

Industrial RELATIONS — COSATU

1993

July — Dec.

# Nats slate ANC push for restructured police force

STEPHEN COPLAN

THE NP has criticised ANC legal adviser Matthew Phosa's demand that the Law and Order Ministry be abolished and police headquarters general staff be replaced by a multiparty civilian-dominated police directorate.

Speaking at a national peace secretariat and Police Board workshop in Johannesburg yesterday, Phosa repeated the ANC demand for Law and Order Minister Hermus Kriel to resign.

He also called for the resignation of Deputy Minister Gert Myburgh and those officers with "bloody hands".

In a statement yesterday, the director of the NP's "anti-defamation campaign", MP Nick Koorhof, said Phosa's demands reflected the ANC's "communist/Nazi" characteristics.

The ANC had no right to attack Kriel, under whose direction the SAP had undergone tremendous changes, or demand his resignation.

The directorate, Phosa said, would deal with daily command, control and management of the police and report to the transitional executive council's law and order subcouncil.

To solve the current crisis in police-community relations, the SAP should accept it was one of their own making, said Phosa. Police should take responsibility for their actions and realise that communities would support the police only when they supported communities.

The NP alleged that most intimidation could be linked to ANC members and supporters. The ANC rarely helped the SAP combat crime in the areas it controlled.

It said the ANC had now embarked on a campaign to discredit a much-needed stabilising force in our country.

Inkatha central committee member Ben Ngubane told the workshop joint control of security forces should be depoliticised but he questioned whether political-trained soldiers could be impartial.

SAP community relations spokesman Brig Zirk Gous said police had dramatically changed over the past three years.

ADRIAN HADLAND reports Myburgh told an RSA Technikon diploma ceremony in Paarl yesterday all police training courses were being revised to adopt community policing as the central theme.

He said a new technikon diploma, compulsory for all wishing to become commissioned officers, would be introduced from next year.



● PHOSA

# Numsa, Seifsa fail to agree on wage hikes

LOYD COUTTS

TRADE union and Seifsa representatives failed to reach agreement on wages yesterday, but Numsa said some progress had been made on its demands for restructuring the steel and engineering industry.

The main agreement between employers and unions expired yesterday.

"The total agreement expired today, June 30, but in not one of the industries are we even close to agreement," Numsa national bargaining co-ordinator Les Kettle said after the meeting in Johannesburg.

He said engineering sector employers had agreed to reduce their grading from 13 grades to five, with two additional grades for artisans and technicians, by 1996. National organiser Bernie Fanaroff said the reduced grading was central to Numsa's demands.

Numsa negotiations co-ordinator Chris Lloyd said employers had indicated that Numsa's vision of restructuring the industry had merit. "The problem is other parties in the industry don't see the need to restructure."

No agreement was reached on wages in this sector after management had stuck to its 6% offer, while Numsa had dismissed proposals for regional exemptions. Kettle said the tyre industry had offered an 85c increase on actual wages or an increase to bring wages to a proposed new minimum.

Management had also offered a 7% across-the-board increase for artisans. Neither offer had been accepted. Kettle said management had "basically agreed" to a five-grade structure in this sector, but that neither party was "in a position for final agreement."

Motor sector employers had offered minimum rates to a par with actual rates, or a 58c increase, and a 6% across-the-board increase for skilled categories. Demands for an agency shop had not been entirely accepted, but employers had proposed a bargaining fee for non-union employees.

RIN 11-1192



# Bail hearings for right-wingers

DIRK VAN EEDEN

TWENTY-one of the 35 right-wingers arrested in connection with Friday's storming of the World Trade Centre appeared in two extraordinary bail hearings in Johannesburg on Tuesday night.

Police spokesman Col Johan Mostert said yesterday detainees had the right to ask for immediate bail hearings 48 hours after their arrests. This procedure was used regularly and most large courts had officials on standby to handle such applications.

The investigation was continuing and several more arrests were likely.

Among those who appeared last night were AWB Wenkormando chief of staff Alex Cruywagen, Johannesburg region Wenkormando commander Japie Oelofse and Ystergarde commander Keith Conroy. Bail of between R500 and R2 000 had been granted to the first seven accused who appeared last night.

Right-winger Eddie von Maltz was among the accused who appeared in the Bloemfontein Magistrate's Court on Tuesday.

All the accused who appeared in the second hearing at about 15pm on Tuesday were released with a warning to reappear on July 15. They were told to report to the police three times a week.

Right-wingers accused the police yesterday of rounding up only well-known AWB members. They claimed the police did not have sufficient evidence to charge the detainees, but arrested them "to save face" with the International community and the ANC.

# All action urged on protest day

LLOYD COULTS

THE ANC/Cosatu/SACP alliance has called on its supporters in the PWV region to "take action in whatever form possible" today in protest against the right-wing demonstration at the World Trade Centre last Friday.

The ANC's PWV region said in a statement yesterday the regional alliance had called for a mass stayaway, marches on police stations, rallies, picket demonstrations and meetings in defence of democracy.

"We will call on our people, without exception, to take action in whatever form possible."

Rallies would be held in Mamelodi, Atteridgeville, Soshanguve, Ekangala, Ga-Rankuwa, Hammanskraal and Sebokeng.

LINDA ENSOR reports that the western Cape region of the ANC and its allies in the mass democratic movement are to hold a protest in central Cape Town at lunchtime today.

In Port Elizabeth, the ANC's call for a consumer boycott of white business in the city was denounced by the Midland Chamber of Industries and the DP, Sapa reports.

The alliance demanded the finalisation of an election date, the immediate installation of a transitional executive council, joint control of the security forces, the arrest and prosecution of those involved in the occupation, and the resignation of Law and Order Minister Hernus Kriel.

The alliance in the eastern Transvaal yesterday called on churches, employers, teachers, students, the Patriotic Front, the Mass Democratic Movement and all freedom-loving people to observe July 1 as day of national action in defence of democracy.

Natal is bracing itself for the third stayaway of the year today after a call by the ANC and its allies for people across the political spectrum to protest the right-wing invasion of the World Trade Centre, Own Correspondent reports from Durban.

The ANC expects a good response to the call despite the short notice, but business has taken a tough line, telling employers to treat the day as a normal working day and to apply a "no work, no pay policy."

However, the city's Chamber of Commerce and Industry vice-president Jim Smith said it had called on employers to be sympathetic to the plight of the workers and not to take disciplinary action against those who failed to report for work.

A spokesman for the Durban Regional Chamber of Business said there was no reason why disciplinary action should not be taken against workers "where warranted", but said "individual discretion" should be exercised. A Spoornet spokesman said its Metro commuter trains would run according to schedule.



Armed soldiers watch as a small gathering of PAC supporters protest outside the World Trade Centre in Kempton Park yesterday. Picture: ROBERT BOTHA

# ANC march 'to go on despite banning'

JONATHAN DAVIS

TODAY'S planned ANC march on the Free State town of Koppies by residents of the adjoining township of Kwakwatsi was banned by the town's magistrate yesterday, a local ANC spokesman said.

However, local and regional ANC members were determined to go ahead with the march — with or without permission. Plans were being made to bus ANC supporters from towns throughout the northern Free State.

The march, from Kwakwatsi to the Koppies police station, was to protest against the blocking of roads between Kwakwatsi and Koppies on Monday by members of the town's right-wing action committee. Yesterday evening members of the local and

regional ANC, the town council and the Koppies action committee were still involved in discussions facilitated by the national peace secretariat.

Koppies ANC chairman Tsholo Tladi said they had been unable to break the deadlock which arose when Koppies residents barred Kwakwatsi residents from entering the town in response to a consumer boycott imposed on June 18.

Tladi said action committee members were maintaining a presence along roads into the town. Their presence was being seen as a blockade by the township's residents.

# Stay

# away

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Sowetan 11/7/93

**By Mzimasi Ngudle, Josias Charles and Sapa**

**T**HE African National Congress and its allies yesterday called for a stayaway today to protest against last Friday's siege by rightwingers of the World Trade Centre in Kempton Park (140A) (HFF)

The ANC, SA Communist Party and Congress of SA Trade Unions yesterday confirmed the stayaway and called for joint control of the security forces, the arrest and prosecution of those involved in the siege and the immediate resignation of Law and Order Minister Hennis Kriel.

Rallies are scheduled for Mamelodi, Atteridgeville, Soshanguve, Enkangala, Garankuwa, Hammanskraal and Sebokeng

While the National Council of Trade Unions supported the action, its general secretary, Mr Cunningham Ngcukana, said people who did not wish to stay away should not be forced to do so

However, Nactu's regional chairman in Pretoria, Mr Nakedi Mogale, slammed the stayaway call and said workers were angry that they had not been consulted on the matter

Azaman People's Organisation spokesman

Mr Lybon Mabasa said Azapo would not legitimise the multiparty talks by supporting calls for mass action

- Pan Africanist Congress spokesman Mr Waters Toboti said the organisation did not have a formal decision with regard to the ANC alliance's "Day of Action"

Inkatha Freedom Party committee member and KwaZulu Minister Mr Velaphi Ndlovu said it was unwise to embark on mass action as this would damage the economy

The call was also greeted with anger by workers who complained about the possibility of having their salaries cut and giving credibility to the actions of the rightwingers

"We, the workers on the ground, are not going to give credibility to rightwingers by responding to their ghastly deeds with a stayaway," said Mr Madoda Sindane of Atteridgeville in Pretoria

The Afrikaanse Handelsinstituut said it had advised its members to adopt a "no work, no pay" policy and to treat each case of absenteeism according to standing disciplinary measures

The AHI said the the action was destructive and would serve no useful purpose.

"The alliance is creating problems for the country and for themselves which will remain after a democratic election," AHI spokesman Mr JP Landman said

## ANC backs learning plan

THE ANC — as well as pupil and teacher organisations — has thrown its weight behind a "back to learning" campaign for PTV schools during the winter holidays.

Headmasters and parent-teacher-student associations will organise supplementary programmes to make up for time lost during school disruptions.

NBCC Southern Transvaal general secretary Amos Mswane said yesterday that government and the private sector would be approached to provide resources such as study aids and guidelines.

Students would stand in where teachers were not available. A code of con-

duct would be adopted to ensure maximum discipline. The main focus would be on matric pupils.

Sached Outreach coordinator Thami Maki said the campaign was essential. "If the results at the end of the year are poor, the community suffers."

Department of Education and Training spokesman Corrie Rademeyer said the DET welcomed any attempt to "undo the damage" caused by disruptions — Sapa.

## NUM, chamber to meet over dispute

THE NUM and Chamber of Mines will attend a conciliation board hearing at the chamber's offices this afternoon in an attempt to resolve the wage dispute declared by the union last week.

NUM assistant general secretary Marcel Golding said the union was "committed to obtaining settlement based on restoring workers' buying power which has been eroded over the past few years". He said they expected a considerably revised position from the chamber on wages and other issues to come out of the meeting.

Golding reiterated the union's view on the current gold price and its perceived benefit for workers' pay packets.

Industry sources, on the other hand, said

the chamber was expected to move only minimally on its final wage offer of 6% for gold mines. Coal offers ranged between 4.5% and 5.25% with one mine, employing 400 people, offering 10.5%. This considerably higher offer was based on the mine's much lower pay structure which would remain below the industry minimum even if this offer was accepted.

The coal offer was not expected to be revised, because of the economic constraints on the sector. Also, mining houses appear set on implementing capex programmes which have been put on hold over the past few years during downscaling.

# BECAUSE WE'VE CUT



## LABOUR

**S**TAFF members at the South African Commercial Catering and Allied Workers Union have defrauded the union of R60 000 by diverting the money to a number of private bank accounts.

This and other financial irregularities emerged from a hard-hitting commission of inquiry into the union's finances. The commission sat last month after being appointed by a national executive committee (NEC) meeting in May.

The commission found that the union's finances were in such a sorry state that no audit could be done.

Union subscriptions were allegedly intercepted at the head office and diverted to a Hillbrow account in the name of C Hlengwa and withdrawn in Durban. By the time the bank informed the union of the re-directing of subscriptions, R60 000 had been withdrawn from the account and R30 000 remained.

And in the same week that the commission issued its report, a document sent to *The Weekly Mail* — from "a group of workers in Saccawu" — alleged that the amount defrauded may be

# Officials defrauded Union of R60 000

*W/M 2/7-8/7/93. Thousands of rands have been pilfered from Saccawu as a result of an inadequate financial system and lack of controls over staffers. By Ferial Haffajee*

closer to R100 000. The document also levelled charges of corruption against Saccawu's general secretary, Papi Kganare

It alleged, among other things, that he received over R50 000 from the union this year in loans and "gifts". In one incident, the head office had to stop a cheque of R37 000 given to him.

The subscriptions fraud is being investigated by the police while the commission also recommended that the union "lay charges with the

police and that all relevant documentation and information be made available to the police.

"The environment at the union encouraged fraud and corruption," the commissioners said.

Among its findings include incidents where blank cheques were signed by signatories while its broader assessment is that few proper books and supporting documents for payments were kept by the union, that methods of payment were "inadequate and incorrect" and that the finance

department was non-functional

In addition, the commission could not find any salary files and said there were no supporting documents for payments made from the head office. The members of the commission — which included union leaders — believe that there has been a "constitutional breakdown" at the 97 000 member union and that there is no accountability to its membership. "Matters of a financial nature are not accorded due attention at NEC meetings"

It found that the union's president, general secretary and treasurer had been negligent in their financial duties. The treasurer did not check all the finances of the union, did not keep books and did not sign all the cheques at head office as he is supposed to.

The commission has recommended that the union overhaul its financial procedures and "implement a detailed, documented system of internal control and financial procedures". It has also suggested that the union take action against finance department staffers who are "responsible and accountable for the present inadequacies and discrepancies"

Finances at Saccawu are in the hands of Peter Mohlala, a former Botswana businessman. The document sent to *The Weekly Mail* alleged that Mohlala gave Kganare two cheques, one for R7 000 and the second for R30 000. Kganare is alleged to have cashed the first cheque while head office union officials stopped payment on the second cheque. The pamphlet charges that the "National Personnel Committee was supposed to discuss the issue. But it never met because Kganare is the convenor".

The document also alleged that a loan of R18 000 Kganare took from Saccawu was written off by the union and that he claimed R39 000 from the union in mileage travelled. Both amounts were approved at an NEC meeting of the union in December last year, according to an NEC member who preferred not to give his name.

The sharply worded document says Kganare "earns more than many of our bosses" and takes issue with the general secretary's R750 rent allowance, his petrol and credit cards.

Union insiders say the R18 000 loan which was written off was given to Kganare to complete the payment on his car, but that the union later bought him a car worth R46 000.

They say the NEC approved the payment of two amounts (R39 000 and R18 000) because many of the unions branches have political loyalties with Kganare who is also an active African National Congress member.



**HORSES . . .** Model Murrae form in a designer outfit colau for tomorrow's July is as well known for its fit is for its horses.

## Pollution 'worst in two years'

Staff Reporter

CT 2/7/93

CENTRAL Cape Town is having one its worst air pollution episodes in two years with yesterday's figures at double the fixed guidelines.

The main culprits are exhaust fumes, industrial smoke and brazier fires

Taken at 8am by the city council, the nitrogen oxide level (NOx) caused mainly by exhaust fumes was 3 674 micrograms/m<sup>3</sup> more than double the 1 504 guideline The nitrogen dioxide level (NO<sub>2</sub>) at 10am was 417 micrograms/m<sup>3</sup> well over the 376 guideline

The last time figures were this high was in July 1991 when the Nox level reached 4 376

Calm weather tends to trap the polluted air, Mr Derrick Oxley, air pollution control officer said.

## Union leader dies at ballot meeting

CT 2/7/93 Staff Reporter

(140A)

TRADE union leader Mr Sikander Mohamed died yesterday of a heart attack in the middle of a strike ballot meeting.

The Peninsula Technikon branch of the Transport and General Workers' Union (TGWU) met to decide whether to strike over wages when Mr Mohamed, chairman of the shop steward council, collapsed.

Mr Mohamed, from Ravensmead, died while waiting for the ambulance.

Ms Wilhelmina Trout, chairwoman of TGWU in the Western Cape, said the union had lost "a valuable and strong leader".

The result of the ballot will be made known today, she said.

# Pay rise spurned: Pickets may follow

Weekend Argus Correspondent  
JOHANNESBURG — Delegates to the National Union of Metalworkers congress have unanimously rejected employers' wage offers in the motor, engineering and tyre industries and endorsed a "campaign of mobilisation" to press their demands

In the motor sector, which includes garages and panel-beating shops, where employers and the union have been at loggerheads for over a year, delegates decided to picket certain garages and harass key industry leaders by telephoning them day and night. Regions

have been provided with names and addresses.

Certain members of the SA Motor Industry Employers' Association are accused by the union of trying to break the Industrial Council, which provides a forum for wage negotiations, in order to destroy collective bargaining.

Numsa will also ask Cosatu to put pressure on government and business representatives at Monday's National Economic Forum plenary, to see that the Industrial Council is given the same protection that they are expected to agree be afforded to other existing collective bargaining structures.

These decisions were taken yesterday at the first full day of Numsa's fourth biennial congress, held at the World Trade Centre.

The congress also endorsed an amended resolution expanding the campaign of mobilisation to include overtime bans and stoppages, confronting employers with the possibility of more direct industrial action from mid-August, by which time the union will have completed a series of mandating exercises at all levels.

Delegates also expressed unhappiness at Numsa leaders' decision to rescind a ban on overtime in the auto sector.

The ban had been lifted following legal pressure from the employers which left the union leadership uncertain on the legality of the ban.

It now seems the ban was illegal and the mood at Thursday's conference suggested that auto workers might opt for its reinstatement.

Concern was also expressed at the fate of up to 50 000 petrol station workers, should the petrol price be deregulated. The union fears that, as has happened abroad, up to 70 per cent of jobs could be lost following deregulation, through the closure of petrol stations as a result of competitive pricing.





# Council workers to ignore strike?

THOUSANDS of council workers in the Western Cape may ignore a national strike call by the SA Municipal Workers' Union (Samwu) due to begin next month

Last week members of Samwu voted in favour of a nationwide strike from August 2 for higher pay rises (140A)

But more than 4 000 council workers in the

By JESSICA BEZUIDENTHOUT

Western Cape, who are members of the alternative union, the Western Province Local Authorities Workers' Association (WPLAWA), intends ignoring the strike call because they are currently involved in their own wage negotiations,

liaison officer, Mr Leonard Koza said this week. WPLAWA, which unlike Samwu is recognised by the Regional Services Council, this week called on its members not to participate in the strike, as it could affect the union's own wage negotiations

"We are currently engaged in wage negotiations and such action

could only have a negative effect," he said

His organisation was also confident that its members would listen to their call not to participate in the strike, he said

WPLAWA is negotiating with the RSC for an increase in excess of the five percent offered by the council, as well on conditions of employment

## Not clear

Samwu, which is not recognised by the RSC, has no bargaining power in terms of wage negotiations and conditions of employment for more than 1 000 members employed by the Western Cape Regional Services Council

At this stage it is not clear whether these workers would in fact participate in the strike, national collective bargaining officer, Mr Roger Ronnie said

# Municipal unions to oppose restructuring

THREE unions, representing 16 000 workers out of a total workforce of 21 000, have joined forces to oppose the Johannesburg City Council's "unilateral restructuring"

The SA Municipal Workers' Union, Union of Johannesburg Workers and Johannesburg Municipal Combined Employees' Union said in a statement they had formed a joint initiative to protect workers from the council's staff reduction plans and to ensure the maintenance of a high quality of service to the community (LQA)

The unions said the council had taken on the servicing of Soweto on an agency basis, and this could not be done effectively if workers were retrenched

"It is imperative that we do not allow the council to prepare for paying off staff when, in fact, basic services are totally lacking," the statement said

It said the council's proposed system of assessing wage increases according to individual performance threatened the unions' collective bargaining role

Shop stewards of all three unions would meet on Monday to "plan pro-

ERICA JANKOWITZ

grammes of action aimed at uniting our members and moving forward together", the statement said

Council labour relations director Andre de Wet said the restructuring proposals, first tabled in 1991, had been "fully discussed with every union representing employees of the council"

He said no member of the three unions had been made redundant as a result of the process, which was aimed at "enhancing service efficiency"

"It is certainly not the object of the restructuring exercise to make employees redundant," De Wet said

He said the servicing of Soweto was still being negotiated by a number of parties

On the issue of collective bargaining, De Wet said the council had agreed to delink individual performance assessment from this year's wage negotiations, which had deadlocked

The parties had agreed to submit the wage dispute to arbitration and the hearing had been set for August, De Wet said

# Drop ANC, Numsa tells Cosatu

Star 5/7/93

By Paul Bell  
Labour Correspondent

The National Union of Metalworkers of SA wants Cosatu to discontinue its alliance with the ANC after the establishment of an interim government, and has called for unity on the socialist left — including the possible establishment of a workers' party that might challenge the ANC.

This is the import of two resolutions accepted by Numsa's fourth congress, which ended at the World Trade Centre in Kempton Park yesterday. Numsa is Cosatu's second largest affiliate, representing nearly half a million metalworkers.

The Numsa resolution on democracy provides another signpost to Cosatu's likely discontinuation in the Tripartite Alliance — the third member is the SA Communist Party — after the proposed election in April.

Numsa believes Cosatu "should deal with the ANC as part of the government of the day", and engage it in such forums as the National Economic Forum and the National Manpower Commission.

Numsa's resolution on a reconstruction accord effectively set the price of its co-operation with the ANC, as well as the penalty should the ANC fail to

deliver

While saying an accord "should be used to mobilise people to support ANC", it went on to call for new forms of organisation that would "unify the working class". This, said the congress, "could take the form of a working-class party".

General secretary Moses Mayekiso, who is also a member of the SACP executive, said the SACP, as the most important party of socialism, would have a major role to play in establishing a workers' party. The ANC, on the other hand, was not a socialist party as such, although parts of its membership were.

Guidelines were laid down for the seconding of union leaders to politics. "Candidates from Numsa and Cosatu on the ANC (parliamentary) list must be seconded for the duration of the Constituent Assembly. When that is finalised they should be given their right to choose whether they come back to the Union or not" (140A)

An undercurrent at the congress was rank-and-file dissatisfaction at the distance between them and union leadership in regard to the way their views were represented in both industry and political negotiations.

Union president Mthuzeli Tom said the union would be paying greater heed to worker demands that the constitutional negotiators consult and obtain mandates.

ETS 1793  
'Poll must end  
ANC alliance'  
(1404)

JOHANNESBURG  
The ANC-led alliance must be terminated after elections next year, according to the National Union of Metalworkers of South Africa.

In a resolution adopted at Numsa's fourth national congress which ended yesterday, the union said it would sever formal ties with the ANC after the election.

It said it would then deal with the ANC through groups such as the National Economic Forum — Sapa

# Numsa firm on nationalisation

THE National Union of Metalworkers of SA (Numsa) committed itself to nationalisation without compensation at its fourth national congress at the World Trade Centre over the weekend.

Numsa has also rejected all wage offers made in negotiations in the steel/engineering, auto assembly and tyre sectors

Numsa general secretary Moses Mayekiso said after the conference the union remained committed to nationalisation as a means of equalising the economic imbalance between blacks and whites

Mayekiso said that as land had been taken from the people without compensation, it should be seized without compensation. This would include land belonging to

GAVIN DU VENAGE  
and ERICA JANKOWITZ

major industries, as well as property in state hands.

Mayekiso said Numsa would try to persuade Cosatu to adopt this resolution. However this was a Numsa decision only, and would not necessarily be adopted by Cosatu or any other organisation.

He said the union remained committed to socialism as a means of restoring democracy to SA

On the wages issue, congress delegates voted in favour of "initiating a programme of mobilisation to keep workers fully informed" This was in reaction to member-

To Page 2

## Numsa

ship criticism of an apparent lack of feedback meetings on the status of negotiations

No disputes had yet been declared in any of the negotiations and until this step is taken, the union could not initiate legal strike action

Numsa did, however, implement an overtime ban in the motor sector which was challenged in court and withdrawn

In the steel/engineering negotiations, Numsa indicated it would not settle for below inflation increases despite economic constraints in the sector.

Seifsa's final offer stands at a maximum of a 6% increase with employers in the Free State and northern Cape offering 4,8% Natal and eastern Cape members have also applied for exemption from the 6% offer and have tabled 4,8% increases

Agreement has been reached on reducing the number of job grades and the establishment of an industry training board But

Numsa's innovative three-year plan tabled in all its negotiations has not made much progress

In the motor sector, Numsa has accused employers of attempting to "smash the industrial council". Also, last year's wage negotiations have yet to be finalised

"Congress decided on a programme of action to fight for a settlement and for the retention of the industrial council," Mayekiso said

Numsa also agreed to back the ANC in the forthcoming election

However the trade union movement should not have a formal alliance with the ANC once elections had taken place. Instead, the relationship should be conducted through bodies such as the National Economic Forum and National Manpower Commission, Mayekiso said

The congress also elected Mthuzeli Tom as its president

Picture Page 3

From Page 1

# Sun City strike unresolved

The Argus Correspondent ~~(140A)~~ ~~(152)~~ ~~(151)~~ of forming a union which was as yet unregistered.

JOHANNESBURG. — The strike by thousands of black staff at Sun City is still unresolved because no leaders have emerged to negotiate, according to management.

The South African Commercial Catering and Allied Workers' Union (Saccawu) is not recognised in Bophuthatswana.

On Saturday white staff provided skeleton services when an estimated 75 percent of the 4 500 workers went on strike.

Mr Venison said management had addressed workers gathered at the staff gates to the Sun City complex on Saturday, inviting them to come forward and discuss their grievances, without success.

A large crowd of strikers yesterday gathered outside the staff entrance but were chased away by members of Bophuthatswana police who fired tear-gas at them. Witnesses claimed that several strikers were injured and assaulted.

Many of the basic services and attractions of the hotel were not operating. More than half the restaurants, almost all the pubs and the Lost City water park were closed.

Sun City MD Peter Venison said staff were in the process

Saccawu could not be reached for comment

# NEWS Salary deductions over work stayaways enrage and frustrate Government workers

## Union to support the ANC in elections

20 WILSON 5/7/93

By Mzimasi Ngudle



THE National Union of Metalworkers (Numsa) resolved to field candidates on the ANC list for the election of the Constituent Assembly.

Passing this resolution at the union's fourth national congress at The World Trade Centre in Kempton Park at the weekend, Numsa also resolved to sever formal links with the tripartite alliance once the ANC comes into power.

"Once the Interim Government of National Unity is established and the ANC is part of it, we should not have a formal alliance with the ANC," Numsa resolved

Mr Moses Mayekiso, who was re-elected as the general secretary, said the union hoped the ANC would win the elections and urged union members to vote for the ANC in the coming elections.

Mr Mthuzeli Tom was elected president and Mr Danny Oliphant and Mr Phil Bokaba elected first and second vice-president respectively.

The congress resolved that candidates from Numsa and Cosatu who were on the ANC list be seconded for the duration of the Constituent Assembly.

The congress also called for a workers' summit prior to the CA to adopt the Workers' Charter (140A).

The congress also endorsed the reconstruction accord of Cosatu



The price you have to pay to look pretty ... two-year-old Dinana of Zone 1 Meadowlands, Soweto, grimaces in pain as her mother, Mrs Nono Motlonye, braids her hair at their home at the weekend.

PIC VELI NHLAPO

# Ikapa workers down tools in bitter pay row

APR 6/1/93

□ 'Fat cheques for white staff'

**EDWARD MOLOINYANE**  
Staff Reporter

THE Ikapa Town Council, embroiled in a dispute with political organisations calling for the resignation of councillors, is also involved in a bitter wrangle with its employees over pay

Council workers, mostly members of the South African Municipal Workers Union (Samwu) yesterday downed tools after the council failed to pay the workforce

According to workers, the dispute centres on the upgrading of the Ikapa council status to grade nine in 1990

The workers say in line with this upgrading their own status also rose and the council promised to adjust pay scales

"Last Friday they backpaid some of the workers while most got nothing

"What galls us is that all the white officials have given

themselves fat cheques," a worker, who did not wish to be named, said yesterday.

He said it was decided that no one would work until the dispute was resolved

Samwu officials and the CPA were unavailable for comment early today

Earlier yesterday, scores of members of the Internal Stability Unit were on council premises, apparently to protect white council officials, who later drove away under police guard, workers said

During a heated workers meeting, which union officials attended, some called for a complete work stoppage, while others countered that the community would suffer for lack of services

It was suggested refuse removal workers would collect rubbish from the townships and dump it at council property daily



**REFUSE:** Some of the refuse collected from the township yesterday and dumped on Ikapa Town Council premises by disgruntled workers involved in a backpay dispute with the council

Picture OBED ZILWA, The Argus



## CNA wins interdict after 'occupation'

CNA obtained an urgent interim interdict in the Rand Supreme Court yesterday against striking workers after about 200 of them occupied the company's Johannesburg head office.

The court was told that the employees, members of the SA Commercial, Catering and Allied Workers' Union, took over the boardroom and MD's office yesterday afternoon and shouted slogans such as "kill the bosses" and "one settler, one bullet".

Judge R van Schalkwyk granted an in-

terim order prohibiting the strikers from entering the premises or congregating within 500m of the premises except to work. The strikers were also interdicted from intimidating and harassing CNA employees and from obstructing the company's business operations.

Workers embarked on a wage strike last week. The union has rejected management's increase offer of R160 a month across the board and stuck to its R230-a-month demand.

# Chamber and NUM still in dispute over wages

Star 8/7/93

By Paul Bell  
Labour Correspondent

After two hearings before a statutorily convened Conciliation Board, the Chamber of Mines has offered the National Union of Mineworkers a basic increase of 7 percent on most gold mines ~~(SIA)~~

The dispute declared last month by the NUM remains unresolved. The union describes the latest round of wage offers as "marginal improvements" (140A)

The NUM says the employers are also offering an additional 1 percent contribution to the provident fund. In addition, Anglovaal, which has remained outside the profit-sharing scheme, agreed to negotiate a cost-containment bonus scheme.

Gold Fields of South Africa remains outside the profit-sharing scheme, but offered a further 1 percent — although this will go the provident fund

The NUM agreed to hold detailed discussions with Durban Deep, Harmony and Grootvlei — all marginal mines — as well as with H J Joel, which is still in development.

It also agreed to accept an offer from Anglo American, Gengold and Randgold to renegotiate aspects of profit-sharing schemes.

The union maintains that its economic demands are "extremely reasonable", saying they would cost the industry an additional R34 an ounce. The gold price has averaged R988 this year but is currently fetching about R300 more.

Coal offers continue to range between 5 percent and 7,5 percent.

The chamber also agreed to discuss the possibility of compulsory arbitration on disputes involving interpretation of industry agreements, but is holding out for a two-round process.

# Footwear workers down tools over pay

SHARON SOROUR  
Labour Reporter

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of annual wage negotiations, according to the SA Clothing and Textile Workers' Union (Sactwu).

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the talks had deadlocked with management offering a seven percent increase.

Mr Linde said of the 23 000 workers in the industry nationwide, about 5 000 were in the Western Cape.

He said while unions had rejected management's wage offer, they had not indicated any wage demands.

Mr Linde said the national council of the National Union of Leatherworkers, which represented the majority of workers in the sector, would meet at the weekend to reconsider management's offer.

Mr Bernickow said the wage offer was tied to a "whole range of conditions, including that wages have to be paid into a bank account and split annual leave".

By yesterday most of the major factories were on strike, Mr Bernickow said.

# Call for national worker summit

Wimond 9/7-15/7/93  
By FAROUK CHOTHIA Durban

FLEXING its muscle, the trade union movement in Natal this week called for a national worker summit to discuss strategies to ensure that worker rights are entrenched in a future Bill of Rights and constitution

This comes against the backdrop of growing fears in the labour movement in the province that worker interests are not only being ignored at the World Trade Centre, but that politicians may also introduce legislation which threatens worker rights.

The Regional Worker Summit, the first of its kind in the country, was attended by about 200 delegates from the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and the independent unions

Cosatu head office has been reluctant to call a national worker summit. With Cosatu's Chris Dlamini and Nactu's Cunningham Ngqukana present at their regional summit, Natal leaders hope that their initiative will now win support at head office.

The delegates resolved that their head offices should join hands to convene a national worker summit within three months — before a constitution and a Bill of Rights are finalised at the World Trade Centre.

"There are indications that worker rights are being attacked (at the multi-party negotiating forum). On the issue of centralised bargaining, for example, they want to deregulate it," said Rohan Persad, co-ordinator of

(140A) ~~140A~~ ~~140A~~  
Cosatu's Economic and Development Initiative in southern and northern Natal.

A representative of the independent unions, Kessie Moodley of the National Union of Leatherworkers, said the summit noted that in other African countries liberation movements "eroded" worker rights once they assumed power. He said the negotiation process, and the proposed Bill of Rights, was dominated by debate around regionalism and federalism and addressing minority fears. Worker rights have been placed on the backburner.

"The longer we take to set up a national worker summit and to adopt a workers' charter, the more critical it will become for workers," he said.

Warning that time was running out, Moodley added. "The boat hasn't left the shore yet. We can throw a life raft out to get on board."

Persad said the workers' summit had to address other "unanswered questions" as well, including whether trade union leaders can be allowed to take positions in a new government.

"There is a lot of uneasiness about this, particularly given the history of Africa. We need clarity on the issue," added Persad.

The workers' summit should also look at formulating a national economic restructuring programme in order to ensure there is unity when challenging business and government.

By FERRAL HAFFAJEE

A GREAT deal of tee-hee and hah-hah greeted the National Union of Metalworkers of South Africa's weekend call for nationalisation of key industries without compensation.

But it's no laughing matter when the biggest trade union in the country — Numsa has 273 000 members — makes such a call and says it supports the formation of a working class party.

Contrary to public perception, these are not calls made out of ignorance or on the spur of the moment after stirring speeches by Numsa general secretary Moses Mayekiso.

An insider points out that Numsa consists of artisans who are literate and articulate and who had been discussing the pre-congress resolutions for months before last weekend's national congress.

Moreover, the resolution on nationalisation — passed with a substantial majority — was debated for over an hour and was well supported, particularly by regions where the union has the largest chunks of membership. These are the Witwatersrand east, Wits central and south, the Border and western Cape regions.

The resolutions point to a growing gulf between the union's national leadership and its rank and file membership.

Insiders point out that national leaders left out the words "without compensation" in a press release on nationalisation.

# Nationalisation's no laughing matter

Wilmad 917-1577193

1401A

The union's leadership is clearly moving in the direction of tripartism. Its leaders are key to structures like the National Economic Forum, the National Manpower Commission, the National Training Board and the Electricity Council.

For Numsa's leadership, shop-floor power lies in overhauling industries to secure training and career development for their members. It is a union which has expressed a willingness (and the ability) to restructure the industries in which it works, through a labyrinth of restructuring forums.

But it is leaving its membership behind by not reporting back and ensuring that they are kept up-to-date with what are complex negotiations and new concepts.

"There is growing dissatisfaction on what leadership is doing and on the co-ordination of the union. They are becoming locked in forums and less time is being given to debating what is going on in forums," says Tony Kgobe, the regional secretary of the Wits central and south office.

Members are feeling alienated from such industry issues and from long, drawn out political negotiations. Bethuel Maserumule, the regional



Moses Mayekiso ... Not surprised

secretary of the Wits east region, says "Political negotiators are only talking about regionalism and federalism. Our vote for the African National Congress depends on a strong political and economic bottom line."

And for Numsa's members, that political bottom line is "agreement over a strong democratic state without minority vetos." The economic bottom line is "economic justice through the nationalisation of the leading heights of the

economy", says Maserumule. Numsa has resolved to call on its members to vote for the ANC in next April's elections. But the union's congress also resolved to lobby for a conference on socialism before April next year.

Mayekiso this week said the national leadership was not surprised by the resolutions. "They have been discussed in the regions months ago."

He added that Numsa had adopted the Freedom Charter, along with the ANC and the Congress of South African Trade Unions and, "by adopting the Freedom Charter, we adopted the principles of nationalisation and a mixed economy."

He said it had always been Numsa's view that Iscor, the railways, water and "electrification should be publicly owned and that "something should be done" about the monopolisation of the minerals industry.

The director of the Steel and Engineering Industries Federation of South Africa (Seifsa), Brian Angus, said he was a "little surprised and disappointed" at the resolution on nationalisation.

He warned that it courted economic disaster. "The country is trying to encourage overseas investment and this will have a negative impact if this is the way one of the biggest unions is thinking."

# LABOUR NEWS IN BRIEF

Compiled by **SHARON SOROUR**

## Short-term action for economy

THE National Economic Forum (NEF) this week approved recommendations for short-term economic action — including protecting collective bargaining and job creation through public works programmes.

At its first plenary session since its establishment last October, the NEF, comprising organised business, government and labour, also voiced its intention to secure a partnership role with the government of the day in setting economic policy.

Finance Minister Mr Derek Keys emphasised the need to create an economy that answered more closely to the needs of the community.

Centralised bargaining was acknowledged as "one of the tiers" of the collective bargaining system.

## Miners reject CoM pay offer

THE National Union of Mineworkers (Num) has rejected a final pay offer by the Chamber of Mines, and unions affiliated to the Council of Mining Trade Unions have declared a dispute and applied for a conciliation board hearing.

Num said gold mines had offered pay increases ranging from six to eight percent.

The offer was rejected because the higher gold price provided the mining industry with additional profit of R200 million a month, and workers had made big sacrifices in recent years by accepting increases far below the inflation rate, resulting in low living standards.

## Footwear workers down tools

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of wage negotiations, according to the SA Clothing and Textile Workers' Union.

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the deadlock.

## Toy firm locks out workforce

EDUCATIONAL toy manufacturers, Playthings, has locked out members of its workforce in Ep-ping after they refused to accept a final wage offer and negotiations ended in deadlock.

Company director Mr Steve Knight said Playthings offered a final wage offer of R18 a week increase, but when the talks deadlocked the union was demanding R47 across-the-board.

## Public servants slam 'decrease'

THE Public Service League this week slammed the five percent salary increase for public servants as a salary decrease in relation to the consumer price index.

League general manager Mr Bernard Wentzel said 70 percent of members fell into the lower income group and a five percent increase meant "a disgusting R35,70 a month".

## Wildcat strike at Sun City

ABOUT 3 500 Sun City workers — 70 percent of the staff complement — staged a wildcat strike this week but returned to work after management agreed to address grievances tabled by a workers' committee at a meeting this week.

# Armed men hold three hostage in Wits drama

140A

S/Times 11/7/93

THREE people were held hostage when a group of armed men burst into a hall at Wits University looking for two trade unionists on Friday night. It is believed the armed men were looking for two National Education, Health and Allied Workers' Union (Nehawu) officials, Mr Vusi Nhlapo and Mr Phillip Dexter.

By JACOB DLAMINI

The incident occurred when the three entered the reception area of the Jubilee Hall residence, where the union was holding its national congress.

Security officials at the university were alerted and gave chase but the men managed to escape.

The men produced firearms and pointed them at a security guard, the receptionist and a woman cleaner, who was mopping the floors. They forced the three into the receptionist's office and ordered them to lie face down.

Nehawu officials believe the incident may be connected to last year's TPA strike, which cost more than 30 lives and R5-million in damages to property.

No shots were fired during the incident, which lasted about 20 minutes.

"This is just a continuation of the harassment we suffered during the strike. We believe the incident is also connected to those scabs employed by the TPA during the strike," said Mr Dexter, general secretary of Nehawu.

"They were vicious and abusive. They ordered us to lie down and told us they were not looking for us but for union officials who had not arrived," said the security guard, who refused to be identified.

## Firearm

The guard said the men ran away when a man walked into the foyer.

He said union officials had received death threats and claimed that his licensed firearm was stolen from the union offices in central Johannesburg recently. "This is not just a bunch of angry people acting on their own, it is part of a campaign to eliminate us," Mr Dexter said.

"This has never happened to me before and I am still shocked," said the security guard, who has worked as a guard at the university for eight years.

Mr Frank Bartlett, a security official at the university referred all inquiries to the public relations office at the university.

**PICK 6**

GOSFORTH PARK  
There were 23 winners with each re-

SUN...  
11/7/93



# Unions at odds over new workers' party

SITWES 11/7/93

SOUTH AFRICA's two largest unions are engaged in a battle over the formation of a working-class party to pressure the ANC into implementing socialist policies, including nationalisation, once an interim government is elected.

At its congress last week, the National Union of Metalworkers of SA (Numsa), which has around 240 000 members, passed resolutions in favour of the new party and the breaking of Cosatu's alliance with the ANC once it is part of an interim government.

But the 300 000-strong National Union of Mineworkers (NUM), headed by James Motlatsi, is vociferously opposed to the party and supports the long-term continuation of the alliance with the ANC.

Numsa officials, including general-secretary

By RAY HARTLEY  
Political Reporter

tary Moses Mayekiso and president Mthuthuzeli Tom, are in favour of the party. Mr Mayekiso, who is also a central committee member of the SACP, said this week the new party would provide a home for socialists within the SACP and those outside it such as ANC NEC member Pallo Jordan.

But senior SACP officials such as party chairman Joe Slovo, general-secretary Charles Ngakula and central committee members Jeremy Cronin and Ronnie Kasrils are known to be strong opponents of a new workers' party.

Cosatu general-secretary Jay Naidoo and ANC secretary-general Cyril Ramaphosa, who

attended a caucus meeting in May which agreed to "the long haul character of the alliance" between Cosatu, the ANC and SACP, are also believed to oppose the idea.

NUM publicity officer Jerry Magatladi said the NUM believed a workers' party would usurp the role of the SACP. "To talk of another revolutionary party smacks of a political anachronism which belongs to another era."

Innes Labour Brief manager Dr Duncan Innes said Numsa was likely to gain the support of the SA Clothing and Textile Workers' Union, one of Cosatu's largest affiliates.

The SA Commercial and Catering and Allied Workers Union and the Chemical Workers Industrial Union could also support Numsa in its bid to form the new party, he said.

Mr Kasrils accused proponents of a workers' party of "weird thinking" and "snatching defeat from the jaws of victory".

Mr Mayekiso said the new workers' party would monitor the extent to which the ANC implemented socialism, including the nationalisation of the land and key industries once it was in government.

While Numsa would support the ANC in next year's elections, the party could challenge the ANC at the polls in the future if it was unhappy with its performance, he said.

A priority would be the nationalisation of the land, partly without compensation.

Mr Magatladi said NUM was opposed to any decision being taken on nationalisation at present because it was a sensitive issue, which needed further debate. Nationalisation without compensation was out of the question, he said.



# Talks aimed at businessmen

COSATU has organised a series of half-day conferences aimed at exposing businessmen to industrial relations issues during the political transition.

The conferences, organised jointly by Cosatu and IR Network, will take place in several major centres, starting in Port Elizabeth on Wednesday (140A)

Cosatu spokesman Neil Coleman said yesterday more than 700 businessmen, 40% of whom were "top management", had booked for the five conferences.

They were aimed at the business community and dealt with increasingly complex industrial relations during political transition

Biday 12/7/93  
JONATHAN DAVIS

Subjects included wage negotiations and problems of reconstruction and encouraging growth in the economy

Coleman said the conferences would involve Cosatu's top leadership and businessmen in discussions on topical issues about the transitional period

Cosatu hoped to provoke debate and provide access to some of the perspectives the organisation had developed over the past few years.

The conferences were about finding solutions to the range of problems faced by

□ To Page 2

## Businessmen

Biday 12/7/93 □ From Page 1

the economy, Coleman said

Each of the conferences would include five separate discussions, involving various speakers (140A)

The keynote address would be delivered by either Cosatu general secretary Jay Naidoo or assistant general secretary Sam Shilowa on the implications of reconstruction during political transition

Either negotiations co-ordinator Jayendra Naidoo or SA Clothing and Textile Workers' Union assistant general secretary Ebrahim Patel would provide input

on agreements reached in the national economic forum. The conferences would also discuss "restructuring in practice"

Leading business representatives, including those from Saccola, would be able to give their own perspectives on issues

The conferences will be held at the Port Elizabeth Holiday Inn on Wednesday July 14, Durban's Royal Hotel on July 16, the Carlton Hotel in Johannesburg on July 20, the Lord Charles Hotel, Somerset West, on July 23, and at the Carlton Hotel in Johannesburg on July 27

# Cosatu call for focus to be on job retention

140A 173  
CT 12/7/93

Own Correspondent

**MARITZBURG.** — Cosatu has called for business decisions in the SA economy to be made with the focus on retaining jobs rather than on bottom-line profits.

Speaking at a workshop on job creation at the South African Chamber of Business (Sacob) conference in Maritzburg this weekend, Cosatu spokesman Gareth Coleman said business should be taking labour more seriously, especially towards job security, and in the future be more concerned with employing people than with profit margins.

"South Africa operates under a profit-driven market economy which does not concern itself with the necessities of feed-

ing and housing its employees but rather with earning the greatest company profits. Job creation is not the centre stage," Coleman said.

He said the economy should "attack poverty and depravation" and ensure sustainable job creation and development for the country but did not explain how this could be done in terms of economic principles.

Although scathing about unproductive competition, he begged business to accept centralised bargaining and investment decisions taken to benefit employees, not company profits.

Director development of the Urban Foundation, Alan Bruce, said job creation must be seen in terms of socio-economic development and empowerment and was "the most urgent challenge facing South

Africa today".

He said job creation would have to enhance equity and access to employment especially by the most disadvantaged, otherwise it would continue benefiting the minority.

He outlined 12 different ways of creating new jobs in the economy, expanding on the generally-accepted micro- and small to medium enterprises and public works programmes solutions.

● A wealth tax would seriously damage business confidence and prospects for economic growth.

