimidation against Numsa members and officials".

Numsa's national executive committee at the weekend also vowed to intensify the strike action in the engineering industry following Seifsa's rejection of exploring possibilities for a settlement.

The holding of pickets and marches in towns and industrial areas would go hand in hand with Cosatu's campaign against companies which dismissed or disciplined workers who took part in the mass action campaign.

Numsa said it would start its strike in Transkei and Ciskei tomorrow.

140A

Sowetan 18/8/92

# We'll intensify our strike, Numsa says

Sowetan 18/8/92

■ **STRIKE BACK** Transkei, Ciskei union

members to join two-week-old action:

140A

**T**HE TWO-WEEK STRIKE in the engineering industry will be intensified after employers rejected union proposals for a settlement, the National Union of Metalworkers of SA (Numsa) warned yesterday

The decision to step up industrial action over wages, job security and union rights followed a weekend meeting by the Numsa national executive committee

Union members in Transkei and Ciskei would join an estimated 10 000 striking co-workers tomorrow after balloting for industrial action, according to a statement from Numsa head office.

Meanwhile, the auto industry confirmed that talks with Numsa last Friday failed to finalise an

agreement on job security, and another meeting would be held this Friday

Numsa repeated its appeal to the Steel and Engineering Industries' Federation of SA (Seifsa) to comment on the "murder of numerous shop stewards and members in the run-up to strike", which started on August 3.

It also demanded that Seifsa state how it obtained internal Numsa reports about the strike before the union itself announced the industrial action

The union reported that workers at 720 metal and engineering plants were on strike

Numsa's NEC met at the weekend after Seifsa rejected a four percent drop in the union's pay demand to 16 percent

Seifsa, which represents over 3 200 companies in the metal and engineering sectors, stuck to its final offer of 8,6 percent

The union said its renewed drive for a strike settlement would include marches and pickets in industrial areas - Sapa

# Numsa bid to intensify national strike action

B/OA4. 18/8/92.



THE National Union of Metalworkers of SA (Numsa) would intensify its two-week-old strike at 720 plants in the engineering sector following a deadlock with employer body Seifsa, the union said yesterday

Numsa national secretary Les Kettledas said members would now mount pickets and hold marches in towns and industrial areas after Seifsa's rejection of Numsa's offer to lower its pay demand and to explore possibilities for a settlement

Seifsa executive director Brian Angus said an intensified strike might result in more dismissals

Seifsa, representing more than 3 200 companies in the metal and engineering industries, had ruled out any chance of increasing the employers' final 8,6% wage increase offer, Angus said

Numsa had dropped its demand for a 20% increase to 16%

No further talks had been scheduled

Union members in Transkei and Ciskei were to begin striking tomorrow after balloting for industrial action, Kettledas said

Numsa said it would back Cosatu's campaign against companies which had fired or disciplined workers during the August 3-4 national stayaway

Alleging poor media coverage of the countrywide engineering strike, Numsa

said it would call meetings with the editors of certain newspapers and the SABC

Angus said employers overwhelmingly opposed further increases "Recessionary conditions are getting worse and mass action has not helped"

Neither would employers respond favourably to Numsa's "impractical" demand for a blanket moratorium on retrenchments

Employers were, by agreement, prevented from retrenching at will

Mass dismissals were not immediately likely, though some companies had already fired striking workers

Our Durban correspondent reports Angus said earlier the strike had so far cost workers at least R54m in wages

He said there were 10 000 engineering companies covered by the main industrial council in the engineering sector, excluding the homelands, but that it was impossible to say how much turnover had been lost since the beginning of the strike

The number of employees taking part in the strike remained uncertain Numsa said 100 000 workers were affected, but Seifsa was adamant that there were between 60 000 and 80 000 workers on strike

THEO RAWANA



and not been lent to calling a psychologist to testify in xed basis, and, mitigation.

Harding stood clutching the hand of her daughter Amanda as she was told that she would be released on her recognisances on condition she reported to the Somerset West police daily and was not to obtain a passport.

Petrus Marras of the Office for Serious Economic Offences appeared for the State.

## Police 'failed to intervene when ANC man was killed'

**RAY HARTLEY**  
POLICE had not intervened when former ANC guerrilla Lot Phalwane was shot dead in Alexandra on Monday, ANC PWV spokesman Ronnie Mamoepa said yesterday.

"During the shooting a police Casspir was seen driving past the house but, despite the gunshots, it did not stop," Mamoepa said in a statement.

Police spokesman Lt Wilkus Weber yesterday denied the police were involved in any way in the killing. "A murder docket will be opened and the case will be fully investigated," he said.

The ANC PWV region and the Alexandra branch of the organisation plan to investigate the killing which Mamoepa said was "not criminally motivated".

In a separate statement Mamoepa said the ANC welcomed a ceasefire between rival taxi organisations in the Ivory Park area. The ceasefire was brokered by the North East Rand dispute resolution committee on Monday after a weekend taxi war claimed at least eight lives.

The committee's vice-chairman Pieter Geldenhuys said yesterday a formal agreement was to be signed between the Ivory Park, Alexandra and Tembisa taxi associations by Sunday, Sapa reports.

Police said yesterday the house of a community councillor was petrol-bombed in KwaThema, and a woman was stabbed to death in Alexandra.

burg where a 74% drop in company profits for the six months to end-June was announced.

## Cosatu plans 'tax rebellion'

**WILSON-ZWANE**  
COSATU is making plans for a "tax rebellion" campaign in which pressure will be put on employers to withhold from government PAYE payments by employees who do not have the vote.

The trade union federation is to put the idea to its alliance partners, the ANC and the SACP, at a meeting on Sunday.

Cosatu spokesman Neil Coleman said yesterday the tax monies collected should be redirected to a special trust fund for safekeeping until a "democratic" government had been installed.

The money could then be used to provide basic services to impoverished communities, Coleman said.

The proposed campaign formed part of the ANC/SACP/Cosatu alliance's mass action, which began on June 16 and which was aimed at the speedy establishment of a new government and an "end to the mismanagement of taxpayers' money".

Coleman said the modalities of the trust fund had yet to be discussed with all interested parties, but basic socio-economic

**WILSON-ZWANE**

services, such as education and housing, were likely to be priorities.

"We don't intend making this a Cosatu campaign. We would like to involve many forces, including churches, consumer and human rights organisations, business and political parties," he said.

Coleman said the seeds for the tax rebellion were sown among Cosatu members by last year's disclosures of government's funding of Inkatha.

The constitutional structures of the Cosatu-ANC-SACP alliance would meet in Johannesburg on Sunday to discuss the proposed campaign and other mass action-related activities.

He said if the alliance endorsed the campaign, the union federation would approach employers to "discuss workers' demands for their taxes to be redirected".

Saccola chairman Bokkie Botha said yesterday the employer body would have to discuss the issue with Cosatu and look into the legal ramifications.

iat said in a statement Anyaoku and UN Secretary-General Boutros Boutros-Ghali had agreed the groups would work closely with each other and the national peace accord, it said.

Meanwhile, SA Foreign Affairs Minister Pik Botha said in Pretoria yesterday the government found the UN resolution passed on Monday was "acceptable in its main components". — Sapa-Reuter

## Commonwealth to appoint own observers

**LONDON** — The Commonwealth said yesterday it was organising about a dozen observers to help monitor the violence in SA.

Commonwealth Secretary-General Chief Emeka Anyaoku was asking governments of the 50-nation organisation to suggest candidates for the observer group, which would arrive in SA at the end of September, the Commonwealth Secretary-

General said in a statement. Anyaoku and UN Secretary-General Boutros Boutros-Ghali had agreed the groups would work closely with each other and the national peace accord, it said.

Meanwhile, SA Foreign Affairs Minister Pik Botha said in Pretoria yesterday the government found the UN resolution passed on Monday was "acceptable in its main components". — Sapa-Reuter





# Engineering sector hard hit

**SHARON SOROUR**  
Labour Reporter

THE Western Cape engineering sector has been hard hit by the two-week nationwide strike by tens of thousands of workers, with strategically important companies being crippled by the industrial action

According to National Union of Metalworkers of SA (Numsa) regional secretary Mr Adrian Sayers, about 2 000 regional workers have downed tools

He said it was the first time the Western Cape engineering sector had been severely affected by a strike

Mr Sayers said the last strike, in 1988, had barely had an effect, but this year compa-

nies in the docks were involved, as well as other "strategic engineering firms". Artisans were also on strike

Workers were set to march to Seifsa's Foreshore offices this afternoon following a deadlock in talks with the employer body

Seifsa spokesman Mr Hendrik van der Heever said the meeting had ended in deadlock.

Numsa was not prepared to withdraw its key demand for a moratorium on retrenchments, he added

Seifsa would appeal against a Pretoria Supreme Court dismissal of its application for an interdict declaring the strike illegal. **ARC 19/8/92**

# Dispute over fired workers

**Labour Reporter**

CLOTHING union Sactwu has launched a campaign to secure the reinstatement of about 100 dismissed workers who were fired for joining a city centre protest march in June

According to SA Clothing and Textile Workers' Union regional organiser Mr Ronald Bernickow, six Western Cape employers had refused to reinstate workers

The companies, SA Cap, Teeny Tages, Alpa-Rose Manufacturing Co, Maxmore, HK Manufacturers and Shareen Knitwear, had also refused to enter into talks, he said

Workers demonstrated outside the factories yesterday and handed a memorandum to the Cape Clothing Manufacturers' Association (CCMA)

● CCMA executive director Mr Peter Cragg was not available for comment. **ARC 19/8/92**

# Walmer Estate decision soon

**Municipal Reporter**

A CABINET decision on selling the seven ministerial residences in Walmer Estate is expected soon, a Department of Public Works spokesman said

There had been a lot of interest from corporate potential buyers

The department had drawn up a memorandum asking the Cabinet for guidelines for disposing of the property

Responding to a proposal by the Woodstock/Walmer Estate/Salt River management committee that the houses be sold to the Saudi Arabian government, the director-general of public works said the future use of the houses had not been determined. **ARC 19/8/92**

# Professor's plea to keep transplant ops

**ANDREA WEISS, Health Reporter**

PROFESSOR John Odell, outgoing head of heart surgery at Groote Schuur Hospital, has made an impassioned plea for the survival of transplant surgery under a new dispensation.

Professor Odell was responding to ANC health secretary Dr Ralph Mgiya's view that heart transplant surgery may well be scrapped to make way for broader health needs in the future

Speaking at a mayoral function to launch Organ Donor Week, Professor Odell said the ANC view was "rather shortsighted"

He said transplantation and organ donation had no racial barriers

If transplantation was stopped it would set a precedent which would have a negative ripple effect on other related disciplines

Transplantation was cost effective because the results were excellent and patients returned to active life

It could also not be offered only in private practice because if only the affluent were to benefit from transplantation it would be impossible to approach the families of brain dead people to ask for their organs



Professor Odell

He said if transplantation was stopped, there would be impassioned pleas to raise money for transplants abroad. The money would leave the country and everybody would be reminded of the standard of medicine the country once practised

Dr Mgiya said the ANC's position was that basic health-care should be available to all. Once this had been budgeted for, the remaining money could be allocated to things like "heart transplants and other exotic operations"

Dr Mgiya added that, given this background, it was highly likely that heart transplants would be scrapped

# Registration fees for doctors to be increased

**The Argus Correspondent**

JOHANNESBURG — Registration fees for doctors will increase from R258,50 to R281 (including VAT) next year, according to the latest South African Medical Journal

Meanwhile, doctors have called on the Medical Association of South Africa (Masa) to investigate the structure of the South African Medical and Dental Council (SAMDC) and look at alternative ways of funding for the organisation

The SAMJ said the fees were payable to the SAMDC by all registered practitioners on or before January 1 next year. Practitioners who failed to pay their fees might find themselves removed from the register

"Although the percentage increase for 1993 is well below the inflation rate, the fact that these fees have risen steadily over the past few years has resulted in widespread criticism from among the ranks of the profession," said the journal. The fees have risen from R100 in 1987 to R235 plus VAT this year

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# Impala workers get representation

(140A) RUSTENBURG — Impala Platinum Mines yesterday signed bilateral agreements giving recognition to full-time shaft stewards and representative structures for workers at its Bophuthatswana mines (150)

The central council of workers co-signed the agreements at the Bafokeng training centre. The NUM said it had advised the council. (151)

This follows the recent finalising of

31-04-91 1918/42 a wage agreement at the mine

The agreement lays down the principles and procedures for governing the recognition, rights and duties of shaft stewards, branch committees and the central council of workers

Part-time shaft stewards will represent 150 workers in each section, while shafts and processing sections will have full-time stewards and a committee each. Every mine will have a branch committee — Sapa



## Numsa to picket large companies

THEO RAWANA

ANGLO, Gencor, Dorbyl, Barlow Rand and the JSE would be picketed by National Union of Metalworkers of SA (Numsa) strikers in a protest against Seifsa, the union said yesterday *6:00 AM 19/8/92*

Marches in Benoni, Vereeniging and Cape Town today would mark the start of the action following the breakdown of talks between Numsa and Seifsa, Numsa spokesman Bernie Fanaroff said.

A third march would be held in Johannesburg tomorrow, he said.

Numsa has vowed to intensify its two-week-old strike and stage pickets and marches after Seifsa rejected its offer to lower its wage demand and explore possibilities of a settlement

Numsa said it would picket the head offices of several companies, including Anglo American, Gencor, Dorbyl, Barlow Rand and the JSE, because they were "leading the resistance to the achievement of our demands".

Seifsa executive director Brian Angus said the body had ruled out an increase on the employers' final 8,6% wage offer. Recessionary conditions were getting worse and an intensified strike might result in more dismissals.

Numsa said it deplored Seifsa's dismissal warning

Our Durban correspondent reports the strike's legality will be tested when Seifsa's appeal comes before the Full Bench of the Rand Supreme Court on Friday.