The Sacob conference, in a resolution passed unanimously, condemned comments attributed to an ANC official that a 50 per cent wealth tax should be introduced.

Democracy will have failed if it doesn't address the economic inequalities caused by apartheid, writes Jay Naidoo

# Planning the reconstruction of South Africa

Stuart 13/1/93

140A

IF, FIVE years after the first democratic election on April 27 1994, the majority of our people are still denied housing, land, jobs, electricity, health care and decent education, they will say that the vote has been worthless, that it has totally failed to address the brutal effects of apartheid rule

Cosatu believes this "low road" scenario must be avoided at all costs if we are to emerge from the nightmare of apartheid into the daylight of a vibrant democracy

But the challenge of addressing apartheid's legacy should not be left to one section of society, or even to a democratically elected government

This task of reconstruction is not unlike the rebuilding of those societies that had been ravaged by World War 2. It requires the involvement and commitment of the whole of society if it is to succeed

Cosatu is proposing a Programme for Reconstruction and Development aimed at addressing — in a planned, coherent and systematic way — the enormous social and economic problems we

have inherited from years of apartheid misrule. Empty promises of jobs, housing etc, which we are sure the National Party and their allies will make in the coming elections, will not put food in our people's bellies, or a roof over their heads.

We need programmes with clear time frames and targets, which spell out how we will provide housing over, say, the next five years, how we will create jobs, how we will create a national health system, and so on

Our proposed Reconstruction Programme rests on five major pillars

- 1 Job creation through large-scale public works programmes which would both kickstart the economy and extend social services to the previously excluded majority in the urban and rural areas
- 2 A programme to overhaul the entire education system, and the development of a national training scheme that addresses the high levels of illiteracy, the low skills base, and the inefficiencies of the economy
- 3 The Reconstruction Programme will have to address the social poverty in which the majority of people live. National resources will have to be channelled away from the military machine and wasteful bureaucracy, and into extending to people, rural and urban, such basic necessities as housing, health care, electricity, water, and pensions

Further, a rural development and land reform programme will have to be implemented. These measures should be seen not only as a necessary programme of redistribution, but also as growth-generating activity which will change the shape of our economy by bringing all our people into the mainstream of economic life

To implement these programmes, it will be necessary to advance and protect the rights of ordinary people, to empower them to drive the reconstruction programme, and to unleash their creative energies. For example, the process of centralised bargaining and the participation of workers in industrial decision-making is essential if trade unions and employers are to embark effectively on the restructuring of our industries, job creation, and training

Other sectors of civil society also need to be empowered to participate in decisions which affect their lives. This grassroots democracy is a vital countervailing power to ensure that the new state becomes responsive and accountable to ordinary people, unlike the arrogant and corrupt state machinery we have today

There must be a democratic political solution, and effective and accountable government. If the democratically elected government is to be able to implement a programme of reconstruction and development, the majority party has to be able to implement its programme without interference from minority parties. This implies a strong central government, as opposed to the "lam duck government" envisaged by the NP which would be unable to govern effectively

This programme of reconstruction will be driven by the forces in civil society, together with a new democratic state. Nevertheless, we believe that many of the processes necessary to implement the programme can be initiated now, albeit in a limited way, to prepare the ground, and to ensure that we begin to address concretely some of our people's most critical needs

Many of Cosatu's current initiatives are geared to meet this objective. The restructuring of institutions such as the National Manpower Commission and the National Training Board, the setting

up of the National Economic Forum, and issue-based negotiating forums such as the Housing Forum, as well as industry restructuring committees, have already begun

In the medium term these will create the institutional framework within which the reconstruction programme can be negotiated and implemented. In addition, job creation, housing and other programmes negotiated through these forums are aimed at delivering concrete results in the short term.

As we move through the transitional phase the obvious issue is what replaces the apartheid system and how to ensure that democracy means more than just a vote every five years. The programme for reconstruction is our answer

In forthcoming articles in this series I will explore in more detail how different elements of the Reconstruction Programme will be implemented

Jay Naidoo is Cosatu's general secretary □

Star 1317193

## Star-Cosatu economic debate

For the past two years, Cosatu has been researching and developing a programme of action aimed at delivering to workers, the unemployed and the poor the economic benefits of po-

litical freedom.

It is negotiating acceptance of this programme with government, business and its partners in the ANC-led Tripartite Alliance. (140A)

To stimulate debate on

the programme, likely to form a major plank in ANC electoral policy, The Star invited Cosatu's Jay Naidoo to air his views in a series of articles. The first appears on Page 16 today.

## Jo'burg unions to merge

51 Day 1317193  
ERICA JANKOWITZ

THREE unions representing about 16 000 lower-paid Johannesburg City Council workers yesterday resolved to merge

At a meeting of about 200 shop stewards, Cosatu-affiliated SA Municipal Workers' Union, non-aligned Johannesburg Municipal Combined Employees' Union and Union of Johannesburg Municipal Workers decided to unite against the council's restructuring process.

It was agreed that a merger committee be established with two representatives from each of the unions. Shop stewards also decided to hold joint report-back meetings with members to display unity at leadership level.

As Samwu had already balloted workers 'on' strike action in response to the 6% proposed increase by local authorities, the other unions pledged support of "possible industrial action" (140A)

In a separate development, Samwu will today meet representatives of the major cities forum in an attempt to resolve the wage deadlock for which the union received a 90% vote in favour of strike action.

## Harmony wage talks

131-1193  
ERICA JANKOWITZ

THE NUM met Randgold management yesterday to discuss the 1993 wage review at the group's "special circumstance" gold mine, Harmony.

NUM assistant general secretary Marcel Golding said yesterday the union had proposed increases ranging from 10% for lower category workers to 6% for those in higher job grades. These translated into a R50 subminimum increase to R73 for the highest earners.

The union also proposed that the present profit-sharing scheme be retained and the full social plan tabled at negotiations with the Chamber of Mines be implemented at Harmony.

It demanded an additional 2% employer contribution to the provident fund to bring Harmony in line with the 7% contribution agreed with the chamber.

Golding said the union was clarifying issues with individual mining houses before deciding whether to accept the chamber's wage package.

Another conciliation board hearing between the NUM and the chamber has been tentatively set for Thursday, but both parties said this may be optimistic.

# Leftist group calls for mass workers' party

JOHANNESBURG — Calls for a mass workers' party to represent worker interests in a new South Africa have gained impetus following a weekend conference of the leftist Workers' Organisation for Socialist Action (Wosa).

After a conference here, Wosa said yesterday it would use the forthcoming election campaign to

promote and support a workers' party "to expose the unprincipled middle-class compromises now being hatched" at multi-party negotiations.

Last week, the National Union of Metalworkers of South Africa, the second largest union in the Congress of South African Trade Unions federation, supported simi-

lar calls at its conference

Wosa chairman Dr Neville Alexander said only a mass workers' party could "halt the wholesale compromise of the interests of the working-class by the negotiators".

Dr Alexander said: "The main purpose of these elections will be to crown the process of negotiations for power-sharing by electing

a so-called government of national unity.

"A government of national unity will result in continued restrictions and attacks on working-class organisations, higher unemployment, lower living standards, the persistence of orchestrated violence, racism and discrimination against women" **CT 13/7/93**

Dr Alexander added that Wosa would decide whether to participate in the elections in an internal referendum

The demands of a mass workers' party would include jobs for all, a living wage, decent housing, free education and health care and women's rights. **Sapa, Political Staff**

**(1404)**



## 'Train staff for election'

Labour Reporter

140A

ARG 14/7/93

A MAJOR trade union is to urge employers to train shop stewards for next year's election and make voter education facilities available to workers

At its biennial national conference, the 130 000-strong Food and Allied Workers' Union (Fawu) resolved to approach employers to "release" at least one shop steward at factories where the union organises to be trained for the election

The union also resolved to ask employers to make voter education facilities available to their workforces



# Deadlock in SITE tax refund talks

BLSOJ 14-7-93  
GRETA STEYN

INLAND Revenue and Cosatu have failed to reach a solution on repaying SITE tax to overcharged workers after more than six months of negotiations, and a final decision would be taken by Finance Minister Derek Keys, sources said yesterday.

When talks started near the end of last year, government had hoped that a refund would be announced in the Budget in March. The deadline was missed and sources said the talks had dragged on as the two sides failed to agree on the amounts involved and the mechanism for repaying overcharged workers.

An Inland Revenue source said yesterday "Proof of claims is the main problem" Revenue was unable to investigate

cases individually to prove the legitimacy of overpayment claims. Of major concern was the possibility of fraud, which would occur if workers claimed they had more dependants than was actually the case.

The main cause of Cosatu's complaint was the failure of ignorant workers to fill in IRP2 forms stipulating their marital status and children, hence losing out on tax deductions. Workers had also not informed employees of changes in their status.

Cosatu claimed last year R720m would have to be repaid for tax erroneously charged since SITE was introduced in 1989.

□ To Page 2

## Tax refund

BLSOJ 14-7-93

but Inland Revenue sources said yesterday this was "grossly off the mark".

Keys's office could not confirm that he was dealing with the issue, but Cosatu sources said discussions with Inland Revenue had ceased and an "in principle" agreement had been reached with Keys's office. Revenue and Cosatu declined to provide any official comment on the issue.

Revenue's initial stance on the issue was

that the legal provision that the employee furnish correct information on IRP2 forms was crucial to the SITE system and a deviation from the principle would jeopardise its existence. However, Revenue agreed to meet Workers' Tax Consultants' David Heyman to discuss the issue, as overcharging was "morally wrong". A subsequent sample by Revenue had shown that "overpayments were not as great as had been made out".

(140A)

# Seifsa makes final 7% increase offer

BIDay 14-7/93

ERICA JANKOWITZ

SEIFSA made a final offer of a 7% increase on actual wages at negotiations yesterday, one percentage point up on its last offer (183)

National Union of Metalworkers of SA (Numsa) negotiations co-ordinator Les Ketteldas said the union had resolved at its national congress last week not to settle below inflation about 11% — this year (140A)

He said Seifsa had suggested the unions sign the agreement by July 23, or increases would not be backdated to July 1. Seifsa executive director Brian Angus confirmed this, saying if the unions failed to agree in principle to current offers by this date, the effective date of increases would be the one on which agreement was reached (255)

Ketteldas said employers in the northern Cape and Free State had applied for exemption until January 1994. Employers in the Border region had also applied for a blanket exemption. Both applications were rejected by the unions.

Angus said Border had offered a 4,8% increase, whereas the Free State and northern Cape had tabled a 7% offer, with the proviso that individual companies dependent on the mining industry could apply for exemption until January 1994.

The same applied to companies in the Natal and Cape regions, he said. Ketteldas said many of the unions

involved in the negotiations, including Numsa and its National Council of Trade Unions (Nactu) counterparts, had rejected the offer.

Angus said the Nactu affiliates would refer the offer to their constituents. However, artisan unions in the Confederation of Mining Unions had said they would recommend acceptance of the offer if the Border region amended its position.

According to Angus, Numsa rejected any exemptions by individual companies or regions.

Ketteldas said the wage issue remained unresolved as employers had "adopted a very hard line". On a positive note, however, all parties had agreed to reduce the number of job grades from 14 to five by July 1996.

Angus said a first step was the parties agreeing to attempt to expand existing job definitions in the main agreement.

If this was achieved by June 1994, the new expanded job definitions would be published in the 1994/95 main agreement and an average 2% scheduled wage increase would be implemented for those particular categories of workers.

In addition, employers had agreed to provide unions with relevant information relating to planned retrenchments, Angus said.

# NUM, Chamber amend positions

THE NUM and the Chamber of Mines amended their positions at the first conciliation board hearing yesterday. (140A)

The NUM dropped its gold demand 2% to 13% and by 50% to 15% on coal in a "sterling effort to accommodate the chamber", NUM assistant general secretary Marcel Golding said.

"But if no dramatic move is made by the chamber soon, there is a serious prospect of industrial action. We are at the crunch now," he said.

Most mining houses — except for JCI and Anglovaal — had increased their gold offer to 7% from 6%. On coal, the offers ranged from 4,8% to 11,5% — with an average of 6,8% — NUM economist Martin Nicol said.

On the issue of sub-minimums — greater increases for lower categories of workers — only two mining houses have made offers. Anglo American offered 8% and JCI 7%.

"The sub-minimums are totally inadequate and chamber members must address this," Golding said.

Nicol said the union strongly believed the chamber could afford to make substantial pay adjustments this year. (140B)

"The rand gold price has risen by more than R250 an ounce over the past year. Our economic demands add up to R34 an ounce, which leaves a large balance for capex, dividend payments, reserves and other costs,"

ERICA JANKOWITZ

Nicol said.

Members have also agreed to establish a permanent health insurance working party to meet separately and present conclusions at next year's wage talks. (140C)

The NUM made an important concession yesterday in agreeing to separate discussions concerning mines "with special circumstances". These were Harmony, Durban Deep, Grootvlei and Joel. However, it refused to accept Buffelsfontein and Leslie/Bracken as marginal mines, insisting they stay within the plenary.

"We now have the framework for a settlement, but are not yet at the end of the road."

"We have indicated strongly our wish for a double-digit increase on gold and the chamber's final offer is still far from this," Golding said.

In a statement, the chamber said the offers tabled were "better than those accepted last year".

Also, "profit and cost containment bonus schemes" were expected to pay, on average, bonuses of a similar size to the fixed wage offers. This would take the total increases on these mines to double figures.

The chamber has agreed to reconsider its final mandated offer and the two parties are scheduled to meet again on Tuesday.

# focus on reconstruction

Sowetan 14/7/93

FIVE years after the first democratic election on April 27 1999, the majority of our people are still denied housing, land, jobs, electricity, health care and decent education, they will say that the vote has been worthless.

That it has totally failed to address the brutal effects of apartheid-rule. We believe that this "low road" scenario is one which has to be avoided at all costs, if we are to emerge from the nightmare of apartheid into the daylight of a vibrant democracy which puts its people first.

The challenge of addressing apartheid's legacy should not be left to any one section of society, or even to a democratically-elected government.

This massive task of reconstruction is not unlike the rebuilding of societies ravaged by the second world war; it requires the involvement and commitment of the whole society if it is to succeed.

We are proposing a Programme for Reconstruction and Development aimed at addressing in a planned, coherent and systematic way the enormous social and economic problems we have inherited from years of apartheid misrule.

Empty promises of jobs, housing, and so on which we are sure the Nationalist Party and their allies will make in the coming elections will not put food in our people's bellies or a roof over their heads.

We need programmes with clear time frames and targets, which spell out how we will provide housing over, say, the next five years, how we will create jobs, how we will create a national health system, and so on.

## Five pillars (140A)

The Reconstruction Programme we are proposing rests on at least five major pillars:

- Job creation through large-scale public works programmes which would both kick start the economy and extend social services to the previously excluded majority in the urban and rural areas.

Parallel to this, an urgent restructuring of our moribund industry aimed at creating sustainable jobs, and encouraging investment in productive activity. If our economy continues on the cheap labour path, combined with speculative investment in shares, glass buildings and export of capital we will only deepen our desperate crisis of structural unemployment, and remain trapped in an unbreakable cycle of poverty.

- Secondly, a programme to overhaul the entire education system, and develop a national training scheme that addresses the high levels of illiteracy, the low skill base, and the inefficiencies of the economy.

- Thirdly, the Reconstruction Programme will have to address the social poverty in which the majority of people live. National resources will have to be channelled away from the mili-

This is part one of the *Sowetan* series on reconstructing the economy in South Africa, written by Cosatu general secretary Jay Naidoo:



Jay Naidoo ... Job creation important.

tary machine and wasteful bureaucracy, and into extending basic necessities such as housing, health care, electricity, water, and pensions to people in the rural and urban areas.

Further, a rural development and land reform programme will have to be implemented. These measures should be seen not only as a necessary programme of redistribution, but also as growth-generating activity which will change the shape of our economy, in that it will bring all our people into the mainstream of economic life.

## Unleash energies

- To implement these programmes it will be necessary to advance and protect the rights of ordinary people to empower them to drive the reconstruction programme and to unleash their creative energies.

For example, the process of centralised bargaining and the participation of workers in industrial decision making is essential, if trade unions and employers are to effectively embark on the restructuring of our industries, job creation, and training.

Other sectors of civil society as well need to be empowered to participate in decisions which affect their lives. This grassroots democracy is a vital countervailing power to ensure that the new state becomes responsive and accountable to ordinary people, unlike the arrogant and corrupt state machinery we have to deal with

today

- Lastly, there must be a democratic political solution, and effective and accountable government. If the democratically elected government is to be able to implement a programme of reconstruction and development, the majority party has to be able to implement its programme without interference from minority parties.

This implies a strong central government, as opposed to the "lame duck" government envisaged by the NP which would be unable to govern effectively.

This programme of reconstruction will be driven by forces in civil society, together with a new democratic state. Nevertheless, we believe that many of the processes necessary to implement the programme can be initiated now, albeit in a limited way, to prepare the ground, and to ensure that we begin to concretely address some of our people's most critical needs.

Many of Cosatu's current initiatives are precisely geared to meeting this objective.

## National Manpower Commission

The restructuring of institutions such as the National Manpower Commission, the National Training Board, the setting up of the National Economic Forum, and issue-based negotiating forums such as the Housing Forum, as well as industry restructuring committees, has already begun.

In the medium term these will create the institutional framework within which the reconstruction programme can be negotiated and implemented.

In addition, job creation, housing and other programmes negotiated through these forums are aimed at delivering concrete results in the short term.

As we move through this transitional phase the obvious issue is what replaces the apartheid system and how to ensure that democracy means more than just a vote every five years.

The programme for reconstruction is our answer.

Through discussions with our allies and others in civil society we are trying to ensure that such a programme has broad based support and that it will underpin the process of political transition.

In forthcoming articles in this series I will explore in more details how different elements of the Reconstruction Programmes will be implemented.

w

# Tygerberg food 'unfit for humans'

(40A)

(13)

CT 14/7/93

Staff Reporter

STUDENT nurses at Tygerberg Hospital are incensed at the poor quality of hostel food and the 14% hike in accommodation costs while their annual salary increases were only five percent

Mr Alastair Charles, co-ordinator of the National Education Health and Allied Workers' Union (Nehawu), said in Belville yesterday the students have signed a petition demanding that the caterers be replaced for serving food which was "unfit for human consumption"

He said of the 286 nurses who lived in hostels, many were breadwinners earning R970 a month, depending on experience

Accommodation now costs R346 a month and many of the nurses could not afford the hike

"Doctors and sisters pay the same for accommodation and have flatlets whereas the student nurses only have a bed, desk and basin in their rooms"

Student representatives, Nehawu and CPA officials met last week and it was agreed the nurses would eat the food provided by the caterers until July 19 while the quality was investigated

Confirming the talks, CPA director of labour relations Mr Pierre Oosthuizen would not comment on specific issues as negotiations were continuing

sensions ● Alleged 'kangaroo court' sparks arrests

# Union suspends 6

Sowetan 14/7/93

■ **SACCAWU ORDER** Barred officials

By Ike Motsapi

**S**IX SENIOR executive members of the Witwatersrand branch of the SA Commercial, Catering and Allied Workers Union have been suspended without being given reasons for the action

Their suspensions were ordered by Saccawu's national executive committee after an urgent meeting on July 10

The six are Mr Theo Xulu (chairman), Mr Mike Mpembe (vice-chairman), Mr Mike Tsotetsi (branch secretary), Mr Steward Nhlapo (treasurer), Mr William Lechabe and Mr Professor Ndlovu, both NEC branch delegates

been ordered not to

can't take part in activities:

take part in any activities of Saccawu for an unspecified period

Saccawu general secretary Mr Papi Kganare said this week the union would not comment on the latest developments

He said what was happening was "of no interest to the public as it was purely a union matter"

Sowetan can, however, reveal that the men were suspended for challenging some NEC officials alleged to be involved in corruption involving more than R50 000

Sowetan sources have said some NEC officials involved in the finan-

cial scandal were trying to divert the attention of the alleged corruption by suspending the six

The six are understood to have angered some NEC members by openly challenging those involved to come clean at a meeting at Vista University in Soweto three weeks ago

Staff members held a meeting yesterday where it was resolved, among other things, to seek legal advice on stopping two NEC officials, who have been delegated to run the affairs of the branch, from tampering with the finances of the Wits region

# Plant hires whites to ride strike

140A

See 1417/93

By Paul Bell  
Labour Correspondent

Motor components manufacturer Robert Bosch has told striking workers at its Brits plant it will begin its proposed programme of retrenchment tomorrow unless the workers agree to discuss whose jobs should be terminated.

The company has brought in up to 70 workers, most of them unemployed whites from the Sonop community, to help keep the factory going.

Bosch is anxious to maintain its reputation for timely delivery to its motor manufacturing clients, a management source says.

"In this business, it's a capital sin for a supplier to stop the production line."

But the union involved, the National Union of Metalworkers of SA (Numsa), is relying on management's difficulty in maintaining product quality under pressure.

The workers went on strike last Thursday after refusing to enter into discussions with management on its proposal to eliminate up to 30 jobs.

Numsa organiser Albert Wöcke said management had told him yesterday the retrenchment process would continue despite the strike, and workers would be told of their retrenchment tomorrow.

Human resources director Bert Badenhorst confirmed this, saying the union had been told it would move to stage 3 of the retrenchment process if the union would not participate in stage 2 by discussing management's proposed list of retrenchments.

Workers would be given a week to respond, then let go.

The retrenchment package includes two weeks' pay, and two weeks extra for every completed year of service. The union estimates the saving to Bosch at R2 100 per month per job.

According to Badenhorst, a management work study shows the plant to have a spare capacity of 30 jobs.

The company has presented the union with a list of 30 employees based on the last-in first-out principle, whom it suggests should be retrenched.

This includes six early retirees and four others who have already left Bosch's employ through natural attrition.

The number of workers who would actually lose jobs would be no more than 20, claims Badenhorst.

Numsa's Wöcke claims the recognition agreement containing the retrenchment procedure had been imposed on the union.

He also accused management of contravening a 1988 agreement between I G Metall, the powerful German metalworkers federation, and German companies with subsidiaries in South Africa, to negotiate at company level with the representative trade union regarding all internal company affairs.

Badenhorst said this was a "red herring" because the agreement had never been signed at plant level between Numsa and Bosch

Wöcke acknowledged this but said I G Metall was being kept informed of the situation at the plant.

The union wants to be able to negotiate the restructuring of the labour component of the factory's operations, but wants a twelve-month moratorium while its shop stewards are trained in work methods to enable them to negotiate effectively.

Management has rejected these demands, saying it will not negotiate retrenchments, although it is prepared to consult.

# Chemical workers strike

ABOUT 70 workers at Technikon Laboratories on the West Rand went on strike on Monday ~~15/1/93~~ <sup>15/1/93</sup>

Chemical Workers' Industrial Union spokesman Nelson Mthombeni said negotiations deadlocked with the company offering R20 a week across-the-board increase and the union demanding R60 ~~(R20)~~

He said the present minimum wage was R125 a week ~~(R125)~~

According to both parties, management had increased its offer to R23 a week at a conciliation

ERICA JANKOWITZ

board hearing, but this was withdrawn after the union rejected it (ILOA)

Mthombeni accused the company of calling the police to harass workers who had been picketing outside

Company director Mickey Haynes said management had to close its premises to striking workers in compliance with Medicines Control Council regulations. Workers had been requested to picket outside, but other companies in the area had objected



# Workers march on union offices

MEMBERS of the SA Commercial, Catering and Allied Workers Union will march on the union's Johannesburg headquarters tomorrow to demand the lifting of suspensions on six officials (ILOA)

The marchers will also demand that Saccawu's national executive committee suspend officials implicated in a financial

scandal involving more than R50 000

Saccawu sources have said the six officials — Mr Theo Xulu, Mr Mike Mpembe, Mr Mike Tsotetsi, Mr Steward Nhlapo, Mr Professor Ndlovu and Mr William Lechabe — were suspended after asking the implicated NEC officials to "come clean" — *Sowetan Reporter*

By Paul Bell  
Labour Correspondent

# Govt may renege on tax refund - Cosatu

Cosatu believes there is a danger the Government may renege on an agreement reached last month to repay workers overcharged on SITE tax

"We thought we had an agreement," a Cosatu source said yesterday — a view confirmed by Dennis Davis, professor of applied legal studies at Wits, who has been negotiating for Cosatu in the working group established with the Department of Inland Revenue.

The overcharging arose with the introduction of SITE tax in 1989. SITE is paid by people who earn less than R50 000 a year, but who — unless they have income from other sources — are then exempt from filing tax returns. Like PAYE, rebates are made for dependent children and spouses.

According to Cosatu, a widespread failure by employers to ensure the Internal Revenue authorities were advised of the proper tax status of SITE-paying employees caused workers to be overcharged. Estimates of this excess varied from R720 million to R1 billion.

In June, said the Cosatu source, Internal Revenue representatives in the working group agreed in principle to refund the excess paid by workers retrospectively to 1991 — and to shift the onus from worker to employer for notifying the authorities of the tax status of SITE-payers.

*15/7/93*

*(140A)*

Cosatu believed the only remaining problem was to resolve Internal Revenue's fears of fraudulent claims of over-taxation.

Yesterday's reports indicated that Internal Revenue was now balking, surprised both Cosatu and Davis, who said the revenue officials had been "incredibly co-operative".

He said he had also received a letter from the Commissioner of Inland Revenue saying that while the issue was still in negotiation, every effort would be made to expedite matters.

"We believe the June agreement exists," said Davis. "They seem to have no difficulty in settling film schemes, but on this it seems they are completely unable to do so."

"If they think they can get away with not repaying this money, they shouldn't. My understanding is that workers are very aware of this situation."

The Commissioner for Inland Revenue was not available for comment.

# Factory strikers' jab car tyres

By Paul Bell  
Labour Correspondent

Striking workers at the Bosch auto parts manufacturing plant in Brits have been accused of slashing tyres in the company car park and intimidating casual labour.

Union officials, called in by the management yesterday to explain the incidents, distanced themselves from these actions. National Union of Metalworkers local organiser Albert Wocké said shop stewards had cautioned workers against such behaviour. The tyres of three cars were slashed on Tuesday, said human resources director Bert Badenhorst. The car park has since been blocked off with barbed wire.

Yesterday morning strikers blocked the entrance to the plant and tried to prevent vehicles from entering. Black workers brought in to help keep the factory going were apparently threatened. By mid-morning most of the strikers had gone home.

Meanwhile, five striking foremen have received written warnings that they risk disciplinary action.

The men have already received verbal warnings for having taken part in previous "stayaways and other unauthorised industrial action". They were instructed to report for duty on Tuesday but have thus far failed to do so.

Management has postponed for a day the implementation of its proposed programme of retrenchments. This will now begin tomorrow.



In the trenches . . . Moss Chikane (foreground) and Godfrey Motsepe join the road crew on the site of their scheme to upgrade Mamelodi township by training community residents. Picture: Peter Mogaki

# Metal firms raise wage offer to end deadlock

SHARON SOROUR  
Labour Reporter

METAL and engineering industry employers, locked in wage talks which affect more than 300 000 workers and 9 000 companies, increased their wage offer from six to seven percent in a final attempt to secure an agreement with trade unions

According to the Steel and Engineering Industries Federation of SA (Seifsa) the offer was conditional, with possible exemption for employers to pay a lower increase or delay implementation

Employers in the Border region made a final wage offer of 4,8 percent on actual wages

Employers also agreed to reduce the existing grades in the main agreement from 13 to five by July 1996

They offered to set up a working group to develop new, more flexible work and skill definitions by June 30, 1994 to upgrade the work done by employees

"Provided agreement can be reached on these issues by this date, employers said they were prepared to narrow the gap be-

tween existing artisan wage rates and wage rates in these categories in the 1994 main agreement," said Seifsa

Employers also tabled proposed wording relating to information disclosure to trade unions in the event of retrenchments

The National Union of Metalworkers of SA (Numsa) was not prepared to accept the wage offer because it was below the inflation rate, and would not allow any exemptions.

The Metal and Electrical Workers Union of SA (Mewusa) and the Steel, Engineering and Allied Workers Union (Seawusa) neither accepted nor rejected the offer, indicating they would refer it back to their members

The Confederation of Metal and Building Unions and Iron and Steel indicated a provisional acceptance of the final offer subject to employers in the Border area being prepared to agree to the same exemption arrangements as the employers in Natal, Midland and Cape regions

The Mineworkers' Union was not present at the meeting.

140A

ARG 16/7/93

**NEWS** Diary of the week's trade union events ● Wosa

Sowetan 16/7/93  
**Cosatu hosts key talks**

**By Ike Motsapi**

THE Congress of South African Trade Unions will host conferences on economic reconstruction at various centres and the first will be at the Royal Hotel in Durban today. Another conference will be held at the Carlton Hotel in Johannesburg next Tuesday (140A)

● The South African Commercial, Catering and Allied Workers Union holds its national congress in Durban next week. The congress starts on

Wednesday and will end with a rally at Curries Fountain Stadium on Sunday

● A member of the SA Chemical Workers Union, Mr Mosanenkosi Mzinya, who died last week, will be buried at Matatiele tomorrow. The union has hired a bus to transport mourners to Matatiele and will leave from AECI at Modderfontein at 6pm today

● The national education sub-committee of the National Union of Mine-workers meets in Johannesburg tomorrow and Sunday

● The SA Clothing and Textile Workers Union is having its national congress in Durban this weekend

● The Witwatersrand region of the Congress of SA Trade Unions meets in Germiston on Sunday and its Northern Transvaal region meets in Pretoria the same day

● The Multi-Associated Food Industries Association holds its first conference in Johannesburg this weekend. The conference starts at 2pm tomorrow at the San Souci Hotel

# Trade union fund shows slow growth

15/11/1973 - 22/11/1973

31/10/73  
1407

**By MONDLI MAKHANYA**  
THE trade union controlled Community Growth Fund (CGF) learnt a hard lesson in social investment in the past year, when it missed out on the gold price surge.  
The CGF reported mild growth for its first year of operation, posting returns of 16,3 percent, just above the rise in the Johannesburg Stock Exchange's All Share Index, which was 15,4 percent.

the trade unions' social responsibility criteria.  
But, as mining companies are perceived by the unions as being among the most conservative employers in industry, they have not met the social responsibility criteria.  
Hence, the fund's missing the gold rush which so many other funds joined. But this may change in the coming year.  
"We are going to be approving some gold companies soon," says Labour Research Services' Mark

Anderson.  
Six new companies were approved in the past six months, bringing the total in the portfolio to 17. Nine others are currently being studied.  
While there was some scepticism in union ranks last year, Anderson says the CGF has greatly improved since then.  
"Presentations have been done to shop stewards and many actually ask why we are not approving a greater number of companies," he says.

CGF Management Company's Anthony Asher adds that it is the corporations rather than unions who are increasingly sceptical of the fund.  
"It involves the empowerment of unions and they therefore feel threatened," Asher says.  
The CGF—now worth R45-million—certainly has no shortage of cash to invest, only avenues.  
Union pension funds pump between 10 and 20 percent of their cash flow into the fund every month.



# Workers claim Sports Café management 'offside'

**JEAN LE MAY  
and KARIN SCHIMKE**

Weekend Argus Reporters

SPORT fans living it up in the trendy Sports Café on the Waterfront are unaware of the contest being waged behind the scenes between management and many of the café's 110 workers

A group of employees recently came to Weekend Argus complaining they were being badly treated

Their management did not listen to their complaints and they weren't getting any help from their trade union either, they claimed, although union fees were regularly deducted from their wages

They complained that "things had gone from bad to worse" since the restaurant was taken over by a new manager

"Black workers are given written warnings at the drop of a hat and they are only given one and then fired," claimed one worker

"It seems to us that the new manager does this so that he can bring in some of his favourite old employees from the

restaurant he worked at before"

A spokesperson for the SA Commercial Catering and Allied Workers' Union (SACCAWU) confirmed that the union had had a shop steward at the Sports Café, but declined to comment further as they were taking the matter up with the workers

Weekend Argus understands that SACCAWU is conducting an investigation to find out whether the majority of workers at the Sports Café belong to the union. If it turns out to be the majority union, a recognition agreement with management will be signed

A co-owner of the Sports Café is city councillor Mr Leon Markowitz, who is one of the council's representatives on the board of the Victoria and Alfred Waterfront Development Company and who also co-owns the Victoria and Alfred Hotel

Mr Markowitz said the Sports Café manager in question recently had been transferred to Johannesburg

He said no recognition

agreement had been signed with any union and he attributed this to the fact that the Sports Café was a relatively new establishment and proper union organisation took a while to set up

He said that the problem appeared to be that there was some uncertainty about which union was the majority union

Many of the 110 staff were part-time workers, he added

He denied that staff were not given fair hearings. Some disciplinary hearings had lasted up to two hours and Weekend Argus was welcome to listen to the tapes if the trade union involved agreed, he said

He said house rules were carried down from management through shop stewards

A shop steward at Sports Café recently had been sacked for intoxication, he said, and had not taken up his right of appeal

"There are unwritten rules in any business which everyone should obey anyway. Like not coming late, not drinking on the job, not stealing"

140A  
30  
ARLT 11/7/93

# New president for food union

By Rehana Rossouw

WESTERN Cape trade unionist Mr Ernest Theron was elected national president of the Food and Allied Workers Union (Fawu) at its national conference last week.

Cosatu vice-president Mr Chris Dhlamini, who has served as president of Fawu since its formation in 1986, was not re-elected.

More than 300 delegates attended the five-day conference in Durban which pledged its support for the principles and objectives of the South African Communist Party.

The Fawu conference condemned the recent increase in the price of bread and decided that a forum for the grain and wheat industry be formed immediately to discuss issues pertinent to the industry. (LLOA)

The union also decided to approach employers to allow at least one shop steward at each organised plant to be trained for next year's democratic elections, and to make voter education facilities available to workers.

The new leadership of Fawu also includes Mr Peter Malepe (first vice president), Mr Ricardo Groom (second vice president), Mr William Lubisi (treasurer), Mr Mandla Gxanyana (general secretary) and Mr Ernest Buthelezi (assistant general secretary).

A further policy conference will be convened at the end of August to finalise policy matters which the conference could not address.



JK

# Worker party will halt compromise

177 - 217193

**M**OUNTING calls for a Workers' Party to stem the "compromise of workers' interests" by political negotiators have raised questions about the role of the South African Communist Party (SACP) in negotiations

The National Union of Metal Workers of South Africa (Numsa) — the largest Congress of South African Trade Unions (Cosatu) affiliate — recently expressed concern at the lack of worker participation in negotiations.

Numsa resolved to ask Cosatu to investigate new forms of organisations to "unify working class organisations and take forward a programme to implement socialism". This could take the form of a Working Class Party.

At its conference last week, the Workers Organisation for Socialist Action (Wosa) also resolved to support the formation of a "Mass Workers' Party"

"Only an independent Mass Workers' Party can halt and reverse the wholesale compromise

of the interests of the working class by the negotiations at the World Trade Centre," said Wosa chairperson Mr Neville Alexander

Alexander said Wosa would use the election campaign to promote the Workers' Party

The SACP adviser at the negotiations, Mr Essop Pahad, conceded this week that workers had a "valid criticism"

The ANC and the SACP, Pahad said, represented the interest of the working class at the negotiations (ILOA)

He conceded the party was not effective enough in ensuring that workers received regular and sufficient reports on how their interests were being defended at Kempton Park. But he said he would not accept there had been a "sell-out" of worker interests at the talks

"It is quite clear that there should be more report-backs to the organised constituencies of the working class the trade union movement."

Pahad said the SACP believed the responsibility to report back to



NEVILLE ALEXANDER

workers on the negotiations lay "first and foremost" with Cosatu. Cosatu assistant general secretary Mr Sam Shilowa was also an adviser at the negotiations and was reporting back regularly to his organisation (BY)

Numsa had also discussed the future of the tripartite alliance and resolved that Cosatu should remain independent of political parties or the government

Numsa will encourage its members to support the ANC in the coming elections, but once an interim government is established

the union should not have a formal alliance with the ANC

Pahad disagreed with the "rupture" of the alliance, although he believed the trade union movement should make its decisions independently on how long it should last.

"I would argue that the need to broaden the alliance to include all mass democratic forces would become more critical after the elections," he said

"We need to work and fight together to bring about a policy of reconstruction and radically transform South Africa.

"To bring about a national democratic revolution requires that the alliance continues after elections"

Pahad said he did not believe it was necessary to work towards the establishment of a Workers Party.

Other political formations of the left which believed the SACP was not fulfilling its role would have an opportunity during the elections to test their popularity.

REHANA ROSSOUW

# Cosatu 'starts to talk business'

140A

CT 17/7/93

By AUDREY D'ANGELO  
Business Editor

THE Council of SA Trade Unions (Cosatu) is now talking almost the same language as business and the government, says Liberty group vice-chairman Dorian Wharton-Hood

He told a media conference that it seemed likely the Economic Forum would reach consensus on economic policy

It was possible that "a new government desperate to get funds under its control" might re-introduce prescribed assets

## Freedom

But the insurance industry had lived in an environment in which a large proportion of its total assets had gone into prescribed assets yielding less than a market return

Since their abolition the life offices had enjoyed the freedom to invest money where they saw fit "We have had the opportunity to invest in the real economy and make it look healthier"

This included investment in providing electricity to black townships through a Life Offices Association scheme

Wharton-Hood said uncertainty about the future had encouraged more investment in Liberty group products in the past few months

Following the 26% rise in Liberty Holdings attributable earnings in 1992, "the improvement in all areas of our business has been quite dramatic. The figures are far better than we ever anticipated"

He thought one reason for this was that people were worried about the future

And Liberty engendered confidence because of its focus on its core business, the long service of its senior

executives and the track record of its investment team.

"Liberty Life is probably the only large company in SA today which has remained focused throughout its existence"

Founded 35 years ago, it had concentrated on life insurance, pensions and unit trusts

"We have never got involved in other areas," said Wharton-Hood "We don't diversify. We don't go into areas we don't understand. We don't run into trouble through new ventures"

Roy McAlpine, chairman of Liberty Asset Management (Libam), said his team was unique in SA because its top five people had 80 years' service between them

And there was a back-up team with between four and nine years' service who had been screened carefully before being brought in.

SA's fund management industry was probably the most competitive in the world

## Long-term

The latest survey of the unit trust industry produced by Hugo Lamprecht of the University of Pretoria showed that Liberty's general fund, Guardbank Growth Fund, had achieved the best performance over one year, the second best over five years, the best over 10 years and the best over 20 years

Share selection was a key factor, taking a long-term view. He had been told that no other management company paid as many visits to a company in which it invested as Libam

Factors taken into account when deciding whether to invest were dominance, growth potential, a sound balance sheet with asset backing, a strong cash flow and quality earnings fully taxed and diluted

**SPEAKING DIFFERENT LANGUAGES: The ANC has discovered - to its**

*dismay - that it can no longer take its labour base for granted*

# What about the workers?

UNDAY last, at the World Trade Centre, in a conference room 50 m from the central auditorium where two days earlier ANC and Government negotiators had ratified the April 27 election date, metalworker shop steward Jeffrey Ndumase was haranguing his leaders. The subject, though not specified as such, was sellout, and the mood, taking into account four arduous days and nights of "congressing", was - well, sullen.

Ndumase, his stubby frame bobbing above a sea of red caps, fixed one eye on the platform where the leadership of the National Union of Metalworkers presided over the last day of its fourth congress. His other eye fed on his 1 000-strong, suddenly enthralled audience.

He was talking about language, and judging by their response, he was certainly using theirs. Leveling his several charges in Sotho, he added a dash of humour for levelling.

Nunsa president Mithuzuzeli Tsheni and general secretary Moses Mayekiso indulged his explanations with the frozen smiles of bomb disposal experts.

Why, he wanted to know, was the leadership speaking English - "an international language" - to explain to workers difficult things like democracy? This was how the leaders came to speak for themselves and not their members.

The leadership was too remote, said Ndumase, all this



NDUMASE

The leadership was too remote, said Ndamase, all fists and fingers. Delegates would soon reject the leaders, then no one would see them for three years (Wry laughter). They were not consulting (Approving hubbub).

In the meantime, there was a problem with this democracy — the democracy, he recalled, for which Chris Hani had died. The negotiators next door were drawing up a new constitution when they had no mandate. And what was NUMSA's executive going to do about it? (Applause.)

The air was thick with resentment over alienation from the process under way literally down the corridor, and worse, with a helplessness that fighting talk was finding ever harder to disguise.

To make themselves feel better, delegates threatened the power brokers with "consequences" if they tried to elbow workers out of the deal.

**T**HUS the ANC was served notice that it could no longer take its worker base for granted, that NUMSA wanted out of the tripartite alliance and would deal with the ANC as a government of the day, and would even consider a workers' party.

The last, especially, will have sent a shudder through the ANC, navigating as it is between the Scylla of negotiations and the Charybdis of elections.

At the Government and business delegates shook that hoary old-stuck, nationalisation without compensation — a resolution for which, after the delegates had trooped out to their buses, Mayekiso was called to account.

While Mayekiso recalled, as had the delegates, the rapacity of apartheid, one had a sense of him mastering his embarrassment at having to defend the resolution.

It is a demand he is all too aware is impossible to achieve unless labour is intent on bringing the economic temple crashing down around South Africa's head.

Moreover, its tone and thrust run completely counter to the efforts of labour leaders — headed by COSATU and endorsed by its major mine, metal and clothing/textile affiliates — to bind the Government and capital to

agreements on economic reconstruction, such as those witnessed earlier this week at the close of the first major round of negotiations in the national economic forum.

It can have been no coincidence that the statement issued by NUMSA at its post-congress briefing neglected to mention the "without compensation" provision. The leadership's unease, knowing the likely reaction, was as palpable as union members' angry endorsement of the original resolution.

Predictably, "without compensation" snatched that "without compensation" soundbite from Mayekiso's lips and fed it to capital, without pausing to consider his predicament.

Spare a thought for Mayekiso, though, and for labour leaders in general, who are sworn to represent union members' aspirations, but possessed — by virtue of their intense engagement with capital, particularly during the past two years — of an acute appreciation of the timetable and resource trade-offs demanded by the prevailing balance of politico-economic forces, domestically and internationally.

Trade-offs are inevitable — a ranking assumption among those that drive labour's current strategy. But the ante must be kept high. This demands that labour maintains a high level of rhetoric and shopfloor militancy.

**T**HUS the role of a Mayekiso, or the NUM's James Mollatsi, or SACTWU's John Copelyn, who told his union's congress last month, "There are two things we must do. Find out where the World Trade Centre is, and if our rights as workers are trampled on, go there and say 'No, we won't let you get away with it'."

And also the role of a Jay Naidoo, fronting the wedge that organises labour, on behalf of its workers and of civil society at large, is trying to drive between

**CALLED TO ACCOUNT: NUMSA secretary general Moses Mayekiso, pictured with union president Mthuhuzeli Tom, had to explain a resolution on nationalisation without compensation: its tone ran completely counter to labour leaders' efforts to find agreements on economic reconstruction.** ●Photograph MYKEL NICOLIAU



**CAN organised labour make sense of the negotiating process for its members? Last week, walking from a metalworkers' congress on the far side of the World Trade Centre to the central auditorium where the Negotiating Forum was in session, Labour Correspondent PAUL BELL considered how crucial that would be to the country's hopes for peace.**



# The resentment over alienation is hard to disguise

government — this or any other one — and its once-exclusive economic policy-making prerogatives.

There lies labour's Grail. With attentions so firmly fixed on the World Trade Centre, eye of the political power struggle, focus is often lost on that other, equally important site of struggle for economic power.

These days Naidoo frequently finds himself under attack from rank-and-file trade unionists for having elected to keep labour out of direct political negotiations.

But he is smiling, he knows that despite concerns about the way worker rights are to be expressed constitutionally, and despite the frustration workers evince about the slowness of the process, as well as their fears about its outcome, labour was right to stay out.

While the politicians toy-toy around majoritarianism, armed

the tradition of African politics, would not hesitate to turn against it when self-interest required. Labour would have to retain its strength and independence in order to extract concessions.

With that in mind, and based on the understanding that there is no substitute for substantive policy-making power, Cosatu has been making hay these past two years.

A lame duck administration and economic uncertainty presented the opportunity for it to increase its hold over economic and industrial policy in advance of the change in power. To this end, it has developed a three-cornered strategy.

At one corner it is dealing with the ANC as a government-to-be. It has pledged its support in advance of the elections, but wants the ANC in return to commit itself to an economic reconstruction accord.

This would be incorporated into the ANC's election manifesto and developed by technocrats into detailed, timetable programmes for the delivery of jobs, houses, improved education — projects spanning the developmental gamut.

Volcanic eruptions such as the NUMSA congress delegates' threat to consider the establishment of a workers' party in conjunction with the Communist Party indicate the price to the ANC of non-compliance.

A parting of the ways between COSATU and the ANC was always inevitable.

The ANC needed only to consider the damage to successive British Labour governments caused by the overweening influence of the trade unions in their parliamentary caucuses.

Labour could not risk co-option and the sacrifice of its members' interests for the sake of maintaining a political elite which, in

the tradition of African politics, would not hesitate to turn against it when self-interest required.

on Monday, the day after metalworker Ndamase blew his stack at the NUMSA congress, proved its worth to labour as a mechanism building consensus supporting reconstruction.

The labour federation wants to see it granted statutory economic decision-making powers in the middle term.

The forum, with the implicit support of Finance Minister Derek Keys, will be broaching this issue with the transitional executive council.

**W**HY, incidentally, would the Nationalist Government support that? Because it would be only too happy to see hands other than the ANC's on the policy wheel.