Seifsa attempted earlier to have the strike declared unlawful, but the court turned down the application on a technicality.

# Plan to launch forum a victory, says Cosatu

Staff Reporter

129/140A

STAN 20/8/92

The agreement to launch a national economic forum next month to negotiate urgent economic issues facing South Africans was yesterday described by Cosatu as a victory

The Consultative Business Movement announced on Tuesday that the forum would be launched in mid-September

when parties to it would sign a statement of intent

The agreement followed a two-hour meeting of delegations from business, labour and Government in Johannesburg

Cosatu said the agreement was a victory for workers who had struggled "to bring the Government to accept that such issues cannot be decided unilaterally" This had been a cen-

tral demand of the general strike called on November 4 and 5 last year, it said

"Cosatu welcomes the agreement between delegations of Government, business and trade unions to set up an economic forum aimed at addressing critical economic problems facing the majority, including retrenchments, job creation, high food prices, and so on

"In addition to making concrete progress in addressing such issues, Cosatu expects the forum to ensure there is a moratorium on unilateral economic restructuring"

The forum would also have to address the question of how to reverse damage done as a result of restructuring, such as the unilateral imposition of VAT, said Cosatu

# Numsa strike 'violence' in city alleged

Staff Reporter

POLICE are investigating allegations that four workers were assaulted with iron bars and knob-kieries before a march by striking National Union of Metal Workers of SA members yesterday

The allegations were made yesterday by SA Boilermakers Society official Mr Andy Thomas

Striking Numsa members marched to Steel and Engineering Industries of SA (Seifsa) offices in Herzog Boulevard and handed a memorandum to Mr Colin Boyes, Seifsa regional secretary.

The march is part of national protests to pressure Seifsa into resuming national negotiations with Numsa. More than 100 000 workers from factories in the engineering industry have been striking for two weeks

Mr Thomas said that in one incident a 50-year-old man was almost thrown from a bridge

Numsa spokesman Mr Bernie Fanaroff said last night that it was not policy to assault anybody. The matter would be looked into.

Police spokesman Colonel Gys Boonzaaier said three dockets of assault and one of intimidation were opened yesterday

A senior trade unionist warned that production might be stopped for the second time in two weeks as the strike threatens to dry up the supply of components

Numsa is demanding an end to retrenchment, the right for members to hold meetings in factories, time for shop stewards to go on training during work hours and the right to strike and picket.

1829  
140A  
CF 20/8/92



# Economic forum is launched

## ■ Major victory for workers:

*140A*  
*Sowetan 20/8/92*  
THE agreement to launch the National Economic Forum to negotiate burning economic issues facing South Africans was a victory for workers

This was said yesterday by the Congress of South African Trade Unions following a meeting between the Government, business and trade unions in which the agreement was reached

Cosatu said workers had struggled to bring the Government to accept that such issues could not be decided on unilaterally. "Cosatu therefore welcomes the agreement between delegations of the Government, business, and trade unions to set up an economic forum aimed at addressing critical economic problems facing the majority, including retrenchments, job creation, high food prices and so on.

"In addition to making concrete progress in addressing such issues, Cosatu expects the forum to ensure that there is a moratorium on unilateral economic restructuring", the union federation said.

## Cosatu welcomes agreement on forum

COSATU yesterday welcomed the agreement on an economic forum and called for a moratorium on unilateral restructuring of the economy

Restructuring should happen only as a result of agreement at the still-to-be launched economic forum, it said. It would also fight at the forum to find ways to "reverse the damage already done" as a result of such restructuring — such as VAT's unilateral imposition. *BIDAY 20/8/92*

Cosatu claimed the forum's formation was a "victory for workers" who

**BILLY PADDOCK**

struggled to persuade government to accept it could not restructure the economy without negotiating with the labour movement. *(140A)*

Cosatu said it would want to ensure the economic forum avoided getting bogged down in protracted Codesa-type negotiations which did not deliver practical results. It would aim to ensure the negotiations were focused, that they operated according to strictly defined time frames, and that they delivered the goods.

# Spoornet chief meets demos after siege

260  
140A

ARG 21/8/97

**DI CAELERS**  
Staff Reporter

**MORE** than 1 000 workers belonging to the South African Railway and Harbour Workers' Union briefly met Spoornet's Western Cape chief today after a four-hour "siege" of the Paul Sauer building at the foot of Adderley Street

Toy-toying, singing and chanting workers surrounding the building refused to budge as Spoornet's white employees sheltered in adjacent buildings, apparently reluctant to "run the gauntlet" despite assurances that no one would be denied entry.

Following negotiations, Spoornet's Western Cape regional manager, Mr Louis du Toit, accepted a memorandum detailing the union's grievances

Sarhwu regional secretary Mr Ndanele Tilela accused Spoornet management of renegeing on the 1992 wage agreement and said most workers had not received expected in-

creases which were agreed at R150 for general workers and R125 for graded workers.

Management had also not stuck to the moratorium on dismissals and the demands included the immediate reinstatement of 10 Elandsfontein and three Pietersburg workers

According to the memorandum, similar demands were handed over in March and an answer was promised within 14 days None was received

Questioned about that memorandum, Mr Du Toit said he was "not sure where it is" but that he would react to the new one as soon as possible.

He faxed the document to Johannesburg, handing the slip to Mr Tilela

Cosatu regional secretary Mr Jonathan Arendse said his organisation had compiled a "blacklist of companies that take this kind of action against workers".

The crowd dispersed about noon after a Sarhwu committee agreed to remain until "we get some answers"



MOTOR INDUSTRY WAGES

Waiting on Toyota

140A

Nervous vehicle manufacturers hope Toyota will fall into line this weekend when employers and unions try to hammer out a final agreement on wages and job security. If not, they fear further conflict if negotiations drag on into a fifth month. The dispute has already resulted in a week-long industry strike.

Agreement is nearly two months overdue. Discussions, which began in April, were due to provide a new package to take effect from July 1. But differences, particularly on union demands for an extension of the year-old moratorium on lay-offs, delayed matters.

With the exception of Toyota, there now appears to be virtual consensus between employers and the National Union of Metalworkers (Numsa) on the form of the new agreement.

Fm 21/8/92

Toyota, which did not attend national bargaining forum meetings during the recent two-month strike at its Durban plant, has agreed to honour minimum-wage agreements reached in its absence. As part of the written agreement ending the Toyota strike, the company bound itself to abide by the forum's wage conditions. But the agreement with Numsa also decreed that job security should be a matter for the company and union to decide.

In other words, at the same time as it was seeking an industry-wide agreement, Numsa

Continue ->

CURRENT AFFAIRS

140A

Fm 21/8/92

helped to create a loophole allowing Toyota to negotiate on its own behalf. Nevertheless, Toyota CE Bert Wessels says the company is prepared to sign the full industry agreement once it receives "clarity" on certain aspects of job security.

As it stands, the package agreed between Numsa and other vehicle manufacturers has abandoned the retrenchment moratorium. In its place is a fund to which employers would contribute 10c per worker per hour. This fund would be used to support and retrain laid-off motor industry workers.

As envisaged, the fund will support and compensate laid-off workers for three weeks while they are counselled and assessed, and then a further 12 weeks while they undergo training. After that, they are on their own.

Employers alone will provide money for the fund in its first year. Thereafter, they hope it will be a 50:50 effort between themselves and employees.

Wessels says the company will be represented at forum discussions starting today. "We have certain problems with the job-security agreement as it stands, but if there is flexibility, we will become a signatory. If we can't resolve it, we have the option to negotiate on our own behalf." He declines to reveal Toyota's specific complaints about the current agreement.

Other companies, notably specialist truck-makers like MAN and AAD, have also expressed concern at the job-security issue. In view of their small size, it is likely they will be granted concessions.

But it is Toyota that is causing most concern. Says the chief negotiator for another major manufacturer: "We assumed once the Toyota strike was over, they would rejoin the forum and resume negotiations there. But it's not like that. They have the right to negotiate between themselves and Numsa and this is causing concern. The whole idea of one company being allowed to negotiate major issues is totally foreign to the notion of the forum. The rest of us find it very worrying."

**Workers list demands** 140A

Sowetan 21/8/92

ABOUT 6 000 members of the National Union of Metalworkers of SA, led by the union's entire national executive committee, marched to the headquarters of the Steel Engineering Industry Federation of SA in Johannesburg yesterday to present a memorandum outlining their demands.

~~12/8/92~~

# Metal unions hope to preserve Seifsa's status

NUMSA and Seifsa are concerned that Seifsa's position as the national collective bargaining representative of employers in the metal and engineering industry should not be undermined

Seifsa, Numsa and two other metal unions in dispute with Seifsa will be meeting informally at the weekend to hold exploratory talks

Seifsa's executive director Brian Angus said the federation would have to think seriously about how it was going to operate in the future if its appeal today failed. Seifsa is appealing against a Supreme Court judgment that it was not entitled to represent metal employers.

Industry sources said several major

BIDAY 21/8/72 (123)  
DIRK HARTFORD (123)

employers were opposed to collective bargaining. A judgment against Seifsa would strengthen their hand.

NUMSA's Bernie Fanaroff said the union "would not like to see Seifsa fall to pieces". NUMSA had been inundated with pleas from employers for exemption from the strike. Some major employers had approached NUMSA with offers to negotiate a better deal at plant level.

This put NUMSA in a difficult situation as it wanted to preserve centralised bargaining and improve on Seifsa's offer.

Meanwhile, anything from 10 000, according to the police, and 35 000, accord-

ing to NUMSA, striking metalworkers marched on Seifsa's offices yesterday. Union leaders handed Angus a letter demanding an end to dismissals, scabbing and intimidation and asking for a positive response to wage demands.

Thousands of workers were expected to march in Springs today.

The strike, now three weeks old, is starting to have an impact elsewhere. Most of Cape Town's docks have shut down because of the strike, Fanaroff said.

And a motor manufacturing source said the shortage of supplies was affecting production. "We are handling things as best we can day by day," he said.



# Economic forum raises hopes and reservations

By REG RUMNEY

THE National Economic Forum launched this week will not allow the widespread economic restructuring on which economists and businessmen are pinning their hopes

The announcement that the forum is now on track after six months of putting its fairly intricate mechanisms into place leaves certain questions unanswered. Among these are how interest groups not represented will be catered for, how cosy "corporatist" solutions by business and labour will be avoided, and how strong the mandates of the participants are.

The forum's launch gives the impression that business, the government and labour have outdone Codesa by agreeing to begin discussing "substantive economic issues". This could give rise to hopes that the strife surrounding what the Congress of South African Trade Unions (Cosatu) calls unilateral economic restructuring may end.

The forum may be able to defuse further confrontation on immediate issues, such as Value-Added Tax on food and retrenchments, but it will not be able to address longer-term changes, such as the reduction of tariff barriers.

Cosatu's Sam Shilowa stresses that until there is a democratically elected government, there can be no agreement on fundamental restructuring of the economy.

Cosatu is intensely suspicious of the economic moves the government has made and is convinced the intention is to saddle a future democratic government with an economy it cannot fundamentally change. It is determined to head the government off at the pass

Shilowa is candid about what Cosatu hopes to achieve: "We will enter into any negotiations which will deliver the goods. But if it becomes a talk shop or the government wants people to believe that all is well, or employers only want, say, to get a moratorium on strikes, we will withdraw. We accept negotiations are give and take, but we won't compromise on our principles."

In contrast, South African Chamber of Business chief economist Ben van Rensburg, speaking for Sacob, notes the divisions but reckons talking is essential. "We must give it our best shot. The economic forum provides a good alternative to us putting forward our own views in isolation."

He adds: "We can't wait until there is an interim government to create the mechanisms for an economic forum."

# Unions are forced to

## settle for less

Wimani 21/8-27/8/92  
By MONDLI MAKHANYA

UNIONS have had to settle for below-inflation wage increases this year as the recession continues biting into workers' bargaining power.

With most sectors now having completed wage negotiations, settlements appear to have averaged 12 percent — four points below the inflation rate and way below the 27 percent food inflation rate. This figure may drop to single digits after settlements have been reached in the strike-hit engineering industry, where employers have indicated they will not budge from their 8,6 percent offer.

Apart from the engineering industry, where the National Union of Metalworkers of South Africa (Numsa) has revised its demand from 20 to 16 percent, unions' opening demands were moderate, indicating their expectation of low awards. Instead, they have concentrated on working conditions and issues of job security.

Econometrix economist Azaar Jamine notes that, in the past, unions usually added the growth rate to the inflation rate as their bottom line for wage increases — meaning that this year's increases should have averaged 18 percent.

The lowest increases in a major industry were granted in the gold-mining industry, with workers settling for a five percent increase plus a 20 percent profit-sharing scheme.

Coal miners accepted an 11 percent wage hike, while hotel and public-sector workers settled for 9,8 percent and 9,6 percent respectively. In the retail and chemicals industries, average settlements were 15 percent.

Motor-manufacturing workers accepted a 12 percent increase and concentrated their energies on pushing for a renewal of the retrenchment moratorium. In the end, Numsa managed to secure a fund for retraining retrenched workers.

Gavin Brown and Associates consultant Andre Jooste predicts the trend will continue beyond the recession.

The virtual bridging of wage gaps between black and white workers and the hardening of employer attitudes as a result of the politicisation of industrial relations have also contributed to the lower settlements, Jooste adds.

## LABOUR

**M**ASS dismissals have begun in the engineering industry as the strike enters its third week

With no hope of settlement yet in sight, several companies have begun firing workers en masse while the National Union of Metalworkers of South Africa (Numsa) has threatened to intensify the strike with marches and pickets. The strike has also now spread to the Transkei and the Ciskei.

So far about 1 200 of the estimated 80 000 to 100 000 strikers have been fired. Ruby Structural Engineering and Benicon Earthworms in the eastern Transvaal have fired 204 and 249 workers respectively. Anglo American Boart Hardware has fired its entire 800-strong workforce.