The ANC has seen it coming and is not happy. Economics chief Trevor Manuel has voiced his concerns on a number of occasions at SACTWU's conference in June, where he claimed there were a host of economic decisions which fell outside the narrow competency of labour, at the forum meeting last week where he wanted to know how the forum could hope to tie up the next government with trade and tariff measures it had set.

What the ANC can do about this is less obvious. Constitutions outside the major partner in the government-to-be are rearranging alliances to maximise their leverage.

If consensus economic management were to become weak economic management, if the country were to get more policy-making democracy than its fragile economy could stand, where would Ndamase and his "local" be left?

NUMSA, for one, having changed the frequency of its congresses from biennial to triennial, has won a little breathing space while the good and great develop an answer.

It will need the time to an angry shopfloor, this is one explanation that had better be good

## Union snubs strike action

THE Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed countrywide wage strike proposed by South African Municipal Workers Union members.

Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

*Sowetan Reporters and Sapa.*

## Cosatu breaks new ground

IN what has been described by legal experts as a ground-breaking ruling, the Eshowe chief magistrate has allowed Cosatu to hold a rally for the first time at Sundumbili Stadium in Mandini on the Natal North Coast

Cosatu launched an urgent application with the Durban Supreme Court to set aside a decision by the Sundumbili township manager denying the federation permission to hold the meeting at the local stadium today

The Durban Supreme Court, however, referred the decision on the planned peace rally to the Eshowe chief magistrate. (40A)

It has previously been a problem for ANC-aligned organisations to use venues controlled by KwaZulu in this part of the Natal

# Council workers set to strike

By CAS St LEGER

THE COUNTRYWIDE five percent wage increase offer to municipal employees could result in South Africa's first national local government strike next month. ~~(250)~~ ~~(300)~~

Mr Petrus Mashishi, president of the 72 000-member SA Municipal Workers' Union, said a strike meeting will be held on July 28 to assess the position. ~~(150)~~

Following the SAMWU committee meeting, a strike could be called for

August 2. 18/7/93

He said that the union had received a 90 percent vote from its members, which represented one-third of lower-paid municipal employees in 315 local authorities, in support of strike action. (140A)

"We gave municipalities a warning last month," said Mr Mashishi. "Although some municipalities have increased their wage offer from five percent, we do not think it would be correct to single them out of strike action."

# Court revokes ban on rally

STimes

18/11/93

By CARMEL RICKARD

A COSATU rally in the northern Natal township of Sundumbili today could mark a turning-point in the struggle for free political expression, particularly in Natal/Kwazulu. (2/7/93)

Closely watched by police and international monitors, it takes place only after Supreme Court intervention to set aside an illegal ban on the meeting by the township manager. (2/7/93)

The difficulty in obtaining permission for a non-Inkatha organisation to hold a rally in the Sundumbili stadium illustrates the problem complained of by all parties — certain regions are made "no-go areas" by one group for the members of another group, and free political association is impossible. (1/10/93)

Both the IFP and the ANC have complained about this problem, and their presidents have committed themselves to allowing meetings to take place unhindered.

## Conditions

Despite this commitment, the Sundumbili township manager turned down Cosatu's application to use the stadium.

The manager and IFP council said the meeting would result in violence and that permission would only be considered once a joint rally of all political parties had been held. They decided no rally could take place "until the parties had settled their differences".

When Cosatu took the matter to court this week, lawyers acting for the township manager conceded he had acted illegally in refusing to give permission, and the rally will now go ahead.

Cosatu suggested a number of conditions that will operate during today's rally: it must take no longer than six hours, enough marshals must be present to ensure the meeting is orderly, both the SAP and the Kwazulu police must attend, local and international monitors must be present, and no weapons may be carried.



Sowetan 19/7/93  
**Call for wage freeze** (140A)

THE National Education Health and Allied Workers Unions yesterday called for a wage freeze for public sector workers earning more than R40,000 a year, including parliamentarians, to close wage differentials in the public sector. Nehawu said it would present its demands at re-opened wage negotiations to address unacceptable wage differentials between the lowest and highest paid workers. (2500)

# Road carriers and union in pioneer pact

CAPE TOWN — The country's five biggest road carriers and the Transport and General Workers' Union have pioneered the industry's first national bargaining agreement, union and management spokesmen said yesterday **Eday**

This was the first time the union had managed to bind employers to national centralised negotiations, said TGWU national organiser for goods and docks Thulani Dlamini **20/7/93**  
Management consultant

Larry Palk said history was made with the agreement, which binds Auto Carriers, C R G, Motorvia, N R D and the Southern Star Organisation to a national negotiating forum

Dlamini said industrywide talks covering about 3 500 workers were scheduled to start in early August, following the June 22 agreement between the TGWU and the SA Motor Ferry Association

"This is a milestone for the union ~~(S)~~

"We have been working towards the centralisation of the transport industry and this is the first truly national forum in any of the sectors the TGWU organises," he said **(140A)**

Palk said the agreement committed the parties to tabling their respective proposals by the end of July each year **(S)**

Negotiations would then start in August for implementation on January 1

The new bargaining forum resulted from talks which started in early 1991

"It was achieved without any dispute or major hitch, which is exceptional. Both parties also hope that their future ongoing relationship takes place in the same manner," Palk said

Dlamini said the agreement fell short of setting up an industrial council, but the motor ferry sector could form a sub-sector of the proposed national industrial council for the goods' transport industry. The industry employs 19 500 workers — Sapa



Present at the Cosatu conference yesterday were, from left, SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel, NUM assistant general secretary Marcel Golding and SA Labour Bulletin editor Karl von Holdt. Picture ROBERT BOTHA

## ANC, Cosatu differ 'in nuance'

*BI Day 21/7/93*

AT the second annual Them and Us conference hosted by Cosatu, SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel clarified the differences between Cosatu's and the ANC's stands on the future of the national economic forum.

Despite apparent major differences in approach, Patel suggested, these were not differences in views, only in "nuance".

He said Cosatu viewed the continuation of the forum after the election of a democratic government as essential. In contrast, the ANC's Trevor Manuel suggested that if the forum had a part to play once the new government was in power, its constituents would have to be reviewed

ERICA JANKOWITZ

and perhaps widened. (140A)

If the forum's life was extended, Patel said Cosatu felt it should be a body with decision-making powers whereas the ANC felt the forum's role was to offer insights into business and labour's views on macro-economic policy without these necessarily becoming government policy. (140A)

Patel said the two organisations also differed on the issue of the forum's agenda. Cosatu thought it should remain as wide as it was now. However, the ANC believed that issues discussed at the forum should not be elevated above those being discussed at central government level.

# NEWS Congress to decide on Saccawu leaders ● Teachers still fighting against deductions

## Six unionists in trouble

By Ike Motsapi

THE national executive committee of the SA Commercial, Catering and Allied Workers Union has allowed six suspended officials to attend its congress which starts in Durban today.

The six who are members of the Witwatersrand region of Saccawu, were suspended after they exposed an alleged financial scandal within the union.

Some senior members of the NEC are implicated. The NEC suspended the six without giving them reasons for the action. Those suspended are Theo Xulu (chairman), Mike Mzembe (vice-chair-

*Sowetan 21/7/93*

man), Mike Tsotetsi (branch secretary), Steward Nhlapo (treasurer), Professor Ndlovu and William Lechabe, both branch NEC delegates.

Saccawu sources told *Sowetan* yesterday that the NEC had decided to allow the six to attend the congress so that their suspensions could be discussed.

"If the congress upholds the decision to suspend the six they will be expelled from the union," the sources said.

An anonymous pamphlet detailing what was happening in Saccawu was distributed to members last week.

It reads "Our union is in a serious crisis. Tens of thousands of rands are going into the pockets of corrupt

individuals. Decisions are made undemocratically. This is happening while the bosses are attacking us. More of us are getting retrenched and dismissed.

"The bosses were strong before but because of our unity, militancy, strength and honest leadership we have forced them into a corner."

Among issues believed to be causing problems in Saccawu are:

● That R90 000 from subscriptions has been intercepted from head office in an account opened in Hillbrow and the money was withdrawn in Durban.

● A senior NEC member is being given R750 a month to pay his rent. This is more than his salary.

## DET sticks to 'no work, no pay' rule

By Bongani Mavuso

NO provision existed in education at present for legal strikes, the Department of Education and Training said yesterday.

The DET was responding to a threat by the SA Democratic Teachers Union that teachers might go on strike when schools reopened next week.

It said its policy of "no work, no pay" needed to be acknowledged and that it was "illogical and absurd" for any department of education to pay teachers who did not teach. Soweto teachers said

*Sowetan 21/7/93*

on Monday they would go on strike if the DET did not repay deductions allegedly made from the salaries of about 500 of their colleagues. Sadu alleged that the DET deducted about R600 from each of the 500 teachers' salaries following a strike called by Sadu in May.

The deductions were the result of the DET's decision to apply the "no work, no pay rule" against teachers who had taken part in the strike.

"In consequence, certain members of Sadu have been sent letters which indicate that leave without pay has been recorded for the duration of their strike," the DET said.

News

# Textile union to support ANC election campaign

Business Day 21/7/93

CAPE TOWN — The Southern African Clothing & Textile Workers' Union (Sactwu) agreed at its national congress at the weekend to use the union's organisational resources on a once-off basis to support the ANC alliance in the forthcoming general elections.

However, this support would be conditional on trade union delegates being fairly represented on the election list and on the inclusion in the election platform of basic worker rights such as the right to belong to trade unions, to bargain collectively and to strike.

Sactwu deputy general secretary Ebrahim Patel said yesterday that support would also be conditional on certain principles being enshrined in the constitution and in legislation. Provision would have to be made for centralised bargaining and national provident funds in each industry and a system of tripartite decision-making between government, capital and labour.

The congress also called for the termination of Cosatu's political alliance with the ANC and SACP as soon as a new constitution for SA had been agreed upon at a constituent assembly. Patel said this decision was based on Sactwu's commitment to trade union independence and on its

LINDA ENSOR

view that the trade union movement should negotiate with government through tripartite institutions.

Delegates affirmed the right of workers to belong to and vote for the political party of their choice.

The union adopted an economic policy based on principles of co-determination between capital and labour and social equity for workers rather than nationalisation. The policy envisaged the continuation of strong tripartite institutions such as the national economic forum in a democratic SA. Emphasis was placed on self-regulation rather than state regulation.

A coherent development strategy for industry was proposed rather than "big bang" market deregulation, and detailed policy proposals for the clothing, textile and leather industries were adopted. These covered a growth and investment strategy, productivity, training, technology, tariffs, industrial relations and a programme for small and medium enterprise development.

Congress condemned the effort by many black businesses to secure advancement on the basis of past disabilities under apartheid while at the same time exploiting workers and undermining social standards.

Sactwu changed its name to reflect the whole of southern Africa, taking the view that the southern African economy had in practice become a single regional economy and that trade union organisation should mirror this. Trade unions should protect worker rights in all countries in the region.

ERICA JANKOWITZ reports that Cosatu circulated an appeal to all affiliates late last week to contribute to its election campaign by paying a once-off levy to the federation.

Cosatu election co-ordinator Jesse Maluleke said this money would be used to fund Cosatu's proposed voter education campaign revolving around workplace training.

Maluleke said the federation would establish an election fund consisting of affiliate levies as well as foreign funding.

He suggested affiliates needed to "discuss how much they can contribute".

On the issue of releasing union leaders for election to political parties, Maluleke said Cosatu envisaged about 20 to 30 leaders being asked to stand for election.

However, no names had been put forward as selection would only take place in August during a special central executive council meeting.

000 penalty • Union to split from ANC

Sowetan 21/7/93

# Union wants break

**C**LOTHING and textile industry affiliates of the Congress of South African Trade Unions wants the 1,2 million-member federation to end its alliance with the ANC and SA Communist Party once a constituent assembly has agreed to a new constitution

The newly renamed Southern African Clothing and Textile Workers Union also resolved at its national congress in Durban that it would give the ANC

temporary backing in the coming elections

Rejecting extensive nationalisation by a future democratic government, Sactwu instead committed its 170 000 members to economic co-determination with business and industrial self-regulation (ILOA)

Sactwu is the second Cosatu affiliate to call for unions to sever their ties with the ANC after a new constitution is in place

The National Union of Metalworkers of South Africa recently resolved that Cosatu should formally sever links with the ANC once it formed part of a government of national unity

"The congress was characterised by a very strong spirit of unity as delegates looked forward to South Africa's first democratic election as an opportunity to significantly advance workers' rights," Sactwu assistant general secretary Mr Ebrahim Patel said yesterday — Sapa

## Saccawu 'should keep fighting for socialism'

DURBAN — Any new government with anti-working class policies would be vigorously opposed by the SA Commercial, Catering and Allied Workers' Union, according to proposed resolutions tabled at Saccawu's fourth national congress

The congress got under way yesterday and will end with a rally at Curries Fountain on Saturday.

One proposed resolution said Saccawu had always been at the forefront of the struggle for socialism, and "the demise of apartheid merely signifies the intensification of the struggle for socialism" (140A)

Saccawu should recommit itself to socialism and vigorously oppose any government which had anti-working class policies — irrespective of whether it was in alliance with the union at present

On future elections,

Saccawu proposed that the principle of freedom of association be upheld and no attempts be made by the union's leadership to create the impression that it supported a single political party or organisation.

Saccawu should, however, support "the democratic forces" during their participation in multiparty negotiations and should engage in rolling mass action until a democratic government was elected.

Saccawu proposed that civil defence structures be formed as a matter of urgency, while peace structures should be revised due to the violence.

The union also proposed not to co-operate in productivity schemes until a culture of debating and jointly deciding how profit should be split had been developed. — Sapa

● Comment: Page 6

# Wildcat strike halts ERPM production

ERICA JANKOWITZ

PRODUCTION at Randgold's ERPM gold mine ground to a halt this week following a wildcat strike on Tuesday night by about 5 000 workers **BiDay**

By late yesterday the miners had not resumed work, but a series of meetings between management and a delegation of workers' representatives — made up of NUM members and non-members — continued in a bid to resolve the dispute

Randgold human resources director Richard de Villiers said the delegation demanded a guaranteed additional 5% increase to which mine management had not acceded. He said last night he was "not optimistic" that workers would report for the night shift **(21)**

In June, the mine unilaterally implemented a 5% increase plus two bonus schemes — one linked to cost containment and the other to production targets — each offering additional 2,5% increases. However, to date very low bonuses, if any, had been paid, said De Villiers **22/7/93**

NUM spokesman Jerry Majatladi said other issues in dispute were management's refusal to recognise the NUM, extended holiday leave arrangements, and the lack of a provident fund, a health and safety agreement and medical repatriation.

However, both parties said the strike had not been called by the union, but had been workers' response to management delays in responding to a grievance letter sent on July 9. **(40A)**

De Villiers said management had "every intention of recognising the NUM now it has 38% representivity in categories one to eight"

Thus, the NUM said, was a new move which was communicated to the union only yesterday afternoon. A meeting was scheduled for Monday on the recognition issue, which the union felt was not soon enough

In last night's meeting management proposed recognition negotiations be finalised, after which normal procedures for wage discussions would commence, De Villiers said

On the issue of extended holiday leave,

To Page 2

## ERPM

**BiDay 22/7/93**

From Page 1

De Villiers said meetings were being held at which management and workers had made proposals. At present workers are employed for 12 months and sent home for six months to limit job shedding **(21)**

Worker representatives said as underground workers earned about R500 a month, surviving for six months without pay was almost impossible. They called for the arrangement to be restructured **(40A)**

De Villiers said a provident fund would be established, but "perhaps not at a con-

tributions level in line with chamber mines" He said this was linked to the mine's affordability problem, largely as a result of its R480m debt, which cost about R50m a year to service.

He did not think the strike was linked to the Chamber of Mines dispute, but was a function of recognition negotiations

"Shaft stewards are inexperienced, overanxious and have built up high levels of expectation," De Villiers said

● Picture Page 3



**NEWS** Saccawu holds fourth national congress ● Unisa

# Commitment to socialism

Sowetan 22/7/93

ANY new government with anti-working class policies would be vigorously opposed by the SA Commercial, Catering and Allied Workers Union, according to proposed resolutions presented to Saccawu's fourth national congress yesterday.

The congress started in Durban yesterday and ends with a rally at Currie's Fountain on Saturday.

One proposed resolution said Saccawu had always been at the fore-

front of the struggle for socialism and "the demise of apartheid merely signifies the intensification of the struggle for socialism" (140A)

Saccawu should recommit itself to socialism and vigorously oppose any future government — whether it be in alliance with the union at present — with anti-working class policies.

The Congress of SA Trade Unions, to which Saccawu is affiliated, should also oppose such a government, the union

proposed.

On future elections, Saccawu proposed that the principle of freedom of association be upheld and no attempts should be made by the union's leadership to create the impression that it supported a single political party or organisation.

Saccawu should, however, support the democratic forces in their participation at multiparty negotiations — *South African Press Association*

# Union asks Cosatu to end ties with ANC in new SA

Star 22/7/93

By Paul Bell  
Labour Correspondent

South Africa's third largest trade union, representing about 170 000 clothing, textile and leather workers, has joined metalworkers in calling for an end to the Congress of South African Trade Unions' alliance with the ANC once a new constitution has been drawn up.

The Southern African Clothing and Textile Workers' Union (Sactwu) made the call at a congress in Durban at the weekend.

The union committed itself "on a once-off basis" to helping the alliance in the election of a Constituent Assembly, provided

Delegates nominated by the unions are accommodated on party electoral lists on a fair and balanced basis, without stripping the unions of the leadership they require to remain a major social force.

## Guaranteed

Electoral platforms support the inclusion in a Bill of Rights of protections for trade union membership, organising, the right to strike, and collective bargaining;

Industry and nationwide centralised bargaining institutions and provident funds, as well as tripartite decision-making — in, for example, the National Economic Forum — are con-

stitutionally guaranteed.

The Sactwu congress then called for the alliance with political parties to be ended as soon as a new national constitution was adopted.

It also reaffirmed, in the interest of worker unity, the right of its members to vote for the parties of their choice.

Sactwu's position is virtually identical to that adopted by the 238 000-strong National Union of Metalworkers of South Africa three weeks ago.

It underscores the efforts of the Cosatu-aligned trade unions to establish their independence from the ANC-led tripartite alliance in advance of the change in government.

# Fawu, Saccawu hit by internal disputes

By FERIAL HAFFAJEE

UGLY internal disputes, long simmering in two Congress of South African Trade Unions affiliates, erupted this month. (140A)

Delegates to a recent Food and Allied Workers' Union (Fawu) congress did not return Chris Dlamini, Cosatu first vice-president and the union's president, to office. Workers also opposed the re-election of the union's former assistant general secretary, Mike Madlala. And during the congress, Fawu general secretary Mandla Gxanyana's car was set alight.

And in another dispute, the national executive of the South African Commercial, Catering and Allied Workers' Union (Saccawu) suspended almost the entire executive of its Witwatersrand branch earlier this month.

Gxanyana said it was "healthy that

WM 23 29/7/93  
all positions at the union were challenged. People now have to work hard in the organisation". He confirmed that his car had been set alight, but could provide no clues as to the reason.

Fawu officials were generally reticent about speaking about the congress, though it emerged that Gxanyana's report to congress had been scathing about a network of caucuses operating in Fawu.

He told the congress: "They are becoming stronger than the formal structures — in having meetings and in their communication networks."

After revelations of corruption and financial mismanagement in Saccawu earlier this month, almost the entire executive of the Witwatersrand branch was suspended at a special executive meeting.

They were charged with "putting the union in disrepute" and their sus-

pension will be discussed at the union's congress this weekend, said Saccawu general secretary Papi Kganare.

The congress is likely to be as charged as Fawu's, with both the corruption charges and the political direction of the union under the spotlight.

Kganare is closely aligned to the African National Congress/South African Communist Party alliance, but there are other tendencies in the union which are advocating a different direction. Insiders allege that the suspensions have been well-timed because the strongest opposition in the union came from the Wits branch.

Kganare said the future role of the alliance, the elections, agency shop (a type of closed shop) and Cosatu's Reconstruction Accord would be the major issues discussed at the congress.

# Gold mine strike enters its fourth day

Sowetan 23/7/93

**By Ike Motsapi**

THE strike by about 5 000 miners at ERPM gold mine in Boksburg enters its fourth day today with no sign of a settlement in sight.

Talks between the management of Randgold, owners of the mine, and officials of the National Union of Mineworkers this week failed to pro-

duce an agreement on ending the action, which began on Tuesday night

The talks started about 2pm on Wednesday and are still in progress

The miners are demanding that management recognise the NUM and stop forcing them to stay at home for six months without pay as a cost containment method

They are also demanding that the

mine extend all Chamber of Mines and NUM agreements to cover ERPM employees and that they be allowed to join a provident fund

A spokesman for Randgold said the mine had told the union it would recognise it as soon as it had substantial membership. On June 20 it had only a 23.7 percent membership on the mine, which, he said, was insufficient

Big challenges are looming, says Rowland

Staff Reporter

BLIND people should represent themselves in organisations which affect their lives, says the director of the National Council for the Blind, Dr William Rowland.

He was speaking last night at the annual meeting of the League of the Friends of the Blind where the organisation marked its 60th anniversary.

Dr Rowland, who was selected for — and then removed from — the SABC board last month, said the blind would have to strive for democracy using the methods of the 1990s. This meant becoming accustomed to protests, marches and demonstrations.

The chairman of the World Blind Union's Commission on Human Rights, Dr Rowland said blind people should represent themselves and have a say over things which affected their lives.

Another major challenge facing the blind was preparing them to take part in the economy.

The state was running out of money to provide traditional forms of welfare.

The blind and the visually impaired had to learn "independence assets", such as mobility, and then economic skills.

# Union launches fight for rights of blind

Mass action will frighten donors, says society

SHARON SOROUR  
Labour Reporter

A NATIONAL campaign to fight for the rights of blind and other disabled workers has been launched by the Paper, Printing Wood and Allied Workers Union.

According to regional branch organiser Mr Shated Mahomed the union had tried to negotiate with the SA National Council for the Blind for two years "without success".

He said the union was demanding centralised bargaining, an end to discrimination against blind and disabled workers, full workers' rights including the right to strike and to a living wage, bursaries for the blind and their children and an end to the "abuse of funds for the disabled".

Workers have been holding lunchtime placard demonstrations outside the Cape Town Civilian Blind Society in Salt River.

Mr Mahomed said the society refused to negotiate wages with the union and was refusing to meet

union representatives even though there was a recognition agreement between the parties.

Other problems were

● Blind workers in the region were not covered by UIF,

● Workers were put on to a pension fund without their consent when they wanted to belong to the union's provident fund,

● Pensions allocated to them by the government were removed if their salary was above a certain level.

Civilian Blind production manager Mike Le Cordeur confirmed the union had a recognition agreement with the society but a section of the agreement stated that the society was not obliged to negotiate wages with the union until it had a 51 percent majority of members, which it did not.

He said the mass action planned by the union, which represented so few people at the society, was "ridiculous", serving only to bring the society into disrepute and frighten away potential donors.

He said the problem concerning UIF had been "going on for more

than two years but, according to law, it was illegal for any workshop to deduct UIF from blind people because they were eligible for a government pension."

"The majority of people at the society have a Blind Person Number which makes them eligible to draw a blind pension. As their pay increases, their blind pension decreases. But if they can no longer work, they can reclaim this pension which will then be paid to them for life," Mr Le Cordeur said.

The society had discussed UIF but was waiting for an absolute ruling on the issue.

Commenting on the pension grievance, he said the society created an additional pension fund for workers in 1978 because of their low-earning capacity and if the union wanted to move workers to its own provident fund it had to have a two-thirds majority.

Mr Le Cordeur said the society was extremely complex to run because it received funds from the government and from "outside" and the objective was to keep blind people employed and provide an extensive social service.

AR2G 23/7/93  
(140A)

# Mine wage negotiations still deadlocked

By Erica Janrowitz  
231-193

THE NUM and Chamber of Mines failed to resolve their wage dispute at a third conciliation board hearing yesterday, but have agreed to meet again on Tuesday (140A)

Neither party moved on its previous position and, industry sources say, the chamber's offer will not be revised in the next meeting. However, the structure of the offer may change (214)

Chamber chief negotiator Adrian du Plessis said the union had rejected the basic wage offer of 6%-7% as well as the chamber's position on the link

between basic remuneration and supplementary schemes.

This link was "central to our wage offers", Du Plessis said.

NUM assistant general secretary Marcel Golding said bonus schemes were supplementary to the main agreement as they did not affect overtime payments or provident fund contributions.

He said the union had made it clear it would not accept the 7% offer and would hold out for "a fair basic in-

crease which is justified by the mines' 30% increase in earnings"

Once this had been settled, the NUM would evaluate bonus schemes and negotiate them with the individual mining houses, as had been the case last year, Golding said.

Du Plessis said the chamber had requested the conciliation board be extended to Tuesday for members to "focus on the relationship between fixed basic wages and bonus payments and review the structure of our offer in an effort to find the area of settlement"

# Mine union set to hold strike ballot over wages

Star 23/1/93

By Paul Bell  
Labour Correspondent

The National Union of Mineworkers (NUM) will hold a strike ballot if the Chamber of Mines fails to present a materially improved wage offer to the conciliation board on Tuesday.

NUM assistant general secretary Marcel Golding said at yesterday's board hearing that the union had again rejected a 7 percent rise.

The chamber responded by indicating that it wanted to examine the relationship between the basic increase and profit-sharing, and might possibly reformulate its offer. It also wanted to get a final mandate from its constituent members.

Golding said if the final offer was not acceptable the union would conduct a strike ballot.

"The chamber can't argue for less, not with a 30 percent increase in revenues," he said.

The chamber's chief negotiator confirmed that the NUM had rejected the basic wage offer of between 6 percent and 7 percent on different gold mines, and had opposed the chamber's linking of the wage offer to earnings under the applicable industry-wide bonus schemes on the majority of member mines.

"We have consistently argued that the basic wage offer has to be viewed along with earnings under the applicable bonus schemes, which in current circumstances has the effect of lifting the total wage offer to

double digits and even in certain instances, to levels currently demanded by the union," he said.

(140A)  
"We believe that the pay formula of basic wages plus bonus payments has served gold mines and their employees well over the past number of years by securing earnings in an uncertain and volatile market."

● Strikers at ERPM gold mine in Boksburg are demanding that management double their pay increase from 5 percent to 10 percent.

The miners, who began their strike on Tuesday night, presented their terms on Wednesday. Soon afterwards, communications between the strike committee and the mine management had broken down.

Wednesday night's discussions had "not led anywhere", said Richard de Villiers, human resources director of ERPM owners Randgold.

De Villiers said that while management was expecting further approaches from the strikers, it would nevertheless not entertain any discussion of wages.

"Our door is open. We are happy to discuss the strikers' other demands, but there is not going to be a wage increase," he said. "We are not in a position to open wage negotiations."

The mine owes a consortium of banks about R480 million and services an annual interest bill of up to R50 million. ERPM, which earns about R1 million a day, will lose, De Villiers estimates, about R400 000 a day as a result of lost production.

### Mine hostel breakthrough

THE National Union of Mineworkers secured a breakthrough agreement at the Hartebeesfontein Mine which has agreed to dismantle its ethnically based hostel system and replace it with a housing scheme based on work sections instead.

Hartebeesfontein mine has been the scene of ugly clashes between Mozambican and other miners. More than 100 workers were injured and 19 were killed.

The parties also agreed to set up a peace committee which will have sub-committees at every shaft — the committee will be up and running by end of the month.

### TGWU pulls out of board

THE Transport and General Workers' Union (TGWU) this week pulled out of the Security Officers Board after an eight-month dispute.

LABOUR BRIEFS

"The board has spent its time and energy setting up an unnecessary and wasteful bureaucratic process of registering all guards, instead of paying attention to the real conditions in the industry," the union's national organiser, Jane Barrett, said in a statement this week.

TGWU will decide whether to call on its members to withhold their registration fees for 1994 which are due in December. It has already suspended the participation of worker representative, Joseph Matshappa, from the board.

### Care for stressed workers

THE Sales House chain — part of the Edgars Stores group of retail stores — has introduced a post-traumatic stress management programme for its employees. In the past nine months, Wits University psychologists have trained 51 staffers to counsel their colleagues who have been the victims of armed robberies.

Should there be a store robbery, a team of counsellors is sent to the scene where they "provide the valuable listening and debriefing skills so necessary at the time".

First National Bank has a similar scheme in place for employees involved in bank robberies as well as for customers who happen to be at the scene.



# Cosatu defends 'one-off' wealth tax

A SENIOR Congress of South African Trade Unions (Cosatu) official yesterday defended a one-off "reconstruction tax", saying it could win business confidence if seen as a "contribution" by all "patriots".

The controversial levy, suggested by an African National Congress economist, underscored the need for practical action if reconstruction was to succeed, Cosatu assistant general secretary, Mr. Sam Shilowa said.

Addressing a "Them and Us" industrial relations conference in Somerset West, he said the principle as espoused by the ANC deputy head of economics, Mr. Tito Mboweni, was correct.

"If you want reconstruction you have to do something about it."

The problem with the tax was not the percentages involved, but guarantees on whether a future state bureaucracy would use it for reconstruction and development.

Also addressing the conference on Cosatu's plans for economic reconstruction, South African Consultative Committee on Labour Affairs chairman Mr. Bokkie Botha said the idea of a "wealth tax" would not sell.

Besides opposing it and even leaving the country, people would not want to see their hard-earned money being wrongly spent by any government, old or new.

A wealth tax, if imposed, would also not help bolster business confidence if South Africa was to be placed on an internationally competitive taxation footing, he said.

Mr. Shilowa said post-war Germany's economic revival had not been a miracle but was brought about by an enormous investment boost through the Marshall Plan.

"South Africa also needs a Marshall Plan if it is to be pulled out of its quagmire," he said in an interview.

The mooted tax was not necessarily a matter of a fixed amount being deducted from earnings or investments, but could be calculated in proportion to income.

"Employers may oppose it be-

cause they see it as only being a tax for employers, when it is really a contribution by all patriots to get the country out of the quagmire."

It would be a one-off levy to "move the country forward" and could, arguably, be used to pay the pensions of civil servants who decided to retire after the election of a new government, he said.

Cosatu had, however, not discussed the possibility of such a tax and would be taking it up with the ANC. The matter could also be raised in the National Economic Forum.

It would also be on the agenda of Cosatu's reconstruction conference in September — Sapa

See page 16.

# Unions should quit alliance after elections — Sactwu

By Waghiel Misbach

**T**HE COUNTRY'S third largest trade union has called for an end to Cosatu's political alliance with the SACP and the ANC once a new constitution for the country has been agreed upon at a constituent assembly.

However, while Southern African Clothing and Textile Workers Union (Sactwu) will support these political parties during the elections, it spelt out certain conditions for its support at its national congress in Durban last weekend. Sactwu called for basic worker rights to be included in a future Bill of Rights which include:

- the right to belong to trade unions, to organise, to strike without fear of dismissal,
- having centralised bargaining and national provident funds in each industry.

The support will be on a "once-off basis" said Sactwu deputy general secretary Mr Ebrahim Patel in a statement this week.

He said trade unionists nominated to the election list of political parties should not "strip the unions of the leadership they require to remain a major force in society". The congress confined the right of work-



**EBRAHIM PATEL**

ers to belong to political parties.

Meanwhile Sactwu has expanded its role to other Southern Africa countries.

In a joint resolution with the Lesotho Amalgamated Clothing and Textile Workers Union it was agreed to change the union's name to the Southern African Clothing and Textile Workers Union.

"Congress took this decision on the basis that the Southern African economy has in practice become a single regional economy and that there is a constant flow of capital and trade across borders," said Patel.

The congress also adopted a "comprehensive economic policy based on choosing efficiency rather than protectionism".

It's policy proposals for the industry include a growth strategy, an investment programme; productivity, training and technology policy; and a programme for developing small and medium-sized businesses.

In other resolutions the union vowed to campaign against companies practising double standards on affirmative action.

It also condemned the practice of some black businesses to secure advancement on the basis of their disabilities under apartheid while exploiting workers at the same time.

Sactwu 2447 - 281-7193

# Wealth tax 'a contribution'

CT 24/7/93  
A SENIOR Congress of SA Trade Unions official yesterday defended a one-off "reconstruction tax", saying it could win business confidence if seen as a "contribution" by all "patriots"

The controversial levy, suggested by ANC economist Mr Tito Mboweni, underscored the need for practical action if reconstruction was to succeed, Cosatu assistant general-secretary

Mr Sam Shilowa said

Addressing a conference in Somerset West on Cosatu's plans for economic reconstruction, he said the problem with the tax was not the percentages involved, but guarantees on whether a future state bureaucracy would use it for reconstruction and development

Also addressing the conference, SA Consultative Commit-

tee of Labour Affairs chairman Mr Bokkie Botha said the idea of a wealth tax would not sell

Besides opposing it and even leaving the country, people would not want to see their hard-earned money being wrongly spent by any government, old or new

A wealth tax would also not help bolster business confidence, he said — Sapa



S/Timelo (Buss) 2517193

## Wage settlement close

A PAY settlement may be reached soon in the car assembly industry — possibly as early as Wednesday. But the situation in the other industries in which Numsa operates is not so clear.

A source says the car assembly pay deal may be "more or less in line with the inflation rate".

Motor employee spokesman Dave Kirby confirms that after pay talks held this week, employers and Numsa are close to reaching an agreement. ~~383~~ (UCA)

CIP 25/7/93  
**NSB strike is over**

By DAN DHLAMINI

THE seven-day strike over wages by Food and Allied Workers' Union (Fawu) members at National Sorghum Breweries plants in the Transvaal is over. Disgruntled workers were demanding an across the board increase of R350 a month.

In a joint statement this week, Fawu and the NSB said an agreement was reached late on Friday night whereby employees will report for duty tomorrow morning without having to sign any undertakings.

The NSB and Fawu said their relationship was good. With the strike over, the NSB and Fawu have called on all employees, customers, distributors and suppliers to resume normal trade.

(140A) (140B) (140C)

# Second union votes to end ANC link after poll

By RAY HARTLEY

THE 170 000-strong SA Clothing and Textile Workers' Union (Sactwu) has thrown its weight behind a National Union of Metalworkers of SA (Numsa) initiative to terminate Cosatu's alliance with the ANC once an interim government is in power

At its congress in Cape Town last week, Sactwu passed a resolution calling for the ending of the alliance after an elected

constituent assembly has agreed to a new constitution (ILOA) ~~(S)~~

Sactwu is SA's third largest union after Numsa, which has around 240 000 members, and the 300 000-strong National Union of Mineworkers (NUM). NUM is known to support the continuation of labour's alliance with the ANC

Sactwu said it would support the ANC in first elections provided the ANC

● Included union members on its electoral list without sapping the strength of unions,

● Accommodated union rights, such as the right to strike and collective bargaining, in its electoral platform, and

● Guaranteed to constitutionally protect centralised bargaining institutions, provident funds and joint government, labour and business forums

# Cosatu to educate voters

Own Correspondent

1407

DURBAN — The Congress of South African Trade Unions (Cosatu) launched an election and voter education campaign yesterday, saying it would "throw its full weight behind a decisive ANC election victory"

However, the organisation believed all workers should have access to "impartial voter education and information" regardless of which party they voted for, a spokesman said

For Cosatu's campaign to succeed

the co-operation of employers was "essential" and initial discussions had been held with the SA Employers' Consultative Committee on Labour Affairs (Saccola) and the Consultative Business Movement (CBM)

Guidelines had been sent to more than 30 000 Cosatu shop stewards, the spokesman said

These included "paid time off" for shop stewards to receive training on voter education and for workers to attend seminars on voter education

# Cosatu wants paid leave to train voters

By RAY HARTLEY

COSATU is negotiating with employers represented by the South African Co-ordinating Committee on Labour Affairs and the Consultative Business Movement for up to two days' paid leave for its 1,3-million workers to allow them to receive voter education.

Cosatu elections co-ordinator Jesse Maluleke said there were positive signs that co-operation might be achieved, but he added that negotiations were at an early stage.

(LOA)  
Cosatu would fully back the ANC in the elections and would decide in August which of its officials would be released to run for

office on the ANC's election list

The issue is expected to lead to a heated debate over whether high-profile figures — such as general-secretary Jay Naidoo — should be released.

Mr Maluleke said unions realised some key figures would stand in the elections, but this had to be balanced against maintaining union strength.



# Labour to S

By SEKOLA SELLO

**T**HE uneasy marriage between the labour movement and political organisations is beginning to show signs of strain. Or is it?

What appears to be the first signs of discord surfaced early this month when the giant National Union of Metal Workers of SA (Numsa), proposed that its mother body Cosatu disaffiliate from the ANC-led tripartite alliance once an interim government had been established.

Numsa further hinted at the possible establishment of a workers' party that could even challenge the ANC.

Until a few months ago, supporters of such ideas would have been considered heretics and would at best have been marginalised within the tripartite alliance and at worst hounded out.

The fact that these sentiments, expressed during Numsa's conference at the World Trade Centre, did not elicit any criticism from the ANC or the SACP, did not go unnoticed among political and labour observers.

This week another important Cosatu member, the Southern African Clothing and Textile Workers Union, resolved at its national conference in

Durban that it would also sever links with the ANC once a constituent assembly has been established.

Numsa and Sactwu's widely publicised stances could well indicate tensions within the labour movement as the demise of apartheid nears and unions try to re-define their relations with a future government - widely expected to be dominated by the ANC.

They also raise some interesting questions.

How serious are these pro-ANC unions about going their separate ways once a constituent assembly or an interim government has been established?

Allied to this, if this notion of disaffiliation is gaining currency within the labour movement, what could its cause be? (UOA) (AFA)

It was expected that relations between the labour movement and an ANC-led government would not always be easy. A conflict of interest between government and organised labour is not unusual.

## Potential conflict

The potential for conflict between organised labour and a new administration (even if it is ANC-led) has always been considered high given that such an incoming government would most likely face serious problems as a result of empty state coffers,

**There are growing indications that unions will seek to be independent - even if it is ANC-led. Numsa has proposed that its mother body Cosatu disaffiliate from the tripartite alliance once an interim government has been installed.**

rising unemployment and a need for economic reconstruction.

However, the speed at which the unions and what many call "the speed of change" has taken observers by surprise.

Equally surprising is that it seems to be initiating the split in the ANC. It has been a former liberation ally in the trade union movement.

A classic example is Ken Somkhanda, a former ally of the ANC - whose presence on the back of the labour federation, the State House, Kaunda fell out of leadership and even jailed himself in SA.

It is argued a similar scenario is unfolding in SA.

Perhaps aware of such a



# split ANC?

CIPnews 25/7/93

There are growing indications that organised labour will seek to be independent from a new SA government - even if it is ANC-led. Earlier this month Numsa proposed that its mother body Cosatu disaffiliate from the tripartite alliance once an interim government has been installed.

rising unemployment and a pressing need for social and economic reconstruction

However, the speed at which differences between the unions and what many consider "the government in waiting" has taken observers by surprise.

Equally surprising is that the labour movement seems to be initiating the split. Traditionally in Africa it has been a former liberation movement-turned-government which has precipitated the split with its former ally in the trade union movement.

A classic example is Kenneth Kaunda - a close ally of the ANC - whose party came to power riding on the back of the labour federation. But once in State House, Kaunda fell out with the workers' leadership and even jailed some of them.

It is argued a similar scenario could well repeat itself in SA.

Perhaps aware of such a possibility, organised

labour has already begun to re-define its relations with the ANC. They are taking precautions lest they go the same route as their counterparts in some African countries.

In order to protect their gains from any future government interference, workers are pressing for the inclusion of trade union rights in the mooted fundamental bill of rights.

Among the rights demanded by Sactwu in the bill of rights are the following: the right to belong to trade unions, to organise, to bargain collectively and to strike without fear of dismissal.

Fears by unionists that enshrining these in a bill of rights is not a guarantee that these rights will be respected, probably explains why Numsa is talking about the establishment of a workers' party.

But the idea of a workers' party also raises questions. Why would the workers want to establish their own party when they could join the SACP which is closer to their ideals?

Adding more confusion is that the idea of a new party seems to have the support of Numsa secretary-general Moses Mayekiso, who is also an executive member of the SACP.

Mayekiso is also reported to have stated that the

SACP could even help with the establishment of such a party. It is inconceivable that the SACP would help in creating a potential rival.

It is also unclear whether Numsa is serious about the issue, or whether this is pure rhetoric. A scare tactic.

Whatever the emerging tensions between organised labour and the ANC, it would be wrong to say this will have any adverse effect on the ANC's election campaign.

Cosatu has publicly stated it will help the ANC win forthcoming elections and will release its resources and personnel to achieve this. Some of its members will also be running for the ANC.

Despite talk by Numsa, the South African Chemical and Textile Workers' Union (Sactwu) or even Cosatu of going it alone after elections, the symbiotic relationship of the tripartite alliance precludes the possibility of an early or complete split.

The ANC/Cosatu marriage has been blissful for some time now. But rocky signs lie ahead.

The irony is that the dawn of Uhuru - which both have fought so hard for - could well bring about the end of their affair.



**MARCHING TO A DIFFERENT DRUM?**  
... Will union workers carry out their threat to leave the ANC in the political wilderness. And will the SACP take up the slack and give workers the political voice they demand? Only time will give those answers.

■ Pic: EVANS MBOWENI

## Union holed up in talks

By SIPHO KHUMALO *C/Press 25/7/93*

THE SA Commercial, Catering and Allied Workers' Union was yesterday still locked behind doors in Durban trying to sort out internal disputes.

The Cosatu affiliate held its annual congress at the University of Natal, Durban, amid disagreements over management of funds and the union's pre-election political direction. *(140A) (SA)*

Earlier this month the Witwatersrand branch executive committee was suspended, purportedly bringing the union into "disrepute".

Saccawu official revealed the issue of the suspension of the Wits branch executive was to be discussed.

Other issues due to receive attention were the future and role of the union in the ANC/SACP alliance and Cosatu's reconstruction accord.

The Wits branch wants the relationship with the alliance changed. The union was due to hold a rally from 10 am today at Curries' Fountain.

Company resolve three-day dispute

## NSB wage strike settled

*Sowetan 26/7/93*

**By Ike Motsapi**

HUNDREDS of National Sorghum Breweries workers, who had been on a wages strike for three days last week, are to return to work today

Workers went on strike when management refused to accede to their demand of a R365-a-month increase

The agreement was signed by the Food and Allied Workers Union and management on Friday ~~(1993)~~

The agreement, called a Record of Understanding, calls for the following

- Workers at all Transvaal outlets will return to work today and are not expected to sign any undertaking,

- Management agrees to consider withdrawing the present court order,

- Fawu recommits itself to the provisions of the recognition agreement,

- Fawu and management recognise that the wage dispute has been settled on July 23, and

- Both parties are calling on employees, customers, distributors and suppliers to resume their normal business with the company ~~(1993)~~ (140A)

# the news

## Cosatu campaign

THE Congress of South African Trade Unions will unveil its election campaign in Johannesburg tomorrow *Sowetan 26/7/93*

Mr Jay Naidoo, general secretary of Cosatu, said the union would direct the campaign of worker voter education to ensure that the "baby of democracy is born healthy and timeously" *(ILOA)*

He said Cosatu believed that the whole society must actively ensure that government is accountable to people and not vice versa

# NEWS Congress rejects Saccawu's financial statement ● Job creation strategy needed

## Union's books queried

*Sowetan 27/7/93*

**By Ike Motsapi**

THE national congress of the South African Commercial Catering and Allied Workers Union at the weekend rejected their 1992 financial statement "because some money could not be accounted for".

The congress resolved to authorise another audit.

### Auditors' warning

The union's auditors had earlier warned Saccawu to correct the mistakes in the financial report within 30 days or else face the prospect of their disclosing the details to the Public Accounts and Audi-

tors Board, which in turn empowered the board to disclose such information to the Attorney-General.

Meanwhile, the fate of six officials of the union's Witwatersrand branch who have been suspended will be decided within two weeks.

### Suspensions confirmed

Congress confirmed their suspension and that they have to appear at an inquiry at their branch.

A statement by Papi Kgama, general secretary of Saccawu, said "With regard to recent problems with financial maladministration, all financial people will work under close supervision. The

financial co-ordinator will have no power to authorise financial transactions".

Other resolutions taken are:

- Saccawu will launch a campaign to organise, strengthen and defend the union for a changing South Africa.
- A full-time national gender co-ordinator is to be appointed and a gender commission to be established to investigate and make recommendations on the position of women in the union and on the shop floor, and
- A demand will be made that a moratorium on recruitment be taken up by all working class organisations and be put to the present Government.

## Blacks must lead in economic revival

*Sowetan 27/7/93*

**By Mzimkulu Malunga**

BLACK entrepreneurs should lead the struggle for economic transformation, Southern African adviser to the World Bank Mr Isaac Sam said yesterday.

Addressing about 1 000 delegates at the 29th annual general meeting of the African Chamber of Commerce and Industry, Sam said one of the first challenges facing a new government in this country was the purging of its human resources.

"Without skilled labour, access to appropriate and innovative technologies

and financial systems that offer a variety of options for a number of needs, it is very difficult to compete in today's international environment," he said.

"No country can expect to make rapid economic progress if 60 percent of its economically active population is functionally illiterate as in South Africa," Sam said.

South Africa needed a sound job creation strategy to address its high rate of unemployment and only a strong partnership between the private sector and the government could ensure that this dream was realised.



Star 27/7/93  
**Unions take on homelands**

By Abdul Milazi  
Labour Reporter

(140A)

The Cosatu-aligned public sector trade unions, which have been threatening the Government with general industrial action next month, will make their opening gambit in Bophuthatswana and Ciskei.

Cosatu, Nehawu, Samwu, Potwa, Sadtu, Poperu and Udusa, all represented in the Public Sector Co-ordinating Committee, resolved yesterday to hold a march with the Anti-Bop Campaign Committee to protest against Bophuthatswana's refusal to recognise them. No date has been set.

A march will also be held in Ciskei on August 2, during

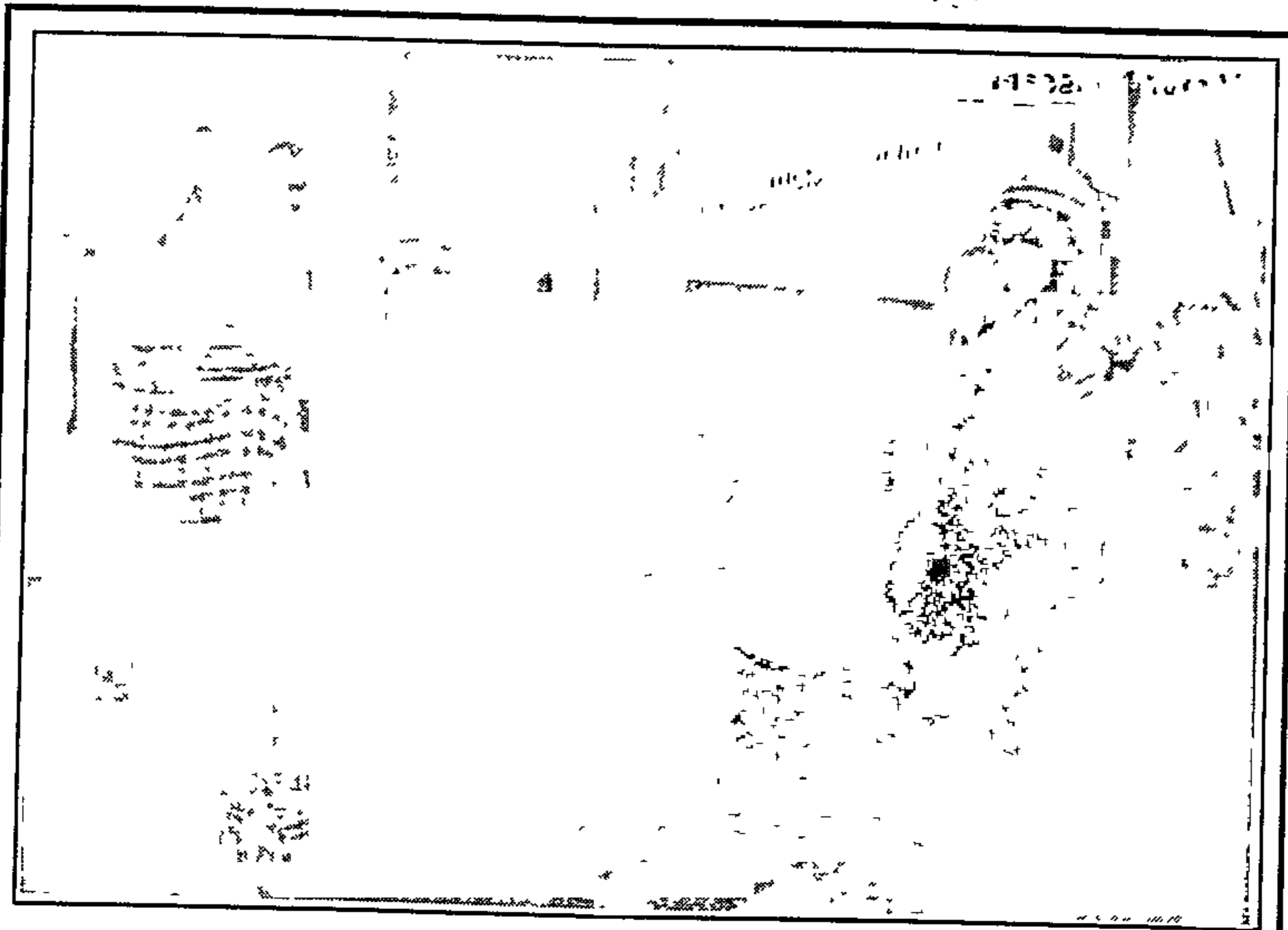
which Nehawu (the National Education, Health and Allied Workers' Union) will demand the reinstatement of 3 000 workers dismissed for striking.

On the same day, the South African Municipal Workers' Union (Samwu) intends to begin an indefinite strike.

And teachers in the southern Transvaal will march on August 5, two days before the establishment of the National Education and Training Forum, to protest against the Government's rationalisation programme.

These, and other actions still under discussion, will climax in a "day of action" on August 16, devoted to industrial action and marches in major centres.

# New outbreak of taxi violence



**FEAR ... An elderly couple huddles against a wall in Mogadishu, Somalia, as a US serviceman from the Quick Reaction Force searches through a hospital compound where weapons were found.**

PIC AFP

# 70 000 workers set to down tools

*Sowetan 28/7/93*

**By Ike Motsapi**

## ■ URGENT INTERDICT Workers

### prepare for strike over wages:

**A** PLANNED strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal

The union will hold rallies around the country on Friday to launch the strike (753) (40A)

Samwu president Mr Petrus Mashishi yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council (250)

The council brought an urgent interdict to declare the planned strike illegal "We will not be filing an opposing motion because in terms of the law, we have no case. What we will be doing is to ignore whatever decision that may be reached by the courts"

"What I am positive about is that the action will go on as planned on Monday, unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our de-

mands," said Mashishi. Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday, NUM assistant general secretary Marcel Golding said. Ballot facilities were expected to be in place by the end of the week and voting would probably start next week. Chamber of Mines spokesman Mr Adrian du Plessis confirmed the deadlock, saying a detailed statement would follow (24)



# Appeal To SA Municipal Workers Union

*Sowetan 28/7/93*

*(SAB) (ICOF)*

The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which the SA Municipal Workers Union (SAMWU) proposes to launch on Monday August 2 in support of its nationwide wage and other demands.

If SAMWU goes ahead with strike action, vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced.

**As it has been agreed to submit the major dispute over wages to arbitration, there is no valid reason why SAMWU should persist with its strike action.**

There has been misinformation about many of the underlying issues.

The facts are as follows:

## **What is the Council's position on pay increases?**

The Council upholds the principle of paying workers a decent living wage, but its ability to increase wages is limited by budgetary constraints

To avoid overburdening ratepayers and consumers during the longest recession in South African history, the Council has a duty and responsibility to curb expenditure. By keeping rates and services charges as low as possible, the Council is playing a significant role in the fight against inflation

## **Why does the Council not meet the minimum demand?**

The Council already pays a minimum wage more than 50% higher than SAMWU's minimum national wage demand of R650

## **Is the Council inflexible on a 5% pay rise?**

No, the Council has not limited its wage offer to 5% of current wages, nor has it refused to consider increases higher than 5%. In fact, it has made an alternative offer of effective increases of 10% for certain lower-paid job categories

## **Is the Council delaying settlement of the pay dispute?**

On the contrary, the Council has shown its good faith and intent to resolve swiftly the pay dispute by agreeing to expedite arbitration proceedings, leading to a final and binding decision

The Council has in fact asked that the dispute go to arbitration immediately and before the strike

## **What pre-conditions does the Council have for pay talks?**

None. In fact, the Council removed all pre-conditions for pay negotiations, and is still willing to negotiate on that basis

Current wage negotiations have by mutual agreement been delinked from ongoing talks on job grading, salary structure and performance appraisal in order not to hold up pay increases

The organisational restructuring is also not an issue in the current pay talks

## **Why may municipal workers not strike?**

The reason why municipal workers have no right in law to strike is that essential services should not be jeopardised by disputes between employer and employee

Essential municipal services include health, public transport, water and electricity supply, public safety, cleansing and refuse removal and sewage disposal

It is unfair for the union to put its own interests before those of the community

## **What is the Council doing to avert a strike?**

The Council continues to affirm its commitment to negotiation. When pay talks deadlocked, it agreed to submit the pay dispute to expedited arbitration and abide by the outcome of that arbitration

In the light of SAMWU's stated intention to press on with strike action, the Council has offered to submit to immediate arbitration - prior to the intended strike - and stated its willingness to consider enhancing its pay offer

Should its every endeavour prove fruitless, the Council may have to seek a court interdict to avert unlawful strike action. However, the Council will do whatever it can within reason to resolve the dispute through negotiation.

## **How would a strike affect arbitration?**

Clearly it would be an act of bad faith for SAMWU to submit its pay demands to arbitration and then conduct a strike on those pay demands during or at about the time of the arbitration proceedings

## **Why has the Council embarked on organisational restructuring?**

The City Council believes that organisational restructuring is necessary to enhance its service efficiency and enable it to meet the increasing demands that will be made in future on its service capacity

## **Is organisational restructuring unilateral?**

No, it is anything but unilateral. Organisational restructuring has been discussed fully with the unions over the past two years

It has been claimed that the organisational restructuring will lead to mass redundancies and/or retrenchments, but this is not so. Restructuring is not an exercise in redundancy or retrenchment

In fact, out of a total staff of nearly 22 000 only about 200 people have been affected. The majority of affected workers were placed, with the involvement of the unions, in other posts in the Council's service

Restructuring has in no way affected SAMWU members adversely. If anything, it has benefited many SAMWU members by moving them from the unskilled to the semi-skilled level. This has created opportunities for advancement

There are no disputes or negotiations with SAMWU on retrenchments

## **APPEAL TO SAMWU**

The Council is indebted to those unions which have indicated that they do not intend to participate in the proposed illegal strike

The City Council earnestly calls on SAMWU and its members to reconsider their position and return to the negotiation table in good faith for the benefit of the community which they serve

Johannesburg  
City Council



nesday, July 28 1993 ★

# Municipal strike plan

CT 28/7/93  
355 150 152  
140A

**Own Correspondent**  
JOHANNESBURG —  
The SA Municipal  
Workers' Union  
(Samwu) expects  
about 80 000 municip-  
al workers  
countrywide to par-  
ticipate in its wage  
strike due to start on  
Monday

80 000  
set for  
dispute

been scheduled by late  
yesterday

He said the union  
would not oppose an ur-  
gent interdict against the  
strike lodged by the Jo-  
hannesburg City Council  
with the Rand Supreme  
Court. He said strike ac-  
tion by municipal work-  
ers was illegal and the  
union, therefore, did not

About 70 000 paid-up Samwu mem-  
bers and members of some smaller  
unions would down tools and it was  
expected that public transport and  
garbage collection services would be  
affected, the union said yesterday

Samwu president Mr Petrus Mash-  
ishi said yesterday "The strike is defi-  
nitely on unless we settle wages with-  
in the next three days"

He said all balloted local authori-  
ties and municipalities would be af-  
fected "Public transport will not run  
in Johannesburg on Monday," he  
warned

Mr Mashishi maintained the union  
was still prepared to meet councils  
and local authorities in a bid to break  
the impasse, but no meetings had

have any basis on which to challenge  
the application

He said the city council had spent  
the last two days issuing individual  
interdicts to all Samwu members con-  
cerning the strike issue

Mr Mashishi said the union would  
hold national rallies on Saturday to  
co-ordinate the strike and draw up  
guidelines for action He expected  
workers to sustain industrial action  
"for as long as it takes to get our  
message through"

He said if any individual council or  
local authority wanted to pre-empt a  
strike, it would have to persuade other  
bodies to negotiate on the same plat-  
form, as "each body has the influence  
to persuade others" to follow suit

# NEWS Chamber of Mines hopes for settlement before intended action by NUM

By Ike Motsapi

**T**he National Union of Mine-workers said yesterday it was forced to ballot for strike action next week after a refusal by the Chamber of Mines to settle the wage dispute through mediation.

NUM said it could not understand why the Chamber of Mines was not offering a better wage deal when its members were making profit of about 30 percent more than they did two years ago.

Rallies are to be held throughout the country at the weekend where the 230 000 members were expected to mandate the union to go ahead with the

Sowetan 29/7/93

# Mine strike looms

## MEDIATION FAILS Ballot after

### mines refuse to settle by mediation:

balloting for a national strike.

The union believes that an increase above 10 percent is affordable.

The chamber is offering between six and eight percent on coal mines and between five and nine percent on gold mines.

Mr Marcel Golding, assistant general

secretary of NUM, said "We are aware that management thinks our members on the ground will not support our intended action I want to warn them that the workers are angry."

A spokesman for the Chamber of Mines said he hoped a settlement could still be reached in time to avoid the

intended action by NUM

Golding told a Press briefing in Johannesburg that the union had no option but to resort to a strike ballot. He said: "This follows 13 meetings with the Chamber of Mines, four of which took place in a Conciliation Board, and the failure of the mining industry to table credible wage offers."

The dispute with the Chamber also includes demands for an agency shop whereby non-union members who benefit from collective bargaining contribute to a collective bargaining fund

# Calls lead to tensions

THE increasing number of threats of aggression from the rightwing and Pan Africanist Congress contributed as much to heightened tensions and polarisation of society as cold-blooded assassinations did, Democratic Party spokesman on law and order Peter Gastrow said yesterday.

"These calls lead to an ongoing and dangerous situation of outbidding with threats of aggression and suggestions of racial conflict," he said in a statement.

These threats should be condemned by all political leaders — Sapa

# Hundreds in sit-in at store

Sowetan 29/7/93

By Ike Motsapi

BUSINESS was disrupted yesterday when hundreds of Morkels furniture chain employees staged sit-ins countrywide to protest against management's alleged refusal to accede to wage increase demands.

The workers are members of the South African Commercial Catering and Allied Workers Union.

However, workers are set to return to their jobs today and will consider strike action if talks between the union and management did not produce fruitful results.

Mr Isaac Pile, a spokesman for the workers, confirmed that all employees would be back at work today.

Mr Ernest Harvey, general manager, human resources at Morkels, said management and the union agreed that all workers should return to work today while further negotiations were taking place.

Pile said workers demands were

- Sales staff a minimum of R2 000 plus 10 percent commission
- Administrative staff a minimum of R2 000

He said management was instead offering a basic wage of R1 100 across the board plus a 2,88 percent commission for sales staff.

Sowetan 29/7/93

### Strike decision 140A

THE South African Municipal Workers Union will decide today on whether to go ahead with a proposed strike by its 70 000 members

Negotiations remained at a stalemate yesterday but Samwu executive member Mr Richard Spalding said the decision to strike would rest on the information the union's national co-ordinating committee was gathering from municipalities around the country 285

**Strike move soon**

Municipal Reporter

A DECISION <sup>(UON) (203)</sup> <sup>(over)</sup> whether to proceed with a national municipal strike is expected by the weekend <sup>9/29/75</sup>

South African Municipal Workers Union branch stewards met last night for talks.

If the strike — in protest against low wage offers from municipalities — is called, employees with more than 300 councils will stop work

(140A)  
COSATU  
launches  
ARC 29/1/73  
voter  
drive

**SHARON SOROUR**  
Labour Reporter

COSATU launched a huge voter education drive in the Western Cape — part of a national campaign to ensure workers take part in the democratic election next April — with a workshop attended by more than 800 union shop stewards.

Several key tripartite alliance leaders, including Cosatu assistant general secretary Mr Sam Shilowa, addressed unionists at yesterday's University of the Western Cape workshop.

The workshop signalled the start of Cosatu's huge "non-partisan" voter education campaign to ensure workers take part fully in the country's first democratic election in April.

The 1,1 million strong federation also confirmed it would put its "full weight" behind a "decisive ANC election victory" because it believed the movement was the only organisation capable of implementing a programme of reconstruction.

A regional Cosatu spokesman said paid time off was negotiated with employers to allow shop stewards to attend the workshop.

In a statement this week Cosatu said it hoped to extend a programme of non-partisan voter education to all workers, not only its members.

"This is particularly important for workers who have been isolated and denied basic worker rights, including farm-workers, domestic workers and workers in the homelands.

# Municipal workers rule on strike today

65-156  
(140A)  
29/7/93

JOHANNESBURG — The 70 000-member South African Municipal Workers' Union (Samwu) will decide in Cape Town today whether to go ahead with its proposed national strike

Negotiations remained at a stalemate here yesterday, but Samwu executive member Mr Richard Spalding said the decision to strike would rest on information which the union's national co-ordinating committee was gathering from municipalities around the country

After a shop-stewards meeting last night Mr Salie Manie, president of the Cape Town branch of Samwu, said the results of the shop-stewards meeting would not be made public but would be relayed to delegates at today's national meeting

Mr Spalding said the Johannesburg City Council "has up until now not made a good contribution. Its attitude is that it's still unwilling to negotiate"

## Illegal

Council executive director Mr Dirk Lamprecht said this was not true. After the union refused to accept the five percent wage increase offer, both parties had agreed to take the matter to arbitration. Despite this, Samwu was now proposing a strike.

Mr Lamprecht said the council had not yet heard the outcome of its application for an interdict to stop the strike.

Strike action by municipal workers is illegal.

Meanwhile, the Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed strike. Co-ordinator Mr Donald Morwatshehla said Samwu had not consulted other public sector unions on the strike, and the federation was still debating salary increases in the Industrial Council — Sapa, Municipal Reporter



# Meiring has talks with union

CT 29/7/93  
Staff Reporter

CAPE Administrator Mr Kobus Meiring held a marathon meeting last night with SA Municipal Workers Union (Samwu) representatives in connection with the three-week-old strike by Ikapa Town Council workers.

A spokesman for the CPA, Mr Frikkie Odenaal, said members of the community, including organisations such as the Azapo, the PAC and the ANC, had also attended.

A deadlock had been reached over the issue of "discriminatory" increases and backpay.

A CPA spokesman said last night it had been decided at yesterday's meeting to form a working group of nine members, consisting of three Ikapa workers, three members of the Ikapa community and three CPA officials.

The group would meet today and make recommendations to the Administrator.

Star 29/7/93  
**Union drive for  
new SA rights**

The SA Commercial Catering and Allied Workers' Union is to launch a campaign to increase its involvement in Cosatu and the transition process to ensure that trade union rights are not given up in the new South Africa. The union reaffirmed its earlier call for Cosatu to discontinue its alliance with the ANC after the establishment of an interim government. — Labour Reporter (140A) (15)

# focus on

Sowetan 29/7/93

**T**HIS WEEK, EXACTLY NINE months before next year's election, Cosatu launched a campaign of worker-voter education, to ensure that the baby of democracy is born healthy and timeously

The question some people ask is why are the trade unions so concerned about the introduction of democratic government? Aren't all governments inherently untrustworthy, wasteful and ineffective in improving peoples lives, particularly of working people and the poor?

Cosatu believes that the whole of society, particularly during this critical period of our country's history, must actively ensure that government is accountable to the people, and vice versa. This culture of democracy has been systematically destroyed by successive National Party governments

But the seeds of a new democracy have been planted in many mass-based organisations, such as trade unions, which have tried to cultivate a culture of mandates and accountability to ensure that ordinary people are able to play a meaningful role in shaping their own destiny

The introduction of democratic government can enormously enhance this capacity. It will unleash expectations and creative energies in millions of people. These energies will be a positive factor if they are harnessed and developed

This will be effectively achieved if popular involvement in government is ensured both through representative democracy (mandating parliamentary representatives), and direct involvement of organs of civil society (non-governmental bodies) in the democratic process

If our proposal for a national programme of reconstruction and development is to succeed, we have to put ordinary people at the centre of the process. Millions of South Africans will directly involve themselves in the programmes to build houses, create jobs, restructure our industries, develop the land, and so on

The most dangerous thing that can happen will be for people to sit back after elections and say, "Now we have elected our government, it will deliver all our needs to us". If this mindset takes hold of our country, the new democracy will fail

## Disaster

Equally, a democratically elected government which is unable to govern would be a disaster. This really exists in two forms. Firstly, if the new government is crippled by minority vetoes and unable to rule from the centre, because the country has been carved up into federal fiefdoms. This double-pronged "lame-duck" solution, which the NP is promoting in an attempt to protect existing interests, would be an economic and political disaster for our country, which would disintegrate into a Lebanon-type

Trade unions can contribute to a culture of mandates and accountability to ensure that ordinary people are able to play a meaningful role in shaping their own destiny, says

Cosatu secretary-general **Jay Naidoo** in the first of two articles:

scenario

The other threat to democracy would be the entrenchment of existing apartheid institutions and the bureaucracy which serves them. It is clear that apartheid institutions which have been designed to oppress the majority, to operate in secrecy without public control, and to service a minority section of the community, will be totally incapable of implementing a programme of reconstruction and development

Agreements which prevented a new government from restructuring state institutions, or replacing personnel, would render that government incapable of effecting any meaningful change

This is why a key element of the reconstruction programme proposed by Cosatu is a democratic political solution, which allows for effective government and the democratisation of state institutions geared towards serving peoples needs, not the needs of a bureaucracy

Democratic elections to a sovereign constituent assembly is the first important step to the creation of effective, democratic and accountable government. There are a number of other mechanisms and processes which we believe are necessary to empower a new government, and the society as a whole, to realign state resources in a way which brings about meaningful change in peoples lives

From now until the end of the century a three-phase programme of restructuring and democratising the apartheid state needs to be put in place, unfolding in the TEC phase, the constituent assembly phase, and the Government of National Unity and Reconstruction phase

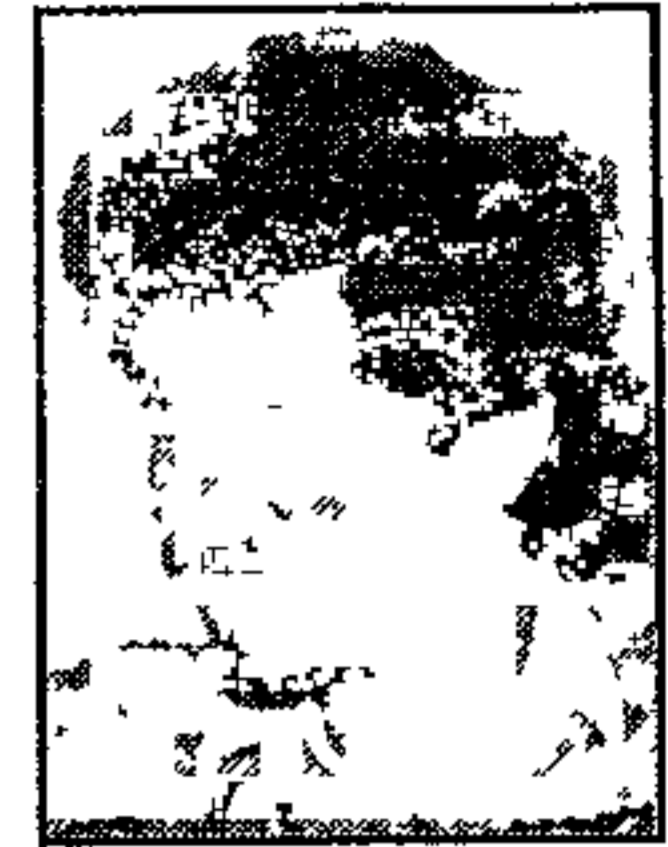
## 10-point plan

This should include the following 10-point plan

● Stop unilateral restructuring by the apartheid state aimed at undermining the democracy process,

● Rationalise the apartheid civil service, including the bantustans,

● Undertake studies to determine the personnel needs and structures required for a democratic state to be able to function effectively, eliminate wastage, and implement programmes of reconstruction and development,



● Introduce a programme of training, retraining, and recruitment, in a single integrated training system, to reorientate the public service to effectively address peoples needs, and to progressively address the skewed (white male) bias which currently exists,

● An enforceable code of conduct to ensure that public servants know what is expected of them, to deal with those undermining the restructuring process,

● Introduce bargaining forums and legislation to give the public sector worker full trade union rights, and involve them in the restructuring process. This should aim to enable workers to protect and advance their rights. Further their contribution to restructuring should be harnessed, by enabling them to monitor and mobilise against corruption, wastage, and mismanagement in the public sector.

● Introduce mechanisms to ensure public accountability and transparency. These could include an ombudsman's office, an independent audit commission to monitor state expenditure, a commission into corruption to identify and bring to book the culprits, and legislation to ensure wide-ranging access to information,

● The budgeting process should be open, developed through a process of public and transparent debate, and strongly guided by agreements reached at multipartite negotiation forums,

● Labour, civics and other constituencies in civil society must be involved in formulating and implementing public policy. Multilateral negotiating bodies such as NEF, and the National Housing Forum will need to be strengthened, and resources made available to enhance their capacity, and

● In relation to security forces, a single police force needs to be established, together with a vastly reduced defence force, under the supreme authority of parliament, to change these forces from agents of repression to effective servants of the community

These are some ideas I am putting forward as a contribution to this critical debate. The next article in this series will focus on the importance of collective bargaining and industrial restructuring for socio-economic reconstruction

# Municipal strike planners to meet

By Paul Bell  
Labour Correspondent

Municipal strike planners from around the country will convene in Cape Town today to make a final assessment of their negotiations with municipalities and are expected to confirm their decision on a national strike from Monday

In Johannesburg, however, while there was no break yesterday in the deadlock between the SA Municipal Workers' Union and the city council, there was also no certainty that strikers would come out in numbers that the unions would describe as a success.

Instead, union leaders are hoping that the strike will build, even if it does not begin with complete solidarity among the approximately 13 500 workers most likely to join the strike. The total workforce is 22 000.

The Johannesburg Municipal Combined Employees' Union (JMCEU) was yesterday refused permission by the council to ballot its 2 500 members for strike action. Its executive is now expected to consider solidarity measures that would stop short of strike action —

such as a go-slow

This would keep the union within the confines of the Labour Relations Act, which bars municipal workers from striking, and at least close to the terms of its agreement with the council to submit to arbitration the wage dispute that is driving the action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, was meeting yesterday to consider its position. No one was available for comment but other unionists felt it unlikely that the UJMW would respond to the strike call with alacrity.

## Interdict

Although many members of the JMCEU and the UJMW are expected to join the strike, the issue, say strike leaders, is whether their unions will officially endorse the action. This is more likely with the JMCEU than with the UJMW.

On the legal front yesterday, council human resources director Andre de Wet said that by the afternoon return date for the interdict sought against Samwu by the council, the union had not responded.

Samwu, whose 80 000 members are statutorily barred from striking, admits it has no

case at law. The matter will be heard tomorrow.

De Wet said the council had also called on Samwu to return to negotiations immediately. So far the council has had no response.

The council has completed the process of informing workers about their obligations in the event of a strike. De Wet said firing strikers was an option but this would depend on the way in which any action was conducted, and how services were affected.

In other developments:

● The Federation of Municipal, Health and Allied Workers has distanced itself from the strike. Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

● The Pretoria City Council has assured residents that it has formulated an emergency programme which includes providing services for electrical and water emergencies as well as the collection of refuse.

# Samwu strike from Monday

201152140A

ET 30/7/93

Staff Reporter

THE 70 000-strong South African Municipal Workers' Union (Samwu) is to go on a national strike from Monday after a decision was taken by the national co-ordinating committee at the Samwu head office in Cape Town yesterday

Details of the Samwu strike action were disclosed by Samwu assistant secretary-general Mr Martin Sere, who said that strike action would definitely go ahead and would continue for an "indefinite period"

The decision to strike follows a deadlock in negotiations with various local authorities

Mr Sere said that up to 70 000 Samwu members at about 300 local authorities in the four provinces would not turn up for work on Monday

## 'Municipalities to blame'

JOHANNESBURG. — Any disruption of refuse and sewerage services should be placed on the doorstep of the various municipal employers' organisations, the ANC said. Reacting to the decision to strike taken by the SA Municipal Workers' Union yesterday, the ANC said it was gravely concerned at the intransigence of the municipal employers in dealing with the union's demands. The response of the local authorities had been to resort to legal action against the union, inadequate wage offers and alleged intimidation of workers by employers, the ANC said. The ANC called on all municipal employers to enter into genuine negotiations with Samwu if the country was to avert a general strike. — Sapa

The strike action was expected to receive the support of other trade unions

"We discussed the major issues at the meeting and decided that we are going ahead with the strike

"This is not just a wage issue but a recurring issue which involves demands which have not been addressed since 1990"

Central to the union's demands are a R650 minimum monthly wage and 20-to-30% pay increases for workers who earn more than this.

Mr Sere said Samwu also demanded 26 working days' annual leave, pension and provident funds for the workers, a 40-hour working week and March 21 and June 16 as paid public holidays

Mr Sere added that Samwu hoped that talks with local authorities could continue in the hope that "something tangible" could be negotiated

and Hobbes



## Cosatu rejects new law

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) yesterday rejected the introduction of the Public Service Labour Relations Act, due to come into effect on Monday, saying the government was proliferating and fragmenting the labour relations framework.

There was a need for one labour relations act to cover all workers, public and private, the union said in a statement.

CT 30/7/93  
The union criticised the broad definition of essential services and said the limitations on the right to strike were so extensive that in effect public service employees had no right to strike.

The act also went against the recommendations of the International Labour Organisation's Fact Finding and Conciliation Commission, and violated standards laid down by the ILO for public sector workers, Cosatu said —

Sapa

**NEWS FEATURE** *Samwu plans to ignore court action prohibiting members from downing tools*

# Municipal strike will affect major cities badly

*Sowetan 30/7/93*

By Ike Motsapi

**T**HE PLANNED STRIKE BY about 72 000 members of the South African Municipal Workers Union which begins on Monday is set to bring the country to a standstill

If it goes ahead cities will be paralysed because of the expected breakdown in the supply of essential services

Hardest hit will be the Johannesburg City Council where wage negotiations with Samwu have deadlocked

More than 300 local authorities will be affected and thousands of bus commuters will be left stranded while tons of rubbish will be left uncollected

Mr John Ernstzen, general secretary of Samwu, said: "No real progress has been made in negotiations which have taken place between the union and municipal employers over the past week

"Negotiations have reached a deadlock because the council has once again adopted a totally intransigent position resulting in talks breaking down"

So far, the council is offering a five percent salary increase but says it is prepared to negotiate with Samwu

"No, the council has not limited its wage offer to five percent of current wages, nor has it refused to consider increases higher than five percent. In fact, it has made an alternative offer of effective increases of 10 percent for certain lower job categories," the Council said in a statement

The council has meanwhile lodged an urgent interdict with the Rand Supreme Court to declare the intended action illegal

It has also made concerted efforts to make sure that the strike action fails

Full page advertisements have been placed in newspapers in which the Council say. "The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which Samwu proposes to launch on Monday in support of its nationwide wage and other demands

## ■ ESSENTIAL SERVICES Will be disrupted

unless a miracle occurs, says union:

"If Samwu goes ahead with strike action, vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced"

However, the strike is set to go ahead next Monday regardless of whether the courts declare the action illegal

And Samwu will be holding rallies in various parts of the country today which will culminate in the strike action on Monday

Mr Petrus Mashishi, president of Samwu, said yesterday the union was ignoring a court action lodged by the council with the Supreme Court

Mashishi said "We will not be filing an opposing motion because in terms of the law we have no case. What we will be doing is to ignore whatever decision might be reached by the courts

"What I am positive about is that the strike action will go ahead as planned on Monday unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our demands"

Mashishi said the workers were demanding a 15 percent across-the-board salary increase but that the response to its demands had been discouraging

He said the Pietermaritzburg City Council offered a 14 percent salary increases after workers went on strike.

The rest of the councils are offering between two-and-a-half and four percent. The Cape Town City Council is offering about seven percent.

Samwu has about 80 000 members nationally, of which 42 000 are employed by the major cities. In Johannesburg Samwu has about 5 500 members as well as about 3 000 who belong to other unions

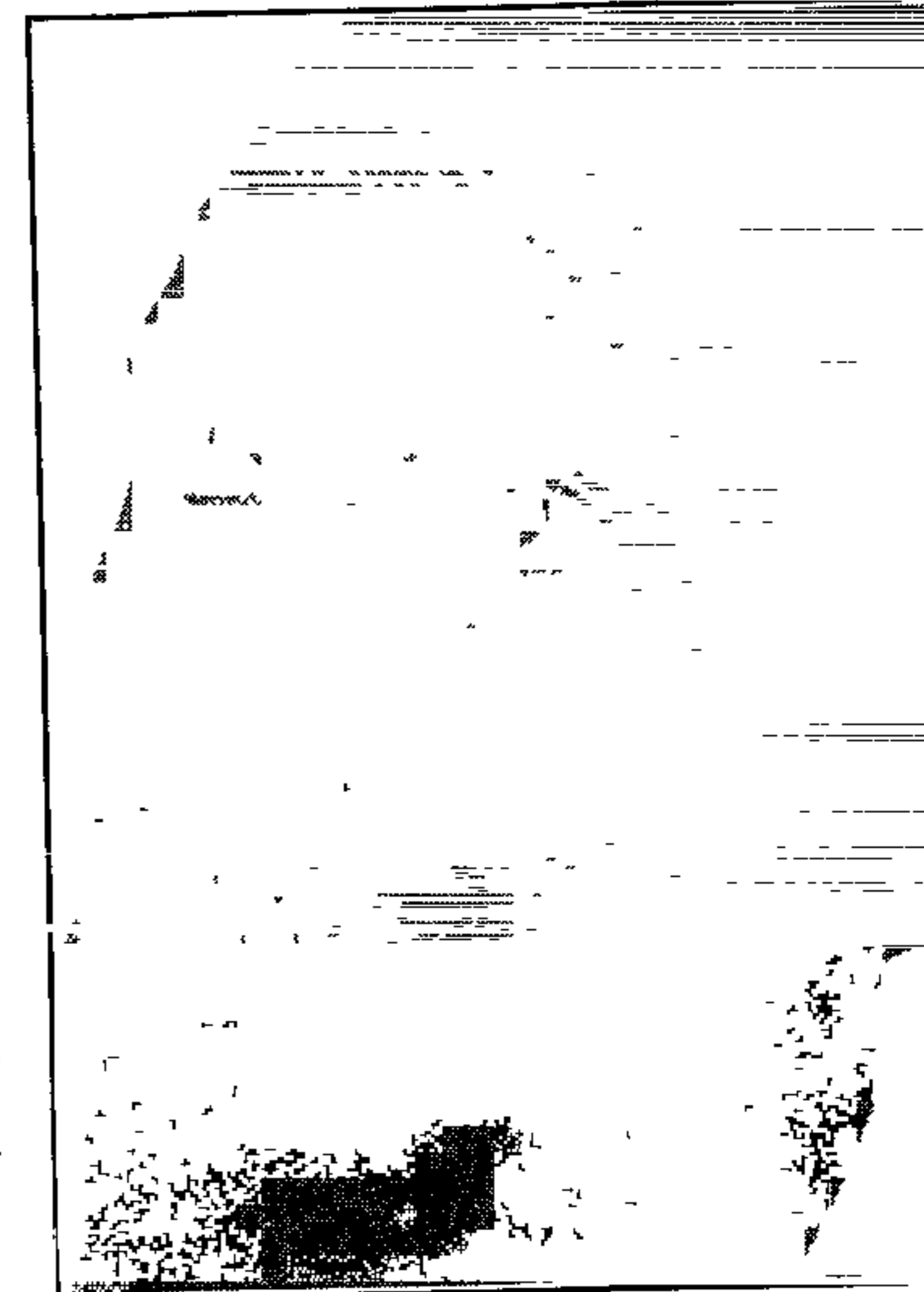
The council, in the interdict it has sought against Samwu to prevent the strike, cites the possible impact on the city as follows:

- An 80 to 100 percent curtailment of

bus services, leaving up to 15 000 commuters stranded, including scholars,

- The possible closure of Rand Airport,
- The danger of burst water mains, contaminated water supplies, gas leaks and sewer blockages,
- Curtailment of over 40 000 daily refuse collections from homes, hospitals and restaurants and 125 tons of street litter in the central business district,
- Samwu's membership also include 34 percent of traffic personnel, and 44 percent in the ambulance services, and
- Electrical power and disease containment services could also be affected

ILLOA 152 200 354



**IGNORE ... Samwu president Mr Petrus Mashishi says they will ignore a court interdict.**

# 1 scheme ● Telecommunications discussed

*Sowetan 2017/93*  
**Cosatu money**  
 THE finance committee of the Congress of South African Trade Unions meets in Johannesburg today. (LOA)

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*Sowetan 2017/93*  
**NUM strike meetings**  
 THE National Union of Mineworkers will hold a series of meetings and rallies at various mines from today until Sunday to get a mandate regarding the balloting for strike action next week. (LOA)

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*Sowetan 2017/93*  
**Cosatu campaign**  
 COSATU will also be holding a series of rallies and meetings throughout the country as part of its worker voter education campaign. (LOA)

140A

*Sowetan 2017/93*

## A regulator is what South Africa needs

**By Mzwandile Jacks**

THE need for a regulator — to take a closer look at the relationship between the people and service — and the promotion of fair competition are necessary for South African telecommunication services to play a leading role in the international market.

This was said by speakers at a telecommunications symposium in Sandton. Mr Derek Hyde, of the United Kingdom's office of Telecommunications, said the regulator should not be under

severe control of the government and there should be a promotion of fair competition between the regulator and the State.

Mr Mike van den Berg, chairman of the South African Value Added Network Services, said access to telecommunication services was vital for the South African economy.

Mr Isaac Chaza, representative of the University of Zimbabwe Distance Education Board of Management, gave an account of the economic situation in Zimbabwe from pre to post-independence.





There's an air of inevitability about the threatened countrywide strike by municipal workers, scheduled to begin on Monday

Though the dispute is national, the focus is largely on Johannesburg, where the city council and 12 unions — tied into an in-house industrial council agreement — have been locked in wage negotiations since mid-February ~~(250)~~ ~~(152)~~ (140A)

Probably the only way of averting strike action is the 11th-hour application by the city council to the Rand Supreme Court for an urgent interdict, which was due to be heard at the end of the week ~~(250)~~

The dispute is primarily about wages. However, the issue is complicated by a slightly different, apparently more militant, line adopted by the 8 500-strong Johannesburg branch of the SA Municipal Workers Union (Samwu). It has added to its list of grievances the alleged interference by government in local authorities — specifically, unilateral restructuring and the so-called pegging of public-sector wages at 5% by President F W de Klerk. This suggests that

its stance is as much politically motivated as it is by working conditions *FM*

From the council's viewpoint this means running two sets of negotiations in tandem. The union, which represents largely unskilled workers, wants a 12,5% across-the-board hike in these categories. The city has tabled 5% and offered more for specific categories. The negotiators have R40m to juggle among 22 000 workers. *30/7/93*

The council's industrial relations director Andre de Wet says the city's offer is calculated on a formula based on what it can afford and on comparisons with the market. To that extent, he argues that Samwu's position is particularly untenable since the lowest wage — R1 037 — is almost twice the national minimum of R650 (140A)

He adds that though pay increases were due to come in on July 1, 80 hours of negotiations followed by three days of mediation (chaired by Stellenbosh's Blackie Swart) failed to break the logjam in May.

The unions then declared a dispute and a provisional date for arbitration has been set for August 5 and 6. The city, has, however, also offered to revise its pay offer and suggested arbitration prior to the strike deadline — provided Samwu abandons its strike plans. The union has refused — hence the court action ~~(250)~~ ~~(152)~~

"Nor will the union commit itself to returning to work if the pay issue is resolved. It has adopted a double-barrelled approach where it could fire the second barrel in the form of the unilateral restructuring issue, if the first doesn't work," says De Wet ~~(152)~~

While the *FM* was unable to contact the union before going to press, Samwu has condemned the council for its recourse to the law, rather than "good faith" negotiation to settle the issues. It believes about 70 000 local authority employees around the country will participate in the strike ■

# NEWS Doctor challenges medical aid

## Labour briefs

### Municipal strike rally

THE South African Municipal Workers Union will hold rallies throughout the country today to get a fresh mandate from members regarding the intended strike action that starts on Monday.

In Soweto a rally will be held at the Jabulani Amphitheatre from 10am. Another rally will be held at the George Thabe Stadium from 10am.

### Numsa march

THE National Union of Metalworkers of South Africa is expecting thousands of its members to attend a march on

*Sowetan 30/7/93*  
Monday to the offices of G Vincent Company, a subsidiary of Macsteel, to demand the reinstatement of workers dismissed in 1992. The march starts at 10am from Elandsfontein Railway Station.

### Annual congress

THE Chemical Workers Industrial Union holds its fourth national congress in Johannesburg from today until Sunday.

About 250 delegates are expected to attend the congress at Nasrec in Crown Mines near Soweto.

*Sowetan 30/7/93*

*(140A)*

*(135)*

*(140A)*

*(135)*

*Sowetan 20/7/93*  
**Cosatu money**

THE finance committee of the Congress of South African Trade Unions meets in Johannesburg today (140A)

*Sowetan 20/7/93*  
**NUM strike meetings**

THE National Union of Mineworkers will hold a series of meetings and rallies at various mines from today until Sunday to get a mandate regarding the balloting for strike action next week (243) (140A)

*Sowetan 20/7/93*  
**Cosatu campaign**

COSATU will also be holding a series of rallies and meetings throughout the country as part of its worker voter education campaign (140A) (243)

# Union drops nationalisation policy

Ferial Haffajee

AN economic policy document from the country's third-largest trade union jettisons nationalisation and suggests instead that the future of the economy rests with co-determination

The Southern African Clothing and Textile Workers' Union (Sactwu) says "Through co-determination, we (labour) can have a joint say over economic policy at national, sectoral and company level"

It also says nationalisation with compensation "would be beyond the

(140A) WM 30/7-5/89  
resources of a democratic state.

"The international isolation which would follow, together with the flight of skills and capital would cause major damage to the economy," said Sactwu general secretary Ebrahim Patel in the policy document.

The wide-ranging document also says industries need to become efficient rather than to rely on protective barriers in the form of trade tariffs

"In the short term, it results in job security for local workers. Very soon, though, the rest of the world will retaliate and refuse to buy our goods", it says

Who'll be the  
labour MPs?

(140A)

- WM 30/7-5/8/93

THE cream of Cosatu's leadership could soon be listed persons For those who once made it into the ominous pages of the *Government Gazette*, this will be a very different experience — it could be their ticket to parliament

Rumour is rife of who is likely to be on Cosatu's election lists, but anybody willing to guess who could make it (and there aren't many) is careful to note that this "should not strip the unions of leadership"

The name which came up most often was Cosatu assistant general secretary **Sam Shilowa**. Also touted were Cosatu president **John Gomomo**, National Union of Metalworkers general secretary **Moses Mayekiso** and its national education secretary **Alec Erwin**.

Also suggested was South African Clothing and Textile Workers' Union general secretary **John Copelyn**, who made a vociferous appeal for the protection of worker rights under a new government at a recent conference

There are indications that **Jay Naidoo** and **Chris Dlamini**, who used to be the Food and Allied Workers' Union president until earlier this month, may also be put on the list.

Women candidates include the federation's gender co-ordinator **Dorothy Mokgalo** and the National Education Health and Allied Workers' Union's **Joyce Mafuta**.

## Labour briefs

WN 30/7-5/8/93  
Municipal strike

looms next week

(140A) (250) (152)  
■ THE country is likely to be faced with a crippling municipal strike from Monday that could disrupt traffic control, water and gas supply and refuse removal, among other services.

The South African Municipal Workers' Union (Samwu) said 80 000 workers around the country are likely to come out on strike to protest against low wage offers and the restructuring of municipalities.

The Johannesburg City Council lodged an urgent interdict against the strike in the Rand Supreme Court this week and also handed out individual interdicts to all Samwu members.

Samwu said it would not oppose the action because municipal services are classified essential services and workers have no right to strike. The union therefore had no basis on which to challenge the strike.

The strike, if it is not averted, will be the most concerted challenge yet by a Cosatu-affiliated public sector union to the five percent ceiling imposed by state and local authorities on wage increases.

# Cosatu will be the election 'midwife'

14 APR 30 7-5 8/93

Trade union leaders are likely to appear on the ANC's list of candidates for next year's elections, reports Ferial Haffajee

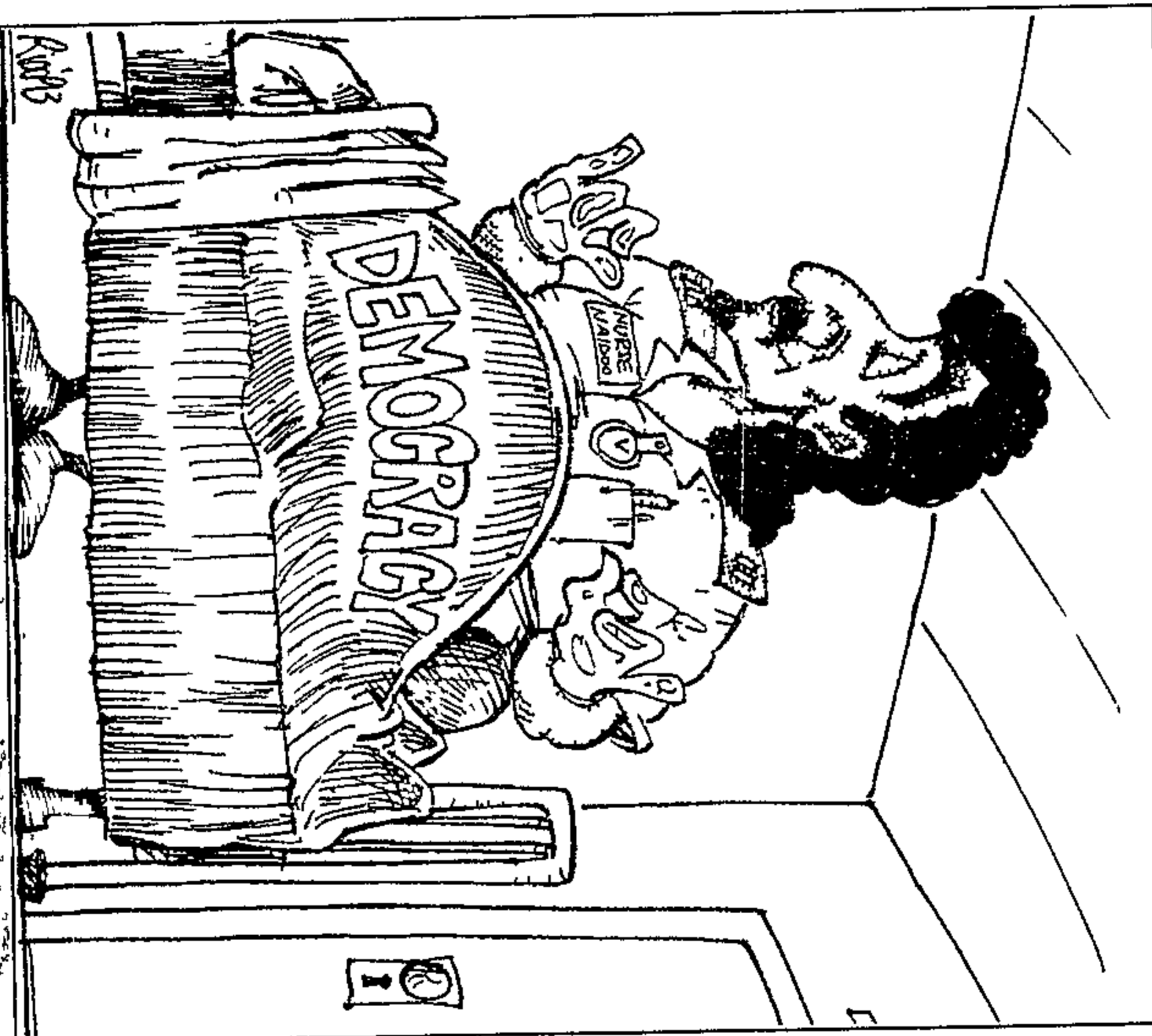
**T**HE Congress of South African Trade Unions will finalise its election list early in August. Although the trade union federation will not contest elections, it will put forward between 20 and 30 names for consideration by the African National Congress at next month's central executive committee meeting.