More dismissals are expected in the coming weeks as the recession's pinch compels employers to take a hard line. Many of the more than 3 000 employers affected by the strike are on the brink of going under as the recession deepens.

The Steel and Engineering Federation of South Africa last week rejected Numsa's revised demand of a 16 per cent wage increase. A meeting of employers last week resolved that the body would not budge from its 8,6 per cent offer.

Seifsa seems to be holding out for a court judgment declaring the strike illegal. Its case — which was thrown out by the Rand Supreme Court two

# Striking Numsa workers sacked

21/8 - 27/8/92  
(140A)

*As the engineering dispute enters its third week,*

*employers are beginning to fire striking workers, reports*

**MONDLI MAKHANYA**

21/8 - 27/8/92

weeks ago on the grounds that Seifsa did not have the legal standing to represent its individual members — is due before a full sitting of the supreme court bench today. The Chief Justice ruled it sufficiently urgent to have the appeal heard only two weeks after the application was lodged, according to employer sources.

So far Seifsa's legal moves have been frustrated by the courts. Besides the judgment against the federation two weeks ago, the Delanco company's interdict has been thrown out by the court as not urgent, and Anglo's Steeledale Engineering application has been delayed. However, there have been other successful interdicts aimed at preventing strikers from

gates and arrests of strikers have taken place.

Fanaroff says the firings at Anglo may mark the beginning of the corporation's mass firing strategy used to break the National Union of Mineworkers at Anglo mines during the 1987 strike.

"They are going to try to crush us in that manner, but it will not be easy because unlike the mines, this is highly skilled area," he said.

While the metal strike intensifies, 70 000 Numsa members have begun balloting in the motor parts industry, which includes filling stations, repair garages and parts dealers. Even if the ballot is successful in this sector, in which Numsa represents only a quarter of the industry, it is doubtful whether a strike can be sustained as workers are very sparsely distributed.

The motor assembly settlement nearly collapsed last Friday after Numsa and the National Automobile Association of South Africa failed to agree on the extension of non-wage aspects of the agreement to Toyota. The company had been exempted from the week-long strike because of agreements between the company and Numsa that industrial action would be suspended till November.

Durban workers have already staged two marches on the local Seifsa office in protest against Seifsa's Natal chapter's offer of only 6,4 per cent increases.



**Bernie Fanaroff ... They're trying to crush us**

intimidating non-strikers and temporary labour.

Numsa's Bernie Fanaroff says the union has instructed members that while it is permissible to speak to strike-breakers, they must desist from barring them from factories. But police have, however, told workers at most factories to be 100m from the



W/Mail 21/8-27/8/92  
152 140A 10  
**BRIEFS**

drawn up by Cosatu. It includes the establishment of a strike solidarity committee, the holding of lunch time demonstrations on the August 31 Day of Solidarity and pressing private sector employers to lobby government to settle. Cosatu has set a deadline of September 1 for the strike to be resolved whereafter the executive committee will discuss "drastic measures".

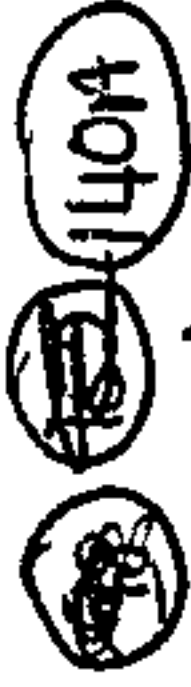
Meanwhile, the authorities remained steadfast that dismissals are final and has encouraged workers to apply for UIF payments and food parcels being arranged by the Department of Health and Welfare. Talks between the two parties nonetheless continue under the supervision of the National Peace Secretariat's Andre Lamprecht.

**Hospital conflict grows**

■ THE Congress of South African Trade Unions resolved to involve itself fully in the hospital general assistants' strike and make it a "Cosatu strike". The federation's central executive committee noted that a decision had been taken by hospital authorities "at the highest levels" not to give in to the strikers. 140A 152

The National Education, Health and Allied Workers' Union is to ballot its members in private hospitals and clinics in preparation for "an all-out strike". W/Mail 21/8-27/8/92

A five-point programme has been



# 'Baby-killer' barb doesn't daunt Dexter

APR 22/8/92

**SHARON SOROUR**  
Labour Reporter

"COMMUNIST baby-killer" is only one of the cutting barbs 29-year-old Philip Dexter has felt since the bitter battle of the hospital strike thrust him into a firing line of white ire

But the country's youngest union leader — of the fledgling Nehawu (National Education, Health and Allied Workers' Union) — remains undaunted in his fight for a fair deal for public sector workers.

Ironically he was not even a union member in 1990 when a similar strike at Baragwanath Hospital was associated with the death of 10 babies

This year's strike claimed the lives of several workers, and posed a threat to the lives of innocent patients caught in the union/government fray.

But while he has become "public enemy no 1" (readers of an Afrikaans daily recently voted him the most hated *white* in the country), he has become a shining inspiration for tens of thousands of disgruntled, desperate workers throughout the country

"It's nice to be classified as a white person," he muses with a glint of sarcasm. "There has been a big fuss because I am seen as white . but I am actually

coloured — or of mixed race, to be ideologically sound"

His "infamous" rise has indeed been meteoric. After returning from exile in 1990, he joined Nehawu in June last year, becoming general secretary five months ago

Mr Dexter was born in Durban and grew up in Pietermaritzburg, attending Alexandra Boys High and Natal University.

Controversy — and the police — have followed him since he became involved in politics in 1981. He was at the centre of a storm after opposing a quota system to limit the number of black pupils attending white schools

And a stint with a band that was an "anti-conscription vehicle, producing crude, political songs made up by the children of white intellectuals and myself" landed him in deeper waters

"I had to leave town for a while because of police harassment."

In 1983, he opposed a military service call on political and moral grounds, only to be told "there was no such thing" He left the country for London, where he lived for seven years, studying and working in the SACP and ANC abroad

Married to a Brazilian mime artist,

Morgana, with a 15-month-old son Filipe, Mr Dexter commutes between Johannesburg and Cape Town to complete his University of Cape Town studies in philosophy and political science

He comes across as cock-sure, supremely confident, even arrogant. But concealed by these qualities is a tenacity and courage even his enemies could not have failed to notice

An infallible determination to fight for basic human rights for his members carried him buoyantly over criticism of his lack of negotiation experience

Even though about 8 000 workers have been dismissed, Mr Dexter firmly believes their grievances, which centre on basic labour issues, are legitimate.

"The history of the dispute between the union and the Commission for Administration is long and complicated. A misconception was created by the media that it was solely a hospital strike and a spurious moral argument has become central to the dispute do hospital workers have the right to strike?"

Workers were battling "medieval" working conditions and demanding permanent status with full benefits, a living wage and a dispute resolution structure put in place until the Labour Relations

Act was extended to the sector  
He accused government negotiators of having a "frightening lack of labour relations knowledge" and spoke of a "corrupt" state sector.

He firmly believed Baragwanath's management provoked the strike in an attempt to crush the union, but they did not reckon on the strike spreading as quickly as it did, or the determination of workers to put valued jobs on the line because of their strong belief

And he boldly asserted "We will get the workers' jobs back, we will grind down the Transvaal Provincial Administration."

He was still hopeful the workers' demands would be met and noted that pressure on the government had already induced a slight shift of policy pertaining to the dispute

In the next three years — the rest of his term — Mr Dexter is certain to be at the forefront of the crusade to revolutionise the public sector

It is a measure of his rise to prominence that his first appearance at a Cape Town Press Club lunch was in Communist Party chief Joe Slovo's bodyguard. His next was to address journalists in his own right, as the youngest guest speaker yet invited.

# Cosatu honours strikers

By THEMBA KHUMALO

COSATU has declared August 31 "Solidarity Day" in sympathy with thousands of dismissed strikers at Transvaal hospitals and in the metal industry. *CIP/ren 23/8/92*

Cosatu vice-general secretary Sam Shilowa said the organisation would on Tuesday meet members of Nehawu and Numsa to decide on a course of action

About 7 500 hospital workers were fired after a two-month long strike and about 1 500 Numsa members were also dismissed at various metal and engineering in-

dustries

Numsa has estimated the number of its members who are currently on strike at 100 000 while the employers say they are about 60 000

Shilowa said it was obvious that employers had declared war on the workers and promised that those employers who are guilty of this practice would soon feel the heat.

Numsa strikers are demanding a 16% increase and a moratorium on retrenchments.

A spokesman for the Steel Engineering Industries Federation of SA, Brian Angus, the workers de-

mands were unreasonable.

Shilowa said action would also be directed at those employers who took disciplinary action or fired their employees for heeding a two-day stayaway call during the week of mass action.

Numsa's national organising secretary, Bernie Fanaroff, accused certain companies of locking out strikers from factories to increase tension.

He dismissed as a lie claims by Seifsa officials that production at various plants countrywide was around 80%.

*1401*



# Don't stop, the door's ajar

SI Times 23/8/92

## LEON COHEN calls for revival of talks between business and labour on the Charter for Peace and Democracy

140A  
SI Times  
23/8/92

IN the end, the opportunity to build a new relationship between business and labour in the first week of August became just another stayaway. Now management and the Cosatu trade unions have retreated to their traditional roles as antagonists

This familiar comfort zone allows both sides to avoid hard questions about the kind of future we want for our country. And we are ignoring a significant opportunity waiting to be seized in the aftermath of mass action.

The effort that went into the negotiations for a Charter for Peace and Democracy will only have failed if we refuse to walk through the door that was partially opened. Do we simply wait for the next stayaway? Or can we act now?

Now that the stayaway has passed, with the usual heavy costs for both sides, we should revive negotiations on the charter with our eyes on the contents, not the horsetrading. Divorced from the emotional factors of mass action, the charter's potential appears even more significant.

With hindsight, the mistake was to link the charter to bar-

gaining over mass action — a one-day shutdown instead of several days of disruption. Business was able to justify taking a stand on political principles by viewing this as an act of self-interest, labour was willing to stomach a deal with the bosses only because it put further pressure on the government.

From businesses' perspective, the question is: Do we have a responsibility to push the political players toward a settlement and, if so, how?

Most companies acknowledge that we do bear such a responsibility. The reasoning is straightforward: Our job is to create wealth. A negotiated transition to democracy is the only hope for stability and peace which, in turn, are prerequisites for economic growth. The draft charter is a well-reasoned, non-partisan expression of that commitment.

The process of approving the charter would, in itself, foster widespread discussion on ways in which all of us can contribute to creating a climate of peace, democracy and growth. Each business could conduct a virtual referendum among employees on whether the charter merits

support. All signatories could commit themselves to finding ways to give practical effect to the charter in their community. Rather than limiting the charter to Cosatu and Saccola, more business and labour organisations could be included, such as Nafcoc, Uwusa and Nactu.

Remember the major provisions — and the opportunities they create.

● **Ending the violence** every business could establish a management-labour task force to identify ways to contribute to the peace process. Methods might include joining or forming local conflict-resolution bodies, helping to monitor violations or providing funds and logistical support for local peace initiatives.

● **Combatting poverty** joint management-labour task teams could find ways to address the problems cited in the charter in their own community, using the company's expertise and resources — What contributions could be made in the form of job creation programmes? Training in the use of the company's products? Hostel upgrading projects?

● **Achieving a political transition to democracy** each business could hold small-group discussions on what democracy means, what rights and responsibilities are involved and how the transition would affect everyone in the business.

One objective of this exercise would be to begin to establish the mutual interest, shared by both management and labour, in achieving peace and prosperity — and restore ownership of the word "democracy" to civil society, where it belongs.

It would be silly to suggest that the traditional labour-management conflict over dividing the wealth creation pie will vanish through such a joint campaign. But it is not naive to believe that civil society can agree on the basic principles needed to create a climate in which the wealth pie can grow.

The Charter for Peace and Democracy offers a chance for us to contribute directly and practically to that growth.

● **LEON COHEN** is Chief Executive of PG Bison Ltd, a group of manufacturing and distribution companies in the board industry.

## NUM dispute with De Beers

JOHANNESBURG — The NUM on Friday declared a wage dispute with De Beers, and the corporation has now threatened to scrap its recognition agreement with the union (IUPA) (23)

NUM's Marcel Golding said the union was unable to accept De Beers' 8% wage offer and had applied for the appointment of a conciliation board to consider the dispute. The union's wage proposal stands at 15% to 21%. De Beers had also refused to consider an agency shop system, Golding said. CT 24/8/92

# Numsa negotiations end week-long tyre strike

SHARON SOROUR  
Labour Reporter

140A

ARC 248192

NEGOTIATIONS between the National Union of Metalworkers (Numsa) and tyre manufacturers have brought an end to a week-long strike at Firestone, Gentyre and Tycon

According to Mr Les Kettle-

das, union national secretary of collective bargaining, the parties committed themselves to a programme to improve productivity, future growth and job security within the industry

All employees, except skilled workers, would get an increase of R1.13 an hour on actual

wages with effect from July 6

This was an increase of 20,5 percent on the minimum rate of R5,50 for an unskilled worker or 16,4 percent on an average rate of R7 an hour.

Skilled workers would get an increase of 12 percent on actual earnings, Mr Kettle-

das said  
Tough negotiations ensured that a moratorium on retrenchments be secured, Mr Kettle-

Employers also agreed to facilitate the training of an employee representative at every plant as a qualified industrial engineer.



# Labour in brief

Sowetan 24/8/92  
Num chief on visit

NATIONAL Union of Mineworkers (Num) president James Motlatsi is to head a delegation to Sweden where talks are to be held on uniting union federations under one umbrella body.

Motlatsi, who is also vice-president of the Miners' International Federation, will meet presidents of other mining unions and federations. (40A)

The Num delegation will include the union's former general secretary, Cyril Ramaphosa, now secretary general of the African National Congress, who helped forge links with international union bodies.

## Landmark agreement

AUTO assembly unions and employers have clinched a landmark job security pact replacing the 1991 moratorium on retrenchments plus wage increases averaging 11 percent, union and employer sources confirmed.