At the same meeting, affiliate unions will indicate whether they are able to pay a once-off levy to Cosatu's election campaign and voter education programmes as well as reveal the names of those officials who will be seconded to these projects.

The federation's elections co-ordinator, Jesse Maluleke, has, for example, already been seconded from the National Union of Mineworkers.

And both the NUM and the Southern African Clothing and Textile Workers' Union have pledged financial and human resources in the month's running up to elections.

Cosatu this week launched its workplace voter education programmes. In a rare moment of poetry, the fed-



eraton's scribes said. "Exactly nine months before the April 27 elections, Cosatu is launching a campaign ...

healthy and timeously."

Cosatu assistant general secretary Sam Shilowa drew a distinction between its election campaign — where it will support a vote for the ANC — and voter education programmes where it will lobby for non-partisan workplace voter education.

Meetings have taken place between Cosatu and various employer organisations to decide on the form of such programmes and it is likely that one of the mushrooming voter education organisations will be charged with this task.

The commitment of big business to democracy will be tested by its willingness to fund, give workers time off to attend and provide the facilities for such programmes, said Cosatu's first vice-president Chris Dlamini.

Cosatu is also planning "internal voter education" for its 30 000 shop-stewards.

This will not clash with its stated commitment to non-partisan voter education, believes Shilowa.

"The election campaign and voter education programme are not mutually exclusive," he said this week.

The giant labour federation has no specific plans to include unemployed workers in voter education programmes, but hopes that an "Each one, Reach one" campaign will encourage organised workers to take the message into their homes and communities.

# Corruption in Saccawu

(40A) WM 30/7-5/8/93

Ferial Haffajee

DELEGATES to the weekend congress of the South African Commercial, Catering and Allied Workers' Union (Saccawu) stripped the union's financial administrator of his power after revelations of gross mismanagement and corruption surfaced in a recent commission of inquiry

"The financial co-ordinator will have no power to authorise financial transactions," the union said in a statement this week

Auditors will also re-audit the 1992 and 1993 financial statements of the union while the congress ordered another investigation into the union's finances

Saccawu assistant general secretary Kaiser Thebedi was not returned to office and the union

now has two women national office-bearers. They are first vice-president Edna Sethema and treasurer Alina Rantsolase

A gender focus was central to the congress, which also decided to appoint a full-time gender co-ordinator, to start a "women's empowerment programme" and to campaign for the "accommodation of women and parents in the culture and practices of Saccawu".

Campaigns the union will embark on include lobbying for industry-level job security agreements, parental rights agreements, provident funds and the establishment of national industrial councils

Saccawu will also lobby for the agency shop agreements — a type of closed shop — with all companies where the union is organised.

*Handwritten note:* Saccawu



# Numsa in national protest

JOHANNESBURG — The National Union of Metalworkers of South Africa (Numsa) said yesterday it would stage nationwide stoppages on Monday to protest the disbanding of the National Industrial Council for the Motor Industry on August 31

Medical aid, sick pay, maternity pay, pension and provident funds would cease to operate, the union said. Also the disbanding would lead to the dere-

gulation of the petrol price, which could lead to the loss of 50 000 jobs

Numsa said marches would take place to offices here and in Cape Town of the South African Motor Industry Employers Association (SAMIEA) (1409/12)

But SAMIEA executive director Mr Vic Fourie said the council had decided to disband and SAMIEA had no say in the matter — Sapa

CR 31/193

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# Motor workers threaten nationwide protests

By Waghied Misbach

NATIONWIDE protests and pickets are planned by the 178 000-strong National Union of Metal Workers (Numsa) on August 2 as talks with employer bodies in the motor industry remain deadlocked.

Numsa regional organiser Mr Fred Petersen blamed the employer body, the South African Motor Industry Employers Association (Samiea) for trying to topple the National Industrial Council for the Motor Industry which provided for centralised bargaining. (140A)

Petersen said that if the Industrial Council collapsed, Numsa would have to negotiate with many small employers instead of dealing with them as a group.

It also meant workers would lose social security benefits, including pension and medical aid, he said. (142)

The Western Cape region will decide this week what form their protests take.

Talks around wages have remained in deadlock since 1992 when Samiea could not agree with Numsa, and two other largely-white unions, on the increase.

Samiea were not available for comment.

● The Paper, Printing, Wood and Allied Workers Union (Ppwawu) will hold a protest march on Saturday, July 31. They will march from District Six to the Old Mutual Head Office, the Cape Provincial Administration offices, Parliament and the Department of Manpower. (144)

Ppwawu spokesperson Mr Shaheed Mohamed said the protest was in support of disabled workers, including workers of the National Council for the Blind over wages and other demands.

South 3117 - 4/8/93

# South Profile

## Ernest Theron

The newly elected president of the Food and Allied Workers' Union remains committed to ideals he developed as a barefoot boy driving wire cars in the Karoo more than two decades ago. He spoke to **WAGHIED MISBACH**

**T**RUDGING barefoot to a non-racial mission school with friends from township communities was what shaped Ernest Theron's view of humanity. "I never looked at people as different colours," says the newly elected president of the 130 000-member Food and Allied Workers Union (Fawu).

"Even though my uncle whom we lived with was a building contractor and was relatively well to do, all the kids played together driving their little wire cars."

That belief remained entrenched even when his family moved to Cape Town, where he says ethnic differences became more stark and people started looking at him "differently".

Theron comes from a fairly conservative family and he recalls getting a thrashing when his father discovered he had been out joining protests.

As the second eldest in a family of six children he was expected to "know better".

But the belief in non-racialism drove him to join a union, the Boer Makers' Society, in 1973 while working in the metal industry.

And by 1982 when he had joined Epic Oil Mills as a maintenance fitter he was already looking around to join another union.

Inevitably, he signed up with

Fawu a few years later the first to join from the ranks of "skilled" workers. Today, Fawu represents almost 95 percent of the workers, including foremen, supervisors and white workers — due in part to Theron's commitment.

In 1987, while he was still a greenhorn, an unexpected event took place. Theron was appointed national co-ordinator of the 19,700 mulling and bakery strike.

Suddenly Theron found himself on a high-speed learning curve.

"I was thrown into the deep end. I was forced to learn as fast as I could. Looking back, it became the most important event in my career because I learnt so much."

The two and half day strike was successful, with workers coming out in strength.

In 1989 he was elected vice-chairperson of Fawu's Western Cape Region and finally chairperson a year later. By 1991 he was national treasurer, a position he held until being elected president earlier this month.

The election was not without a major surprise.

Eye-brows were raised when the 38-year-old beat charismatic Cosatu vice-president Chris Dlamini to the presidency.

All Theron would say about Dlamini was that it was a "sensitive subject", but added the four-day event was democratic with no sign of antagonism.



*Gender issues are expected to come up for scrutiny. About half of Fawu's members are women, but they are not represented on the national executive'*

workers. Also on the agenda of the August policy meeting will be discussion to form an education department. As the fourth largest Cosatu affiliate, Fawu is under constant pressure to provide adequate training for more than 1000 shop stewards country-wide. He admits this is a "major weakness" in the union.

"It is important to have strong factory floor organisation. Officials should not be involved in this area."

Theron says he is in favour of a joint working relationship with business and government to "restructure and shape" the food industry. He said Fawu initiated the move to have a Food Forum which includes all the important players.

He says gender issues are also expected to come up for scrutiny. About half of Fawu's members are women, but they are not represented on the national executive.

"Our women's forum has failed in the past, so we are looking at restructuring the body."

With elections looming, Fawu has decided to place its weight behind the ANC.

"We have already successfully negotiated with several companies to release workers for voter education. They seem very open to the idea."

The challenges for the union are enormous, but he is prepared.

"Slogans don't get the work done. You just have to go out and do it."

on charges of fraud. Two were reinstated after lodging appeals, but the rest were dismissed.

"If an organisation did not have internal differences then it would not be a healthy one," argues Theron.

He says he is determined to look towards the future.

Next month, the organisation will also have a policy conference to look at meeting the challenges in the food industry.

Among the problems the union faces is the crisis in the fishing industry. Theron hopes that by September the union will host a major fishing conference.

As a build-up, Fawu have started organising rallies along the West Coast, starting with one in Hout Bay this week, says Theron.

Another challenge is trying to organise farmworkers. Fawu is part of the Cosatu initiative to form a co-ordinated policy around farm-

He says the newly-elected office bearers will have extensive discussions on the elections process later this month.

He is also going to recommend a nation-wide tour of Fawu regions so the leadership can get to grips with the workers' problems.

He is also ready to talk about the past problems in the union. Theron said Fawu has effectively dealt with setbacks in the Cape branch, which has been beset by political in-fighting and corruption in recent years.

In 1990 the entire Cape Town branch was suspended, including branch secretary Miles Hartford.

There were persistent rumours that the suspended members belonged to the Marxist Workers Tendency, an socialist grouping in the ANC — a claim denied by Hartford's group.

Then, earlier this year, the entire Cape Town branch was suspended

# Work stoppage over voter education demand

South 3117-418193

By Mansoor Jaffer

WORKERS at the Paarden Eiland industrial firm Forlezer this week downed tools after management refused to allow two shopstewards paid time off to attend a Cosatu voter education programme

Management partially backed down, but still insists the shopstewards be paid from their sick leave allocation, according to Forlezer shopsteward Mr Roger Piedt.

Piedt, a member of the National Union of Metal Workers of South Africa, said the workers reject this proposition and will take it up in negotiations soon.

He said 50 workers conducted a three-hour work stoppage on Tuesday. ~~(11:30)~~ ~~(1:30)~~

Mr Piedt was one of more than

500 shopstewards at the launch of Cosatu's voter education programme at the University of the Western Cape on Wednesday.

The workers were addressed by a line-up of speakers which included the ANC's Dr Allan Boesak, SACP general secretary Mr Charles Nqakula, and Cosatu's assistant general secretary Mr Sam Shilowa.



**JONATHAN  
ARENDESE**

There were presentations on the rights, rules and processes of voting, workplace canvassing and the campaign for identity documents. A mock ballot concluded the programme. (140A)

Western Cape regional secretary of Cosatu, Mr Jonathan Arendse, said the launch was the start of a voter education programme leading up to next year's national election.

3 Times  
118193

# Cosatu set to launch big union

Political Reporter

COSATU has set May 1994 as the deadline for the launch of SA's largest union, expected to organise around 500 000 public-sector workers by the end of next year (140A)

The union will be launched as an amalgamation of the Post and Telecommunication Workers' Union, the National Health and Allied Workers' Union and the SA Municipal Workers' Union.

The SA Democratic Teachers' Union is also considering joining

# Strike Cipress may 18/93 cripple SA's big cities

By LEN KALANE

TOTAL chaos That could be the situation in all SA's major cities from tomorrow when about 70 000 members of the SA Municipal Workers' Union (Samwu) go on strike over pay and other demands.

Cities targeted for the strike include Johannesburg, Durban, Pretoria, Cape Town, East London, Port Elizabeth, Bloemfontein and Kimberley.

In Johannesburg union officials alleged the city council was conducting a misinformation campaign in an attempt to break the strike.

Reports quoted the council's human relations director, Andre de Wet, as having said a meeting would be held on Monday "to discuss settlement of the wage dispute so as to avert the strike." The reports added the strike would be converted into a one-day workers' stayaway.

Samwu acted swiftly yesterday to counter the reports "This campaign is clearly aimed at causing division among workers on the eve of the strike," said the union.

PEARL RANTSEKENG reports from Durban that Samwu has vowed to continue with the strike in defiance of the city council's application for an interdict declaring the strike illegal.

The union, which boasts about 2 000 members in the Durban City Council, has vowed to continue with the strike irrespective of the interdict.

# Strike still on despite court ban, says union

STimes (C/Metro)

11/8/93

By JESSICA BEZUIDENHOUT

MUNICIPAL services will almost certainly grind to a halt in the Western Cape tomorrow as thousands of council workers down tools in spite of a Supreme Court interdict preventing their strike

The duration of the strike is uncertain as Municipalities and the SA Municipal Workers Union (Samwu) have indicated that talks could continue this week. (140A)

Indications yesterday were that the Cape Town City Council would be hardest hit by the strike action with 11 000 of its workers downing tools

Services such as cleansing, water-works, libraries, cash offices and housing estate offices will be most affected

Arrangements have been made to maintain emergency services such as ambulances, health care personnel and fire brigade workers, Samwu spokesman Mr Roger Ronnie said yesterday

A union spokesman confirmed yesterday that Samwu would ignore interdicts granted by the Supreme Court to the Cape Province Local Authorities' Employers Organisation and other municipalities around the country

## 'Workers criminalised'

He said Samwu did not oppose the court applications as present labour legislation offered no protection to municipal workers and criticised the action, saying it "effectively criminalised" workers

Talks between Samwu and the city council broke down with the union demanding a minimum monthly wage of R650 and a 20 to 30 percent increase for those workers earning above R650

It also demanded at least 26 working days annual leave, pension/provident funds for all workers and a 40-hour working week with no loss in pay

Mr Ted Doman, spokesman for the city council said Samwu had rejected the council's final offer of increases ranging from 10 percent for lower paid employees to 5½ percent for better-paid employees

Meanwhile, the SA Association of Municipal Employees (Saame) called on its members to report for work as usual tomorrow.

● Political Reporter NORMAN WEST reports that if a planned nationwide strike by motor industry workers, also due to begin tomorrow, goes ahead it could mean disrupted service at some garages. No forecourt attendants to fill and service cars, tea ladies, sweepers or even mechanics will be available.

# Spotlight on the sweatshops

1407  
AR 3/2/93

SWEATSHOP conditions in small and medium-size businesses came under the spotlight at a meeting this week in the University of the Western Cape

Mr Tony Reuters, a member of the Cosatu regional economic task group, told the meeting — organised by the Western Cape Economic Development Forum — that South Africa should learn from countries where fair labour standards had not prevented small and medium-sized businesses from competing internationally. Unions had in the past been hostile to sub-contracting because it had been used by big conglomerates to reduce labour costs and undermine trade unions.

■ The way ahead for small business has been spelt out by union representatives.

## ALIDE DASNOIS Business Staff

on the sub-contractor," Mr Reuters said. He added that Cosatu would support sub-contracting in order to develop SMEs under certain conditions including:

- It should be part of a move to loosen the hold of the high conglomerates
  - SMEs should respect "proper labour standards" and allow collective bargaining
  - The government should provide infrastructure which was at present lacking
  - Goods produced should be competitive internationally
- The unions, he said, would

not put up a blanket opposition to exemptions for smaller businesses from labour regulations — though they would fight against "sweatshop conditions". Labour lawyer Jan Theron said it was time to drop the "catchword" of deregulation.

To present deregulation as something "which is good in itself, whether it concerns apartheid legislation or labour legislation", was false.

Mr Theron, distinguishing between "core legislation" on basic conditions of work, wage regulations and industrial council agreements, said SMEs should not be exempted from labour regulation.

But each industry should be examined separately. If it was dangerous to lump all SMEs together, proposals such as that by the National Manpower Commission to put SMEs beyond the

reach of the law on wages and conditions of work should be opposed.

Regulations should be maintained, said Mr Theron, and criteria for exemption should be negotiated.

Institutions which provided support for SMEs should look into the labour practices of the companies concerned, he said. Other issues addressed by the workshop included finance and training.

Newly appointed Forum coordinator Howard Gabriels said the workshop — the first representative meeting of its kind — had gone a long way towards defining key areas for small business development and establishing a basis for networking between the key players. He said a follow-up meeting of the Task Group would take place soon.



# Council will try to minimise strike

SHARON SOROUR

Labour Reporter

THE Cape Town City Council says it will do "everything possible" to minimise the effects of a possible strike by more than 23 000 Western Cape municipal workers, including 12 000 council workers, which starts on Monday.

The national strike by the 70 000-strong SA Municipal Workers Union is expected to seriously affect services, especially the collection of refuse.

An attempt to avert the strike was made by the Cape Province Local Authorities Employers Organisation, which obtained a Cape Supreme Court order interdicting and restraining the union from instigating and organising any strike or industrial action which contravened the Labour Relations Act.

Union spokesman Roger Ronnie said the union did not oppose the motion because "the law was against municipal unions in any case" as municipal workers did not have the right to strike.

Mr Ronnie said the union had "extended the hand of negotiations, but management has run to the courts".

Council executive committee chairman Louis Kreiner appealed to people not to transact any business in the Civic Centre concourse before 10am on Monday.

"The council and the union have agreed that union members may gather in the concourse before 10am to be addressed by their leaders, before moving off to other meeting places," Mr Kreiner said in a statement.

Mr Ronnie said the strike would disrupt the collection of refuse and other municipal services but "essential" services would be provided as fire brigade workers, ambulance men, health care personnel and certain traffic officers would be exempted from the strike.

He said the union would "assess the situation" if the weather turned "nasty", and storms brought down electrical cables and blocked stormwater drains.

The Port Elizabeth municipi-

ality appeared to be "slightly co-operative" as it had made certain council premises, including toilets, available to strikers.

Municipal bus services will be affected in other parts of the country, but not in Cape Town as the workers were not union members.

The union is demanding a minimum monthly wage of R650 for the municipal sector, 20 to 30 percent increases for workers earning above R650, at least 26 days annual leave, pension or provident funds for all workers, paid public holidays on March 21 and June 16 and a 40 hour working week with no loss in pay.

Mr Kreiner said the minimum monthly wage Cape Town municipality paid workers was R1 091 plus benefits which could increase the package "substantially".

He accused the union of "double changing of the goal posts" for withdrawing from a proposal made by the union that the matter be referred to arbitration if the parties were unable to reach agreement.

ARCT 1/8/93

ARCT 1/8/93

# Police angry as protest march flops

ARG 1/8/93  
Weekend Argus Correspondent

PRETORIA. — The police are furious with the South African Municipal Workers' Union after it said 20 000 people would march on the Union Buildings — and only 200 arrived.

Police are considering objecting to any future applications for protest marches after about only 200 people turned up yesterday.

The union originally applied for permission for 20 000 people to march, leading to a massive security deployment in the city.

Over 150 policemen, 100 members of the SADF's 115 Battalion, a mounted army platoon and a large number of traffic officers were deployed early yesterday only to be withdrawn at the start of the flopped march.

Explaining the low attendance, a union official said there were indeed 20 000 people at the march.

"This is South African arithmetic. Every one person here is equal to 200 voices. Since there are 200 people here that makes 20 000," he said.

# Garages braced for wave of mass action

Weekend Argus Reporters

GARAGES and other motor industry service centres such as retreaders are braced for a wave of stayaways, pickets and marches from Monday — but staff planning to take part face a harsh response. (11/07)

Unionists have taken a dim view of employers' new hardline attitude which includes threats ranging from loss of pay to sackings. ARG 11/8/93

The mass action has been prompted by concern about the imminent disbanding of the Industrial Council for the Motor Industry. The continued operation of medical aid, sick pay, maternity pay, and pension and provident funds is in the balance.

The metalworkers' union, Numsa, has accused employers of trying to smash the council. Numsa starts its campaign to save the council on Monday with a stayaway and a march through central Cape Town.

A circular from the Motor Industries' Federation advises employers to try to dissuade staff from joining the mass action. However, they should be told "in no uncertain terms" that they risked dismissal by joining. Business-

es along the route of proposed marches were told to be on the alert for any "emergency situation".

The union's national organiser for collective bargaining, Mr Percy Thomas, said threats of dismissal would be viewed "very seriously".

Previously the policy of no work, no pay, no disciplinary action had been applied to mass action, he said.

"Any attempt to change this ... will be regarded as an unfair labour practice," he said. "We would challenge any of these cases."

Sapa reports that, according to employers' association executive director Mr Vic Fourie, it had already been recommended that the council continue operating for six more months. This would allow discussions on the employees' social security system when the council disbanded.

This proposal had been accepted by all the trade unions except Numsa.

The decision to disband the council was the council's own action, he said.

A further aim of the union is to stop the deregulation of petrol, which it is feared will cost about 50 000 job losses and force small garages to close.

## Miners' union wins call for mediation

JOHANNESBURG — The Chamber of Mines has backed down on a demand by the National Union of Mineworkers for mediation in wage negotiations.

The two parties issued separate statements yesterday after a meeting to try and break the deadlock in negotiations.

The union rejected the chamber's offer earlier this week and said it would hold a strike ballot.

The chamber offered increases of 5 to 8 percent on gold mines and proposed a rise between 6 and 8 percent on collieries. Earlier this week it rejected settlement by mediation or arbitration but did not rule out meeting the union again.

The parties have agreed that Charles Nupen, of the Independent Mediation Services of South Africa, be appointed mediator.

Mediation is expected to start early next week.

The chamber's negotiator Adrian du Plessis said mediation was well suited at this stage to the proper evaluation of the merits of the chamber's offers.

A statement from the union said that in spite of a number of unreasonable preconditions, it had agreed to the process with a view to seeking satisfaction and a credible wage settlement. — Sapa

# Hitch in motor trade settlement

PORT ELIZABETH. — A motor assembly industry settlement has been stalled by MAN Trucks and Buses' insistence on exemption from two clauses in the pioneering agreement, National Union of Metalworkers of South Africa spokesman Mr Gavin Hartford said yesterday.

An agreement could be concluded only if supported by all parties in the industry's national bargaining forum, he said **CT 3/8/93**

The chairman of the NBF employer grouping, Mr Dave Kirby, confirmed the hitch.

Mr Hartford said the disputed clauses dealt with bargaining fees and training and skills development, not wages. — Sapa

# Numsa pay march

Staff Reporter

(40A) 1993

MORE than 400 members of the National Union of Metalworkers of SA (Numsa) marched to the offices of the SA Motor Industry Employers Association (Samiea) on the Foreshore yesterday to demand a wage increase CT 3/8/93

Numsa also demanded the extension of the agreement of the National Industrial Council for the Motor Industry which is due to expire at the end of August. The marchers said any changes to the main agreement should be negotiable.



# NUM, Randgold settle 'special' mine wages

Biday 4/18/93

ERICA JANKOWITZ

THE NUM and Randgold have settled wages at two "special circumstance" mines with workers at Harmony receiving 5,5% overall increases and those at Durban Deep 3%.

The agreements will be signed tomorrow and sent to the Chamber of Mines for attachment to the main agreement.

The NUM had agreed to the introduction of a variety of productivity improvement schemes at the mines which would assist in addressing their marginal circumstances, Randgold human resources executive Richard de Villiers said yesterday.

"The NUM has been flexible enough to accommodate our marginal mines by accepting modest wage increases," he said.

Other issues had also been settled, including a central bargaining fund, recognition of fulltime shaft stewards, dispute resolution, hostel management and health and safety agreements and a financial forum to discuss mine finances.

Wage talks between worker representatives and Impala Platinum deadlocked yesterday, but the parties agreed to refer the dispute to mediation — hopefully late this week, NUM general secretary Kgalema Motlanthe said.

He said the parties had deadlocked with worker representatives demanding between 10,6% and 15% for 26 000 workers in the six divisions, and the company offering 5%.

He described the situation as one with "a serious potential for real crisis", mainly because of the NUM's illegal status in Bophuthatswana and the territory's vested interest in the mine (40A).

He said the union had demanded to inspect the mine's financial statements.

Other issues still to be resolved were travel and living-out allowances, and independent provident fund, medical aid and service increment. Motlanthe said the chances of resolving the dispute were good if the company tabled a revised offer.

□ The NUM and De Beers were still far from settling wages after all-day negotiations yesterday as the parties were "far apart", Motlanthe said.

□ The Chamber of Mines and NUM are scheduled to start mediation at midday today with IMSSA director Charles Nupen presiding. The meeting is to held at the Carlton Hotel in Johannesburg.

Star 4/8/93

### Union warns of Cosatu plan

The SA Iron, Steel and Allied Industries Union, which represent white metalworkers, has warned Cosatu against implementing its voter education programme for workers. - Labour Correspondent

(140A)





# Metal industry wage deal struck

JOHANNESBURG — Thirteen unions in the engineering and metal industries agreed yesterday to a seven percent wage increase and non-wage advances, the Steel and Engineering Industries Federation of South Africa (Seifsa) said.

The agreement includes wage exemption measures, commitments on reducing the industry's job grades and deals on training.

Seifsa executive director Mr Brian Angus said in a statement it was unclear whether the Metal and Electrical Workers' Union of South Africa had settled.

The minimum hourly wage would be increased by 37c to R5.50, while artisans in the top grade would get R12.19 an hour, an 80c rise.

National Union of Metalworkers of South Africa spokesman Mr Les Kettleidas said he would comment after studying the Seifsa statement.

The industry's 13 job grades would be reduced to five by July, 1996. Also, the main agreement would be amended to allow employees to be downgraded as an alternative to retrenchment — Sapa

## Unions divided over cutting ANC links

Business Day Reporter

By Day 4/8/93

COSATU affiliates are divided over moves to end the ANC-led tripartite alliance after the April election, SA Labour News reports in its latest issue (140A)

In a survey conducted by the publication of several Cosatu member unions, the question of whether to continue the alliance after the election was looming as a divisive issue at Cosatu's reconstruction congress in September

The issue has been pushed to the top of the union agenda after recent congresses held by the National Union of Metalworkers of SA and the Southern African Clothing and Textile Workers' Union adopted resolutions calling for termination of the alliance after the poll.

These resolutions have thrown Numsa and Sactwu into conflict with other Cosatu heavyweights, including the National Union of Mineworkers

Other unions opposed to ending the alliance included the Food and Allied Workers' Union, the Construction and Allied Workers' Union, the Paper, Printing, Wood and Allied Workers' Union and the SA Railways and Harbours Workers' union

The Chemical Workers' Industrial Union would back the Numsa-Sactwu position

News in p  
Sowetan 5/8/93  
Workers arrested

ABOUT 350 retrenched municipal workers and sympathisers were arrested at the Pietersburg Civic Centre yesterday on charges of trespassing (UOA)

Those arrested were given the option of a fine or appearing in court next month. About 600 members of the South African Municipal Workers Union in Pietersburg were retrenched after they had refused to return to work when negotiations on wage increases collapsed (SASA)

# Survey highlights black voters' fears

CAPE TOWN — About 14 percent of black South Africans surveyed recently said they would probably not vote in the April elections for fear of violence, the Goldstone Commission heard yesterday

Addressing a hearing on ways to prevent violence and intimidation during the elections, Professor Laurie Schlemmer of the Human Sciences Research Council also said 2 percent of the respondents claimed they were committed to violence during and after the election period

This translated to an "awfully large" percentage of the total electorate who had a destabilising, revolutionary attitude, said Schlemmer

The survey of 8 400 respondents was carried out recently in areas not normally polled,

such as squatter camps, resettlement areas, deep rural areas and the self-governing states

Three out of every 10 people saw the prospect of violence as the most severe problem surrounding an election.

A third of those surveyed approved of breaking up meetings of opposing parties in areas where these parties were not popular, which indicated a "fairly tough, cynical attitude" to the rights of parties to mobilise support, he added

Only 54 percent were sure that their vote would be secret — a figure which made this survey group only a little less paranoid than their urban counterparts, who were also surveyed by the HSRC recently

About 97 percent of ANC supporters expected the movement to win an election, which was

fairly realistic in the circumstances, Schlemmer said.

● The Star's Political Correspondent Chris Whitfield reports that the weekend is shaping up as critical to hopes of an imminent return by the Inkatha Freedom Party and KwaZulu government to negotiations

However, the IFP's Dr Ben Ngubane — who led a delegation which met with the Government for discussions on the issue yesterday — last night cautioned against suggesting that the party would return to the talks at the World Trade Centre within days

"There has been some progress (in talks with the Government and ANC) but everyone expects a rush now. The issues we are discussing are so fundamental they cannot be resolved overnight," Ngubane said in Durban. — Sapa

## Robin John

By Robin Star Afri

HARARE southern journalist of Africa independ his home

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# Dispute over bid to lay off 200

By Abdul Milazi  
Labour Reporter

When Eric Magwaza (46) was promoted to stores manager at the Epic Oil Mills Johannesburg factory a year ago, he knew he could give his family a better life and a better education on an increased monthly salary of R4 000

Now Magwaza is one of the Epic Oils workers who face losing their

jobs, after the company this week announced its intention to retrench some 200 people today

About 300 workers at the factory downed tools on Wednesday after management allegedly refused to negotiate the retrenchments with their union

However, Epic Oils managing director Trevor Wilkinson said his company had negotiated with the Food and Allied Workers' Union (Fawu),

which represents the majority of the workers, but the two parties could not reach an agreement on how the retrenchments should be implemented.

Wilkinson said the company had decided to go ahead with its decision "to get some reaction from the union", which he said had failed to come up with alternative proposals after nine months of negotiations

Fawu regional organi-

ser Ernest Buthelezi has disputed this and said the company was unilaterally implementing the retrenchments. He said that when the union came up with alternative proposals, management issued counter-proposals, making it impossible for the parties to reach an agreement.

The workers have vowed not to return to work until management agrees to negotiate with the union "in good faith"

Star 6/8/93

## Alliance to be 'reviewed'

The Chemical Workers' Industrial Union will "review" the ANC-SACP-Cosatu alliance "from time to time" but has rejected a proposal for the formation of a workers' party (LOA)

The CWIU believes it would be premature to adopt a position on ending or continuing the alliance before next year's election.

The National Union of Metalworkers and the Southern African Clothing and Textile Workers' Union have resolved that Cosatu should end the alliance after the election  
— Labour Correspondent

**L**AST weekend the Chemical Workers' Industrial Union (CWIU) joined the queue of Cosatu affiliates which have used their regular conferences to ponder on the future of Cosatu's relationship with the ANC. While early publicity on this debate has suggested a clean break between Cosatu and the ANC is likely after the election, the reality is more complicated.

Political debate within Cosatu has always revolved around the question of its relationship with the nationalist political movement — first the United Democratic Front and, overtly since 1990, the ANC.

Cosatu has always maintained close relationships with those groups. The strategic goal has been simple — liberation from apartheid. April 27 could mark the achievement of that goal, and hence the debate about the future relationship. These issues will be among those up for debate at a special Cosatu congress in five weeks' time. The range of opinions suggests that a final decision may be postponed, although Cosatu is now sufficiently well established to avert a damaging split on the issue.

For now, the alliance remains intact. Cosatu is offering substantial financial and logistical support to the ANC's election effort. The second leg of the Cosatu election strategy is the negotiation with the ANC of the proposed, still skeletal "reconstruction accord" (to be fleshed out at the congress) which the ANC would make part of its election platform.

**T**he CWIU, unlike some other unions, chose to postpone, and thereby avoid, taking a position. This has been the union's traditional approach to the basic political question. It is a reflection of the divergent views within the CWIU and its determination not to permit ideological disputes to fragment it, a more mature approach than that of certain other Cosatu affiliates. It also illustrates the dilemma any ally faces in deciding whether to ally itself with a political party.

However, the three largest affil-

# Cosatu ties With ANC will survive beyond election

Bibay 6/8/93

ALAN FINE

ates have taken distinctly different positions on the issue. And a fifth position will doubtless soon be heard.

The National Union of Metalworkers of SA — Cosatu's second largest affiliate — set the ball rolling. In July, Numsa resolved that the ANC/Cosatu alliance should be ended after the election next year. The labour movement should thereafter relate to the ANC through tripartite institutions such as the National Economic Forum and the National Manpower Commission.

In addition, Numsa general secretary Moses Mayekiso spoke of the possibility of establishing a special relationship or alliance with a "workers' party" — either the SACP or whose central committee Mayekiso serves, or a new independent party. The purpose would be to advance the cause of socialism which Numsa (whose congress also advocated large-scale nationalisation) believes the ANC does not do.

The second union to state its position — in mid-July — was the Southern Africa Clothing and Textile Workers' Union. Sactwu has always been suspicious of any kind of alliance with a political party. So it was not surprising when it, too, called for the ending of the Cosatu/ANC alliance after the election. It, too, would like to deal with an ANC government

through tripartite institutions.

Unlike Numsa, however, Sactwu does not envisage an alliance with any other party. It takes a purist stand in favour of union independence. Also in contrast to Numsa, Sactwu has explicitly stated its social democratic leanings on economic policy — favouring "co-determination between labour and capital rather than nationalisation".

**S**actwu's general antipathy towards party politics was contained in its resolution on support for the ANC's election effort. It made support conditional on a number of points, including fair representation of unionists on the ANC party list, and the incorporation in the ANC election manifesto of a commitment to tripartism and a range of union rights, from the right to belong to unions to the right to strike without fear of dismissal.

The NUM offers a more subtle position. It favours a continued alliance with the ANC. But, assistant general secretary Marcel Golding explains, "this does not mean losing our independence. We have to follow through on the reconstruction programme to ensure it is satisfactorily

implemented. We must support the ANC, but also put pressure on them when necessary. And we must ensure that labour is well-represented among their MPs."

This "allied but independent" approach is one which Cosatu has always attempted to uphold in its relationship with the ANC. While it has often complained about a lack of consultation by the ANC with its alliance partners, Cosatu has also often taken the lead. For example, last year's mass action campaign was a Cosatu initiative, as is the reconstruction accord idea.

A further complication in the debate is that, despite their divergent views on the ANC, Sactwu and NUM approaches on economic policy are essentially the same.

The final position has traditionally been held by affiliates such as the Food and Allied Workers' Union and some of the small public sector unions. They have tended to opt for an unconditional, unquestioning alliance with the ANC. This view has never been generally accepted in Cosatu ranks, though, and is unlikely to become part of mainstream thinking in future.

So how does one assess the remaining different positions? Numsa is, of course, correct in believing that the ANC cannot be relied on to ad-

vance the cause of socialism — the term is conventionally understood. Shifts in ANC economic policy over the past three years have removed any doubts about that.

Support for a socialist "workers' party" may strike a chord among those who believe the ANC has sold them out. And there is real frustration among rank-and-file unionists at the effects of the recession and a recognition that an ANC government will be unable, even if it was willing, to do much about it.

But it is an unrealistic approach. The SACP is not interested in an independent existence from the ANC — it would probably be humiliated in an election if it chose to go it alone. It has decided to continue as the ANC's "socialist" conscience, although its more recent definitions of socialism are a far cry from the real thing which collapsed in 1989. Even then, its influence on ANC policy is diminishing. And an independent socialist party would have no better prospects here than the "loony left" parties of, say, the UK.

Sactwu's position is attractive to pluralists who believe union members should not feel that they are identified with any particular party. But this approach appears untenable for other reasons. For a start, there is a seeming contradiction between demanding that the ANC adopt union-friendly policies and accommodate a large number of union leaders among its MPs, and then breaking the relationship with the ANC.

In addition, the practical reality — as opinion polls have shown — is that an overwhelming majority of Cosatu-affiliated union members will vote for the ANC whatever their union leaders say.

Further, if tripartite dealmaking at the National Economic Forum and elsewhere continues as the dominant trend, it may be contrary to the unions' own interests to take a step which would reduce their influence with the new government.

And this, arguably, is why, despite its imperfections, contradictions and tensions, the NUM position is the one most likely eventually to be supported by Cosatu.

# Cosatu's tough task: mass voter education



THE 1,2 million strong Congress of South African Trade Unions has set itself a daunting task.

In just under nine months, Cosatu plans to run mass voter education programmes for its members as well as millions of other workers.

Cosatu activists will be called upon to initiate voter education programmes in tens of thousands of workplaces, some of them situated in the most remote parts of South Africa.

The voter education programme is part of Cosatu's strategy to ensure 'a decisive ANC victory' at the polls.

The union federation has, however, stressed that the programme should empower workers to partici-

pate in democracy and make informed choices, regardless of who they ultimately vote for.

Cosatu aims to ensure a programme of non-partisan voter education is extended to all workers, not only Cosatu members.

The union federation said in a statement last week. "Voter education is particularly important for workers who have been isolated and denied basic worker rights, including farm workers, domestic workers and workers in the bantustans.

"Failure to extend voter education to these workers and their families will mean over half the electorate will go to the polls unprepared and uninformed — if they go at all."

An important element in Cosatu's

land and the Boland.

The workshops will all include presentations on the rights, rules and processes of voting, workplace canvassing and the campaign for identities. Mock balloting is also a feature of all training workshops.

"This process is part of the election campaign. After this there will not be a single Cosatu organised workplace where there is not at least one shopsteward capable of imparting voter education," Arendse said.

Cosatu has to reach out to several thousand shopstewards initially and about 170 000 members before the end of the year.

Cosatu affiliates will be asked to second office-bearers, organisers and shopstewards for the campaign.

voter education programme is the co-operation of employers.

Cosatu has met the Central Business Movement and Saccola. These two bodies have generally responded positively to the voter education guidelines issued by Cosatu.

Cosatu in the Western Cape launched its campaign on July 28 when 500 shopstewards attended the first of four voter education workshops planned for the region.

Participants came from, among others, the clothing, food, metal, commercial, retail, municipal, transport and construction sectors.

Regional secretary Mr Jonathan Arendse said training workshops for shopstewards were being planned for the southern Cape, Namaqua-

By Waghied Misbach

**T**HE BIG cities in the nationwide municipal strike grabbed the headlines this week, but the real struggle is in the poorer rural municipalities

As the strike entered its third day on Wednesday, Cape Town City Council and the Western Cape region of the 70 000-strong South African Municipal Workers Union (Samwu) reached an agreement to suspend the strike.

At the same time that dispute was being resolved, about 1 000 workers from areas stretching to the Eastern and Northern Cape marched on the offices of the Cape Provincial Employers Organisation (CPEO) in Bellville.

Workers said the employer body refused to enter negotiations which cover 147 municipalities and 12 000 workers in mostly rural areas.

The workers were given notices by the CPEO that they would be dismissed if they did not return to work, said Merie Brown, Samwu national organiser.

After the march workers were told by union officials the strike would continue into a fourth day.

Workers from these areas claim they are earning well below the salaries offered by the big city councils. In some areas workers earn between R200 and R500 a month.

Goodwood and Stellenbosch workers said labourers earned R281 a fortnight while operators earned R390 a fortnight. They said there are no benefits like medical aid and pension funds.

"Working conditions are bad. They treat us like dogs, like we are

# Rural municipal workers are left out in the cold

South 7/8 - 11/8/93



**MESS ACTION:** Cape Town streets were filthy this week during the Municipal Worker' strike

Photo Yunus Mohamed

animals," said one worker.

He said they wanted to work an eight-hour day — currently they work nine and half hours

Goodwood workers demand a R650 minimum wage, with a 30 percent increase for other workers

Mr Salie Manie, chairperson of the Cape Town branch of Samwu and national executive member, said this week the union also wanted to

stop the countrywide restructuring at municipalities

Manie said the municipalities have started privatising certain services.

He said this was "ill-timed" as moves were already underway to restructure the sector in talks with the Local Government Negotiating Forum (LGNF)

Manie, vice-chairman of the LGNF, says this was taking place

on "apartheid ground rules".

Manie said privatisation resulted in retrenchments and there was often a cutback in services

He slammed the action of the police on Tuesday when 10 workers were injured after police fired tear-gas and rubber bullets at them outside the Good Hope Centre.

Police said seven of their members were injured.

Worker Clive Abrahams, who was at the scene, said. "They just started shooting while we were walking over the bridge" He denied workers provoked police by throwing stones.

Another worker said they started throwing stones only after the police opened fire on them.

A worker who did not want to be named showed two teeth of a fellow worker. He said a group of policemen had "stamped on his face".

The policemen allegedly dragged the bleeding worker down the steps and "threw" him into a police van.

Manie said he would report the incident to the union's international secretariat.



**COURTS:** A former Sasol employee exposes the petrochemical giant's anti-union activities

**D**OCUMENTS before the Pretoria Supreme Court show for the first time that petrochemical giant Sasol recruited a corps of trained security officers to infiltrate trade unions and "limit the possibility of strikes" at its Secunda collieries

Sasol Mining, a wholly owned Sasol subsidiary, admits this in papers responding to a R12-million breach of contract claim by a former employee, Andries Bruyns

In his founding affidavit, Bruyns also indicates that to mask its anti-union activities, Sasol Mining set up a string of front organisations. One was the Secunda Education and Cultural Organisation (Seco), established during 1986 and 1987, which he describes as the "brainchild" of Adult Education Consultants (AEC).

Spawned by Military Intelligence, AEC spent R160-million during the State of Emergency on nationwide "contra-mobilisation" against the African National Congress and its allies. The *Weekly Mail* revealed last year that it gave Inkatha Freedom Party leaders secret leadership training and political education

Bruyns also says Sasol Mining hired the IFP youth leader, Advice Gwala, to boost its anti-union drive. At the company's request and with the co-operation of the IFP, he says

# Sasol admits it spied on, infiltrated trade unions

Sasol spied on unions, set up front organisations and a Zulu unit to hinder union activities, court papers reveal. **Paul Stober** reports

Wm 7/8-2/9/93



he later set up a Zulu unit to counter and intimidate union leaders. Tracing the history, Bruyns says he was employed to infiltrate the Chemical Workers' Industrial Union and other Cosatu affiliates in October 1985. He was sent to Germany for specialised training in bugging devices to spy on unions and to prepare strategies to "neutralise" them.

Bruyns says he recruited shop stewards as informants, spied on union activities at Secunda and Sasol 2 and 3, and established block committees in hostels to counter the CWIU's influence. He believes he was so successful that all attempts to call strikes at Secunda coal mines failed.

In responding papers, Sasol Mining admits organising Bruyns' training, receiving information about union activities and authorising the payment of informers. The purpose was

to "limit the possibility of strikes", "employ new workers who would receive training to counter intimidation" and "convince other workers".

It also admits setting up Seco for "educational and cultural" purposes and employing Gwala, but denies all other allegations. Approached for comment last year, the company denied funding Seco or employing Gwala, who was killed in an AK-47 attack in a labour dispute in 1991.

Bruyns left Sasol to work for another AEC company, GO-HI Management in Cape Town, in August 1988. A year later he says he was asked by Sasol Mining to return to his old job after a bruising strike at the company.

At management request, says Bruyns, he prepared plans to prevent further strikes at Sasol Mining. These included the recruitment and train-

ing of Zulus to counter and intimidate union leaders in the hostels and the community. Others would receive leadership training to persuade members to leave the union.

With the help of the IFP, says Bruyns, he recruited 30 people to deal with intimidation and 50 to work in the community. He handed them to the company for training.

To distance Sasol Mining from the operation, says Bruyns, he resigned from the mine's security division and joined another company, New Perceptions Limited. He would continue to handle the groups, provide training for new members, run Seco's operations and liaise with Gwala. Sasol Mining would pay New Perceptions for Bruyns' services.

Sasol Mining accepts that the decision to move Bruyns to New Perceptions was carried out but denies the

other claims

Around April 1991, Sasol Mining changed tactics and set up Tekset to promote the mine's image among all political parties in the vicinity. Bruyns was the director, secretary and treasurer of the company. "The defendants decided to scale down the intimidation and victimisation actions, as well as the influencing programme, to such a degree that the plaintiff was no longer involved with their handling," said Bruyns.

To disguise links between New Perceptions and Tekset, Bruyns was asked to establish Highveld Community Development Services as a front for Sasol Mining. Sasol Mining's agreements with New Perceptions were to be transferred to the new company. Sasol Mining acknowledged meeting the costs of setting up Highveld Community Development Services but denies other allegations.

After violence broke out in Sasol Mine's Thandanani Hostel in August 1992, the mine asked the Goldstone Commission to investigate accusations by CWIU that the company was involved in "third force" activities.

Acting on the advice of AEC boss Louis Pasques, says Bruyns, Sasol Mining decided to cut all links with Bruyns and Highveld Consultants.

The R12-million for which he is suing, is made up of the salary he would have earned until retirement.