The agreement between the National Union of Metalworkers of South Africa (Numsa), the Yster-en Staalwerkers Unie and six car manufacturers - including Toyota (SA) - was signed at a meeting of the industry's national bargaining forum on Friday.

The agreement which entails a 15,2 percent increase for workers on the minimum hourly grade of R6,60 follows a week-long strike which ended on August 10.

26/8/92 water 05

# Metal unions, Seifsa to resume talks today

BIDAY 24/8/92

132 140A

WILSON ZWANE

SEIFSA, Numsa and two other metal unions will meet this morning to continue their informal talks focusing on issues such as job security, wages and workers' rights.

The talks, which have been described as exploratory, began on Saturday.

Numsa spokesman Bernie Fanaroff said Saturday's talks were useful but failed to produce anything worth taking back to the constituencies. Today's meeting would, therefore, attempt to develop areas which the parties could put to their constituencies.

Fanaroff said the union was "not unhappy" about Friday's Supreme Court ruling that Seifsa was entitled to represent metal employers.

Industry sources have said a judgment against Seifsa would have strengthened the hand of several major employers who were

opposed to collective bargaining.

Fanaroff also expressed concern about tomorrow's hearing of Seifsa's application for an urgent interdict to stop Numsa's three-week-old strike by declaring its strike ballot invalid.

He said Seifsa's attempt to break the strike by resorting to the law was bad for collective bargaining.

Seifsa has said it was seeking the interdict on the grounds that Numsa's strike balloting procedures were irregular and that Numsa refused to release details of the ballot results to Seifsa before embarking on strike action.

Hundreds of workers have been dismissed as a result of the strike.

Sapa reports that Anglo spokesman Glenn Finnegan

confirmed that Boart Hardmetals had dismissed 600 workers. But the company had offered to reinstate them, he said.

Cosatu has threatened industrial action unless demands of health and steel sector strikers are met.

It also threatened a general strike unless employers reinstated workers they had dismissed in the wake of this month's two-day mass action strike.

Cosatu said if Seifsa failed to resolve the strike, it would have no choice but to declare this strike a Cosatu strike.

In another development, Numsa and car manufacturers signed a wage and job security agreement in Port Elizabeth on Friday.

The agreement was signed by Numsa, the Yster-en Staalwerkers Unie and six car manufacturers.



**Cosatu warning** (140A)

THE Congress of South African Trade Unions (Cosatu) on Friday warned it would consider a general strike if Government and employers failed to meet the demands of striking workers in the health and metal sectors

Cosatu assistant general secretary Sam Shilowa told Sapa the decision to embark on a full-scale strike would depend on the outcome of possible legal action and a national strike ballot

A general strike was also being considered to force employers to reinstate workers dismissed during the recent week of ANC-led mass action.

26/8/92  
Sowetan

Handwritten notes and scribbles at the bottom right of the page.

# We will 'fight' them in the streets

w/manc 24/7-30/9/92

By PORTIA MAURICE

SUPPORTERS of the African National Congress-led alliance are gearing up to launch a new offensive for peace and democracy on South African streets next week.

After failed talks with the Saccola-led business community, a fiery ANC leadership this week adopted a militant stance on mass action, calling on the "battle-ready" masses to "rise up in their millions" and force government to negotiate in good faith.

"The trains have already left the station and only the government can stop them by meeting our demands. The ball is now squarely in their court," Congress of South African Trade Unions general secretary Jay Naidoo told a Johannesburg press conference yesterday at which the alliance unveiled new plans for its Peace and Democracy Now campaign:

●Monday and Tuesday: a complete withdrawal of labour with rallies, marches and pickets at local level.

●Wednesday: countrywide occupation of cities and towns. "They will occupy those towns and they will march through those towns," ANC general secretary Cyril Ramaphosa warned

●Thursday and Friday: "Sectoral actions by workers and others," to be determined at local level.

●Saturday: regional assessment meetings and report-backs.

●Sunday: celebrations of National Women's Day as well as prayer services for

peace and democracy.

The movement and its allies are demanding that government:

●Accept its proposals for an interim government and a one-chamber Constituent Assembly.

●Take steps to end the violence by banning dangerous weapons, phasing out hostels, charging those responsible and confining to barracks special forces of the police and army.

●End unilateral restructuring, retrenchments and Value-Added Tax on foodstuffs.

"The heart of the problem lies in the regime's unwillingness to live with democracy and its inability to address the gravity of the situation," Ramaphosa said.

"Our march to democracy is unstoppable," he said, calling on business, the white community and security forces to "take a stand on the side of the oppressed".

South African Communist Party general secretary Chris Hani warned the campaign would "build up to a crescendo", and would be called off only once the government had agreed to negotiate "in good faith" and to "give in to the demands of the people".

More than 1 000 people have been arrested so far in marches, demonstrations and occupations organised by the ANC/Cosatu/SACP alliance. Government buildings, supermarkets and key installations such as parliament have been targeted. Mass marches in Pretoria and Johannesburg are planned for tomorrow.

Naidoo said, however, that a planned

march to the Union Buildings in Pretoria was "still under discussion". Responding to rumours that President FW de Klerk would be unseated and replaced by ANC president Nelson Mandela, Ramaphosa grinned and said Mandela "would be installed as head of state only after democratic elections by our people".

Naidoo said plans for nationwide tax defiance — an attempt to press employers to divert money paid in PAYE taxes to a "fund for a future South Africa" — were still underway, and Cosatu hoped to convene a conference in August to discuss practical steps to this end.

The alliance pledged to keep all protests peaceful and disciplined but its activities would not be deterred by threats of violence from "the state or its surrogates".

"With our right to peaceful demonstration goes our inherent right to determine its nature and its aims," Ramaphosa said. "Wherever violence has raised its head it has been provoked and initiated from the government's side," he said, adding an appeal to protesters not to respond to provocation.

ANC spokesman Ronnie Mamoepa said during the week the success of the organisation's action did not lie in the number of people participating, but in their ability to gain access to buildings targeted for occupation.

He said the PWV Regional Action Council had planned the action to involve fewer people so that access to the targeted buildings would be easier.

140A

**NEWS** Strikers may be dismissed

# Seifsa bid to declare Numsa strike unlawful

Sowetan  
25/8/92

129

152

140A

**■ COURT APPLICATION** Union official

accuses employers of Armageddon tactics:

**A** COURT application to have the biggest industrial strike since the 1987 mineworkers' dispute declared unlawful will be heard in Pretoria today

If successful, strike-hit companies affiliated to the Steel and Engineering Industries Federation of South Africa (Seifsa) may opt for mass dismissals against thousands of workers on strike since August 3, according to a senior trade unionist

"Quite constructive attempts to negotiate the restructuring of the industry will be virtually impossible if Seifsa tries to break the strike with mass dismissals," Dr Bernie Fanaroff, head of the National Union of Metalworkers of SA (Numsa) collective bargaining department, said yesterday

Accusing Seifsa of adopting "an Arma-

geddon-type strategy" against Numsa, he said the bitterness caused by mass dismissals was bound to prejudice the atmosphere in which the newly-established national economic negotiating forum would operate

Seifsa, while not immediately available for comment, has denied union charges that it had advised affiliated employers to dismiss striking Numsa members, saying this decision lay with individual companies

Today's court action comes as a sequel to Seifsa's August 7 bid to have the Numsa strike ballot declared unlawful and the strike illegal

Seifsa on Friday won its appeal against a ruling that it did not have the legal standing to represent its member associations



of the increasing crimes in the homeland alone, six people, including a woman, were shot down in this area of less than a million

said police were concerned in the use of force and feared that most

shot dead by three youths demanding Mandrax tablets at Ngwabe Clinic in Sekhukhune, is alive

This, however, is contrary to earlier police crime reports and published in *Sowetan* on Monday that Mogale (28) was shot dead

A spokesman for Jane Furse Hospital, Mr P Mantjulu, said an error in the police report had resulted in nurses at clinics fearing for their lives

## Sit-in protest at Seifsa offices

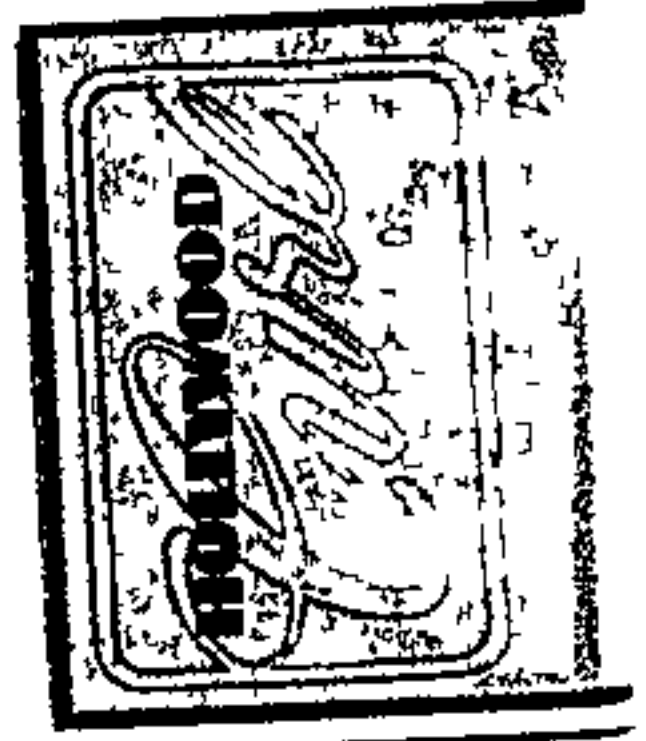
**Bid to declare strike illegal:**

SEVERAL trade unionists started a sit-in protest in a central Johannesburg building yesterday demanding to see the executive director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Mr Brian Angus

Eyewitnesses said the Anderson Street office block had been sealed about midday. The unionists had apparently been confined to the ground floor foyer

The protesters are believed to be members of the National Union of Metalworkers of South Africa (Numsa), currently locked in a four-week strike at Seifsa-affiliated companies. Angus was understood to be in Pretoria where Seifsa has approached the Supreme Court to have the Numsa strike declared illegal - *Sapa*

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## Warring factions clash

**Fireworks are expected at council meeting:**

**By Victor Tsuai**

FIREWORKS are expected at the monthly meeting of the Soweto Council tomorrow when two warring factions face each other

It has been reliably learnt that the split started within the council's management committee.

Three meetings have had to be postponed in the past week because one of

the parties led by a management committee member Mr Jabu Mnguni staged walk-outs on three occasions

The group is opposed to the leadership of Mr Payne Tshabalala, the chairman of the management committee

*Sowetan* has been told that the feud was sparked off within the Sofasonke Party

October's mayoral elections are also said to be behind the bitter in-fighting which is expected to erupt into the open any time

## Holomisa plea to homelands

**Bantustans opposed to reincorporation should think again:**

Under the new constitution there would be no homelands, the general said, adding that present homeland civil services would be integrated with the future civil service of the new South Africa

The only thing delaying the realisation of the goals of the new South Africa was the unwillingness on the part of some of the negotiating parties to depart from their old ways

For the next financial year the Transkei department of foreign affairs and information had been allocated R13,65 million which was an increase of four percent

Seventy-seven percent of the total budget figure was allocated to salaries, wages and allowances - *Sapa*

TRANSKEIAN military strongman Maj-Gen Bantu Holomisa yesterday challenged homeland leaders still opposed to reincorporation into South Africa to reconsider their positions

In his Foreign Affairs and Information Department Budget speech, Holomisa said homeland leaders who were not keeping in touch with their people should reconsider their stand

Homeland leaders had to realise the position in which the black people of South Africa had been under the policies of apartheid and should seek to be facilitators of the people to enable them to realise and reach their desires, goals and aspirations

# Numsa strike declared unlawful <sup>140A</sup>

THE second biggest strike in SA history was declared unlawful yesterday in the Pretoria Supreme Court, with Seifsa being granted an interim interdict against Numsa on the grounds of ballot irregularities <sup>8 DAY 26/8/92</sup>

The strike at 790 workplaces in the metal and engineering industry is in its fourth week and has already cost the industry about R750m in lost production

Yesterday's application by Seifsa was the second attempt to stop Numsa from continuing its countrywide strike

~~DIRK HARTFORD~~ DIRK HARTFORD

Its first application, on August 7, was thwarted by a judgment which ruled Seifsa did not have the locus standi to represent its affiliated associations. This was overturned after an appeal to the Transvaal Division of the Supreme Court last Friday, Sapa reports

Seifsa could not be reached for comment last night, but Numsa's Bernie Fanaroff said the judgment effectively meant no

□ To Page 2

## Numsa <sup>8 DAY 26/8/92</sup>

Cosatu union could hold a legal strike in terms of the Labour Relations Act, as the implications of the judgment were that every union should have an up-to-date list of its members with their ID numbers

Numsa would ask Cosatu for a campaign to have the law changed this year, he said

Fanaroff accused Seifsa of relying on technicalities for breaking a democratic decision by Numsa members

Numsa had already written to Seifsa saying that if the strike was broken by mass dismissals because of the judgment, there would be no room left to build on the

~~From Page 1~~ From Page 1 <sup>140A</sup>

"fruitful" discussions that had already taken place about the future of the industry. Numsa would urge Cosatu to reconsider its participation in discussions with Saccola on a joint charter and in the national economic forum

□ Yesterday Numsa members occupied a floor of Seifsa's Johannesburg offices and demonstrated outside Dorbyl in Bedfordview in support of the union's demands

Numsa wants a 16% across-the-board increase, a moratorium on retrenchments and a code to end discrimination. Seifsa has offered an 8% increase

## Newspaper boycott is lifted

# Numsa to decide on court order

Judge orders strikers to return to work:

140A  
Sowetan  
27/8/92

**By Joe Mdhlela and Sapa**

THE National Union of Metalworkers of South Africa would today decide on whether to defy the court order which declared the union's strike illegal, the union said yesterday.

The Pretoria Supreme Court this week ordered Numsa members to return to work after finding irregularities in the balloting that paved the way for the strike.

The judge then ruled the strike unlawful.

Numsa spokesman Dr Bernie Fanaroff said yesterday: "The meeting will today decide what action to take."

Fanaroff said several companies, in-

cluding Anglo American subsidiary Scaw Metals, had given workers until this morning to return to work.

He said this was unfair to workers, most of whom would not have been able to read the contents of the court order.

He accused the employers' organisation, the Steel and Engineering Industries Federation of South Africa, of creating the impression that the strike was illegal.

Seifsa spokesman Mr Hendrik van der Heever said the court's decision had to be advertised and communicated to Seifsa members. They, in turn, would inform striking workers of the order.

"We cannot just summarily dismiss, we first have to communicate," he said.



# Judge rules Numsa strike was illegal

■ Provisions of Labour Relations Act  
were contravened during strike ballot:

140A Sowetan 27/8/92  
Sowetan Correspondent

THE countrywide strike involving workers in the iron, steel and metallurgical industry - affecting some 800 major companies - is illegal, the Pretoria Supreme Court has ruled.

Mr Justice Myburgh said on Tuesday that he was "satisfied it had been proved that a number of material irregularities occurred during the strike ballot" called by the National Union of Metalworkers of South Africa.

He also found certain provisions of the Labour Relations Act were contravened during the ballot held in May.

The judgment followed an application by the Steel and Engineering Industries Federation of South Africa and 16 affiliated employer organisations to obtain an interim interdict against Numsa to prevent its members from continuing the strike.

The strike, considered the biggest industrial action since the 1987 mineworkers' dispute, began on August 3 after a strike ballot was called when negotiations on wages, working conditions and a moratorium on retrenchments reached deadlock.

The employers had subsequently considered the union's revised demand for a 16 percent wage increase, found it unacceptable and urged Numsa to accept their final offer of 8,6 percent.

The judge granted a temporary interdict prohibiting Numsa and members to continue with the strike, pending the finalisation of the application.

Argument by Mr JJ Gauntlett, SC, acting for Seifsa, that a final order be granted by the court was opposed by Mr M Wallis, SC, for Numsa.

The judge found that as Seifsa initially launched the application asking for interim relief, and in view of the fact that Numsa compiled its court papers to contend with such an order, he could not grant a final interdict.

Numsa was ordered to file further papers on October 6 and Seifsa to reply by October 27.

The judge accepted argument by Gauntlett that participation in the ballot by non-Numsa members had caused more votes to be passed than the number of members entitled to vote.

He also said "unfortunately Numsa is unable to give an exact number of its members" although it was required by law for a union to keep a register of such members.

He found prima facie evidence that further irregularities had also occurred - there was no proper control over unused ballots, in a number of cases ballots were not secret and ballot boxes were not properly sealed.

The union puts the number of workers out on strike at about 100 000 while Seifsa estimates that only 60 000 are involved.

Numsa senior spokesman Dr Berme Fanaroff said the union would report back to members and evaluate the strike at a meeting to be held today.

(140A)

# Numsa fears widespread sacking

By Thabo Leshilo  
Labour Reporter

STAR 27/8/92

The National Union of Metalworkers of SA (Numsa) has expressed fears of widespread dismissals after Tuesday's interim ruling by the Pretoria Supreme Court declaring the strike in the iron, steel and metallurgical industries illegal.

The application was brought by the Steel and Engineering Industries Federation of SA (Seifsa). Mr Justice Myburgh said he was "satisfied it had been proved that a number of material irregularities occurred during the strike ballot".

Numsa spokesman Dr Bernie Fanaroff yesterday said management would "use the ruling as an excuse to dismiss workers at will". According to Numsa,

up to 1 500 members have already been dismissed since the strike began on August 3.

However, Seifsa spokesman Hendrik van der Heever said employers could not summarily fire workers. The court decision still had to be communicated to Seifsa members to inform the strikers of the order. Seifsa, he said, had been inundated with calls from companies seeking guidelines on what options they could take in view of the ruling.

Dr Fanaroff claimed that the ruling had tipped the scales of collective bargaining in favour of employers, thereby endangering the process. Numsa, he said, would meet today to evaluate the strike and report back to the strikers. Seifsa has already informed the union that

further negotiations would serve no good.

Dr Fanaroff said Numsa would ask the Congress of SA Trade Unions, of which it is an affiliate, to embark on a campaign to have the Labour Relations Act changed because it afforded workers no protection. "The court ruling effectively means that workers cannot even go out on a legal strike," he said.

Seifsa executive director Brian Angus charged that Numsa had failed its members by misleading them into an "undemocratic and illegal strike".

He estimated that workers had already lost R90 million in wages for the duration of the strike, which has caused more than R600 million in lost production.

## Austrian tipped to head UN observers

Star Bureau

STAR 27/8/92

NEW YORK — A senior Austrian official in the United Nations bureaucracy is expected to be named to head the observer operation in South Africa.

Diplomatic sources said that Ferdinand Mayrhofer-Grunbuhel had been recommended for the post as special representa-

tive of UN Secretary-General Boutros Boutros-Ghali.

A former director of the office of Security Council affairs in New York, he was transferred to Geneva as deputy head of the office of disaster relief coordinator M'hamed Essaafi.

Under pressure from African and other UN members, Mr Boutros-Ghali is said to be will-

ing to choose more senior level officers in the Secretariat than he had planned. He is said to have been influenced also by the intention of the EC, the OAU and the Commonwealth to name senior representatives.

The 50 UN observers will serve in 11 districts to help ensure implementation of the National Peace Accord.



LABOUR FEATURE Numsa members lose their legal battle for refusing voluntary work

# Overtime ban is 'unfair practice'

By Ike Motsapi

A CONCERTED refusal by employees to work voluntary overtime which they had worked regularly constitutes an unfair pressure and labour practice

This is the view of Peter Grealy and Sara Gon of Webber Shepstone Findlay following a recent Appellate Court Division judgment in the case of the National Union of Metalworkers of South Africa (Numsa) versus Macsteel

Grealy and Gon, writing in *People's Dynamics*, said the judgment ended years of controversy as to whether or not pressure tactics during negotiations were legitimate

Macsteel originally obtained an interim interdict in the Industrial Court requiring workers to terminate a collective ban on overtime embarked upon during wage negotiations

## FINAL RULING Appellate Division rules employees' action as pressurising employers:

After the Industrial Court order was served on the union and its members, the majority of employees worked overtime when requested by the company

On the return day of the interim interdict the Industrial Court suspended the existing interim interdict. The next day the union members collectively refused to work overtime

After the two parties had reached an agreement on wages union members agreed to work overtime as requested. The company then sought a final de-

termination on the issue in the Industrial Court. The court found that the imposition of a collective overtime ban by the union and its members in the performance of voluntary or non-contractual

work during wage negotiations was a legitimate industrial relations pressure tactic which workers could exercise without any notice to the employer in order to test their collective bargaining power

The Labour Appeal Court reversed the Industrial Court's decision

The reason why the ban on overtime was, in the Labour Appeal Court's view, unfair was that it constituted a deviation from the purpose of collective bargaining

"It, so to speak, pre-empted collective bargaining," Grealy said

Gon said: "The Labour Appeal Court had no hesitation in finding that the premature resort to collective ac-

tion instigated by the union was unfair

"The fact that the ban on overtime commenced on the day following a mass report-back meeting on negotiations by the union was, in the absence of evidence to the contrary, conclusive evidence in the court's view of the union's involvement."

The union referred the matter to the Appellate Division.

It submitted that it accepted that the refusal by the majority of the workers to do overtime was "concerted action" taken by the employees in order to pressurise the company during wage negotiations

The union also accepted that it was party to and encouraged this refusal and that the refusal by the employees to work overtime constituted a "labour practice" for the purpose of the definition on unfair labour practice in Section 1 of the Labour Relations Act as amended by the Act of 1988

The union, however, submitted that it could never be unfair for workers to refuse to do overtime, regardless of the motive, because employees were under no contractual obligation to work overtime

Grealy and Gon said the Appellate Division's judgment should be welcomed as it emphasised the primary importance of collective bargaining and also recognised that parties should only enter into "power play" as a last resort.

140A

27/8/92

So wetem



# Numsa members may defy court

B10A 27/18/92

DIRK HARTFORD

THERE were indications of strong resistance at Numsa's regional and local levels to the Pretoria Supreme Court interdict outlawing the union's engineering industry strike, Numsa sources said yesterday.

During most initial report-backs on the outcome of the court case, union members had opted to remain on strike. But it was too soon to draw a final conclusion as the ruling was still being relayed to members, who would decide what to do, the sources said.

Meanwhile, another war of words has broken out between Seifsa and Numsa over the implications of Tuesday's Supreme Court judgment.

Numsa said the future of collective bargaining in the industry was in danger if mass dismissals or plant level settlements resulted from the decision.

It accused Anglo American, in particular, of taking a hard line that contradicted its "progressive face" in Saccola negotiations with Cosatu.

"Anglo American is still trying to maintain its control over the SA economy (which) a future political dispensation will have to urgently address."

Seifsa said Numsa had failed its mem-

□ To Page 2

## Numsa

B10A 27/18/92

bers by not keeping the necessary membership records and misleading workers into an "undemocratic and illegal strike".

The strike, which has cost workers more than R90m in lost wages and the industry about R750m, is in its fourth week.

While Seifsa said the strike had been declared illegal, Numsa said the court had not found the strike illegal but had interdicted the union to prevent it calling for or taking part in the strike.

Seifsa said the interdict was granted because of serious ballot irregularities and because Numsa had failed to prove the

140A From Page 1

strike had had the support of the majority of its members. Among the irregularities, Seifsa said, were allowing non-Numsa members to vote, no voting secrecy, no controls over issuing of ballot papers and a refusal to release the results of the ballot to Seifsa.

Numsa accused Seifsa of refusing to negotiate proper facilities for balloting and of having irregularities in its own ballot for a lockout. Numsa would refuse to allow employers to observe its ballots in future.

● Comment: Page 8

# Numsa calls off national strike

The biggest strike in the country's engineering industry was called off yesterday after 24 days, National Union of Metalworkers of SA official Dr Bernie Fanaroff said

Up to 100 000 workers on strike at more than 700 plants were advised to report for work on Monday. *STAR 28/8/92*

The decision was taken at a Numsa national strike committee meeting in Johannesburg and followed Tuesday's Supreme Court interdict ordering a return-to-work "The recom-

mendation was made because of the threat of mass dismissals," Dr Fanaroff said *(14/10/92)*

Numsa has reported widespread rank-and-file resistance to calling off the strike over pay and job security *(15/2) (15/2)*

The Steel and Engineering Industries Federation of SA (Seifsa), representing employers, was asked to ensure that there would be no more dismissals and that all dismissed workers would be reinstated

According to Numsa estimates, about 1 500 members

were dismissed, many by Anglo-American subsidiaries

More than 200 companies had sent Numsa ultimatums yesterday, threatening workers with dismissal unless they returned

The return to work did not mean workers had accepted Seifsa's final offer of an 8,6 percent increase against revised union demands for a 16 percent pay rise.

Many of the ultimatums on dismissals were set for 7 am yesterday, though many companies gave ultimatums for Wednesday — Sapa

(140A)  
METAL INDUSTRY STRIKE  
FM 28/8/92  
**Hammered in court**

The Steel and Engineering Industries Federation (Seifsa) on Tuesday succeeded in its application for an urgent interim interdict against the striking National Union of Metalworkers of SA (Numsa). Seifsa sought the interdict because of what it claims are gross irregularities in the union's strike balloting procedure early last month. If true, this would render the strike illegal.

The big questions now are whether Numsa will call off its four-week-old action, which the Transvaal Supreme Court ruling has said is illegal, if not, what approach Seifsa will advise its members to take regarding dismissals, and whether Cosatu will join the fray.

A full hearing has yet to be held.

Numsa decided to go on strike after deadlock was reached in the annual metal industry wage negotiations last month when the industry's 12 unions had declared a dispute with all the Seifsa associations.

Employers voted in favour of a lockout on July 15, though none had exercised this option to induce employee acceptance of the final wage offer. This stands at 8,6% against Numsa's original demand for 20%.

At an informal meeting between Numsa (the only Seifsa union that conducted a strike ballot) and Seifsa on August 11, the union dropped its demand to 16%. Employers rejected it. Numsa's demands include a moratorium on retrenchments.

Seifsa's first application for an urgent interdict against Numsa failed on a technicality, when the Supreme Court, on August 7, determined that neither Seifsa nor member associations had the *locus standi* to obtain one. Such relief could only be sought by individual employers, the court said. The merits of the strike were not discussed.

Seifsa appealed and the Judge President of the Supreme Court, Justice Eloff, directed that it be urgently heard by a full bench of the Transvaal Division on August 21. The appeal was upheld last Friday and on Tuesday Seifsa won its interdict against Numsa's conduct of its strike ballot.

Among the balloting irregularities alleged by Seifsa were Numsa's refusal to release details of the result, allowing non-Numsa members to take part, that it did not allow

continue -> continued on page 50

**CURRENT AFFAIRS** (140A)  
FM 28/8/92  
continued from page 45

privacy or ensure that ballot boxes were sealed.

Seifsa further charged that Cosatu's biggest affiliated union had suddenly reduced its official membership figures from 170 000 to 113 000 in order to achieve a majority ballot result.

According to the employer body, production losses as a result of the strike by 60 000 union members (100 000, says Numsa) is conservatively estimated to exceed R700m. This is based on a 20% loss of production.

Another question that arises in the wake of the court interdict is whether employers will consider suing the union for damages caused by the illegal strike.