## Cosatu backs fired workers

Star 9/8/93

■ STAFF REPORTER

The Congress of SA Trade Unions has called for the reinstatement of all sacked municipal workers and has warned of countrywide solidarity action.

A detailed report on the municipal workers' dispute was tabled at Cosatu's three-day central executive committee meeting which ended at the weekend in Johannesburg.

Cosatu resolved to support the SA Municipal Workers' Union, a Cosatu affiliate (U40A).

The federation said it took particular note of the mass dismissals of municipal workers by employers organised under the Cape Province Local Authorities' Organisation. (U40A)

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# New deal for farm workers

*Sowetan 11/8/93*

**By Themba Molefe Political Correspondent**

A HISTORIC agreement between employers in the farming sector and the Congress of South African Trade Unions was announced yesterday (1407) (LP)

The agreement between Cosatu and the South African Agricultural Union is in the form of a draft Bill and provides for the Labour Relations Act to be extended to farm workers. To be called the Agricultural Labour Act of 1993, the new legislation would be tabled before Parliament in October.

In terms of the agreement, the SAAU and Cosatu will submit a joint request to the Minister of Manpower and the National Manpower Commission to establish a committee to investigate concerns of the agricultural sector and facilitate the implementation of the agreement.

A proposal to the Industrial Court will be forwarded for a special labour court to mediate between organised labour and employers in the sector.

The breakthrough was announced at a Press conference at the World Trade Centre by Cosatu labour law expert Mr Mike Madlala, SAAU executive members Mr Laurie Bosman and Mr Kobus Kleynhans and Minister of Manpower Mr Leon Wessels.

A culmination of three years of bargaining and involvement of the Independent Mediation Services of South Africa, the draft law proposes the extension of the Basic Conditions of Employment Act to farm workers.

The debate on Cosatu's relationship with the Tripartite Alliance has come to rest in a consensus for continuation, but the federation faces awkward decisions and bargaining around its presence in parliament. Labour Correspondent Paul Bell reports.

Star 11/8/93

# Question now is, what about Cosatu?

(140A)

The country's largest trade union, the National Union of Mineworkers, may have thrown its weight behind Cosatu's continuation in the Tripartite Alliance after the general election, but the federation must nevertheless answer some tricky questions — and soon — on how it will operate within the Alliance thereafter.

Dissatisfaction among rank-and-file workers about the slow progress of negotiations at the World Trade Centre, and fears of a sell-out there of workers' interests, has added piquancy to the debate about Cosatu's relationship with the Alliance after the installation of democratic government.

That much was obvious in the differences among the major Cosatu affiliates on that issue, thrown up in the course of a recent round of trade union congresses.

The National Union of Metalworkers led off in June with a congress resolution calling for an end to Cosatu's involvement in the Alliance, along with measures to strengthen socialism, including the possible formation of a workers' party.

The Clothing and Textile Workers Union, Sactwu, followed with a similar view on Cosatu opting out of the Alliance. But its alternative was less radical, suggesting that labour pursue its relationship with the future government through tripartite institutions such as the National Manpower Commission and the National Economic Forum.

The Food and Allied Workers' Union maintained a steadfast allegiance to the ANC and the Alliance position was echoed by the Chemical Workers' Industrial Union soon afterwards: it would be "premature" to adopt a post-



### Oh so slow

Rank-and-file workers think the World Trade Centre negotiations simply go on and on — and get them nowhere.

under of the Workers Organisation for Socialist Action, in whose view a split was both inevitable and necessary.

But James Mottlatsi, president of the National Union of Mineworkers, appears to have capped discussion for the present.

His view, encapsulating a NUM national executive committee

see decision last week, is this. It would be premature to say that after the election we will cut the Alliance. But the Alliance is not a marriage. We have, from time to time to check that the conditions that require it are still operative.

What is important for us, however, is to ensure maximum unity

We may differ politically but we must maintain unity as a nation. We must agree that the implementation of a reconstruction accord is the responsibility of the nation as a whole, not of the workers alone, or the ruling classes, or business, or the Government.

Mottlatsi's remarks roughly embrace the content of Cosatu's ing his union's position last

The who — that is, who will be on the ANC's list of candidates for election to parliament — is awaited with huge interest. But the choice will say much about how Cosatu will function in the parliamentary context of its relationship with the ANC.

Cosatu and its affiliates are acutely aware of the danger of weakening their structures by releasing their most able leaders to the Alliance's electoral list. If they do not give of their best — and a not insignificant potentialy drawing figure of 20 has been suggested — then the calibre of their representation in Parliament will be the poorer.

In which case, Cosatu may find itself unable to exert the influence it would seek inside the Alliance caucus to make its presence in parliament worthwhile.

There is also the question of which of the Alliance partners, Cosatu or the ANC, will have first call on the allegiance of 'Cosatu MPs' elected on an Alliance ticket.

Would they be bound to ANC policy or could they conceivably vote as a bloc against the ANC in defence of worker interests?

Conversely, the nomination of Cosatu members to the Alliance list may present the ANC with an early opportunity to manage the strength of the Cosatu contingent in parliament firstly, by influencing the selection of candidates, secondly, by determining how far up or down Cosatu candidates are placed on the electoral list.

Such management might indeed be facilitated by those in Cosatu who regard assistance to the ANC as a prior responsibility for the federation.

Consideration of such issues is doubtless obliging Cosatu to proceed with caution as it negotiates with the ANC on the terms of its electoral participation.

# Cosatu aims at becoming independent of funding

(140A) ARG 11/8/93

**SHARON SOROUR**  
Labour Reporter

COSATU affiliates have implemented a scheme to collect union subscriptions in a bid to make the labour movement independent of overseas funding

Financial self-sufficiency is the motivation for a new scheme to deduct fees on a percentage system instead of on across-the-board subscriptions, according to Cosatu's publication *The Shopsteward*

"Until recently all unions used the across-the-board method of charging membership fees, with every member paying R5 a month. Now there is a move to the percentage system, which means the more you earn, the higher your union subscription"

Higher-paid union members would therefore subsidise union members earning less money, rather than all members pay-

ing the lowest amount the poorest workers could afford

Some unions using the percentage system put a ceiling on the subscription

For example, Chemical Workers' Industrial Union (CWIU) members paid one percent of their salaries, with a subscription limit of R20

Other unions paying one percent included Cosatu's largest affiliates — the Food and Allied Workers' Union, the National Union of Mineworkers, the National Union of Metalworkers of SA and the SA Clothing and Textile Workers' Union

The scheme was motivated by Cosatu's concern that outside funding would not always be available

"The unions would then have trouble maintaining the standard members have become used to. Subsidies from outside

sources have meant unions have been able to work in a style not linked to the real income generated from members," the report said

For example, many affiliates and worker leaders now demanded to meet in "fancy hotels" rather than "cheaper conference centres"

"There is an attitude that 'Oh well, there's more where that came from' But it can lead to corruption"

Cosatu was also concerned that outside funding could mean outside control

Unions had to find ways of becoming more self-sufficient or run the risk of losing political, economic and organisational independence

With the new system unions could keep up with inflation and have extra income if improved increases were negotiated for members

# focus on the economy

Sowetan 12/8/93

THE ENGINE OF ANY programme of reconstruction is the creation of a dynamic economy orientated to developing the human, productive and technological potential of the country and meeting the needs of its people.

This concept of a people-driven economic transformation is at the core of our programme of reconstruction

The question that needs to be answered is What vehicle will drive us from the moribund apartheid economy to the type of economy described above?

Cosatu's departure point is that workers ultimately have the most interest, and potentially the capacity, to ensure that our economy moves in this direction

The more our economy stagnates and shrinks, the more jobs are lost, the more workers and their families suffer.

## Overseas capacity

Big business can invest in speculative ventures, or move its capacity overseas, but workers have only one economy

Therefore we need to accept that workers and their organisers are a fundamental part of the solution to our economic crisis and not the problem, as some in business and government seem to think.

Secondly, we have to accept that the current growth path of the economy is a cul de sac. There is no future for an economy based on cheap labour, over-reliance on primary commodities (minerals and agriculture) and import of technology and know-how.

The most successful world economies have concentrated on developing their human resources, manufacturing industry, value-added production, and development of indigenous technology and research

The problem until now has been management motivated largely by short-term profit, and driving their competition, where it exists, into the ground.

## Economic crisis

The Government, for its part, has had no vision, or strategy to address our structural economic crisis.

Unions have had to recognise that simply struggling for higher wages and better working conditions will not in itself resolve our economic problems: we have to make a strategic shift from resistance to transformation

The business "solution" to our economic crisis has been devastating for workers mass retrenchments; extension of working hours and number of jobs performed by one worker; cutting real wages, sub-contracting, replacement of permanent with temporary workers, and displacing workers.

The workers and their organisers are a fundamental part of the solution to our economic crisis and not the problem, argues **Jay Naidoo**, secretary-general of Cosatu:



Jay Naidoo ... economy must be driven by the people.

For industrial restructuring to succeed, workers and trade unions will have to be part of decision-making at all levels. This includes decisions on investment, changes in production, technology, training and so on. Joint strategy implies full access to information so that well-informed decisions can be made.

Further, there needs to be a reorientation of priorities, with training and human resources development, development of local technology, research and development, and investment in job creation taking top priority

## Productive potential

This is the only way to unleash the productive potential of our people, which has been stifled for so long

Stephane Garelli, author of the World Competitiveness Report, which compares the performance of different countries, identifies a key competitive advantage of the leading economies, including newly industrialised countries, as being their development of human resources.

This is also the area where he puts South Africa at the bottom of the list.

Once an industrial framework is created to negotiate restructuring in each industry, such as tripartite restructuring committees, we will be able to develop a global co-ordinated strategy to rescue our dying industries, particularly in the manufacturing and mining sectors

Industrial restructuring cannot be devised at enterprise-level alone, although democratisation of enterprises is a key element of such restructuring

To be coherent, such restructuring will need to be planned at industry and national level, and fit into an overall economic framework.

## Appropriate institutions

This requires appropriate institutions to ensure that the key players bind themselves to a programme

Most critical of these institutions are the centralised bargaining forums, which provide a framework for industry-level bargaining

These forums are well placed to link the "traditional" collective bargaining issues to broader questions of industrial restructuring

## Job creation

Wages, grading, skills and training can be linked to job creation, technology policy, and other critical issues affecting the future of the industry

It is therefore extremely important that we take forward the agreement reached at the NEF to set up industry forums where no centralised bargaining structures currently exist.

It is in the interests of both employers and workers that we do so if we are to arrest the stagnation and disintegration of our industries and reorientate them on to a new growth path

**‘The Government, for its part, has had no vision, or strategy to address our structural economic crisis’**

## Business opposes 'partisan' plan

# Clash looms over Cosatu election drive

B1 Day 12/8/93

BUSINESS and Cosatu appear to be headed for a serious clash over the union federation's planned financial and logistical support for the ANC in the coming election. (140A)

Cosatu has already informally approached a number of companies regarding its plans to involve 30 000 shop stewards in worker education and canvassing, and has received a cool response

Cosatu leaders are also considering a recommendation that a one-off levy be imposed on affiliates' members to help finance the ANC's election campaign. At, for instance, R10 a member, this could raise more than R10m

Employers are likely to resist strongly any request from unions to use the stop-order facility applied to union subscriptions for processing a political levy. Arranging the facility through stop orders would make a huge difference to the amount collected

An employer spokesman in the SA Consultative Committee on Labour Affairs (Saccola) said yesterday resistance to using stop orders was based on administrative and political considerations

The administrative burden on companies' salaries departments of processing a one-off levy would be immense

Equally importantly, the source said, employers would refuse to be seen assisting the election effort of one political party — the ANC — by facilitating fundraising

ALAN FINE and  
ERICA JANKOWITZ

efforts on its behalf

Similar concerns applied to facilitating the election work of shop stewards — either by granting time off or making available company property for election meetings. Even though Cosatu had said its voter education work would be non-partisan, many employers believed the federation's open support for the ANC affected the credibility of this claim

A Chamber of Mines spokesman described Cosatu's proposed voter education programme as "the next fight after wage negotiations". The chamber had never allowed party political meetings on its premises and, with Cosatu's stated position on its allegiances, it could hardly argue that its programme was non-partisan

In the past, the chamber had provided transport to polling stations — for example in elections held in Lesotho and Mozambique. However, it has not permitted booths to be set up on mine property, nor parties to canvass for support or membership. This stand was unlikely to change with SA's first nonracial elections, he said

With the mines' history of factionalism that has frequently exploded into violence, the chamber would be loathe to throw its weight behind such a campaign

The chamber was not opposed in principle to election preparation, the spokesman

□ To Page 2

## Cosatu

B1 Day 12/8/93

□ From Page 1

said. This would include the mechanics of how to vote, identifying symbols, and secrecy. But it was Cosatu's role in the process which needed clarification

Sapa reports that South African Labour News reports in its latest edition that Saccob, the Afrikaanse Handelsinstituut, as well as Saccola, have all expressed doubts about Cosatu's plan. (140A)

"If Cosatu had a viable track record of independence and had not taken a very overt stance in the form of the tripartite alliance I don't think people would have a problem with it," the journal quoted a business source as saying

Cosatu said it was regrettable business groups had spoken out against the plan before studying the proposals fully

PATRICK BULGER reports that Pick 'n Pay chairman Raymond Ackerman said yesterday business could support the election by committing funds from social investment programmes to voter education initiatives. He was speaking at the Financial Mall's election countdown conference at the World Trade Centre

Ackerman said the private sector could assist the election process by financing voter education among employees, and

employee transport to polling booths. Business could enter agreements with unions regarding the contributory but non-partisan role of the company in the democratic process and could make special provisions for employees to receive training and counselling as well as time off to vote

"There is much which business can do to facilitate the smooth, peaceful and effective functioning of the process; in the main, business should address with its resources the crucial problem of voter education and the development of a democratic culture."

He said business had opposed apartheid in the past and that created a precedent for its involvement on issues of principle in the political process

□ Meanwhile, Cosatu yesterday released details of plans for its special conference from September 10 to 12 on the elections and its reconstruction and development programme. General secretary Jay Naidoo said a major focus would be the release of about 20 to 30 office bearers for an "election list" and their replacement in the federation's ranks. An initial list would be compiled by early next month.

● See Page 4

# Municipal wage talks

(140A) ~~140A~~ ~~140A~~ ~~140A~~  
Municipal Reporter

ARG 12/8/93

TALKS between the SA Municipal Workers' Union (Samwu) and the Cape Province Local Authorities Employers' Organisation were to continue today.

The organisation represents councils which have fired workers for taking part in the general municipal strike.

The union has demanded a R650 monthly minimum wage and increases on a sliding scale for workers already paid more than this.



# Time for economy to change course

Star 18/8/93

140A



We must lessen reliance on primary commodities, writes Jay Naidoo

The engine of any programme of reconstruction is the creation of a dynamic economy oriented to developing the human, productive and technological potential of the country and meet the needs of people

This concept of a people-driven economic transformation is at the core of our programme of reconstruction. The question is what vehicle will drive us from the moribund apartheid economy to the type of economy described above?

Cosatu's departure point is that workers ultimately have the most interest, and potentially the most capacity, to ensure that our economy moves in this direction

Big business can invest in speculative ventures, or move its capital overseas but workers have only one economy. The more our economy stagnates and shrinks, the more jobs are lost and the more workers and their families suffer. Therefore, we need to accept that workers and their organisations are a fundamental part of the solution to our economic crisis, and not the problem as some in business and Government seem to think.

Secondly, we have to accept that the current growth path of the economy is a *cul-de-sac*. There is no future for an economy based on cheap labour, over-reliance on primary commodities (minerals and agriculture), and import of technology

Government, for its part, has had no vision or strategy to address our structural economic crisis. Unions have had to recognise that simply struggling for higher wages and better working conditions will not in itself resolve our economic problems: we have to make a strategic shift from resistance to transformation

The business "solution" to our economic crisis has been devastating for workers: mass retrenchments, extension of working hours and number of jobs performed by one worker; cutting real wages; sub-contracting; replacement of permanent with temporary workers, and displacing workers with machines

The result has been that the manufacturing sector employs fewer workers today than it did in 1980

We are in total contrast with the world economy, which trades increasingly in manufactured commodities, with an increasing reliance on trade in primary commodities

Between 1960 and 1989, the proportion of non-gold goods exported as raw materials increased from

40 percent to 46 percent while exports of final finished goods fell from 16 percent to 6 percent

Internally, our highly protected manufacturing industry concentrated on producing luxury commodities for the limited white market — a formula which soon exhausted its limits. The crisis caused in our mining industry through shortsighted exploitation of resources has also led to massive job-loss — 166 000 jobs lost in the mining industry alone, with each one resulting in the loss of two other jobs elsewhere.

Trade unions in crisis-riddled sectors such as mining, engineering, electronics, automotive and clothing and textiles, have taken the initiative to convene industry-wide summits and task forces, involving business, labour and Government.

Creative and exciting proposals have been made to restructure these industries. Many of the proposals, however, have not gone beyond the drawing board, largely because of the short-term approach of Government and the failure of business to accept trade unions as partners in formulating industry strategy.

Nevertheless, proposals on restructuring have the potential to turn these sectors around, if all parties commit themselves to implementation. A democratic government will be able to play a vital role in facilitating this, by developing appropriate policies on trade and tariffs, research and technology, training and education and targeted assistance programmes for struggling sectors.

But creating this environment will not succeed if business persists in its authoritative, top-down, unilateral style

■ Jay Naidoo is the general secretary of Cosatu

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# Two-year wage dispute over

THE two-year wage dispute between the Cape Province Local Authorities Employers' Organisation (CPLAEO) and the South African Municipal Workers' Union (Samwu) has been resolved after 18 hours of negotiations, Samwu has announced.

Striking workers covered by the agreement, which is for both the 1992/93 wage dispute and 1993/94 wage demands submitted by Samwu, will immediately return to work.

Both parties acknowledged the disparate and complex nature of the municipal

sector and reached agreement on three new minimum rates of R404, R497 and R550 a month with effect from July 1, 1993

The parties also agreed on a common minimum wage for the Cape Province by July 1, 1995, based on about R550 adjusted over the next two years

The effect of increases on the minimum would compact many scales above the existing minimum, resulting in substantial increases for large groups of workers.

~~253~~ (1409) ~~151~~

ARC 14/8/93



# Casting off their ch

S/ Times 15/8/93

**I**T WAS a marriage made in political heaven. In the mid-80s, South Africa's giant union federation, Cosatu, tied the knot with the ANC-aligned United Democratic Front and "the alliance" was forged.

Almost a decade later, when the ANC and SACP were unbanned in 1990, the revolutionary pact was celebrated again as "the tripartite alliance".

But the stresses and strains of wedlock have begun to show, and old tensions — suppressed in the interests of unity against apartheid — are starting to resurface.

Foremost on the minds of alliance strategists is the ANC's impending role in government, which it is likely to dominate after next April's elections. The day after the election, the ANC will leave the anti-establishment club to take its place in the corridors of power.

Suddenly the ANC will have a controlling interest in the single biggest employer in SA — the public service — and the power dynamics in the alliance will alter dramatically.

Loyalties forged in the heat of the anti-apartheid struggle will be discarded in favour of hard bargaining over the shape of the economy and workers' rights.

**T**HE first horses are already being traded. The ANC has endorsed a Cosatu-initiated "reconstruction programme" which spells out how the ANC will tackle housing, education and job creation.

The programme, in its second draft with a third in the pipeline, effectively binds the ANC to massive state spending on basic services and commits it to a transformation timetable.

In exchange, Cosatu has pledged to back the ANC's election campaign with its organisational infrastructure and money collected from a one-off voluntary levy from trade unions.

For its part, the SACP pledged to "bring one million extra working-class votes for the ANC ticket" at its national election workshop in July.

## The bonds that held together the unbanned political movements and organised labour are coming under stress. RAY HARTLEY reports

**(140A)**  
The relationship extends far beyond mere support, however, and Cosatu and the SACP will also enjoy a physical presence in government if a deal currently being hammered out is adopted.

In terms of an arrangement currently under discussion, high profile vote-getters such as Cosatu's general secretary Jay Naidoo and SACP chairman Joe Slovo will stand for election on the ANC's list, but retain their loyalty to their organisations by forming a caucus advancing socialism within the ANC.

The caucus is expected to wield enormous influence on matters of economic policy and legislation affecting workers' rights.

Moreover, it is likely to be more than just a faction. It will bring mass expectations of redistribution into the centre of political power.

The alliance will also be sorely tested on the labour front. The ANC is expected to extend the right to organise and to strike to public sector workers.

Cosatu, meanwhile, is planning to launch a public sector workers' union in May next year. The federation's organising secretary, Zwelinzima Vavi, says the union will be Cosatu's largest affiliate with about 500 000 members by the end of 1994.

The prospect of ANC government officials facing Cosatu public sector unionists over the bargaining table with a nationwide strike in the offing must send cold shivers down the spines of alliance strategists.

The significance of this possibility is not lost on National Union of Mineworkers' acting general-secretary Kgalema Motlale.

"Once apartheid is gone, this will lay bare the differences and lead to a realignment of forces," he says.

This will extend to all labour matters in which the state plays a role. But, he adds, such "contradictions" are a necessary part of the

struggle and should be seen as taking transformation forward.

Debates between "workerists" — who favour a working class-led transition to socialism — and nationalists within the alliance have already begun to re-emerge.

Having reluctantly swallowed the ANC's promise of a two-stage transformation — democracy followed by socialism — the workerists are now calling the ANC's bluff. The second stage will arrive on April 27, they say.

**T**HE ultra-leftist National Union of Metalworkers of SA (Numsa) went as far as calling for an end to the alliance after democratic elections.

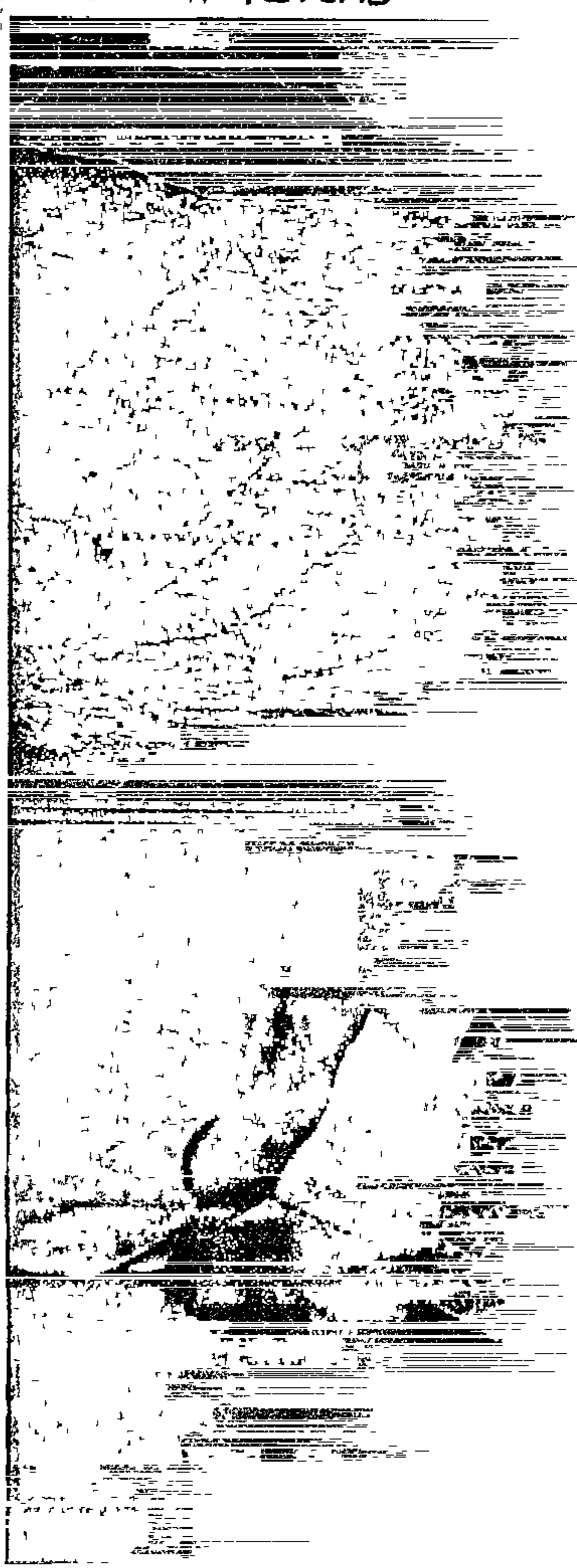
At the other end of the spectrum, the National Union of Mineworkers (NUM) is openly in favour of the continuation of the alliance and strongly opposed to the idea of a workers' party.

The workerists argue that trade unions need to pressurise the new government into adopting socialist or "worker-friendly" policies from the outside, reserving the right to mobilise opposition and possibly even contest the ANC in future elections.

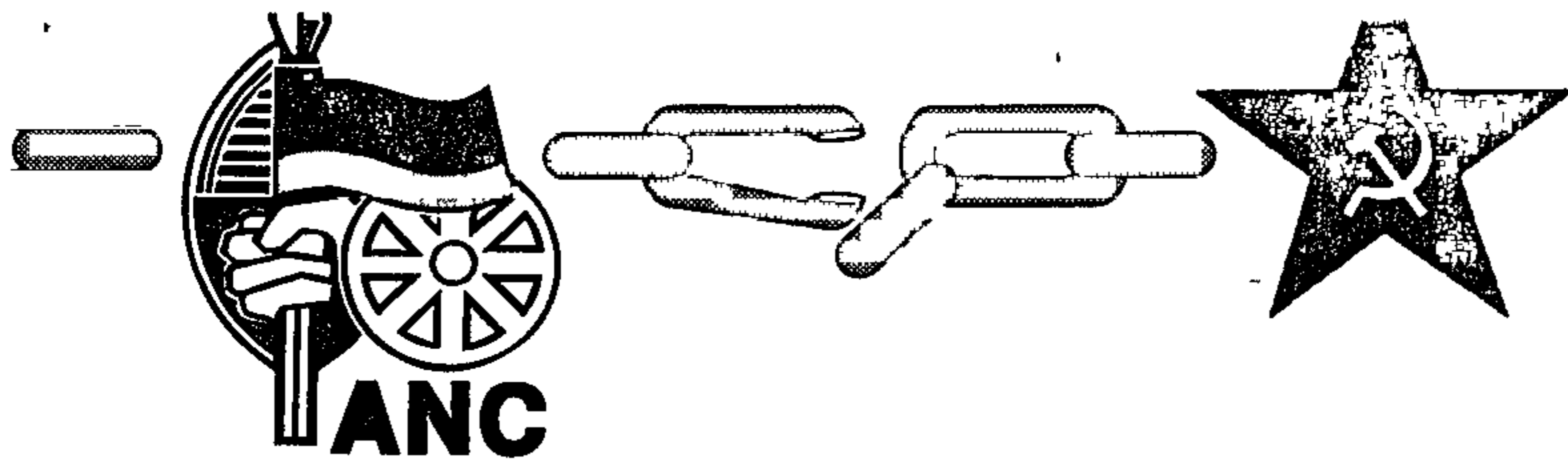
The notion of a workers' party, first raised by workerists in the mid-80s as a counter to the Stalinist SACP, is gaining ground and Numsa has supported the idea tentatively.

Cosatu is scheduled to make its mind up on the future of the alliance at its September special congress, where Numsa and NUM are expected to table contradictory resolutions on the future of the alliance.

While most commentators expect the NUM-led call for the continuation of the alliance to win the day, the debate will nonetheless serve as a warning to the ANC not to take its labour allies for granted.



HIGH PROFILE: Jay Naidoo may be part of an ANC



# g off their chains

S Times

15/8/93

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HARTLEY reports

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HIGH PROFILE: Jay Naidoo may be part of an ANC socialist caucus Picture DAVID SANDISON

# Cosatu clarifies MPs' allegiance

BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu will not exercise final control over the selection of labour candidates to the ANC's electoral list, and "labour-aligned" MPs elected from this list would owe their first allegiance to the ANC.

Cosatu general-secretary Jay Naidoo confirmed this yesterday, on the eve of a meeting tonight of the Cosatu committee established to consider the selection of labour representatives for nomination.

Naidoo said he did not expect that finality on Cosatu's nominees would be reached before its executive meeting on September 3. Decisions there would then have to be forwarded to the federation's special congress on September 10 for ratification.

## Concern

Unionists have voiced concern that if labour MPs were picked by political parties, these members would not be accountable to the union movement, thereby diminishing labour's independence.

Cosatu had initially accepted that while labour leaders would make

themselves available for election, political parties would ultimately decide who should represent labour.

Addressing this, Naidoo said "Cosatu needs to have open debate about which of its people will go on to the list, and its views will be fed into an alliance process led by the ANC. Of course, our views will carry substantial weight." This, he said, represented a "revision" of the earlier decision.

## Commitment

Asked what the primary parliamentary allegiance of Cosatu MPs would be — to labour or the ANC — Naidoo replied that having been elected on an ANC list, they would owe their first responsibility to the ANC — which, he pointed out, had made a commitment to the reconstruction programme Cosatu wants positioned at the heart of the next government's policy.

Naidoo described this prospective bloc as "a broad group of labour-aligned ANC MPs".

As for how they are to be placed on the ANC list, Naidoo confined himself to saying Cosatu would want "a fair spread".

(140A)

# Top Cosatu men in line for ANC list

Star, 20/8/93

■ BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu is believed to feel strongly that three members of its six-man executive, including general-secretary Jay Naidoo, should go to Parliament on the African National Congress electoral ticket. (140A)

The two executives who would accompany Naidoo would be assistant general-secretary Sam Shilowa, currently a member of the South African Communist Party's delegation to the World Trade Centre, and first vice-president Chris Dlamini.

Cosatu sources say it is important to send to Parliament a strong team that includes people already involved in the major national forums — economic, manpower and so on.

The selection of between 25 and 35 union leaders as ANC electoral-list candidates is being discussed by Cosatu affiliates. Cosatu hopes to achieve finality by its next executive committee meeting on September 3, and have the names approved at its special congress a week later.

Meanwhile, the Cosatu committee established to recommend the federation's nominees to the ANC electoral list met this week under the chairmanship of the federation's president, John Gomomo of the National Union of Metalworkers of SA.

Gomomo said that at Cosatu's previous executive meeting a fortnight ago, it had been felt that Cosatu should make its views known to the affiliates on who should be nominated.

# Impala Refineries union in pay accord

B/Day

23/8/93

ERICA JANKOWITZ

THE NUM and Impala Refineries signed a wage agreement earlier this month granting workers a 3,5% across-the-board increase on basic salary plus increases on non-pensionable income ranging from 11,4% to 12,5% backdated to July 1

(40%)

This brought the new minimum rate to R1 226 a month. Settlement was reached after the two parties submitted the dispute to arbitration.

Workers will receive a further 1% increase on basic wage from January 1 if specified production targets are met

The company agreed to an outside voter education institution conducting courses on company property. It also increased shop steward training days to six a year.

Impala indicated its intention to move away from the closed shop arrangement and said it would not oppose any union call for abolition of the system. A separate forum was established to negotiate an agency shop.

The company also increased its contributions to the provident fund from 6% to 11,4% and standardised paid leave to 30 days a year plus 10 days unpaid.

The union agreed to support company moves to apply for exemption from legal requirements regarding hours of work, shift cycles and spread overs.

Meanwhile, mediation between Impala Platinum Mines and the NUM will resume today with the two parties still far from agreement. Last week the company offered an average 6% increase in response to the union's 14% demand. Impala also offered to investigate a profitability-linked mechanism to augment income.

The union demanded the company withdraw from membership of the Bophuthatswana National Provident Fund or pay the entire fee currently shared between the company and employees

On Friday, Impala offered to contribute 75%. It agreed to implement an independent provident fund from April with workers contributing 3%.

Impala also offered to increase annual paid leave to 28 days for surface and 30 days for underground from the present 21 days



# Unions

## set to

Star 23/8/93

## merge

■ BY PAUL BELL  
LABOUR CORRESPONDENT

After eight years of on-off talks, the Transport and General Workers' Union (TGWU) and the South African Railways and Harbours Workers' Union (Sarhwu) hope to complete their merger preparations by the year-end.

This will create a transport union of some 80 000 members, and is likely to take its place in the 500 000-member public sector super-union to be launched in May next year.

TGWU president Alfred Ndlovu told his union's congress last week that it was important to set aside differences ~~(SAR)~~.

Sarhwu assistant-general-secretary Tsidiso Moshao agreed, and said his union was now discussing the draft constitution which the two unions have drawn up. The unions plan to adopt the constitution jointly once remaining obstacles to the merger have been resolved.

Merger talks have been on the go since the formation of the Congress of South African Trade Unions in 1985, when Cosatu adopted the policy "one industry, one union". (UOA)

Plans have been frustrated, however, by Sarhwu's opposition to the fact that the TGWU's 38 021 members include 10 710 workers from the cleaning and security sectors.

Sarhwu, with about 41 000 members, agreed to the merger in March and is awaiting an indication from the TGWU's congress on how the anomaly will be resolved.

Cosatu hopes to see the unified transport union absorbed into the super-union.



# NEWS Inkatha hawks, doves squabble • TWGU throws its weight behind ANC

Sowetan 23/8/93

## news in brief

### Wife raped in robbery

THREE men took turns raping a woman in front of her husband before fleeing with R4 000 and other items at Thabong near Welkom in the Free State on Saturday.

Police spokesman Lieutenant-Colonel André van Deventer said the attackers, one armed with a firearm, broke into the couple's house while they were asleep around 2.30am. They also took a video recorder, a cassette player and two leather jackets.

### 7 on dagga charges

POLICE in Cape Town arrested seven people, including a woman, after dagga with a street value of R2.2 million was found at a house in Retreat on the Cape Peninsula on Friday night.

A police spokesman said the narcotics unit at Wynberg received a tip-off that bags were being loaded into a minibus at the house. When they arrived at the scene the minibus drove into the police van. Forty-seven bags of dagga were found in the minibus and a further 41 bags of dagga in the house.

Six men and a woman aged between 24 and 66 will appear in the Wynberg Magistrate's Court today.

### Big business on tour

A HIGH-POWERED team of South African businessmen is off to

President FW de Klerk on his week-long visit to four South American countries during which the emphasis will be placed on trade and investment possibilities. *Sowetan*

Among businessmen on the trip are Mr Willem de Kok, chief executive director of Premier Food Industries, Mr Leslie Boyd, deputy chairman of Anglo American Corporation, and Mr Gary Mordt, chairman of Cengold. *23/8/93 Sowetan*

### Jiyane speaks for IFP

THE Inkatha Freedom Party has appointed a former Pan Africanist Congress official and head of Radio Freedom in Tanzania as its new national spokesman and communications director. *Sowetan*

Academic Dr Ziba Jiyane was officially introduced to the media at a weekend IFP leadership meeting with journalists at a Northern Natal game reserve. *25/8/93*

Jiyane was a founder member of the IFP in the early '70s but left the country as a youth brigade leader and law student in 1978 following a security force crackdown on radical Inkatha youth, he said in an interview yesterday. *Sowetan*

He fled to Botswana and later moved to Tanzania where he joined the PAC due to "policy differences" with Inkatha. He then became head of Radio Freedom, the "voice" of African liberation movements in exile in Dar es Salaam. *Sowetan*

THE Inkatha Freedom Party is facing a political showdown in its ranks over whether or not it should contest the April 27 election.

So-called "doves", or moderates, claim they are in the majority and are determined to return to democracy talks soon and contest the country's first non-racial election.

They claim senior IFP negotiator Mr Walter Felgate, described as a "hawk" or hardliner who has the ear of IFP president Chief Mangosuthu Buthelezi, stands virtually alone in his "uncompromising" position on negotiations and steering Inkatha away from the April election.

Senior IFP sources said at the weekend at a "bosheraad" with the media at the Itala Game Reserve near Vryheid that it was "high time these matters were aired publicly".

"It is no mistake that Walter Felgate is not here," a source said. "He was not invited."

The so-called moderates include the leader of the IFP team at the talks, Mr Jos Mathews, the head of the KwaZulu delegation, Dr Ben Ngubane, and IFP newcomers Mr Peter Miller, former Natal MEC, and Mr Mike Tarr MP, formerly of the Democratic Party.

The "doves" hope that Dr Ziba Jiyane, recently appointed as IFP na-

tional spokesman and director of communications, will eventually "replace" Felgate as a leading IFP spokesman.

The moderates claim warnings by the IFP that South Africa would degenerate into "civil war or worse" if the African National Congress and the Government implement their two-phase negotiations plan are penned by Felgate.

"The reality is that the IFP will never take up arms and go to the bush," a senior source said at the weekend, adding that the only option was to contest the April 27 election.

"History has shown that any party which does not participate in an election ends up sidelined" — *Sapa*

## Union to support ANC

*Sowetan 23/8/93*

Mr Nathie Nhleko has been nominated by TWGU as its representative to the ANC list of Cosatu people who will contest the elections.

The union also said it needed guarantees from the ANC that it would protect the rights of workers when it is in government.

The new office bearers of TWGU are Mr June Dube (first vice-president); Mr Paulos Mahlaba (second vice-president); Mr Randall Howard (general secretary); Mr Julius Matroos (deputy general secretary) and treasurer Mr Monde Mthembu. Mr Alfred Ndlovu was re-elected president.

### By Ike Motsapi

THE Transport and General Workers' Union will mobilise its members for an African National Congress victory during next year's state elections for a democratic government. *(L40A)*

This resolution is one of the many taken at the end of a four-day fourth national congress of TWGU held at Crown Mines, Johannesburg, yesterday.

And the union has called for the strengthening of the tripartite alliance of the ANC, Congress of South African Trade Unions and the South African Communist Party.

The union has seconded Mr Stephen



# Cosatu names on ANC ticket

B/Say 23/8/93

ERICA JANKOWITZ

COSATU's list of office bearers and union officials to stand on an ANC ticket in next year's election will be made known after a special congress on September 12

However, reliable union sources have released several names which will appear on the list, expected to number between 20 and 30

Once the names have been submitted from the various affiliates, a "committee of six" will vet them to ascertain whether they can be released from their present positions

NUM president James Motlatsi is to chair the influential committee, which also includes

□ Southern African Clothing and Textile Workers' Union (Sactwu) deputy general secretary Ebrahim Patel,

□ Chemical Workers' Industrial Union assistant general secretary Musi Buthelezi,

□ National Union of Metalworkers of SA (Numsa) president Mthuthuzeli Tom, and

□ Cosatu president John Gomomo and treasurer Ronald Mofokeng

Among the more obvious candidates are Cosatu general secretary

Jay Naidoo and his assistant Sam Shilowa. Speculation on their successors abounds as the loss of these two high-profile, experienced officials will leave a significant gap

Others are Numsa general secretary Moses Mayekiso and national education officer Alec Erwin. Mayekiso's role has been more that of figurehead, with his outside interests tending to dominate his time

The NUM's Marcel Golding, who has missed the post of general secretary twice, will also be on the election list, as will his SA Municipal Workers' Union counterpart, John Ernstzen, an obvious choice

Another general secretary likely to vacate his position for a political post is Sactwu's Johnny Copelyn

Cosatu spokesman Neil Coleman refused to comment except to say the disclosure of names was premature as discussions had not yet been completed. An elections committee, consisting of Naidoo, Shilowa, Golding and Cosatu vice-president Chris Dlamini, would only report to the executive next month

Dlamini, another likely candidate, was not re-elected to the position of president of the Food and Allied Workers' Union earlier this year.

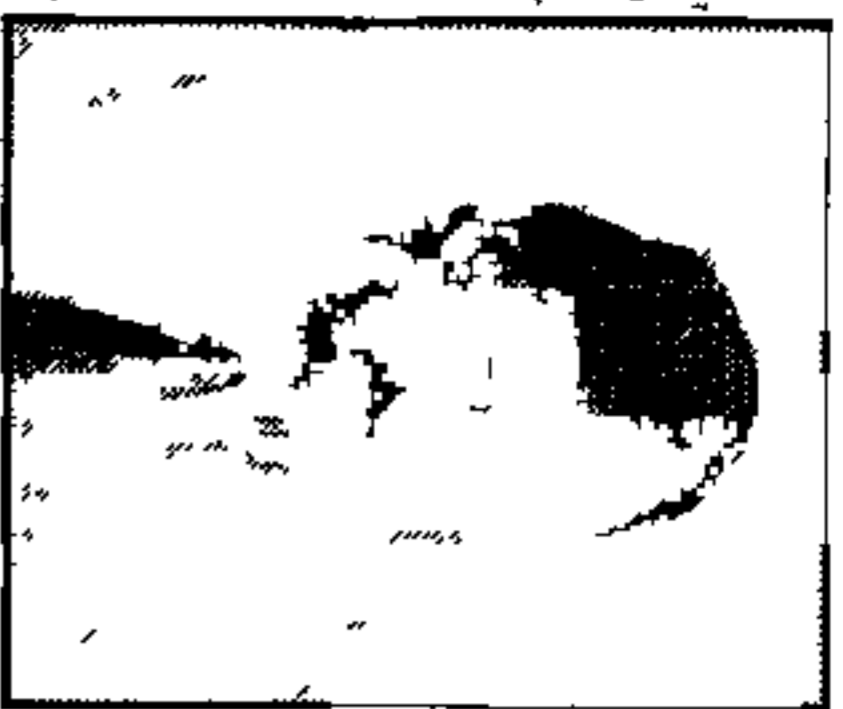
Coleman said replacement of potential candidates was a major part of the debate taking place in the elections committee (140A)

Whether all submitted names would be released from their current posts would be discussed and recommendations made to Cosatu's executive. Leadership gaps would be assessed and potential replacements prepared and trained for their new posts

He said those moving into the constituent assembly would be assessed as to which roles they would play based on their areas of specialisation

Coleman pointed out affiliates had not only suggested candidates from their own unions, but also from Cosatu's regional and national structures. Once the list had been finalised by the executive at a meeting on September 3, it would go before the special congress for ratification

Recommendations would be made to the ANC for endorsement by the alliance



**Duncan Innes explains the union's moves to widen its power base.**

# Cosatu changing With times

Star 23/8/92

**T**he forthcoming general election has led to considerable speculation about Cosatu's future political role in South Africa. In particular, its continued involvement in the Tripartite Alliance with the ANC and South African Communist Party (SACP) has been a major focus in the media for the past few weeks.

However, it would be unfortunate if the debate about Cosatu's future were to be confined to the alliance question alone, as the federation is confronting a number of important changes that will impact significantly on its future.

Only last week Cosatu signed an historic agreement with the South African Agricultural Union (SAAU) extending collective bargaining rights to farm workers. Two aspects of this agreement are particularly significant: it opens up a major new constituency for Cosatu to organise, and Cosatu has agreed that strikes would be illegal in the industry.

Regarding the first point, Cosatu's traditional power base has been black unskilled and semi-skilled

workers in the private industrial and mining sectors. Over the last few years, it has extended its activities into the public service sector and into municipalities. The breakthrough with the SAAU gives greater impetus to Cosatu's drive into the agricultural sector.

Furthermore, Cosatu has also committed itself to organising among white collar employees and is pressing to organise in Bophuthatswana.

The significance of this is twofold. First, Cosatu's power base is extending to encompass sectors of the economy in which it was previously very weak. Secondly, its future recruitment growth is likely to come, not so much from its traditional base in private-sector industries, but rather from the public service, agriculture and the homelands.

Although white collar employees are less likely to join Cosatu in large numbers, the federation could also become more influential among these people through the close ties it is developing with Fedasal, which organises this sector.

The fact that Cosatu accepted a no-strike clause with the SAAU is also significant of the changes that

are occurring in the organisation. While it is true Cosatu still intends to try and change this clause in future, nonetheless its acceptance was a major compromise for the federation.

Yet if one looks at the pattern of wage bargaining among Cosatu unions over the past year or two, there are signs of other changes which also suggest a greater union willingness to compromise.

For instance, there is a very clear movement away from demanding exorbitantly high wage increases, to focusing on issues like education and training, protection against retrenchments and re-training, as well as on issues like housing. Furthermore, union antipathy towards productivity is giving way to a more realistic attitude which recognises the need for productivity improvements.

All this suggests that the no-strike clause should not be seen in isolation, but rather as part of a wider Cosatu trend towards a less confrontational approach to labour relations. How does one explain this change? Certainly, the recession is playing its part, with companies simply unable to pay large wage increases and workers becoming more reluctant to

risk losing their jobs.

But metalworkers' union Numsa education officer, Alec Erwin, has made it clear that, given the long-term structural problems facing the economy, workers cannot continue to expect high wage increases unless they are prepared to contribute to productivity improvements.

This is where education and training comes in. Cosatu argues convincingly that if productivity is to improve, then workers must acquire the necessary skills to make this possible. Developing career paths for workers and opening up new training and development opportunities for them, are all part of this new drive. Landmark agreements forged recently in the metal, engineering and automobile industries — which embody these trends — are important signposts on the road ahead.

Industrial relations will never be free from conflict. Strikes, work stoppages and disputes will continue for many years yet. But alongside these, a new phase of employer-union partnership is beginning to emerge. No doubt the enhanced understanding of their different viewpoints that is developing between employers and

unions on bodies like the National Manpower Commission and the National Economic Forum, is helping to establish the partnership-building.

In addition, the union movement is confronting different issues today from those of the '80s. Unions are deeply involved in development — in finding ways to access the resources of business so that their members can be skilled and empowered. It is easier and more constructive to do this in a partnership with employers than in conflict.

One hopes that a wider range of employers will soon take the lead from those who are responding positively to the new union initiative.

At a time when South Africa is being torn apart by escalating violence and political uncertainty it is encouraging to see a new and more positive vision for the country emerging from within the ranks of both labour and employers.