Workers are estimated to have lost around R90m in wages, excluding forfeitures in leave and bonus pay. ■



**Time to heal**

A settlement to the 14-week-old hospital workers' strike seems to be on the cards. Both the health workers' union (Nehawu) and the TPA are keen to be extricated from their messy dispute, which both sides have handled in an amateurish and shortsighted fashion.

That was until the entry on August 16 of the Wits/Vaal Regional Peace Committee, under its chairman André Lamprecht, as mediator in talks between the TPA (representing Health Minister Rina Venter) and Nehawu and its parent-body Cosatu. Lam-

*Continued*

precht became involved after a series of discussions and contacts with the antagonists. After a second session last Friday, he described the meetings as very constructive. Both groups had committed themselves to avoiding "confrontational positions" in what had become a bitter conflict, marked by violence and intimidation. Other interested parties were requested to do the same and give the discussions a reasonable chance.

Central to these negotiations is the future relationship between the union and the hospital administration. A small working group has been appointed to flesh out the terms of a proposed code of conduct. This includes a mechanism for resolving disputes, as well as the fate of some 7 000 dismissed strikers. Their reinstatement is seen by Nehawu as the "crux" of the issue, according to a spokesman for the union, which clearly overreached itself with this strike.

An important high-level plenary meeting between the parties was due to take place on Wednesday or Thursday.

Nehawu began its action on May 18 when it called out its members at the Klerksdorp and Tshepong hospitals. On June 2 general assistants at Baragwanath Hospital joined in and soon 27 of the TPA's 81 hospitals and health institutions were hit by strikes. On June 12 the TPA got an interdict against Nehawu and its members from the Pretoria Supreme Court.

Among the union's demands was a minimum wage of R724 a month plus a 15,3% increase across-the-board. The TPA has been at pains to point out that it does not have jurisdiction over wages, which are set by the government-appointed Negotiating Forum for the public sector. Nehawu pulled out of the forum on May 19. The forum meanwhile decided to award a minimum wage of R708,50 from August 1 this year. In addition, says a TPA spokesman, there is an area travel allowance of R75 a month, which, for those in certain urban areas, would mean a total wage of R783,50.

On the demand for permanent status with accompanying benefits, the TPA says that general assistants are appointed as temporary government employees in terms of the Public Service Act. However, they receive various benefits, such as immediate pension fund membership, voluntary medical aid benefits and participation in a housing scheme under certain conditions.

It will be particularly interesting to see how the issue of the dismissed workers is resolved. Before the latest round of talks hosted by the regional peace committee,

Venter stated that they could not be reinstated because the vacancies have already been filled. But, she added, discussions on grievances could readily continue.

Venter insisted that correct procedures were followed when disciplinary steps were taken. To many labour observers, though, it looked as though the authorities had decided to try to break the union, instead of trying to heal the breach by, for example, going earlier to mediation or arbitration.

Among government's procedures were ultimatums, open letters in the media and an opportunity to make written representations to the TPA. Just over 1 000 of the 7 000 workers fired on July 1 wrote in (within a

week, as required) submitting reasons why their dismissals should be reconsidered. About 400 dismissals were set aside. Dismissals had been necessary, government said, in order to prevent the disruptive strike from harming patient care indefinitely.

The TPA, in fact, seems to have cut this segment of its workforce, since it employed just over 5 000 workers to fill the vacant posts. Most provincial hospitals seem to have stabilised and some have returned to normal, according to the TPA.

Aware of the hardship facing the dismissed, Venter and the TPA announced relief measures. Those in distress could apply for assistance at the food distribution points run by the Health Department, most would qualify for Unemployment Insurance Benefits from the Department of Manpower and have their pension fund contributions refunded.

Regarding wages and benefits, Venter said these aspects should be dealt with through the forum.

She acknowledged that questions such as the permanent status of general assistants and the establishment of a dispute resolution mechanism in the public sector should be addressed in due course. ■



**Health Minister Venter**  
*time for a new approach*

## Numsa calls off <sup>140A</sup> engineering strike <sup>1292</sup>

THE biggest strike in the country's engineering industry was called off yesterday after 24 days, Numsa official Bernie Fanaroff said <sup>BIDAY 28/8/92</sup>.

As many as 100 000 workers on strike at more than 700 plants were advised to report for work on Monday

The decision was taken at a Numsa national strike committee meeting in Johannesburg following a Supreme Court interdict ordering a return to work

"The committee decided to recommend to Numsa members an orderly return to work on Monday, August 31, and this will be discussed by members in meetings tomorrow and over the weekend. The members will make the decision

"The recommendation was made because of the threat of mass dismissals."

The union has confirmed widespread rank and file resistance to calling off the strike over pay and job security, as well as workers' rejection of Tuesday's Supreme Court judgment against the action

Numsa said Seifsa had been told of the national strike committee's recommendation, and asked to ensure that there would be no more dismissals and that all dismissed workers would be reinstated.

According to Numsa estimates, about 1 500 members were dismissed, many by Anglo American subsidiaries. Fanaroff said more than 200 companies had sent Numsa ultimatums yesterday, threatening workers with dismissal unless they returned to work — Sapa.



# focus on NUMSA

Sowetan 28/8/92

140A

**M**ORE THAN 100 000 workers in the industry were on strike over the past four weeks. Over 40 000 were on the streets of Johannesburg last week.

There were daily marches in Cape Town, Brits, Benoni and Wadeville, yet there was hardly a word in the Press

Today we set the record straight and give a detailed review of the strike, its issues, struggles and stories

Numsa went on strike on August 3 after five months of negotiations with the employers through their organisation, Seifsa. Numsa demanded a "living wage" increase of R2 per hour, protection against retrenchment (through a moratorium) and protection of worker's rights (especially the right to strike without fearing dismissal)

## Strike without dismissal

How right were workers in the last demand - the right to strike without dismissal. Since their strike began thousands of workers have been dismissed. Enemy number one for Numsa members is Anglo American. The company, which claims to lead the way when it comes to democracy, in fact attacks one of society's basic democratic rights - the right of workers to withdraw their labour.

Already, Boart Hardmetals (an Anglo company in Springs) has dismissed 600 workers. Anglo is now threatening other dismissals, including the thousands of workers at Scaw Metals in Wadeville.

As this trend is being followed by hundreds of Seifsa companies, Anglo American seems to have persuaded the employer organisation to smash the strike through dismissals.

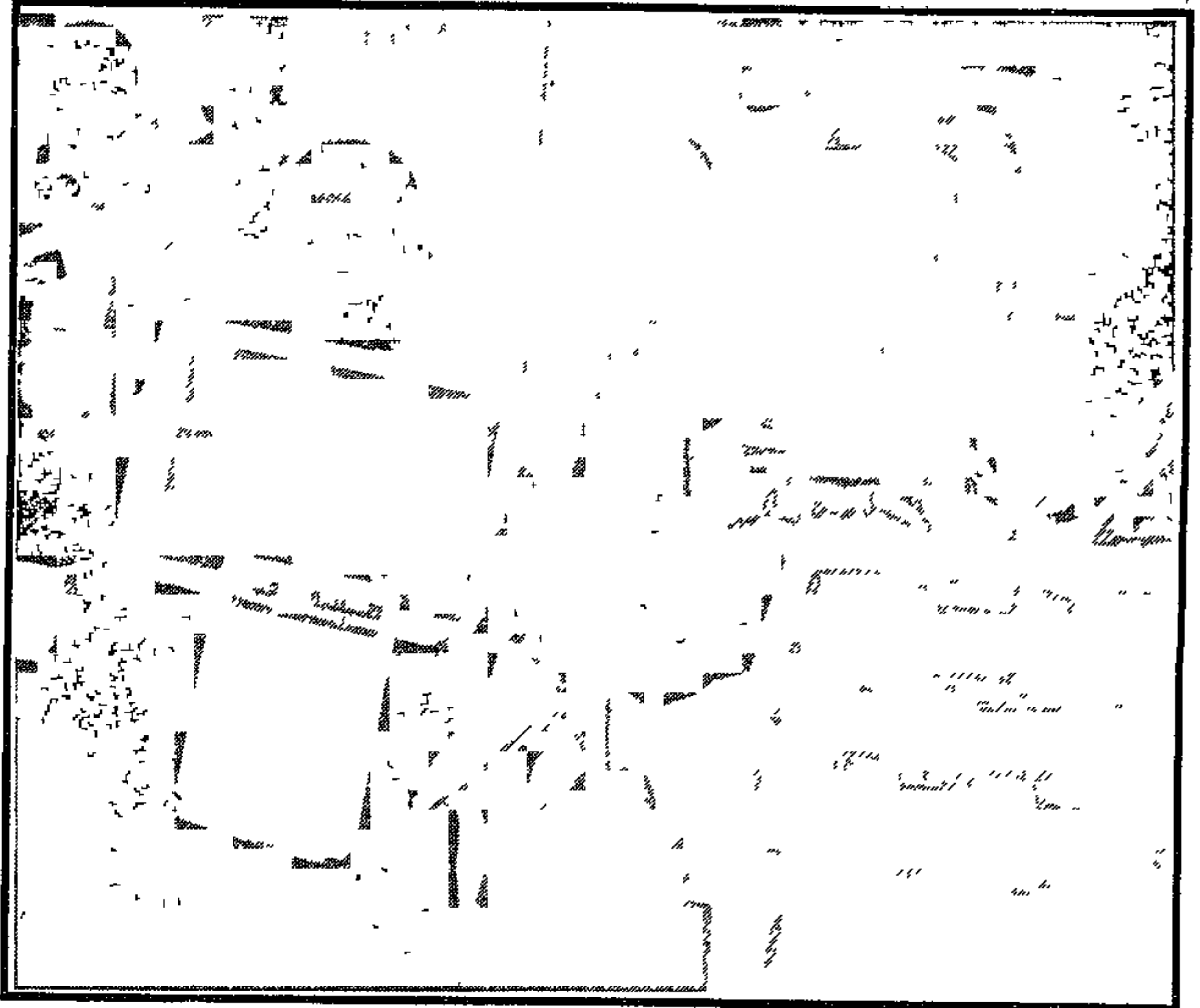
## Peaceful picketers

But dismissing workers is not the employer's only tactic. When they fail by themselves, they just call in the police. On the third day of the strike the police fired teargas at workers in Germiston who were marching peacefully. When the police were challenged by union officials, they jumped in their cars and ran away. They have arrested peaceful picketers in Nigel, Springs and Benoni.

And then there are the courts. Ever since the strike began the employers have been trying by one means or the other to find technical reasons why the strike should not be declared legal. Now they have succeeded, not in declaring the strike illegal, but in interdicting Numsa from calling or participating in the strike.

Employers say Numsa must prove that more than half of its members voted to go on strike. These are the very same people who were happy to put Labour Party members into Parliament, when it only had a 20 percent vote. Meanwhile,

More than 100 000 workers in the metal industry have been on strike throughout the country. Numsa, the biggest trade union in the metal industry and perhaps, in the country, in this article gives us an insight into the strike:



Workers on the march.

many employers refuse to allow voting on the company premises. In some companies, union officials were thrown out when they tried to take ballot papers to their members.

Workers from different political organisations are on strike together. United by their common need for decent wages and secure working conditions, workers who belong to organisations which have often been seen as enemies, are striking and marching side by side. At the huge Numsa march in Johannesburg last week, Numsa general secretary Moses Mayekiso saluted this display of unity and confirmed that "workers must leave their ideologies at home".

And what about the employers? In every part of the Transvaal and Natal you hear the same story - the employers go straight to Inkatha to supply strike-breaking workers. These are the very same employers who jump in front of the TV cameras to sign the National

Peace Accord. The next moment they are doing their very best to divide workers and to build hatred between organisations.

Who is really building peace and unity: the employers or the workers?

So, where does the strike go now? Numsa has tried all means to negotiate seriously. It has reduced its original demand first to R1, and then to 16 percent (76 cents for the lowest paid).

The response of the employers? No change from their offer of 8,6 percent (38 cents for the lowest paid).

This offer comes at a time when the cost of living is going up by nearly 16 percent a year, and food prices are going up by a record 29 percent. So their wage offer is in practice a wage cut.

Now Seifsa has said they are not even prepared to negotiate any longer. Instead, they are relying on the courts and their dismissals to starve Numsa strikers into submission.



**Cosatu decision soon**

14DA

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CT 28/8/92

JOHANNESBURG — The Congress of SA Trade Unions said yesterday it would meet next week to decide on joining a restructured National Manpower Commission

# Shake-up necessary = retiring general

By Helen Grange  
Pretoria Bureau

The shake-up in the SA Police might create uncertainty among members, but it is necessary to catapult the force into the new South Africa as a credible protector of human rights.

This was the message of Deputy Police Commissioner Lieutenant-General Henk de Villiers, one of the 13 generals retiring to make way for a restructured police force aimed at revolutionising police relations with the community.

In an interview with the Star General de Villiers, who has spent 37 years in the SA Police, said he was not resentful of the need for his early retirement as he was due to retire next May. He could not, however, speak on behalf of the other generals.

The restructuring, he said, was made necessary by changing times and was vital to the improvement of police relations with the public. There had been a great deal of criticism of the SAP despite the fact that it was trying its best to protect the public.

What upsets me is that I have been in the force for 37 years and the SA Police has always been fully committed to protecting the public. We're trying our best, but despite this, there is so much criticism," General de Villiers said.

# Retiring general

STAR 28/8/92

## DP voices regret at Calitz's appointment

The Democratic Party noted "with regret" the appointment of Eastern Cape SAP Regional Commissioner Lieutenant-General JF Calitz as the Commissioner for the Witwatersrand region.

The appointment follows the announcement by Law and Order Minister Herens Kriel of sweeping restructuring changes aimed at restoring credibility.

DP justice spokesman Tony Leon said in a statement the DP also found the decision to re-appoint the Major-General Gerit Erasmus as Witwatersrand Regional Commissioner and re-place him with General Calitz "disturbing".

Referring to the arrest of two Umkhonto we Sizwe members in connection with the murder of Addo farmer Andre de Villiers, he said, "General Calitz's bombastic and intemperate perfor-

mance against the ANC in reaction to the arrest of two MK operatives on charges of Mr de Villiers' death, suggests he will lack the non-partisanship required to police effectively the PWV region, which is racked by volatility and violence.

"Where members of the ANC commit crimes, they must be relentlessly pursued, arrested and punished. However, for the top cop in the PWV area to arrive fresh from such a public and demeaning brawl with the ANC poses grave questions about the effectiveness of the rest of the reform package."

Mr Leon said General Calitz's appointment contradicted the announcement of a "new policing style" by the Minister, who had stressed that "emphasis will be placed on the key aspect of total impartiality". — Sapa.

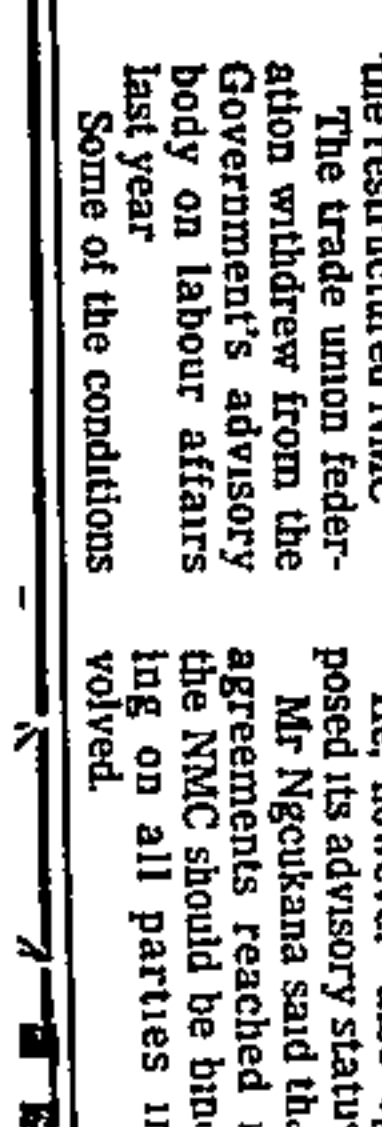
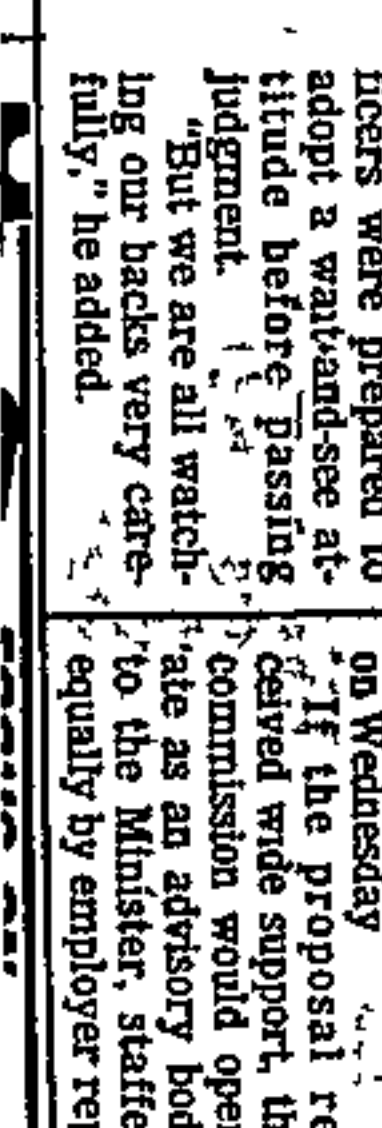
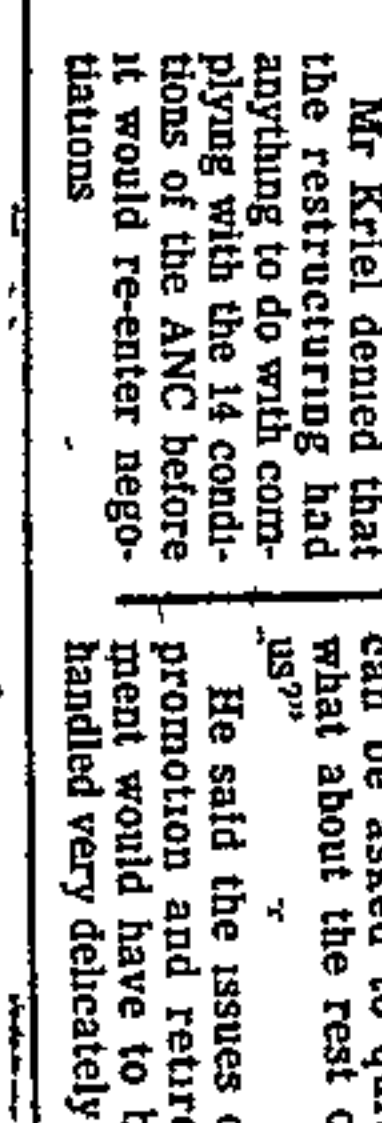
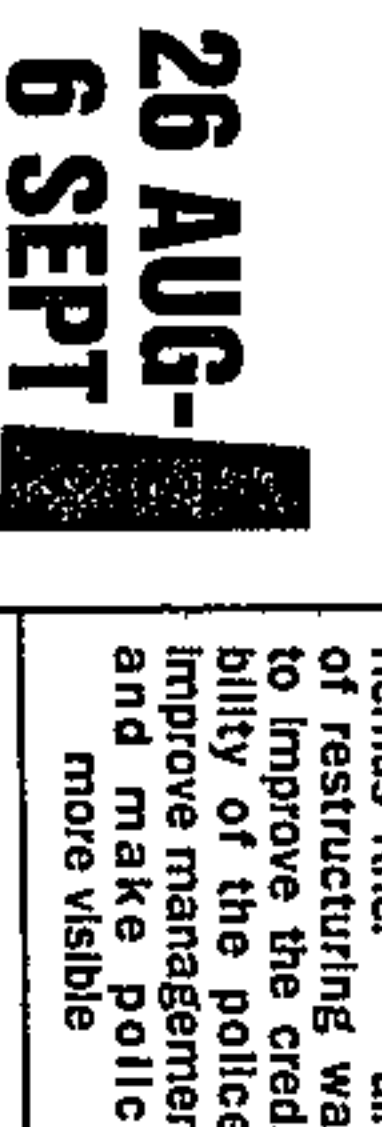
Despite the radical changes in the upper echelons of the police, Law and Order Minister Herens Kriel said last night that the force did not yet represent the new SAP.

"That will have to be restructured under a new constitution," he said on the SABC's "Agenda".

Answering questions put to him by the Star's political editor Shaun Johnson, Beeld political correspondent Artie Rossouw and Penny Snythe of "Agenda", Mr Kriel said the country would have to study the federal model of policing with provisions for an overarching federal police force with regional and city forces.

The aim of the restructuring was to improve the credibility of the police, improve management and strengthen the visibility of police. Mr Kriel denied that the restructuring had anything to do with anything with the 14 conditions of the ANC before it would re-enter negotiations.

Herens Kriel aims to improve the credibility of the police, improve management and make police more visible.



## Force not yet representative of new SA

By Michael Sparks

Despite the radical changes in the upper echelons of the police, Law and Order Minister Herens Kriel said last night that the force did not yet represent the new SAP.

Officers approached by The Star agreed the shake-up announced yesterday by Law and Order Minister Herens Kriel would lift sagging morale, but said promotions and retirements would have to be sensitively implemented to avoid resentment from white police officers.

"If they have to make up for all the discrimination in promotion in the past, the white officers — particularly the men — will obviously now be last in line for promotions," a colonel said.

"And if the generals can be asked to quit, what about the rest of us?"

## Lower SAP ranks worry about jobs

By Brownwyn Wilkinson  
Crime Reporter

Lower and mid-ranking police officers yesterday greeted the sweeping changes to the police force with cautious optimism, but some expressed concern about their own job security.

Officers approached by The Star agreed the shake-up announced yesterday by Law and Order Minister Herens Kriel would lift sagging morale, but said promotions and retirements would have to be sensitively implemented to avoid resentment from white police officers.

"If they have to make up for all the discrimination in promotion in the past, the white officers — particularly the men — will obviously now be last in line for promotions," a colonel said.

## Outcry follows police raid on Phola Park

By Brian Sokutu

In what the ANC alliance has described as "a violation of the Peace Accord", security forces raided Phola Park on the East Rand early yesterday, shot and injured at least one resident, and arrested 11 others.

Several shacks were damaged, allegedly by members of the SAP's Internal Stability Unit (ISU) in an operation described by Witwatersrand police spokesman Lieutenant JHL Weber as "a continuation of Operation Alpo".

Lieutenant Weber said two men had been arrested and nine others were being held for questioning. The search was intended to arrest "wanted criminals".

## Unions hail restructuring

By Thabo Lesimile  
Labour Reporter

The country's two largest trade union federations, the Congress of South African Trade Unions (Cosatu) and the National Council of Trade Unions (Nactu), yesterday welcomed the decision by the Government to restructure the National Manpower Commission (NMC).

The announcement was made by Manpower Minister Leon Westers on Wednesday.

"If the proposal received wide support, the commission would operate as an advisory body to the Minister, staffed equally by employer rep-

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Cosatu and  
ANC will  
be at forum  
140A  
BIDAY 28/8/92  
GAVIN DU VENAGE

SOUTHERN Life yesterday announced a major political and economic forum would be held in Johannesburg in October to discuss the poor performance of the SA economy

Southern assistant GM Martin Sweet said the forum would include the ANC's Cyril Ramaphosa, DP leader Zach de Beer, and Trade and Industry director-general Steph Naude. Among topics to be discussed would be future economic scenarios, tax as a redistributive mechanism, and capital gains tax, Sweet said.

"Mr Mandela and others have called on big business to find ways of breaking the present economic deadlock, and our response was to back a forum where key players in the political, economic and business environment could exchange ideas," said Sweet.

Other organisations to be represented at the forum would be the PAC, Inkatha, National African Federated Chamber of Commerce, Sacob, Afrikaanse Handelsinstituut and Cosatu.



# Mass dismissals loom as court torpedoes strike

**T**HE National Union of Metalworkers (Numsa) was dealt a deadly blow by this week's Transvaal Supreme Court judgment declaring the three-week engineering strike illegal.

The judgment potentially opens the floodgates for mass dismissals on a scale not seen since the 1986 mine strike. Already 1 500 strikers have been fired, while others have been issued with return-to-work deadlines.

The collective bargaining process in the industry may have also suffered a severe setback. Unionists are enraged by the judgment, which upheld the Steel and Engineering Federation of South Africa's (Seifsa) contention that Numsa did not comply with requirements for a free and fair ballot. The court's finding that Numsa's balloting procedures were peppered with irregularities rested on

allegations that there had been insignificant secrecy at the polls, that non-union members had been able to vote and that there was inadequate control over ballot papers, enabling some people to vote more than once.

"They were effectively arguing that the ballots were inadequate because they were paper boxes sealed with sticking-tape rather than padlocked metal boxes," said Numsa organising secretary Bernie Fanaroff.

Fanaroff said Seifsa's recourse to legal technicalities to break the strike "makes absolute nonsense" of the collective bargaining process. "We spend five months bargaining with Seifsa and in the end they set out to crush us with technicalities. What then is the point of collective bargaining?" he asked.

The union has also poured scorn on Mr Justice Myburgh's ruling that unions

WJMA 28/8-3/92

While thousands of

metalworkers stand to

lose their jobs, the failure of

the engineering strike has

dealt a severe blow to the

collective bargaining process.

**By MONDLI MAKHANYA**

should provide registers of balloting workers — complete with identity numbers

But the finding has significant implications beyond this dispute. In future strike ballots, unions will have to prove beyond doubt the validity of the strike votes.

The country's largest union may now have to find ways of retreating from the strike, involving close to 100 000 work-

ers, without much to show for it. Numsa has already revised its demand for a retrenchment moratorium and is now proposing a "retraining fund" for retrenched workers and is likely to moderate its 16 percent pay claim.

Seifsa has placed adverts in newspapers notifying workers that the strike is illegal, and posters to the same effect have been posted at factory gates.

If the dispute is not settled by the weekend, employers may begin dismissing. The key restraining factor will be a threat of solidarity action by other Cosatu affiliates.

The past three weeks have been bitter ones, costing several lives in addition to jobs. Employers are estimated to have lost close to R800-million in production, while workers have sacrificed an average of R1 000 each in pay. "If workers return to work next week,

they will have lost nine percent of their annual wages, and in such a case the 8,6 percent increase (offered by employers) will be meaningless," said Seifsa economist Michael Macdonald.

The likely next step is a return to the negotiating table, where Numsa may trade the low wage offer for concessions on working conditions and the reinstatement of fired strikers. Seifsa is understood to be in favour of such a compromise.

But the worst fallout of the strike will come in the form of retrenchments in the months to come. Companies in the sector have been hard hit by recession, with about 2 000 jobs lost every month.

"I expect the retrenchment rates to be quite high in September, but the October figures will be very high as the effects of the strike start being felt," McDonald said.



# Govt concessions might lure Cosatu back to NMC

W/Mail 28/8 - 3/9/92

140A

140B

Weekly Mail Reporter

THE Congress of South African Trade Unions is set to return to the government's labour law advisor, the National Manpower Commission (NMC), which it quit in a controversial move last year.

Yesterday Manpower Minister Leon Wessels announced a cabinet decision to convert the NMC from a body of experts hand-picked by the state into a tripartite body with equal representation for labour, organised business and government.

This has been a long-standing demand of Cosatu, which pulled out of the NMC alleging state "foot-dragging" over restructuring of the commission. The withdrawal of Cosatu, South Africa's largest labour grouping, temporarily crippled the NMC and cut short a unique experiment in tripartite "co-determination".