● Dr Duncan Innes is publisher of the Innes Labour Brief, and co-author of *Reversing Discrimination: Affirmative Action in the Workplace*. He recently produced an audio-cassette tape, *South Africa: What Does the Future Hold?*

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**Cosatu teams with civics**

COSATU and the SA National Civics Organisation have agreed on a common strategy to fight for a nonracial democracy in SA (40A) (125)

Cosatu has invited Senco to send 25 delegates to its special national congress from September 10 to 12



## NEWS IN BRIEF

### *BiDay* Manufacturing up

MANUFACTURING production rose a seasonally adjusted 1,6% in June against year-earlier figures, the Central Statistical Service reported yesterday *24/8/93*

Manufacturing production was also 0,05% higher than in the first half of last year. The increase could be attributed to improved production of textiles (up 4,8%), plastic products (6,4%), motor vehicles (3,5%) and in "other manufacturing" industries (14,5%), the CSS said. Electrical machinery and transport equipment industries registered the largest decreases for the period. *(24/8/93)*

### *BiDay* Decrease in strikes

MID-year strike statistics were markedly lower than last year's, the Manpower Department said in its August Labour Focus *(24/8/93)*

Between January 1 and June 30 there were 160 strikes, compared with 219 for the same period in 1992. Altogether 19 534 workers went on strike, costing the economy 125 477 mandays and causing a R6,657 084m loss in wages.

### *BiDay* Protea Chemicals

ABOUT 100 members of the Chemical Workers' Industrial Union (CWIU) embarked on an illegal work stoppage yesterday over wages and disciplinary action on demonstrations against Protea Chemicals' joining the Chemical Industry National Provident Fund, CWIU official Susan Tilley said *24/8/93*

Executive director of the Germiston factory, Tony Wetton, said management was trying to resolve the dispute. *(24/8/93)*

REPORTS Business Day Reporters Sapa

# R1bn needed or farmers go bust

*BiDay 24/8/93*

DIRK VAN EEDEN

PRETORIA — Unless the livestock farming industry received an immediate injection of about R1bn in state aid, 70% of livestock farmers would go bust, Red Meat Producers' Organisation manager Gerhard Schutte said yesterday. *(24/8/93)*

The organisation's economist Fritz de Jager said more than 70% of all livestock farmers owed more than 15% of their capital employed. Under current conditions it was impossible for these farmers to service their loans through farming.

Earlier this month Agriculture Minister Kraai van Niekerk announced an R81m government aid package for livestock farmers in extensive grazing areas to maintain core breeding herds. A further R50m was granted as low interest production loans.

This fell far short of the more than R1bn requested, but the meat organisation understood these subsidies had to come from an already strained national budget, Schutte said.

No statistics were available on livestock farming rentability, but

farmers probably earned less than 2,5% profit on capital employed, making it far more profitable to leave capital in an ordinary savings account than to farm, De Jager said.

In real terms, gross income for cattle farmers in 1991 was about the same as in 1975 and had fallen since. However, production inputs had increased dramatically.

US and European livestock farmers received huge subsidies from their governments, making it cheaper for SA to import meat in the short and medium term. But, if current GATT negotiations were implemented, it would not be economically viable for these governments to continue subsidising meat production on the current scale. This would lead to substantially higher meat prices on the international market, making importation a less attractive proposition for SA.

Meat imports would not only have a negative impact on SA's balance of payments, but would also lead to the destabilisation of rural areas, De Jager said.

## Airlink announces 10% fare increase

*BiDay 24/8/93*

STEPHANE BOTHMA

AIRLINK Airline will increase fares on its Johannesburg-Richards Bay route by 10% to R660 from September 1. *(24/8/93)*

Escalating operational costs, including a rise in the fuel price, higher passenger levies at state airports and an increase in air navigational services charges forced the increase, Airlink sales and marketing manager Karin Egly said.

In January, Airlink gave an undertaking to absorb any operational costs on the route for a period of at least six months.

Egly said that now, almost nine months later, the airline faced a situation where it had no option but to pass some of the rising costs on to passengers.

## Cut-rate domestic airline on the cards

*BiDay 24/8/93*

STEPHANE BOTHMA

Robertson said he was in the process of putting investor groups together to raise R50m capital to buy five 164-seater Boeing 727-200 aircraft from the US at R10m each.

Despite the existing excess capacity in the domestic market, with SAA, Flitestar and Comair already serving the two routes, Robertson said he was confident Lionair would be a success. *(24/8/93)*

"Figures we have run — only on a passenger service without any cargo

— have showed us that we will have an annual turnover of R300m, of which R200m will be running costs and R100m profit," he said.

He said he intended to keep overheads low by leasing the aircraft to Lionair and by running a "no frills" all-economy seat service.

Robertson, who yesterday officially applied to the Directorate of Civil Aviation for a licence to operate the service, said he could start flying on November 1 if other airlines did not oppose his application to the Licensing Board.

A CAPE Town businessman has set out to raise R50m from local investors to start a new domestic airline targeted at black and lower income white travellers.

Lionair would offer return fares between Johannesburg and Cape Town at R600, and at R300 between Durban and Johannesburg to compete directly with buses, trains and minibuses, MD Neil Robertson said yesterday.

Advance booking rates on the routes could be as low as R200 return to Cape Town and R100 to Durban.

*Biday*  
*24/8/93*  
**Union supports alliance**

THE Transport and General Workers' Union (TGWU) believed the ANC/SACP/Cosatu alliance should remain intact because the unions had an important role to play in the transition to democracy and consolidation, newly elected general secretary Randall Howard said yesterday.

The union would assess this stand at "an appropriate time", he said.

Howard's predecessor, Nathie Nhleho, was proposed for Cosatu's list of election candidates and the TGWU unanimously resolved to support the ANC in the elections.

Speaking after the union's national congress, Howard said the congress endorsed Cosatu's reconstruction and development programme. However, it had called for the restructuring of public transport,

**ERICA JANKOWITZ**

with major services, especially bus transport, being nationalised.

It also called for the urgent statutory reorganisation and restructuring of the taxi industry, with an emphasis on subsidisation.

Howard said the TGWU should be a major player in resolving the conflict in the taxi industry. The union would develop policies to propose to the ANC.

The union reaffirmed its desire to merge with the SA Railways and Harbours Workers' Union "as speedily as possible" and was investigating options for its security and cleaning staff members. The integration

of the SA Taxi Drivers' Union — representing about 12 000 drivers — would be finalised soon.

The TGWU's university and technikon workers would join the National Education, Health and Allied Workers' Union by the end of October.

"The demarcation debate within Cosatu will continue as we have stuck to the original structure we adopted at our inception eight years ago. Everything else is changing and so must we," he said.

Howard also said the union resolved to change its subscription fee from R8 a month to 1% of basic wage with a minimum of R8 and a R20 ceiling.

# Alliance plans to fight elections

Sowetan 25/8/93

By Ike Motsapi

**T**HE CONGRESS OF SOUTH African Trade Unions, African National Congress and the South African National Civic Organisations have mapped out a common strategy to fight next year's elections

The meeting is a series of many to be held during the build-up to April 27 1994 nonracial general elections

Both organisations pledged to fight to transform South Africa both politically and economically.

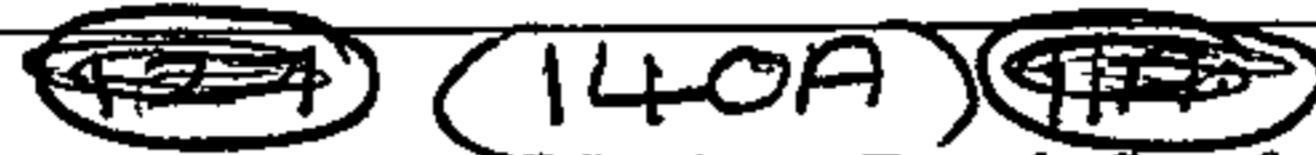
Key issues addressed were the need to remove poverty and the deprivation that have been the legacy of apartheid.

Concrete steps are to be taken to ensure greater co-ordination on issues of housing, public works programme, provision of housing and water and sanitation

And on Monday the management

## ■ KEY ISSUES Pledge to change

### South African politics and economics:



committee of the Congress of South African Trade Unions met in Johannesburg to prepare for the federation's special national congress to be held next month

The congress, which will be held for three days from September 10, has been called by Cosatu to discuss its voter education and reconstruction programme

The congress will also ratify a list of candidates who will stand for the elections for the tripartite alliance of the ANC, Cosatu and the South African Communist Party

Details of the congress activities will be made known after a meeting of the alliance's secretariate next week.

From the first of next month Cosatu's election programme will also be entering its second phase of action

The aims of this phase are:

- To reach out to all members and other workers and the community to support the federation;

- To agree on the reconstruction programme and mobilise support for it, and

- To finalise the list and election manifesto

Events and activities planned for this phase are.

- Special congress to decide on the reconstruction programme and accord, and

- Ratification of the names of Cosatu leaders on the election list.

# Bid for calm in factories

BY PAUL BELL  
LABOUR CORRESPONDENT

Prompted by fears that Sunday's attack at the Seaw Metals hostel in Germiston may herald a politically inspired initiative to drive the violence on the East Rand on to the area's factory floors, labour leaders descended on the plant in force yesterday to maintain worker unity.

140A

About 250 workers heard addresses by Cosatu general secretary Jay Naidoo and National Union of Metalworkers general secretary Moses Mayekiso on the need to maintain unity in the

**FEARS of violence seeping on to factory floors prompt labour leaders to call for worker unity**

event of further attacks in the run-up to the April election. With them was SA Communist Party politburo member Jeremy Cronin.

The hostel, home to 2 000 workers and hundreds of refugees from the violence in Katt-

hong, came under attack when a gunman opened fire on a meeting of a burial society, killing 12 people and injuring 20.

The residents are mainly migrants from KwaZulu and Transkei. Unionists fear the attack was intended to create political divisions and violence on shop floors.

Mayekiso and Naidoo warned that if Sunday's efforts by "cowards and assassins" succeeded, they would "try the same thing across the country". They appealed to the workers to let the shop floor be a place where different political and union alle-

giances were respected. Naidoo said afterwards that the union would be asking Seaw's management to consider "joint security arrangements" for the hostel, and suggested that existing arrangements on the mines provided an appropriate framework for this.

Gerrie Bezuidenhout, director of labour affairs for the South African Chamber of Business, said business was extremely concerned about the implications of the Seaw attack, which underscored the reasons why a bid has been made to involve business in the Peace Accord.



Call for unity on shopfloor . . . Jay Naidoo (in profile) and Moses Mayekiso are briefed by Numsa's Alfred Woodington (back to the camera). PICTURE GEORGE MASHINI



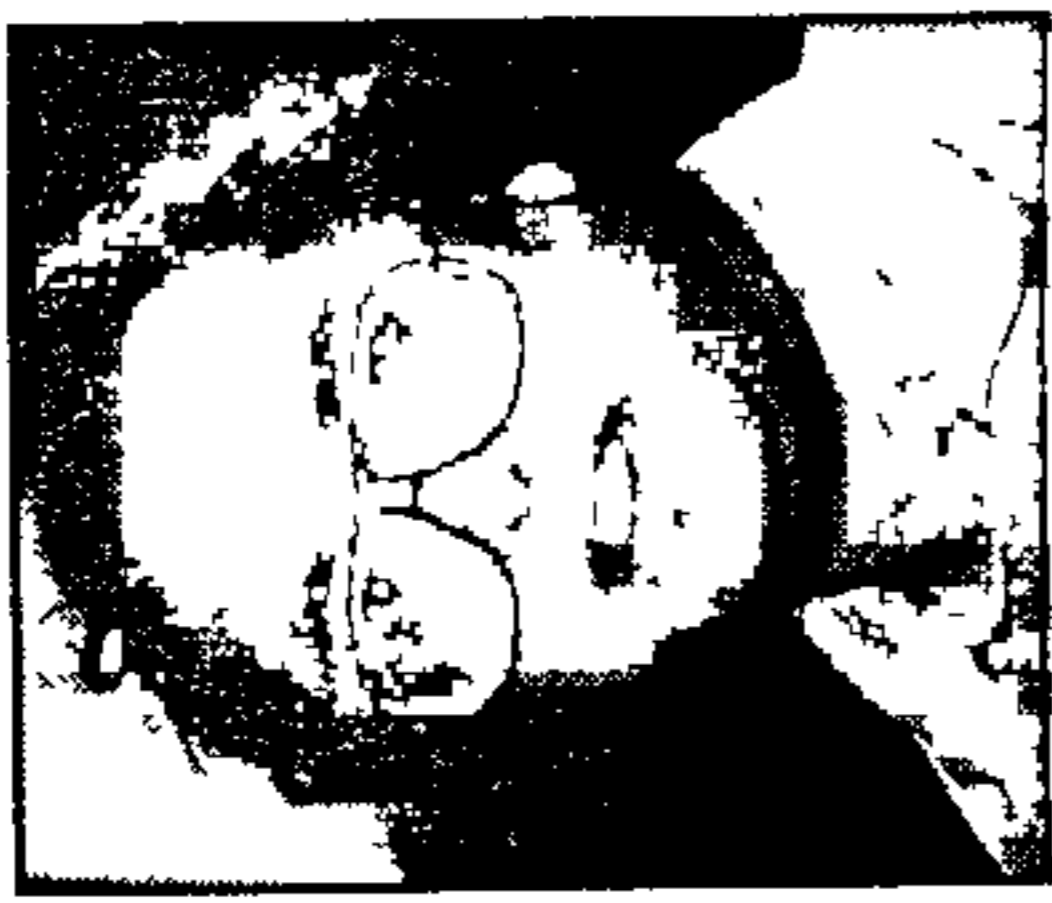


**Strike enters 14th day** (14DA) (12)

JOHANNESBURG. — The national strike at Lennon-Paterson Agencies enters its 14th day today, the Commercial Catering and Allied Workers' Union said.

CT26/8/93

Star 26/8/93  
**Cosatu bid to keep the new SA liquid**



Naidoo... "If you don't like it... better emigrate."

■ BY CLAIRE GEBHARDT  
 Don't be surprised if you see your neighbour filling in his much-loved swimming pool after April 27 next year.

For if Cosatu national coordinator Jayendra Naidoo is serious, pool owners could be the subject of a special tax to fund South Africa's reconstruction.

Naidoo kept delegates to an Ernst & Young Opportunities Forum glued to their seats on Tuesday as he espoused some radical proposals for restructuring the economy.

"We have to find the money, and a reconstruction levy or a swimming pool tax is one idea," he said. It was necessary to redistribute goods by taking resources away from the minority to give to the majority.

"If you don't like that you'd better emigrate, or you'll have to emigrate within the country behind barbed wire and locked gates," he said.

Naidoo said South Africa needed to be rebuilt after being destroyed by apartheid. And who will pay for it? Naidoo said a lack of for-

eign investment was not the issue as billions of rands were available inside the country.

"People are afraid to invest because it might be burnt up. But the money in the pension and provident funds belongs to the workers, not the institutions.

"World Bank money and International Monetary Fund money will probably total only R3 billion — but South Africa's annual Budget is over R100 billion."

Cosatu was not afraid of

► To Page 3

Star 26/8/93  
**Pool tax mooted**

◀ From Page 1

people's expectations. "They are very reasonable. People have told us that all they want is a job, a three-roomed house, schooling and clothes and food for their children."

But Naidoo admitted it would be impossible to provide more than 1.2 million houses.

"We have to offer a plan to meet these expectations." He said the poor were being "screwed".

"Electricity is provided for whites at a subsidised rate, while Soweto residents pay the full price."

Naidoo said industry, the civil service, security forces, housing, rural development, electrification

and food prices would have to be restructured.

Forget about low wages over the next 10 or 20 years. He quipped: "South Africa is union country" (UFOA).

He claimed that Cosatu had more power than the politicians. "What would the ANC do without us? We're the only ones with plans for reconstruction after the election."

Responding to a question on nationalisation, Naidoo said Cosatu had not moved away from it, but would apply a narrower definition.

"If we perceive that the pharmaceutical industry is a monopoly and needs to be nationalised to bring down the price of medicine, we will do so."

# 'Progress on Ikapa strike'

Staff Reporter

IKAPA town council workers are returning to work after progress in talks between the council and the SA Municipal Workers Union (Samwu), a provincial administration spokeswoman said yesterday. ~~(S)~~

The 1 200 workers began striking in early July over a wage dispute with the council following Ikapa's upgrading to a grade 9 municipality. Workers had demanded that pay scales be adjusted upwards as their status had risen. ~~(S)~~

However the spokeswoman said "the talks have reached a sensitive stage and are not over yet". CT 26/8/93

# Application by 5 to dissolve Saccawu

By Ike Motsapi

**F**IVE members of the South African Commercial Catering and Allied Workers Union, including a suspended official, have lodged an urgent application in the Rand Supreme Court for an order dissolving the union (140A)

In papers before court the five say the union has failed to address the financial "chaos and turmoil within the union"

The applicants also claim that "lack of financial administration and control" is so serious that the union is unable to operate in accordance with its own constitution

They say the alleged widespread maladministration in the union impacted on the entire structure and functioning of it

"A trade union is established for the benefit of the workers who are its members and it cannot achieve its objectives where there were widespread acts of

■ **COURT PAPERS** Claim that the union has failed to address financial chaos:

maladministration 27/8/93  
"The union is unable to properly account for the subscriptions it receives from its members," the five said in papers

The applicants are Mr Stuart Nhlapo, who has been suspended from the Witwatersrand branch of the union, and members Mr Stanley Gomba, Mr Clement Shezi, Mr John Maluleka and Mr Thomas Mokwevho

The respondents are the union, Mr Duma Nkosi, Ms Edna Sethema, Mr Jan Khaile, Ms Alinah Rontsolase, Mr Papi Kganare, Mr Bones Skulu, auditors Douglas and Velcich and the Industrial Registrar

The respondents have been given until September 10 to file an opposing motion. The matter is due for hearing on September 21

The five applicants have asked the court to appoint a liquidator to carry out the dissolution and winding-up of the union and that the liquidator be given, among others, the following powers

- To call upon the Industrial Registrar to deliver to him the union's books of account, showing its assets and liabilities and the register of members for the 12 months prior to the date of the dissolution and the subscriptions paid by each member as at the date of dissolution, and

- To call upon Nkosi, Sethema, Khaile, Rontsolase, Kganare, Skulu, Douglas and Velcich and the Industrial Registrar to hand him all unexpended funds of the union and to hand over possession to him of the union's assets and the documents necessary in order to liquidate the assets of the union

# Fears of more factory violence

(140A)

WM 27/8-2/9FB

Fenal Haffajee

**T**HERE are fears that last weekend's attack on the Scaw Metals factory hostel in Germiston, in which 12 people died and 20 were injured, could revive organisational conflict at East Rand factories.

Fighting between workers of different political persuasions, in which many East Rand workers were killed in 1990 and 1991, has abated in the past year as trade unions and employers have made concerted attempts to put peace structures in place.

But the weekend massacre and a series of incidents involving trade unionists suggests that the peace may be about to be broken.

Six members of the National Union of Metalworkers of South Africa (Numsa) were killed in the attack.

But this may not be a concerted attack on the union as those killed were of a mixed group, said a Numsa representative this week. Another of the people killed was a member of the Inkatha aligned United Workers Union of South Africa (Uwusa).

Numsa has put together a security proposal for the protection of its members which it will present to Scaw Metals management for negotiation.

Trade union and South African Communist Party leaders did a damage-control exercise when they addressed workers at Scaw Metals on Tuesday, asking them to keep the shopfloor free of political tension and violence.

The hostel is home to 2 000 Scaw Metals workers from different political homes and to hundreds of refugees from East Rand violence.

In what may be an unrelated set of incidents, Numsa last week charged that many of its members on the East and West Rand were being harassed.

In two separate incidents, shots were fired at the homes of Numsa members Abessai Nkoe and Solly Crouser in July and August, while the union charges that workers at Arlec Engineering were attacked on company premises by men armed with AK47s on August 11. Numsa said such incidents were part of a plan to weaken the tripartite alliance structures.

# Application to liquidate Saccawu

ERICA JANKOWITZ

THE suspended Witwatersrand executive of the SA Commercial, Catering and Allied Workers' Union (Saccawu) had applied for the union's provisional liquidation, assistant general secretary Bones Skulu said yesterday. **B/DAY 2718193**

The union received notice of the motion late on Wednesday and would defend it within the time limit, he said. The return date was set for September 21.

Saccawu and its legal advisers were preparing opposing affidavits. **(140A)**

He said the application had been filed in a bid to dissolve the union and wind up its assets, but allegations were "vague and unsubstantiated". According to the papers, suspended members alleged Saccawu was "unable to pay its creditors which is completely without foundation as we have a constant and regular income", Skulu said.

Allegations of financial mismanagement had been addressed by the union in

consultation with its auditors and did not warrant liquidation. The action was "a deliberate, divisive step aimed at destroying the union" and he described those who lodged the motion as being "anti-democracy as they are opposing a democratic decision to suspend them".

Skulu felt the "dissidents" had other means of challenging their suspension in terms of the union's constitution.

The motion was filed on the same day as a summons was issued by creditor Persech for the non-payment of a debt incurred from the purchase of computer equipment worth R34 000.

Sources said that as Saccawu had been wracked by internal divisions over the past few years, this move was not unexpected, but the form it was taking was a first for the union movement.

## Labour briefs

Joint strategy for <sup>140A</sup>  
Cosatu, Sanco <sup>140B</sup>

WM27/8-2/9/93  
■ THE Congress of South African Trade Unions and the South African National Civics Organisation met last weekend to map out a joint election strategy.

Both organisations said they opposed any attempts to change the election date from April 27 next year and said they would campaign jointly for a reconstruction programme for the country.

The two organisations will make joint representations to the government, banks and employers on their reconstruction plans.

## 'No underwear' picket continues

DURBAN. — More than 300 dismissed workers from a chicken factory in Camperdown, Natal, yesterday continued their three-week-long picket in nearby Maritzburg; protesting against having to work without underwear. (140A) 2

The women, under the banner of the Food and Allied Workers' Union, were fired from National Chick Farms between April and June because they refused to work without underwear, according to union official Mr J J Ngcobo.

CT 28/8/93  
Repeated attempts to reach National Chick Farms' managing director failed yesterday, and a director declined to comment. — Sapa



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(140A) POULT  
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CT 28/8/93  
Repeated attempts to reach National Chick Farms' managing director failed yesterday, and a director declined to comment — Sapa

Godongwana tipped for top post

# Cosatu faces drain of talent to politics

Biday 30/8/93

(140A)

ERICA JANKOWITZ

AS COSATU grapples with dilemmas over the departure of key personnel into the world of politics, National Union of Metalworkers of SA (Numsa) Border region secretary Enoch Godongwana has been tipped as the most likely person to succeed Jay Naidoo as Cosatu general secretary.

Naidoo and, probably, his deputy Sam Shilowa are headed for Parliament, having been strongly tipped to lead a 20-strong Cosatu delegation on the ANC's election list. Should Shilowa join Naidoo in Parliament, a second assistant general secretary's post is likely to be created.

It is understood Cosatu has decided to limit its contribution to 20 people rather than the 30 previously planned because of reservations about the unions' ability to cope with the loss of so many key officials.

A six-person election list committee, headed by NUM president James Motlatsi, is finalising proposals to be put to a special Cosatu congress on September 10 to 12.

Motlatsi and other senior unionists warn that even more serious than the loss of top unionists for Parliament would be the demands on regional and local union leadership to stand for regional legislatures.

Regional structures, which play an important role in communications between head office and members, have come under increasing pressure with the realisation that Cosatu is losing touch with its constituents.

Should Cosatu opt for two assistant general secretaries, favourites for these posts are Cosatu negotiations co-ordinator Jayendra Naidoo — prominent Cosatu rep-

resentative at the National Economic Forum — and Chemical Workers' Industrial Union assistant general secretary Musi Buthelezi.

However, Numsa is understood to be unhappy about a shift by Godongwana to Cosatu because, with Numsa general secretary Moses Mayekiso also a likely election candidate, Numsa sees Godongwana as Mayekiso's natural successor. Crucial discussions were held at the weekend between the committee and Numsa over Godongwana's future. An alternative would be another Numsa official Mthuthelezi Tom.

Godongwana, who has more than a decade's experience in the trade union movement, was formerly based at the Numsa head office. He was seconded to the Border region to sort out serious factional and organisational difficulties in the early '90s.

Godongwana is an SACP member. However, non-SACP unionists describe his political approach as "mature" and therefore not problematic from their perspective.

Motlatsi said Cosatu's main concern in selecting election candidates was whether the subsequent gaps could be filled.

Tom and Buthelezi are also members of the election list committee. The entire committee had made a commitment to remain in the union movement to ensure no personal conflicts of interest in the election list selection process.

Others on the election list "committee of six" are Cosatu president John Gomomo

□ To Page 2

Cosatu Biday

30/8/93 □ From Page 1

and treasurer Ronald Mofokeng, and SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel.

Patel is likely to succeed Johnny Copelyn as general secretary as Copelyn is tipped to leave for Parliament. But some Sactwu leaders believe Copelyn should retain his union position when he becomes an MP to ensure that he remains partly accountable to his union constituency.

Motlatsi said Cosatu was determined to field a balanced list of candidates so no-one could criticise its choice. This would mean it should not be weighted in favour of any one race or language group.

(140A)  
Gender considerations were, however, low on the priority list, Motlatsi intimated. Two women have been mentioned as possible candidates.

# Strike at Old Mutual

SHARON SGROUR  
Labour Reporter

140A  
R  
E  
30/8/93

HUNDREDS of workers at Old Mutual head office in Pine-lands are on strike

According to the Transport and General Workers' Union, about 350 workers stopped work today over wages and conditions of service

A spokesman for the union's shop steward committee said a dispute was declared in June and attempts at resolving it through mediation and a conciliation board hearing failed.

The union held a strike ballot and 85 percent of workers vot-

ed in favour of taking strike action, he said

Workers were demanding a 12,5 percent average monthly increase while management was offering 10 percent.

"But the main issues are job security and backdating the offer to July 1

Old Mutual wanted workers to agree to a flexible arrangement which could include their moving from one department to another

● An Old Mutual spokesman confirmed the strike. The company offer was "about 10 percent", which amounted to an increase of R120 a month

**NEWS** Draft bills may soon go before Parliament • Union members die in clashes

*Sowetan 311*

# Five Nehawu workers killed

AT least five members of the National Education, Health and Allied Workers' Union have been killed since it was announced that scab labourers hired during last year's hospital strike have to be retrenched.

Two victims were at the Baragwanath Hospital (140A). They are Oupa Phatedi, a Nehawu shop steward, and driver Meshack Hlope.

And, yesterday between 600 and 1 000 Nehawu members refused to work at the Baragwanath Hospital until their safety was guaranteed.

Baragwanath Hospital spokesman Mrs Hester Vorster said Nehawu members at the hospital had submitted a list of demands which included the resignation of the superintendent, Dr Chris van der Heever.

The scabs had to leave the employ of the hospital by today under the retrenchment programme announced by the Transvaal Provincial Administra-

tion a fortnight ago.

The impending layoffs have caused tension at the Baragwanath Hospital. Last week, about 13 members of Nehawu were injured during a fight between scabs and other staff members at the hospital.

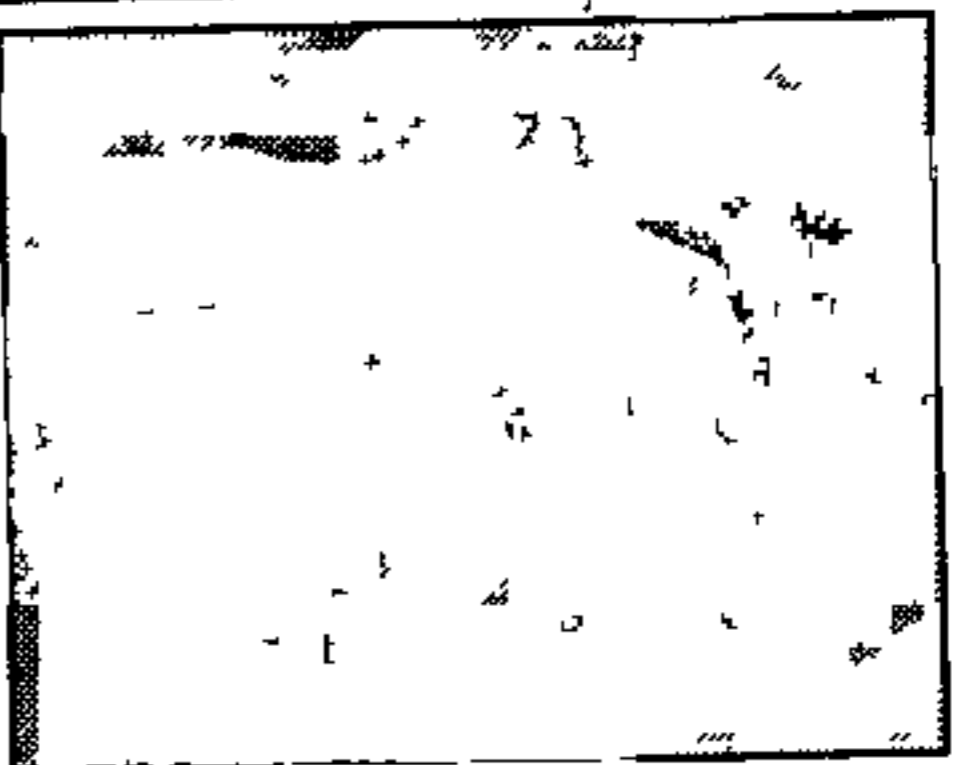
Mr Neal Thobejane, assistant general secretary of Nehawu, said following the killing of shop steward Oupa Phatedi outside the hospital last week, the union had demanded:

- The safety of workers be guaranteed,
- That Baragwanath's superintendent Dr Chris van den Heever be dismissed or suspended, and
- That Baragwanath fund the burial of Phatedi.

"We have proof of serious mishandling of the situation at Baragwanath Hospital by Van den Heever," Thobejane said.

Problems at the hospital started about two weeks ago.

# Addressing poverty and rural development



**Jay Naidoo gives a brief outline of Cosatu's plans to ensure a fair deal for all in brave new SA**

**T**he scandal of apartheid is the poverty it imposed on the majority of our people in order to ensure a supply of cheap labour. Bantustans, group areas, forced removals, the pass laws, bantu education, even the township system itself — all were geared to this end.

If some elements of apartheid are now collapsing, its legacy is still ingrained in society, and a meaningful programme of reconstruction must attack this cancer.

Apartheid has created extremes of poverty and wealth. By internationally recognised measures, South Africa's income distribution is among the most unequal on Earth. But poverty goes beyond such disparities — Dis-ease, hunger, homelessness — all these are the result of the deliberate denial of basic social services to oppressed communities, while sophisticated welfare support was established for the minority.

Today 8 million people are without basic housing; about 90 percent of African families are without electricity; more than 60 percent of African child deaths are due to malnutrition; 17 million people live below the poverty line, 6 million to 7 million people are unemployed, 80 percent of the population has access to 13 percent of the land, much of it non-arable.

Cosatu's reconstruction programme aims to address this poverty. If some argue that only a miracle can achieve this in the foreseeable future, we say a miracle is possible, like the reconstruction of post-war Germany and the Cuban health system's elimination of preventable disease.

## Assistance

To win the war on poverty we need coherent targets and timeframes, full involvement by ordinary people, the reorientation of resources and priorities, and a national will to succeed. How will this programme be financed?

Star 31/8/93  
(140A)

We should not rely primarily on external assistance. Rather, we need an internally funded "Marshall Plan". Preliminary research indicates vast surplus liquidity (funds) which can be tapped for social investment. In workers' pension and provident funds alone there is more than R200 billion, mostly going into speculative investment. A move away from speculative investment, white elephants, wastage, corruption and unproductive bureaucracies will unlock the necessary funding.

Reconstruction must address housing, health, infrastructure — including electricity, water, sewerage, refuse removal, roads — land and food prices. The object must be that all people gain access to these within specified time frames. And comprehensive social security must be provided for the most vulnerable — the unemployed, the elderly, and the disabled.

We can't promise that, after elections in 1994, all people will have instant access to houses. But the programme must plan how many houses

will be built in year 1, year 2, year 3, and of what quality, and at what cost. The job-creating and training element of such programmes must be maximised, and ensure the involvement of affected communities.

At the same time, social projects must be accompanied by education. A national health scheme, for example, won't work without accompanying literacy programmes, immunisation campaigns and anti-Aids education. Social programmes must also protect and improve the environment.

## Exclusion

Combating poverty requires a strong emphasis on rural development and land reform. It is estimated that more than 11 million of the 17 million poorest South Africans live in rural areas.

Current attempts to freeze constitutionally the exclusion of the majority from land, condemns rural people to perpetual poverty. Landless or land-hungry peasants in the bantustans and white farming areas will

have to be given access to land, to support themselves and to increase food production. Land reform must also address the subordinate position of women, to give them control over the lands they till.

Rural communities must gain access to adequate infrastructure. This will raise their quality of life and unlock their potential as producers and consumers. Electrification, for example, will encourage small businesses and industrial development.

In addition, much of our population, distribution has been created by apartheid, and our rural programmes will have to come to terms with its legacy of large concentrations of economically and socially unviable "rural" communities, and undo their isolation.

The establishment of viable rural communities will allow people to escape being pressurised into urban areas. This will lead to a reorganisation of rural/urban patterns.

■ Jay Naidoo as the general secretary of the Congress of SA Trade Unions

# Old Mutual strikers defy court order

Labour Reporter **APR 31/8/93**

**STRIKING** Old Mutual workers have defied a Supreme Court interdict ordering them to vacate the reception area and main banking hall of the insurance giant's Cape Town head office.

More than 100 workers occupied the offices yesterday, but by the time the order was served only about 35 remained, said company spokesman Phillip Sack.

The interdict ordered workers to leave the building and refrain from interfering with customers using the banking hall, said Mr Sack.

But they refused to leave the building and allegedly crumpled up the order and threw it back at the court official.

"They are still here ... we have not enforced the order yet because we are not keen to involve the police until the situation becomes critical," he said.

The company would meet representatives of the Transport and General Workers Union this afternoon to discuss the strike by general workers and security staff.

About 350 workers went on strike over wages and conditions of service on Monday after voting for industrial action in a strike ballot.

Attempts at resolving the dispute through mediation and a conciliation board hearing failed.

Workers were demanding a 12,5 percent average monthly increase, with management offering about 10 percent, a union spokesman said.

A company spokesman said the offer amounted to an increase of R120 a month.

# KWV locks out workers as wage deal fails

SHARON SOROUR  
Labour Reporter

ARC 31/8/93

WORKERS at KWV in Paarl, Worcester, Vredendal and Upington have been locked out by the company after wage negotiations failed to produce an agreement

Members of the Food and Allied Workers' Union (Fawu) and the National Union of Food, Wine, Spirits and Allied Workers (Nuwsaw) were locked out yesterday, the company said

KWV chief personnel and communications executive Theo Pegel said it was "unfortunate that we were forced to take these steps, because we have had amicable relations with our trade unions since their inception

"Employees who accept our offer will be allowed to resume their duties and the others have the opportunity to consider it," said Mr Pegel

The lock-out affected 217 employees at the organisation's distilleries in Paarl, Worcester, Vredendal and Upington

"KWV instituted the step to give employees who were not represented by the trade unions, and who accepted the wage offer, the opportunity to carry on with their duties"

KWV had been involved in wage negotiations for the past four months, but the dispute could not be settled. A conciliation board hearing last Friday also failed to resolve it.

"Various offers made by the KWV were rejected by the unions, which led to the breakdown."

The KWV offer included a minimum wage increase of 9,7 percent, while the two unions' demands varied between 15 and 20 percent, said KWV.

A Nuwsaw spokesman said KWV's increase amounted to R95 a month, while union members were demanding R150 a month

# Union has 'saints and sinners' awards for bosses

ARGT, 31/8/93  
140A  
SHARON SOROUR  
Labour Reporter

IN a labour relations first, the Southern African Clothing and Textile Workers' Union has, through a series of awards, recognised the behaviour — and misbehaviour — of the industry's employers.

At an "award evening" recently, Sactwu said employer Saphi Lambert — voted 'Employer of the Year' — "surprised" the union with its constructive attitude.

In a statement, the union said workers who were staging a sleep-in protest at a Saphi Lambert factory, were surprised when their employer, a Mr Kraamwinkel, arranged heaters and food for the workers.

This was not a one-off incident, Sactwu noted.

On another occasion, Mr Kraamwinkel arranged a tent and other facilities for workers' children who accompanied their parents to work on child-care day. He also provided refreshments for workers when union meetings were being held.

"This is very unusual and highly commendable," said the union.

However, other employers, 14 in all, were nominated for the "Obstructive Employer of the Year" award.

"Two companies were head and shoulders above the rest. They were an East London-based factory, National Convertor Industries, and a Newcastle company, Apollo Industries.

"In the end, it was decided to make them joint winners, or was it losers?" said Sactwu.

Both employers would receive their awards, a book on trade unionism, soon.

Apollo allegedly mistreated workers, held back wages, penalised them for talking while working and bringing union pamphlets on to the premises, while NCI allegedly repeatedly dismissed shop stewards, fired workers for taking part in stayaways and refused to pay industrial council rates.

The "Branch of the Year" award went to the Atlantis branch, while Liz Chetty, the union's national administrator, received the award for the most dedicated staff member.



# Mines, unions in Aids and wages deal

**JOHANNESBURG.** — South Africa's first industrial Aids agreement barring victimisation and harassment of workers suffering from the disease has been signed by the National Union of Mineworkers and Chamber of Mines.

The chamber's chief negotiator, Mr Adriaan du Plessis, said the agreement was based on internationally accepted principles and guidelines on Aids.

The agreement is part of a labour pact between the union and the chamber.

Mr Du Plessis said the broad aim of the agreement is to provide guidelines to minimise the effects of HIV in the mining industry, to prevent the spread of HIV infection, and for the management of HIV infection in the employer/employee relationship.

Under the agreement no employee would be required to undergo an HIV

test, at the request or initiative of management or the union, except in specified occupations where testing was required on medical grounds.

"No employee shall suffer adverse consequences, whether dismissal or denial of appropriate employment opportunities which exist, merely on the basis of HIV infection."

Mr Du Plessis, said appropriate awareness and education programmes would be conducted

The union and chamber agreed to consider at mine level the socio-economic environment and lifestyles influencing prevention of HIV infection.

The agreement, signed on Tuesday and released to the press yesterday, gives gold miners wage hikes of between eight and 9,5% and coal miners between 5,5 and 10%

The wage agreement will apply retrospectively to July 1. — Sapa

# Cosatu denies causing delay in offer to GATT

MARCIA KLEIN

COSATU did not intervene to delay the Department of Trade and Industry's (DTI) tariff reduction offer to GATT, it said yesterday.

An article in this week's Financial Mail (FM) alleging it had made a last ditch effort to keep tariffs high by apparently intervening to delay the DTI's offer, was incorrect, Cosatu said. *Billau*

The FM said that "a last ditch effort by Cosatu to keep tariffs as high as possible may have prevented government from meeting its August 31 deadline to submit a final tariff-reduction offer to the GATT in Switzerland".

According to the FM, Trade and Industry Minister Derek Keys had approved the DTI's final tariff offer last weekend, but Cosatu, "trying to protect its members", had apparently intervened. *219193*

Cosatu said it had not intervened to delay the offer. It said the trade task force in the National Economic Forum and sectoral task forces in the motor, electronics and clothing and textile industries, had all been considering the offer and working under time pressures to submit it. The time constraint had been a problem, but the FM had misread what had happened. *(140A)*

Substantial reductions in tariffs were being proposed in the motor and clothing and textile industries — where Cosatu unions formed part of the task forces. The motor industry task group had proposed a 50% tariff rather than 60%. The Cosatu executive would consider a full report on the GATT offer tomorrow, but this would not delay the offer, which had been sent to GATT.

LINDA ENSOR reports from Cape Town that parties to the National Economic Forum were close to finalising an agreement on proposed tariff reforms to submit to GATT, NEF convener and Cosatu negotiations co-ordinator Jayendra Naidoo said yesterday.

He told a Western Cape economic development forum plenary session yesterday agreement had almost been reached on tariffs for all industries.

# Violence at Old Mutual



Staff Reporter

MOTOR car tyres have been slashed, property damaged and catering staff assaulted during a sit-in by striking workers at Old Mutual's head office at Pinelands. **CT 2/9/73**

Early this morning a contingent of police were monitoring the situation as union representatives were locked in talks with management over wages, job security and housing bonds

The sit-in is in defiance of a Supreme Court order on Monday, when the demonstration started

Transport and General Workers' Union organiser Mr Thami Makeleni said the workers would not leave until their demands were met

Last night workers at the building were awaiting a decision from management on whether a subsequent contempt of court order issued would be acted on by the company

# Naidoo set to top Cosatu poll list

Star 3/19/93

BY PAUL BELL  
LABOUR CORRESPONDENT

Jay Naidoo, general secretary of the Congress of South African Trade Unions, will head the movement's approximately 20 representatives for inclusion on the ANC's election list, sources say (140A)

A high-ranking post for Naidoo in government — including a position in the first Cabinet of national unity — is a possibility not excluded, but not in the area of manpower.

Sources say Naidoo apparently feels that if he were asked to assume any high-ranking post in labour, this might represent a conflict of interest, given his background. Naidoo has been Cosatu's chief executive, and its most prominent figure, since the federation's formation in 1985.

Naidoo would therefore prefer, if anything, to be close to the new government's socio-economic reconstruction programme, to which he and Cosatu have devoted considerable energy.

## Congress

Sources said that while Naidoo would leave Cosatu with regret, it has been widely accepted in Cosatu circles that he would be ideally positioned to encourage a convergence of views and policy between the federation and the ANC around the reconstruction accord.

Cosatu's executive committee will finalise its proposed list of parliamentarians this weekend for presentation to its special congress which opens on Friday next week.

Among others considered likely to be on the list are Naidoo's deputy Sam Shilowa, Cosatu first vice-president Chris Dlamini, National Union of Metalworkers general secretary Moses Mayekiso and its education officer Alec Erwin, National Union of Mineworkers assistant general secretary Marcel Golding, and Clothing and Textile Workers' Union general secretary John Copelyn.

# Cosatu to pick aspirant MPs

Sowetan 3/9/93

**■ PARTY CHOICE** They will stand on an  
ANC platform in April elections:

**By Ike Motsapi**

**T**HE Congress of South African Trade Unions (Cosatu) is to confirm a list of 20 of its members who are to stand on an African National Congress platform during the first democratic elections next year.

The 20 will have to resign their positions from the union federation.

Mr Jay Naidoo, general secretary of Cosatu, yesterday said the federation's special congress next week would be deciding on whom to send to Parliament.

This would put their members in a better position to serve the federation which is expected to increase its membership by 300 000 to 1,5 million next year.

Naidoo said the trade union federation would also re-affirm its commitment to ensure an ANC victory in the April 27 1994 elections.

This would be achieved by making sure that millions of people who have not voted before went to the polls to support the ANC.

Naidoo said "Cosatu is going to make sure that the ANC wins the elections because it is the only organisation that has the capacity to change our society which has been catering for the needs of whites only."

"It is time that this is changed so that people who have been denied their basic rights have access to housing, electricity, jobs and that the question of poverty is addressed once and for all."

"Cosatu also wants workers rights to be entrenched in the constitution," Naidoo said.

140A

# 5 Saccawu officials to return to their offices

Sowetan 21/9/93

140A

By Ike Motsapi

FIVE of the six suspended officials of the South African Commercial, Catering and Allied Workers' Union will return to their offices on Monday whether or not the national executive approved of the action

This is the latest in a saga that appears to have divided Saccawu into two factions

A spokesman for the six suspended Witwatersrand branch officials said the action imposed on them in July "constitutionally expires on Sunday"

Those saying they will return to their jobs are Mr Theo Xulu (chairman), Mr Mike Mpembe (vice-chairman), Mr Mike Tsotetsi (branch secretary), Mr Steward Nhlapo (treasurer) and Mr William Lechabe, an NEC member. Mr

## Committee of 10 formed to fight for democracy and proper financial control of the union

Professor Ndlovu, an NEC member, is away on an overseas study grant

However, Mr Papi Kganare, general secretary of Saccawu, said yesterday the suspensions of the six expire next month

He said the union was aware that three of the suspended officials were defying the orders imposed on them

The union had written to them advising them of the impending disciplinary action

Meanwhile, a committee comprising 10 members of the union has been formed to "fight for democracy and proper financial control of the union"

Some of the members of this group have launched an urgent interdict in the Rand Supreme Court seeking an order to dissolve Saccawu because of "gross financial maladministration"

One of the applicants, Mr Stuart Nhlapo, said the union was unable to function according to its constitution as a result of this

Kganare said the union was not paying off its debts. He said Saccawu had just held a national congress which cost it R1,5 million

"The union's monthly income is R1,2 million," he said

# Labour briefs

**Election list** (4) WTM 3-9/9/93  
■THE Congress of South African Trade Unions will hold a special congress next weekend to discuss its planned Reconstruction Accord with the African National Congress. The federation is also likely to unveil the list of members who will be put on an election list to be forwarded to the ANC. Media reports this week suggested that both Cosatu general secretary Jay Naidoo and assistant general secretary Sam Shilowa could be on the federation's mooted lists.

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# Union threatens KWV

JOHANNESBURG — The Food and Allied Workers' Union (Fawu) has threatened to mount an international boycott of KWV wine over a wage dispute which has seen more than 200 production workers locked out of KWV premises at Paarl, Worcester, Vredendal and Upington.

The lock-out began on Monday when the union and the co-operative failed to agree on wages at a meeting.

Fawu said it had not threatened a strike and accused KWV of locking out

workers without reason.