Cosatu campaigns co-ordinator Lisa Seftel yesterday welcomed the decision and said that the federation's executive would meet next week to decide on whether to rejoin the NMC. But given the NMC's

critical influence on labour legislation, observers consider it highly likely that the federation will resume its seat.

Seftel stressed that the lengthy delay in the government's response "reflected on the character of the manpower department and held up progress on worker rights and in framing new legislation". In the 18 months restructuring has been an issue, there have been three changes in the manpower portfolio.

Wessels' statement suggests that some of Cosatu's demands, however, have not been met. There is no reference to representation for employers and unions in the public sector, which the federation seeks.

And while accepting that the NMC would remain an advisory body, Cosatu wanted mechanisms which would make it difficult for the manpower minister to reject majority recommendations.

It proposed, for example, that the NMC should have the right to draft legislation based on consensus views and put this directly to parliament, without the minister's approval.



# Union protests over coverage of strike

AN estimated 300 striking members of the National Union of Metalworkers of South Africa (Numsa) yesterday demonstrated outside the Sowetan newspaper offices in Industria, south of Johannesburg.

The chanting crowd complained about "one-sided and incorrect reporting" by the newspaper. They also bemoaned "insufficient coverage" in the paper of the 24-day-old Numsa strike.

After a meeting with senior newspaper staffers Joe Thlooe and

Thami Mazwai, union spokesman Justice Khumalo told the crowd the newspaper would reply to the complaints by next week.

Mazwai later said the newspaper had held meetings with several community organisations in the past, and that yesterday's meeting was "an ongoing thing".

He said views had been exchanged and misunderstandings cleared up during the meeting.

The police kept a low profile during the demonstration — Sapa

STAR 29/8/92

# Unionists vow to begin chalk-down next week

STAR 29/8/92

THE Soweto branch of the South African Democratic Teachers' Union (Sadtu) has confirmed that it will begin an indefinite strike on Wednesday, despite this week's move by the Department of Education and Training to recognise the union.

While many parents concerned about this year's matriculation examinations were viewing the "chalk-down" strike with alarm, Sadtu hardened its position, saying it would not be dictated to.

## Photos: Star man in court

SATURDAY Star journalist Joe Louw yesterday appeared in the Soweto Magistrate's Court after being arrested at a South African Democratic Teachers' Union protest in White City Jabavu the previous morning.

Louw was taken to Jabulani police station in Soweto before being released from Moroka police station about three hours later. Twenty-three teachers were also arrested.

The police allege Louw contravened the Police Act by taking pictures of people detained in lawful custody pending prosecution. The police confiscated his film.

The case was postponed until September 29 for further investigation.

## JOE LOUW

should just leave politics out of our schools," said one Jabulani matric pupil. "Many of us are just sick and tired of all these disruptions in our education. Most of these guys got their matrics long ago and I just wish they could let us get on with it."

Most were bitter about not being consulted by Sadtu.

An Orlando High pupil who said his sympathies lay with the PAC and Azapo felt he was "just being forced by others to toe the line even if I don't feel like it".

Some of his friends said they feared not taking part in boycotts "because one never knows what's going to happen next".

Violence erupted after two days of preliminary

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# Numsa strike 'biggest ever' in sector'

SOUTH 29/8 - 2/9/92

By Edwina Booysen

THE NATIONAL strike by over 100 000 steel and engineering workers has been claimed as the biggest of all time in this sector

However, Mr Adrian Sayer, regional secretary of the National Union of Metalworkers of South Africa (Numsa), believes sections of the media are deliberately playing down the scale of the strike

This is the biggest strike of its kind in the country, ever. Never before have so many workers in the steel and engineering sector combined in an effort of such magnitude, Sayer says

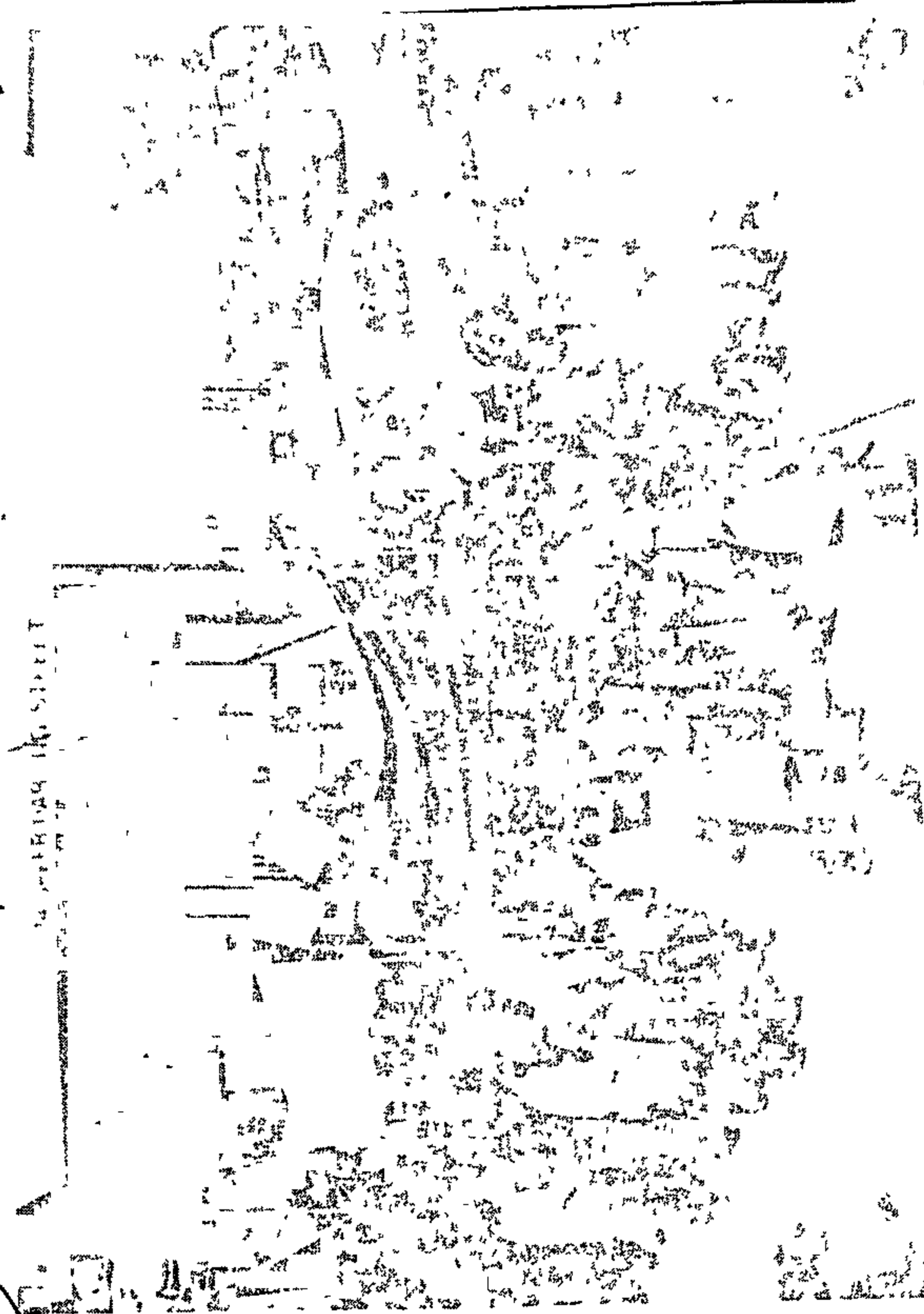
The strike aimed at securing a 16 percent wage increase has entered its fourth week. The union is also demanding a moratorium on cutbacks, worker rights and a code to end discrimination

According to Sayer, workers at nearly 20 establishments in the steel sector, including Dorbyl, Globe Engineering, Neutilus, Wispeco and UMI are on strike, "despite intimidation by employers"

Sayer said 28 workers at P Anding and Sons were dismissed on August 4 because of their involvement in the strike but were reinstated with pay two weeks later, after Numsa had taken court action

Many workers at companies which had not come out on strike on August 3, joined the strike upon hearing of the dismissal of the Andrag workers, causing work-stoppages in areas such as the docks

"The public has been given the



**STRIKE MARCH** Metal workers march in the city to highlight wage and other demands

impression by the commercial press that certain areas, such as the Cape Town Docks, have not been affected by the strike," Sayer said

"This is not the case, however. I get the feeling strike activities are purposely being kept under wraps"

Programmes of action have been held daily for the past month. Factories have held combined marches

in industrial areas where there has been a strong police presence

"We have managed to avoid conflict between workers and the police during pickets and thus far only two members, now out on bail, have been arrested for alleged assault"

According to Sayer, allegations by the Boilermakers Union and various managements that non-striking

workers are being intimidated and assaulted are not true

"We do not condone violence. Our members are continuously threatened by scabs and with dismissals by bosses. Scabs would be wielding knives and other sharp objects in front of management and nothing would be done about it," Sayer claimed

# Numsa protests against Sowetan

140A  
Sowetan 31/8/92

**By Ruth Bhengu**

**MORE** than 200 members of the National Union of Metalworkers Union of SA protested outside the offices of *Sowetan* on Friday

Numsa said *Sowetan* had failed to cover its strike adequately and accused the newspaper of being biased against Cosatu and its allies

A six-man delegation from the union, led by Mr Justice Khumalo, met senior staffers, including managing editor Joe Thlooe, day editor Thami Mazwai and assistant to the general manager, Ephraim Lukoto

Khumalo later addressed the marchers and said the newspaper had undertaken to respond to their demands through the union's national office.

Thlooe said most of the union's grievances had already been met because union officials had been given a chance to explain the strike as they saw it in the newspaper on that very day. "We are still committed to giving all sides of a story."

"When we fall short, we will make amends, as we did in this case"

● See picture on page 3.

**NEWS** Former exiles bring back memories with their oldies ● Transport workers to march

# 40 000 to march in bid to end violence

## ■ Part of rolling mass action campaign:

MORE than 40 000 members of the Transport and General Workers Union will march tomorrow to demand that the Government takes steps to end violence.

TGWU media officer Ms Debra Marakalala said the march is part of Phase Four of the African National Congress-led rolling mass action campaign. Marakalala said the union's demands

were:

- An end to violence;
  - Transport subsidy for members;
  - Release of the detained "Putco Four";
  - and Central bargaining at industrial council level
- She said: "Our members will hold pickets, marches and demonstrations throughout the country."



# Mbulu thrills music fans

LETTA MBULU, Caiphus Semenya and their audience buzzed like bees in a hive during their show at Sun City.

This was a momentous occasion for both artists and music lovers

Other attractions were the traditional dancing group Buya Africa Dancers, African-American guest artists Jah-Amen and Leon Mobley and 50-year-old Olukose Wiles, who performed amazing stunts on stilts called the Mfoa Dance Sequence.

Some of the oldies performed by Mbulu were Maru A Pula, Music In The Air, Vumani Makhosi, Hareje and I Need Your Love.

Semenya's solo delights included Play With Fire, Ziph'

## ■ Spellbinding act by the famous South African music couple:

inkomo, Ndiphendule, Matswale and Angelina

Then came duets such as Ten Years Old - dedicated to all the children who have died in the rampant violence. And, Because Of You - which proved beyond doubt that our music couple have succeeded because of their undying love for each other.

Mbulu started, but did not sing the evergreen I Need Your Love in full, and as a result spoilt the evening for many people who had wished to experience that special moment





### Cape forum for Cosatu women

Staff Reporter (140A)  
 THE Western Cape branch of the Cosatu Women's Forum was launched in the city at the weekend with the aim of promoting women's issues both in and out of the workplace.

Ms Thasneem Essop, a co-ordinator of the Forum, said it sought "the equalisation of salaries, 12 months paid maternity leave and the establishment of child care facilities in or near the workplace".

Sexual harassment would also receive attention, said Ms Essop

# Buthelezi warns ANC

**RICHMOND.** — The president of the Inkatha Freedom Party, Chief Mangosuthu Buthelezi, said yesterday that any seizure of power in South Africa by the ANC alliance would be crushed in the same way the allies smashed Iraq during the Gulf War.

"If there is a seizure of power in this country, then there will be a violent backlash which will make the whole of mother Africa shudder... it will be a backlash of unprecedented strength... it will wipe out whatever government has seized power," Chief Buthelezi said in a speech to mourners at a funeral of a Phatheni family here.

Mr Fana Nzimande, his wife, Nkon-

akho, and their four children were killed by unknown gunmen last Sunday.

Chief Buthelezi suggested the killings were carried out by the ANC's military wing, uMkhonto weSizwe, and described them as a declaration of war.

"I do not know who these militarily trained men are who have killed these victims so cruelly... but we are aware that there have been members of uMkhonto weSizwe who have been trained in Transkei to kill and who have crossed from Transkei to kill people in our region in this horrible manner."

Sapa

CT 31/8/92



**POP GOES MONTAGU**  
 son (centre) with some of gum to get th

## Little Karoo

By JEN CROCKE

**SOUTH AFRICA'S** super Groove arrived in the Karoo town of Montagu to give a concert the school a competition — and a police escort into the competition.

The school's 250 pupils out all stops to win the prize in nearly 16 000 entries, petition, sponsored by a manufacturer.

From around 6pm on main route into the town than it ever has been a cars and buses from as

## Eight die in weekend unrest

**PRETORIA.** — Eight people were killed and four wounded in unrest-related incidents countrywide, according to the police unrest report for the 24 hours that ended at midnight on Saturday.

Police said gunmen shot and killed a one-year-old child at Khayelitsha. A man was wounded in the incident.

The bodies of two men — one with gunshot wounds and the second with hack wounds — were found at Thokoza, Alberton. The body of a man who had been hacked was found at Evaton, Vereeniging.

The bodies of two men with stab wounds were found in Alexandra, and in another incident in the same area, police found two men with gunshot wounds.

Two people attending a funeral were shot and killed by gunmen at Baboyi, Port Shepstone. A third person was stabbed and wounded at the funeral.

Sapa

CT 31/8/92

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