The union warned it would begin an international boycott and seek Supreme Court action if KWV continued the lock-out. **CR 1/9/93**

A KWV spokesman said the co-operative had acted in terms of the Labour Relations Act. Yesterday 53 of the 217 workers locked out had accepted a minimum wage increase of 9,9% and were allowed to return to work, he said. — Sapa



# Saccawu in financial chaos

(140A) WM 3-9/9/93

One of the country's biggest unions is in crisis over allegations of corruption and financial misdealings, reports **Ferial Haffajee**

## Union 'will not split'

**M**EMBERS of the South African Commercial, Catering and Allied Workers' Union (Saccawu) will bring a Supreme Court application to dissolve the union this month because of gross financial irregularities

But members bringing the action say "the question of dissolution is not high on our agenda. We want accountability." They say the issue was not adequately dealt with at the union's July national congress.

This week members of the union issued a pamphlet alleging that the union has not paid its affiliation fees to the Congress of South African Trade Unions for four months, that the rent on numerous Saccawu branch offices is outstanding and that the union's staff provident fund has not been paid for four months.

General secretary Papi Kganare this week acknowledged the union had financial problems but said the union had employed a private investigator and was restructuring its financial unit.

The court action is being brought by a suspended member of the union who claims the union has not adequately dealt with the serious problems raised by the union's auditors earlier this year and that provisions of the union's constitution, dealing with finances, have been breached.

"This could place the independence and even the existence of the union in jeopardy," one of the unionists bringing the application has alleged.

The union's auditors, Douglas and Velcich, earlier this year said they could not audit the union's books and said that if corrective measures were not taken within 30 days of delivery of the report, they would have to report the union to the Public Accountants and Auditors Board.

The auditors also reported problems with the collection and banking of subscriptions, the authorisation of accounts, the keeping of proper books of accounts, the retention of accounting records and the regular provision of statements of income and expenditure.

The union's records "are in so poor a state that it is not feasible to quantify the amount lost", the auditors said.

Instead of dealing with the

THERE are fears Saccawu could split again, as a tenuous unity brokered after political division in the Eighties threatens to come asunder.

This week, the suspended members of the union's Witwatersrand branch — which comprises a third of the union's 100 000 members — set up a parallel structure. While their immediate brief is to "disseminate information about corruption (in the union) around the country", they also intend to start taking up union issues because members are not being serviced, said one of the Saccawu members involved.

They also claim unionists in the Eastern and Northern Transvaal and Western Cape are becoming restive about the silence of the leadership on the corruption allegations.

"The Wits branch is making political mileage of the union's financial problems," the union's general secretary, Papi Kganare, said this week. The branch had attempted to orchestrate a campaign against him, but had failed and were now using the courts — a move which Kganare called the "Savimbi option".

The union's assistant general secretary, Bones Skulu, said the court action to dissolve the union was a "deliberate, divisive step aimed at destroying the union".

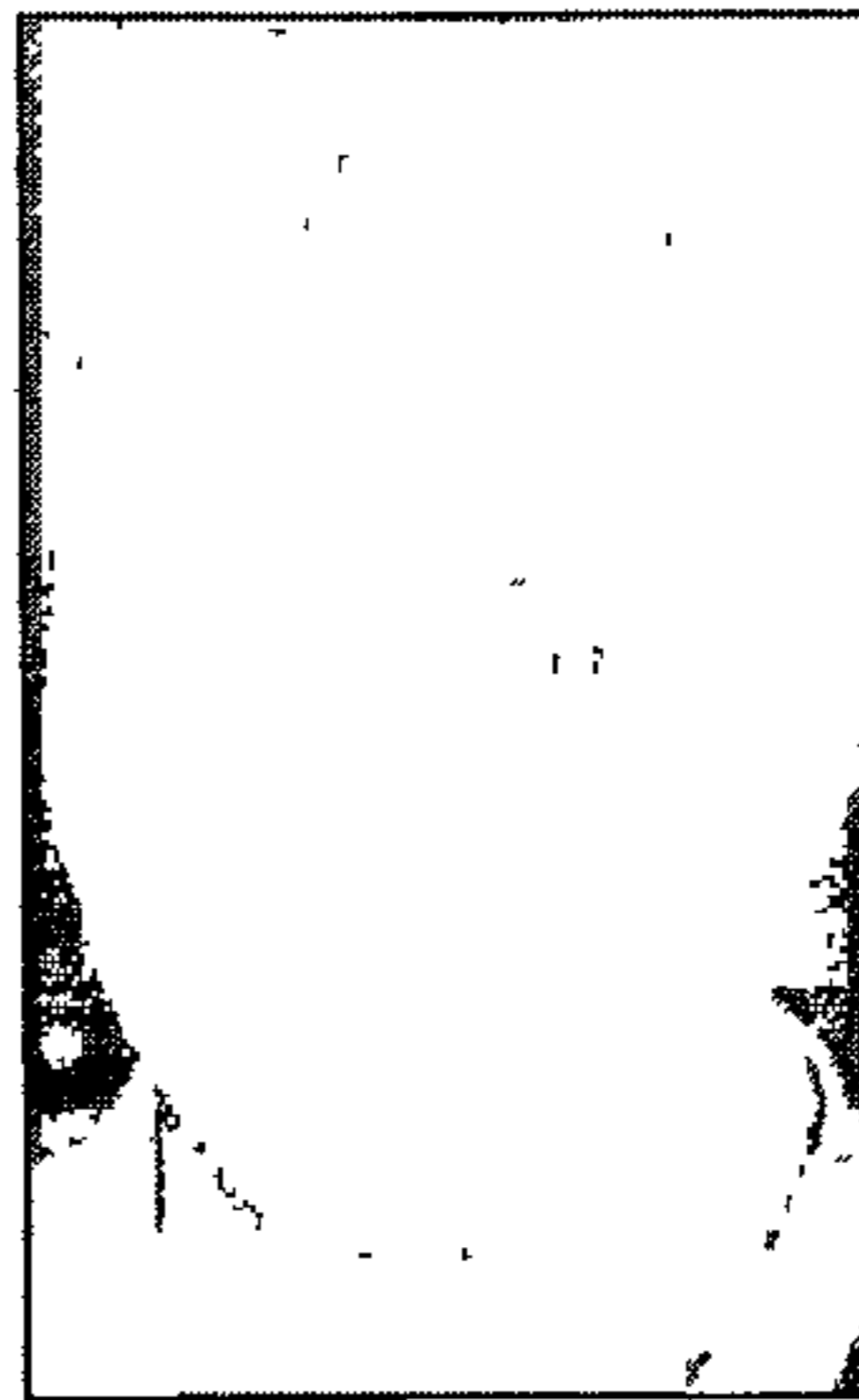
Kganare said: "We are going to be ruthless if anybody tries to set up a parallel structure.

auditor's report at the union's congress in July, the union's financial administrator, Peter Mohlala, resorted to an emotional attack on the auditors.

He accused them of deliberately omitting details from their report "to portray a negative picture of the leadership of the respondent (the union)", of "failing to convey to Saccawu members specific events instead of speculation in order to charge for more hours of their own labour in order to benefit from workers' subscriptions without performing adequately what their services are employed for." He ended his report to congress on the sour note that plumbers could have done a better job than the auditors.

According to the court papers, his statements may be defamatory. The papers say "the applicants and the suspended office-bearers of the Wits branch are concerned that the reckless allegations made by Mohlala could further worsen the situation and result in legal action against the respondent by its auditors".

The court action comes on top of a damning commission of inquiry into the union's finances earlier this year and the subse-



Papi Kganare ... Hampered

Nobody can split the present Saccawu in two. Anybody who tries to do that will pay very heavily. They can form another union, but they can't split this union."

He said he had been hampered in the past in taking action against staff who did not fulfil their duties because such action was usually followed by allegations of "witch-hunting" and of being a "bureaucratic union boss" from different political factions.

He said Saccawu staffers were drawn from the entire political spectrum and the union had to grapple with ways of accommodating different views as other unions had dealt with the same problem in the Eighties.

quent suspension of the entire executive of the Witwatersrand branch.

The branch executive was charged with disloyalty to the union after it was alleged that they had leaked details of the commission and of other instances of suspected corruption in the union to the press. In the court papers, the suspended members of the union claim they were suspended to prevent thorough discussion of the "financial turmoil" in the union.

Another section of the affidavits claims the suspensions are unconstitutional and that the Witwatersrand branch is suffering as a result of their suspension. Union sources say numerous default judgements have been taken against the union.

In the Rand Supreme Court last week, for example, a default judgement was taken against the union in a case against Wimpy because nobody appeared on the union's behalf.

An inquiry into the union's affairs in June this year found staffers of the union had defrauded Saccawu of R60 000 by diverting the money to a num-

ber of bank accounts, that the state of the union's account meant no audit could be done because cash books, bank statements, returned cheques, vouchers and other documents were missing.

Saccawu members this week further charged the staff provident fund has not been paid for four months, that unemployment fund deductions had not been forwarded to the Department of Manpower despite the deductions being taken from Saccawu staffers' salaries, that affiliation fees to Cosatu have not been paid for four months and that there was rent outstanding on various Saccawu branch offices. Cosatu could not comment on internal financial matters of an affiliate.

Other union sources alleged Saccawu is running on a bank overdraft of R1,5-million, track-suits and other union memorabilia worth thousands of rands had disappeared from Saccawu's head-office strong-room and that two amounts of R40 000 and R6 000 were stolen from the union's head office just before and after Saccawu's national congress in July this year. There are a number of letters of demand against the union by its creditors, while a computer company last week summonsed Saccawu for non-payment of money owing for equipment.

Kganare this week said the union would be challenging the application for dissolution. "The allegations made do not warrant the dissolution of the union." He said the problem should be dealt with through the union's structures — as similar problems at Cosatu and the National Union of Metalworkers of South Africa had been dealt with in the past. "They did not sound a trumpet," he said.

Kganare added that the allegations of corruption and maladministration were exaggerated and that the first applicant in the court case, Stuart Nhlapo, had been suspended from the union and had no right to bring the application. The union had financial problems, acknowledged Kganare, adding "the union is dealing with these problems".

He also said the union's auditors were assisting with the restructuring of the finance department and that Saccawu had employed a private investigator to probe the allegations of corruption in the union. He added that the missing documents pinpointed by the auditors had been found in the union's office after being wrongly filed.

Most of the financial problems had arisen because of the changing of financial administrators during March, April and May this year.

### Calm returns to Wits campus

KATHRYN STRACHAN

CALM returned to Wits University yesterday as students went back to class and workers resumed duties

The only activity which set the day apart was hundreds of students joining hands to form a chain across the campus at noon to mark national peace day. *BIDAY 3/9/93*

The SA Students' Congress (Sasco) protest, which had the campus in disarray over the past two weeks, was suspended on Wednesday to give negotiations a chance.

Negotiations over the transformation of the university's council were revived on Wednesday after the intervention of the ANC/Cosatu/SACP alliance, the National Education Coordinating Committee and others.

A follow-up meeting is to be scheduled and Sasco leader Peniel Mashele was optimistic an "acceptable package" would soon be found.

Meanwhile, the University of Cape Town administration responded to student demands for the immediate dissolution of the council, promising to hold a special meeting next week. Students accused the council of being racist, sexist and out of step with the process of democratisation in SA.

Council chairman Ian Sims said the council had, for some time, recognised it was not representative.

"We have very few women members, and most of us are white. We are committed to changing this and to changing the nature and composition of the council." He would propose at next week's meeting that a fully representative education and transformation conference be arranged.

On the demand for a moratorium on fee increases and financial exclusions, Sims said a publicly funded, national financial aid scheme was needed urgently.

## Cosatu wants top posts in new govt

*BIDAY 3/9/93*

PATRICK BULGER

COSATU wanted key government posts in the manpower, trade and industry, mineral and energy affairs and parastatals portfolios, Cosatu general secretary Jay Naidoo said yesterday.

Naidoo said he was likely to head a list of 20 senior Cosatu office bearers who would be placed on an ANC election list for the April 27 poll.

Speaking on Cosatu's preparations for a special congress next weekend, Naidoo said Cosatu was working for a "massive election victory for the ANC" and wanted to be in a position to ensure reconstruction was implemented. *(140A)*

"Part of the process of preparation has been to identify the team Cosatu is prepared to release onto an ANC list and so far we have identified about 20 senior people. But the congress will make a final decision.

"Certainly my name has been raised as possibly the person who should lead the team into the ANC Constituent Assembly," Naidoo said. Asked whether he would accept a

post as minister of labour, Naidoo said. "Part of Cosatu's calculations is that it would seek to occupy some key positions in government. It is being debated with the ANC."

Naidoo said a second list of Cosatu officials was being compiled to take over the leadership positions vacated by those Cosatu officials going to Parliament.

Naidoo said the special congress, which would be attended by 1600 delegates representing 1.2-million workers and 14 national industrial unions, would look at four broad areas: Cosatu's future relationship with the ANC, a programme of reconstruction, workers' rights in a new constitution and the role of Cosatu in an election.

Naidoo said Cosatu would not allow itself to be turned into the labour wing of any political party.

He expected Cosatu to have tensions and differences with an ANC government but it wanted mechanisms to mediate these tensions.

### Strike-hit schools return to normal

*BIDAY 3/9/93*

KATHRYN STRACHAN

BLACK schooling across the country was gradually returning to normal after the suspension of the SA Democratic Teachers' Union (Sadtu) strike, the Department of Education and Training (DET) reported yesterday.

Although the strike was lifted a week ago, teachers continued to stay away to attend union meetings.

DET spokesman Corrie Rademeyer said schooling in some areas,

particularly the East Rand, was still disrupted. Soweto Education Coordinating Committee spokesman Jolly Matongo said teachers had returned but about 20% of pupils were staying away. *(140A)*

The strike was continuing in Lebowa where the government had failed to pay striking teachers.

## Saccawu in wage disputes

THE South African Commercial, Catering and Allied Workers Union (Saccawu) is seeking conciliation board hearings in its wage disputes with the Metcash and Dions groups, and plans to ballot its members at CNA-Gallo on strike action.

(1407) (10) 07/19/93  
In the CNA-Gallo dispute, now several months old, the company made what it considered a good offer of R165 across the board, or 12 percent. Saccawu is demanding R230, says organiser Lee Modiga, and its 5 000 members will begin a strike ballot — which the union first threatened three months ago — next week.

## Union backs action at Wits

NATIONAL Education, Health and Allied Workers Union (Nehawu) members at the University of the Witwatersrand went on strike on Tuesday in support of the South African Students Congress

(ILOA) (S.A.) ARG 4/9/92  
Sasco students have engaged in mass action and class boycotts since August 19 to demand the dissolution of the university council, the lifting of a court interdict prohibiting Sasco activities on campus, an increase in the quota of black students to be admitted in 1994 and a moratorium on fee increases

# Cape union men tipped to fight polls

By NAZEEM HOWA

5/9/93

SEVERAL leading Cape trade unionists are being considered as candidates for South Africa's first democratic elections on April 27.

This is in terms of an agreement between Cosatu, the SA Communist Party and the African National Congress that will allow the union federation to nominate 10 percent of the alliance's candidates.

Tipped to be among Cosatu's Western Cape candidates are John Ernstzen, of the SA Municipal Workers' Union, Mandla Gxanyana, of the Food and Allied Workers' Union, and Danny Olifant, of the National Union of Metalworkers.

Among the Cape unionists being considered are Cosatu national office-bearers Jay Naidoo, Sam Shilowa and John Gomomo. John Copelyn, of the SA Clothing and Textile Workers' Union, is also said to be high on the list.

(140A)

## Workers' rights

According to a well-placed source, particular attention has been given to ensuring that the nominations process does not rob unions of their leadership.

He said the "10 percent" agreement had been negotiated because unions wanted to ensure workers' rights were protected in a new dispensation.

"The agreement means that if the ANC wins 50 percent of the 200 national seats, the unions will have 20 representatives at that level," he said.

Lists compiled by Cosatu's regional affiliates are to be tabled at its national congress.

● The ANC would finalise its list of candidates at a nominations conference, but still had a long way to go, its secretary for information and publicity, Dr Pallo Jordan, said in Cape Town this week.

He expects the ANC to announce its election manifesto on January 8.



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# Jay's got keys to the door

SITWES 519193

IN seven months, Cosatu boss Jay Naidoo will probably move his filing cabinet into Derek Keys' office on the 11th floor in Cape Town's Hendrik Verwoerd building and take on the title of Minister of Trade and Industry.

This cabinet portfolio is one of four positions Cosatu has identified for some of its 20 senior members, who are expected to leave the labour movement to take part in a new democratic government.

Next weekend, Cosatu will hold a three-day special congress to decide what role it will play in a new government and how it will contribute to an ANC victory in next year's election.

While its final list is still to be approved by the congress, Mr Naidoo is expected to top it.

Mr Naidoo said this week there were four areas in which Cosatu had the necessary expertise to bolster a new democratic

By EDYTH BULBRING  
Political Correspondent

140A

ic government. These are labour relations, trade and industry, mineral and energy affairs, and parastatals.

But while Mr Naidoo's presence in a new government might suggest to some that he will be used to bring the labour movement into line in the event of a major conflict with an ANC government — such as a general strike — he says he will not be used to interfere with the independence of the union movement.

"I will not be part of a decision that says, 'Jay Naidoo, talk to them and tell them it is not in the national interest to strike', he said.

The right of a union to pursue its independent programme — even if it does not coincide with the interests of the government — should be respected," he said.

"I will never be used by a future democratic government to try to control the trade union movement. I would rather resign immediately."

However, Mr Naidoo believes that the commitment by the new government to be accountable to formal civil structures and its approach in dealing with conflict will make the climate more conducive to resolving crises.

The precise nature of the relationship Cosatu will have with a future government is one of the issues that will be explored at next weekend's congress.

Crucial to this relationship is a reconstruction accord for the country, which Cosatu wants the ANC to sign, and the entrenchment of worker rights in a constitution or bill of rights.

Mr Naidoo said the relationship between Cosatu and the new government would depend on whether their interests remained the same. Cosatu had long fought for an accountable democratic

government and the restructuring of the economy to achieve the provision of jobs, education, health, housing and other social benefits for its members.

A number of these goals are laid down in the reconstruction accord.

Mr Naidoo said if the government were to renege on such an accord, there would be no basis for an alliance between Cosatu and the new government, and it would make the continued participation of labour-aligned MPs in the government untenable.

Cosatu will have a strong leverage on the new government to perform according to its election mandate. Its membership is increasing steadily, and it will be launching a 250 000-strong public sector union next May.

The delivery of Cosatu's more than one million members to the ANC in the election is expected to keep the ANC sensitive to this large constituency's needs.

Star 6/19/93

# Cosatu to look at ANC alliance

■ BY PAUL BELL  
LABOUR CORRESPONDENT

The Congress of South African Trade Unions (Cosatu) opens its special congress on Friday to begin debate on its relationship with the future government. (40A)

With the first democratic elections approaching, Cosatu needed to evaluate the current stage of transition and to begin defining the content of the ANC-led tripartite alliance after the elections, general secretary Jay Naidoo told The Star.

The Cosatu-alliance relationship has been the subject of considerable debate since the National Union of Metalworkers proposed two months ago that Cosatu withdraw from the alliance after the elections.

The congress will also focus on Cosatu's programme for socio-economic reconstruction, a draft of which has been agreed on with the ANC as part of the alliance's electoral platform.

Naidoo said the programme had yet to be quantified and timetable but that he expected this to happen between the congress and the election.

Cosatu's role in the elections will provide a third important focus for discussion.

## Approve

The congress will be asked to approve about 20 Cosatu and other union officials to be included in the ANC's parliamentary list.

Cosatu expects to bring most of its 4.2 million members to the polls for the ANC, and believes its ultimate constituency to be as large as 7 million, taking into account workers' families.

# Bisho: Nactu won't join ANC stayaway

EAST LONDON — The National Council of Trade Unions (Nactu) has rejected a regional stayaway called for by the ANC to commemorate the first anniversary of the Bisho massacre today.

Nactu Border chairman Mr Anthony Fosi said last night that while the organisation supported the commemoration, it could not endorse the stayaway "because it would be against our principles to join a bandwagon as rubber stamps".

"Also, we were never consulted by the ANC or the Congress of South African Trade Unions about this stayaway. We were not invited to their discussions with the Border Business Action Committee and we did not get feedback from the meetings," he said.

Forty union representatives from different Border plants met at the weekend — their second meeting in less than four days — to discuss the proposed stayaway.

Border ANC spokesman Mr Mcebisi Bata said it was unfortunate Nactu had decided not to support the stayaway but "we will appeal again to them to come aboard" — Sapa

CT 6/9/93  
(1404) (15)



Page 8

# Union will push for continuing alliance

ERICA JANKOWITZ

THE Cosatu-affiliated Construction and Allied Workers' Union (Cawu) resolved at its weekend conference to push for the continuation of the federation's alliance with the ANC, in line with the NUM's position.

But the union would be guided by Cosatu on the future of the alliance, Cawu organiser Desmond Mahashi said.

The union intended to mobilise members to support the ANC in the elections, Mahashi said. Cawu proposed southern Transvaal regional secretary Dan Mohapi for the election list. It also resolved not to accept a political solution which allowed a minority party to exercise veto rights, he said.

The Cosatu-initiated reconstruction and development programme was also adopted by the congress.

Cawu would convene a national collective bargaining conference soon to launch campaigns in support of the continuation of centralised bargaining platforms and counter the proposed collapse of industrial councils.

Unions should be more involved in industrial restructuring and Cawu resolved to play a more active role in this arena, he said.

On the issue of public works programmes, Mahashi said Cawu decided to become part of the process to ensure workers' rights were not eroded. Subcontracting was another area of concern and the union resolved to formulate a policy and present it to employers.

Mahashi said Cawu had also looked at building organisations, mainly through forging closer ties with other unions in the sector, such as the Nactu affiliated Building, Construction and Allied Workers' Union.

Fred Gona was elected president, with former president David Ngcobo his vice-president and former treasurer Chris Gaba second vice-president. George Baloyi was voted in as treasurer and Mathews Olifant and Dumisani Ntuli were re-elected as general secretary and assistant general secretary.

## Poll help offers 'pouring in'

PATRICK BULGER

THE ANC had received offers of electoral assistance from political parties around the world, ANC spokesman Carl Niehaus said yesterday.

While the constitutions of most countries prevented governments spending taxpayers' money on foreign political efforts, the opposition parties of those countries were not similarly bound. They had been offering the ANC assistance ranging from money to sending volunteers to conduct door-to-door canvassing.

"We've had so many requests to help us from political parties around the world," Niehaus said.

ANC president Nelson Mandela, on a recent visit to Taiwan, met that country's opposition leader, who had offered volunteers to do canvassing and propaganda work.

A diplomatic source confirmed that while the Taiwanese government could not provide electoral assistance to the ANC, there was nothing to prevent the opposition from doing so.

Niehaus said the ANC was examining the offer, along with several others.

More offers had come in from all over Europe, Scandinavia, Canada, the US and Australia. The ANC was assessing them and would decide which it would accept, he said.

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CT 7/19/93  
**Sandton workers strike** (140A)  
JOHANNESBURG — More than 1'000 municipal employees in Sandton, north of Johannesburg, downed tools yesterday morning, demanding a 12,5% across-the-board wage increase (12)

## Rethink on election list

ERICA JANKOWITZ

12  
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CONCERN in both Cosatu and affiliate circles that the federation could not afford to lose both general secretary Jay Naidoo and his assistant Sam Shilowa to the ANC election platform had led to a serious rethink on the list, sources said. Bida

A Cosatu spokesman confirmed discussions had been held recently on the issue, but said it had not been resolved. 7/19/93

Cosatu would meet again on Thursday, prior to the special congress starting on Friday, he said. (40A)

Affiliates believed Cosatu would be disrupted and damaged if both Naidoo and Shilowa took up Cabinet positions.

Another source said Shilowa would stay and Enoch Godogwana, Numsa border regional secretary, would become assistant. However, he said, "nothing has been finalised"

Other unionists said to be on the list included SA Commercial, Catering and Allied Workers' Union president Duma Nkosi and his Post and Telecommunications Workers' Association counterpart Kgabisi Mosunkutu.

Biday 7/9/93

# General refuses to reply at Goniwe probe

PORT ELIZABETH — Military Intelligence chief Gen Joffel van der Westhuizen yesterday refused to tell the Goniwe inquest what he meant when he wrote that former Ciskei leader Lennox Sebe should be "removed" or "disposed of"

Cross-examined by senior counsel for the Goniwe family, George Bizos, on the documentation on Operation Katzen, an SADF plan to topple Sebe, Van der Westhuizen took refuge in his statutory right not to answer questions he believed might incriminate him.

While he admitted he was the author of much of the documentation on Operation Katzen and that he put his signature to it because he supported the ideas behind it, he refused to say what the terms used in the documents meant.

The documents, read out in part by Van der Westhuizen to the court, said Sebe was an "embarrassment" and it had become necessary to "get rid" of him.

The documents said Sebe would have to be "disposed of" and "replaced", possibly by means of a coup d'etat.

It recommended that Sebe and his "colleagues" be "removed from the political scene" through covert SADF action and that Charles Sebe be sprung from jail by similar means.

Van der Westhuizen's legal counsel, Anton Mostert, also claimed privilege on his client's behalf on questions on what Bizos termed the similarity between the "veiled speech" used in Operation Katzen and that used in the military signal recommending

the "permanent removal from society" of Matthew Goniwe and other eastern Cape anti-apartheid campaigners.

The signal was sent on June 7 1985, 20 days before Goniwe and three other campaigners were murdered.

Van der Westhuizen's name appeared on the signal, which was allegedly transmitted to the State Security Council on his instructions.

Bizos suggested that the veiled speech used in the signal and Operation Katzen documents had sinister meanings, and that the words used in the Operation Katzen documents meant Sebe and the others should be killed.

"I submit that the words used in the notorious signal as well as those used in Operation Katzen had the same meaning, and that the intention of the signal was that Matthew Goniwe, (his brother) Mbulelo Goniwe and Fort Calata (a United Democratic Front campaigner) be killed," Bizos said.

After lengthy argument, Judge Neville Zietsman ruled that Van der Westhuizen was also entitled to refuse to answer questions on sections of his affidavit in which he claimed he "never planned or approved" the killing of anyone.

Van der Westhuizen made the affidavit before Operation Katzen papers were produced as evidence. Bizos argued that he should not be allowed to claim privilege just because evidence which contradicted his affidavit had come to light.

The inquest continues today — Sapa.

## Rethink on election list

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## Mines, unions seal wage deal

JOHANNESBURG. —  
The Chamber of Mines  
and the Council of Min-  
ing Unions (CMU) yester-  
day reached "full and fi-  
nal settlement" in their  
lengthy negotiations on  
the 1993 review of wages  
and other conditions of  
employment. Sapa

The chamber said the  
agreement affected  
nearly 20 000 artisans  
and miners on gold  
mines and collieries

One of the matters now  
agreed upon is the con-  
tinuation, or introduc-  
tion, of profit-sharing  
and gold price-linked  
bonus schemes on most  
of the mines. Sapa

As a result of the delay  
caused employees will  
receive a lump sum pay-  
ment. — Sapa

NEWS Trade unions may come together ● Saccawu

# Cosatu wants merger with other federations

Sowetan 8/9/93

**By Ike Motsapi**

THE Congress of South African Trade Unions is engaged in talks with other federations to form a single labour movement

Mr Jay Naidoo, general secretary of Cosatu, said there had been unity talks between the National Council of Trade Unions and the Federation of Salaried Staff Association (Fedsal)

In an interview with *Sowetan* Naidoo said. (LOA)

"Trade union unity is Cosatu's top priority

"I can confirm that there have been talks and co-operation between Nactu and Fedsal

"What we are doing is to strive to have one big trade union federation

that will serve the workers of this country irrespective of their colour, race or creed

## Special congress

"Trade union unity will be one of the topics that will be discussed at the federation's special congress to be held at Vista University in Soweto at the weekend," Naidoo said

He said once this objective had been achieved, the duty of the new federation would be to focus all workers' rights at the workplace

Naidoo said "We have to get agreement with white trade unions and those outside Cosatu and Nactu to join us in achieving this objective

"We all have to work together to shape the new Labour Relations Act

in the envisaged democratic South Africa

"This new LRA should cater for the right of trade unions to exist, organise and function

"This should give trade unions a legal right to fight for their members," Naidoo said

Meanwhile about 1 600 delegates are expected to attend Cosatu's special congress which starts on Friday

International and local organisations have been invited to attend

Among those attending are the African National Congress, the Azanian People's Organisation, the Pan Africanist Congress, Fedsaw, the South African National Civic Organisation, Nactu and the South African Communist Party

# Union fund 'a winner'

ARCT 8/19/93

(140A)

**TOM HOOD, Business Editor**

THE trade union controlled Community Growth Fund claims it is beating almost all other unit trusts hands down

And it has the potential for outstanding investment returns, according to a study commissioned by the National Union of Mineworkers, which claims its investment in socially acceptable companies is paying far better than any investment in the companies it rejected

The study by NUM, a large investor, compared the shares approved for the one-year-old CGF with other funds over three and five years

The notional CGF portfolio beat all the others over three years and all but one of them over five years, says NUM

CGF is too young for meaningful comparisons, so a theoretical portfolio was constructed and tracked back five years to 1988

The returns of this portfolio were then compared with two other unit trusts — the market leader in terms of performance,

and the market leader in terms of size

The study produced startling results

■ The notional CGF portfolio beat the top performer fund over three years and came close over five years

■ It beat the unit trust industry's largest fund every time over one, two, three, four and five years

■ It also beat the JSE Overall Index and the JSE Industrial Index as well as inflation over three and five years

Researchers also compared the shares approved by the CGF with those that were rejected by the participating unions

Again, the socially responsible portfolio won hands down, said CGF. The controlling unions approved 21 shares making up the notional portfolio and rejected 10

Over five years, the approved shares would have returned 32,9 percent a year while the rejected shares achieved only 26,6 percent, says CGF

NUM general secretary Kga-

lema Motlanthe said the five-year study must give comfort to investors

"We always believed it was possible to combine good performance with social responsibility. The unions participating in the CGF have been tough on companies that failed to meet their standards

But they have been responsible enough to select a good range of well-managed companies that satisfy CGF requirements"

Mr Motlanthe said there was a perception the unions would go for companies with "soft" managements

Some critics believed profitable companies were those which squeezed the workers hardest

"The study has proved these perceptions wrong. Good management today must also mean good industrial relations and good relations with the union"

CGF is managed by Syfrets Managed Assets and Mr Motlanthe added "We must give Syfrets credit for selecting our initial portfolio"



Sowetan 8/9/93

# Union is in financial crisis

THE South African Commercial Catering and Allied Workers Union is facing a financial crisis.

Saccawu has until Friday to file a motion opposing an application by five members who have sought a court order to dissolve the union because of alleged financial maladministration (140A)

Two office bearers of the union's Witwatersrand branch, Mr Mike Tsotetsi, secretary, and organiser Mr William Dichaba, who were suspended by Saccawu, reported for duty on Monday because they felt "our suspensions expired on Sunday"

According to a confidential document leaked to *Sowetan* yesterday and signed by general secretary Mr Papi Kganare and national treasurer Miss Almah Rantsolase, "the issue of finance should be addressed more soberly in order to come out with appropriate response to avoid the possible crisis"

The document is addressed to Saccawu's regional, local secretaries, staff members and national negotiating team

It is dated September 1 1993

Kganare and Rantsolase said in the document that the expenditure of the union was more than the income it received and this had resulted in Saccawu asking for a bank overdraft monthly

"We are suffering from a national congress which cost us more than one million rand," they said

Both officials could not be reached for comment yesterday

Kganare last week told *Sowetan* that the national congress, which was held in Durban last month, cost the union R1,5 million.

He said the union was working on a monthly income of about R1,2 million and that it was busy repaying its debtors

## Premier, Fawu in 'model deal'

B/Day ERICA JANKOWITZ 8/9/93

A REDUNDANCY support agreement signed yesterday by the Food and Allied Workers' Union (Fawu) and Premier Food Industries was aimed at retraining re-trenched staff for placing in the group once the economy had picked up and the company had expanded its interests, Premier CE Willem de Kok said yesterday.

De Kok said a redundancy support fund would be established from a compulsory 1% deduction from all employees, topped up by double that amount from the company. The fund, "which could add up to millions of rands over the first few months", would be administered by eight elected and eight company appointed trustees. (ILOA) (ILOA)

If the full fund was not used, accumulated monies would be repaid to contributors. Company contributions, however, would remain in a fund to cover future training requirements, he said.

Premier was considering reducing its 18 000 workforce by about 1 200 over the next few months and giving certain of them the option of taking the negotiated severance package — a minimum of two weeks' pay for each year of service — or joining a labour pool. Those in the labour pool would be trained for vacant positions. If reabsorbed, their service would be considered unbroken.

Fawu general secretary Mandla Gxanyana said the union viewed the fund as a model for other agreements in the food sector and had approached ICS with a view to negotiating a similar arrangement.

## Cosatu to debate its future

ERICA JANKOWITZ

and development programme".

Delegates' views on the future of the federation's alliance with the ANC and SACP would be assessed, though no firm decision would be taken before the next congress, Naidoo said.

Both Naidoo and Shilowa played down the importance of finalising the election list, saying merely that Cosatu wanted to ensure it sent a winning team into the election campaign which was representative of its key constituencies.

Cosatu had pinpointed four areas in which it felt it could offer expertise in a future government — labour relations, trade and industry, mineral and energy resources and parastatal organisations.

Nationalisation would also be debated. On trade union policy, Cosatu would debate ongoing restructuring, broad policy objectives, building union structures and increasing its recruitment drive.



Cosatu assistant general secretary Sam Shilowa and general secretary Jay Naidoo yesterday gave details of Cosatu's special congress, starting tomorrow. Picture: ROBERT BOTHA

THIS weekend's Cosatu congress would decide the federation's future direction and its role in the "final burying of apartheid", assistant general secretary Sam Shilowa said yesterday.

Some of the major issues to be debated by the 1 700 delegates included Cosatu's reconstruction and development programme, mobilising for a decisive ANC election victory, building a "strong, independent and democratic" federation and ensuring Cosatu had 1.5-million members by the next congress in September 1994.

The debate around reconstruction was expected to dominate proceedings.

Job creation and security, skills development, restructuring of state institutions, winning worker rights and programmes to address mass poverty, would be central to the programme, a secretariat report said. Cosatu general secretary Jay Naidoo said Cosatu would concentrate on ways of "building a climate of peace" and "effective implementation of the reconstruction

# Cosatu call for the signing of pledge

By Ike Motsapi and Glenn McKenzie

THE Congress of South African Trade Unions will ask political parties involved in negotiations to sign a pledge that they will

accept results of next year's election

Mr Sam Shilowa, Cosatu assistant general secretary, said this was intended to expose parties that may be planning a civil war

He said "All political parties should sign this pledge that they will not pursue a Savimbi option"

Shilowa expressed concern that South Africa may be plunged into chaos as Angola was after Dr Jonas Savimbi lost the elections there

This pledge will be discussed by Cosatu representatives at a special congress in Soweto this weekend

Also on the agenda will be the role of Cosatu and its leadership in the coming elections

More than 1 700 Cosatu delegates meet at Vista University tomorrow and Sunday

Shilowa said the congress will also discuss

● The role of trade unions in the transition process,

● The content of reconstruction and development programme as a mechanism to address the legacy of apartheid,

● A platform of worker rights and legislative framework to empower workers to participate fully in reshaping society, and

● The role of Cosatu and its leadership in the coming elections

Mr Jay Naidoo, general secretary of Cosatu, said "Our primary concern is to ensure that the African National Congress wins the election by a wide margin"

"But we also have to decide exactly what our contribution will be to the transition and the future government"

Cosatu leaders said the names of 20 candidates who will contest next year's elections would be handed to the ANC.

Sowetan can reveal that the names of Naidoo, Shilowa and James Motlatsi, president of the National Union of Mineworkers, are on the list

Naidoo said Cosatu had expertise in four areas but was not necessarily demanding four cabinet positions

Sowetan

9/9/93

(140A)

# Shilowa set to step Star 9/9/93 into Naidoo's shoes

■ BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu is discreetly letting it be known that assistant general secretary Sam Shilowa will remain with the federation and not go on to the ANC's parliamentary list. (140A)

Instead, he will be proposed as general secretary in Jay Naidoo's stead, to ensure continuity in Cosatu's transition to new leadership, and to a new era in its relationship with the ANC-led tripartite alliance

This is likely to be made known at Cosatu's special congress, which on Sunday will approve Cosatu's entrants to the parliamentary list and elect a transitional team which will operate alongside the present team until at least the elections — and possibly until Cosatu's next congress a year from now.

Until as recently as a fortnight ago, Shilowa, who has been among the SACP's delegates to the constitutional ne-

gotiations, seemed a shoo-in for a place on Cosatu's list of about 20 trade unionists to be included among the alliance's parliamentary candidates

But debate on the list inside the federation and its major affiliates has become increasingly intense as the deadline for finalisation — that is, presentation to the special congress which begins tomorrow — has drawn closer

That intensity has been in large measure a reflection of the trade union movement's concern that it might weaken its structures by releasing too many of its heavyweights to the political arena

It is in that context that Shilowa's position has been reconsidered. He is said to be content with the decision that he should stay

Naidoo, too, appears to be beginning to say his farewells — with considerable nostalgia — to the federation he has led since its inception in 1985

# Cutting the bull

WM10-16/9/93

(140A)

Ferial Haffajee

**E**MLOYER awards with a difference made their way on to the labour scene in August when the Southern African Clothing and Textile Workers' Union (Sactwu) handed out its "Bull of the year" and "Employer of the year" awards

The "Bull of the year" — bull for bullshit — prize went to the owner of the Kingsgate Clothing company in Durban who retrenched workers saying the company did not have any orders on its order books. Soon afterwards, however, Sactwu discovered Kingsgate had just secured an export order for R30-million. When asked about his prize, the company's owner, Sadek Vahed said the order had been filled from existing stock

Saphi Lamberet in Pretoria walked off with the "Employer of the year" award for providing heaters and food for workers on a sleep-in at the factory. The owner of the company had previously put up a tent and provided other facilities when their parents brought their children to work on "Child-care day" in June and also provides refreshments when workers hold meetings at the factory

The union called the company's actions "very unusual and highly commendable"

Union members sent in 14 nominations for the trade union's "Obstructive employer of the year" award, which was won jointly by National Convertor Industries in East London and Apollo Industries in Newcastle

National Convertor Industries won the dubious honour for consistently dismissing shop-stewards and union members and for not paying industrial council wage rates, even after a court case

The union claims the owners of Apollo Industries had on different occasions "assaulted an organiser, tortured workers with electrical shocks, physically stopped workers from bringing union pamphlets into the factory, deducted wages from workers for talking while working and also denied access to Department of Manpower inspectors"

Other innovative awards — which were presented at the union's congress — were also given to workers at the Da Gama textile factory for "the most significant struggle" after they went on a 47-day strike earlier this year.

Clothing negotiators in the union won kudos for the "Most significant agreement", while Solly Sachs, who used to be the general secretary of the old Garment Workers' Union, received a posthumous award.

# Anger at reappointment of top manpower official

Weekly Mail Reporter

WIN 10-16/9/93

THE extension of the contracts of existing senior public servants is set to become a burning issue on the brink of elections

This week, the Congress of South African Trade Unions came out strongly against the extension of the contract of Manpower director general Joel Fourie for three years.

The federation complained that neither it, the National Manpower Commission nor business had been consulted about the re-appointment of the most senior official in the Manpower Department.

Fourie and Cosatu have been at loggerheads for many years and he has been the focus of charges of intransigence levelled at the department.

Cosatu general secretary Jay Naidoo this week said the two had "a very uneasy relationship". The federation claims Fourie was instrumental in trying to force through the 1988 amendments to the Labour Relations Act and "has not

enthusiastically implemented agreements" on legislation for farmworkers and domestic workers

"I am committed to the labour relations principles as set out in the Laboria Minute," Fourie said this week.

Cosatu representative Neil Coleman stressed it was not only the person but the policy of renewing public officials' contracts that the federation opposed. Cosatu expected to be consulted about the renewal of contracts of the minister of manpower and the head of the NMC too.

Coleman said the positions of key officials across government were being renewed. He suggested this was a "deliberate process to make it difficult for a new government to remove them". It would be legally difficult to remove them from office and it would be financially difficult as their golden-handshakes would be very costly.

"All renewals of key positions must be negotiated," said Coleman.

'Present govt should repay illegal deductions'

# Cosatu lays plans to recover tax

Star 10/9/93

140A



BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu is planning a campaign at offices of the Receiver of Revenue and businesses to protest against Government stalling on repayment of SITE to workers who have been overtaxed.

Cosatu will present proposals for its campaign at its special congress, which opens at Vista University in Soweto this morning

General secretary Jay Naidoo says the Government "illegally" deducted the money and must pay it back before the next government takes office

"Where the Government gets the money is their problem," Naidoo said yesterday "They must pay it back now, and not try to delay it to the first democratic government"

SITE — Standard Income Tax on Earnings — is deducted by employers and is paid by

**JAY Naidoo says it is the Government's problem where they get the money from but workers must be repaid soon**

workers who earn less than R50 000 a year They are not expected to submit tax returns

Cosatu claims tens of thousands of workers have been overtaxed through miscalculations The overtaxation originated mainly through the application of incorrect tax status to affected workers.

SA Clothing and Textile Workers' Union official Connie September, who led Cosatu's discussions with the Commissioner for Inland Revenue (CIR) on this issue between April and July this year, recalled that a

joint working group had initially agreed that workers be refunded back to 1990.

The Government has refused to confirm the agreement ever and is offering to refund workers only for the last tax year

Cosatu had initially offered estimates that anywhere between R700 million and R1 billion might have been overpaid Yesterday, it was not prepared to commit itself to an estimate, and said, in any case, it was the principle that was important

September said Cosatu would begin immediately drafting its shop stewards into the campaign for refunds by helping workers establish their rights It also wanted employers to help the process along.

A spokesman for the CIR said the commission would make no comment before discussing the matter with Deputy Finance Minister Theo Alant.



# Talks on key leaders lost to politics

Labour Reporter

VIGOROUS debate is expected at Cosatu's special national congress at the weekend as the powerful labour federation grapples with the prospect of losing some of its key leaders to politics.

Within months some of South Africa's most prominent unionists are expected to have places on the ANC alliance's national list of candidates for the April 27 election.

But there are reservations within the federation about the ability of unions, and the federation itself, to cope with the loss of key officials. This has prompted a rethink on Cosatu's delegation.

More than 1 700 delegates and hundreds of observers are expected to attend the congress.

Kenning Road

# Lockout: Union tilts at KWV

Supreme Court Reporter (140A) (182) ARG 10/9/93

A UNION locked out by KWV in Worcester because of a wage dispute has challenged the wine giant in the Industrial Court

The Food and Allied Workers Union claim the lock out, which began on August 30, is an unfair labour practice

Workers were locked out of KWV premises in Worcester, Paarl, Upington and Vredendal after negotiations on wage increases reached a deadlock on August 27. More than 200 workers were affected but about 100 have now accepted a 9,7 percent minimum increase. By agreement, the application has been postponed until Wednesday

140A

SOURCE 10/19/43  
**Union declares fight**

THE Transport and General Workers Union has declared eight different disputes against Springbok Patrols,

**brief**

SOURCE 10/19/43

the largest security company in the country. In a statement yesterday, TGWU national organiser Ms Jane Barrett said the disputes included the unilateral cancellation of union facilities, treating fulltime employees as "casuals", dismissals and retrenchments. The Department of Manpower had been asked to investigate the company's employment practices urgently, she said. The disputes were declared on Wednesday and the Department of Manpower had been approached for conciliation boards on behalf of the company's Transvaal branch.

## Cosatu may launch bid for SITE refunds

CHARLOTTE, MAZUSW

COSATU is considering a VAT campaign to secure SITE refunds in view of government's rejection of proposals by a Cosatu/Inland Revenue working group, union spokesmen said yesterday.

The issue will be discussed at Cosatu's special congress, which begins today.

"We will make the VAT campaign look like a Sunday school picnic," said Cosatu general secretary Jay Naidoo.

The congress will also debate training workers and winning employers' support for submitting claims forms, and the holding of demonstrations at workplaces and the Receiver of Revenue's offices.

Naidoo said about R1bn could be needed for refunds, although the scale of the problem was essentially unknown. A random sample of Cosatu members had indicated that some workers were owed refunds of up to R1 200.

Cosatu said the Cosatu/Inland Revenue working group had agreed that workers would be refunded any excess tax paid since 1990. However government's response had been to offer no automatic rights to refunds until the scale had been assessed. It offered possible refunds only for the last financial year, with no entitlement to refunds for previous years.

"This offer removes workers' rights to much of the money owed and implies that repayment would be delayed until after April next year so that the new government will have to foot the bill."

Inland Revenue declined to comment.

# Cosatu congress looks to the future

A reconstruction pact with the ANC, candidates for elections, and a Workers' Party will all be under consideration at Cosatu's special congress this weekend, reports **Ferial Haffajee**

**T**HE Congress of South African Trade Unions will hold a milestone congress this weekend as it plots a new role for itself in the run-up to elections and beyond

Almost 2 000 delegates will decide whether the federation should strike a Reconstruction Accord with the African National Congress, the form this accord should take and how it should be implemented

Delegates will also decide which Cosatu leaders will run for government office in April next year and will determine the rights and principles they would like to see enshrined under a new government.

The ramifications of the decisions they take will be felt on the policies and practices of the federation for many years and is probably one of the most important congresses in the federation's short, but tempestuous history. It is also the first time that the federation has called a special congress

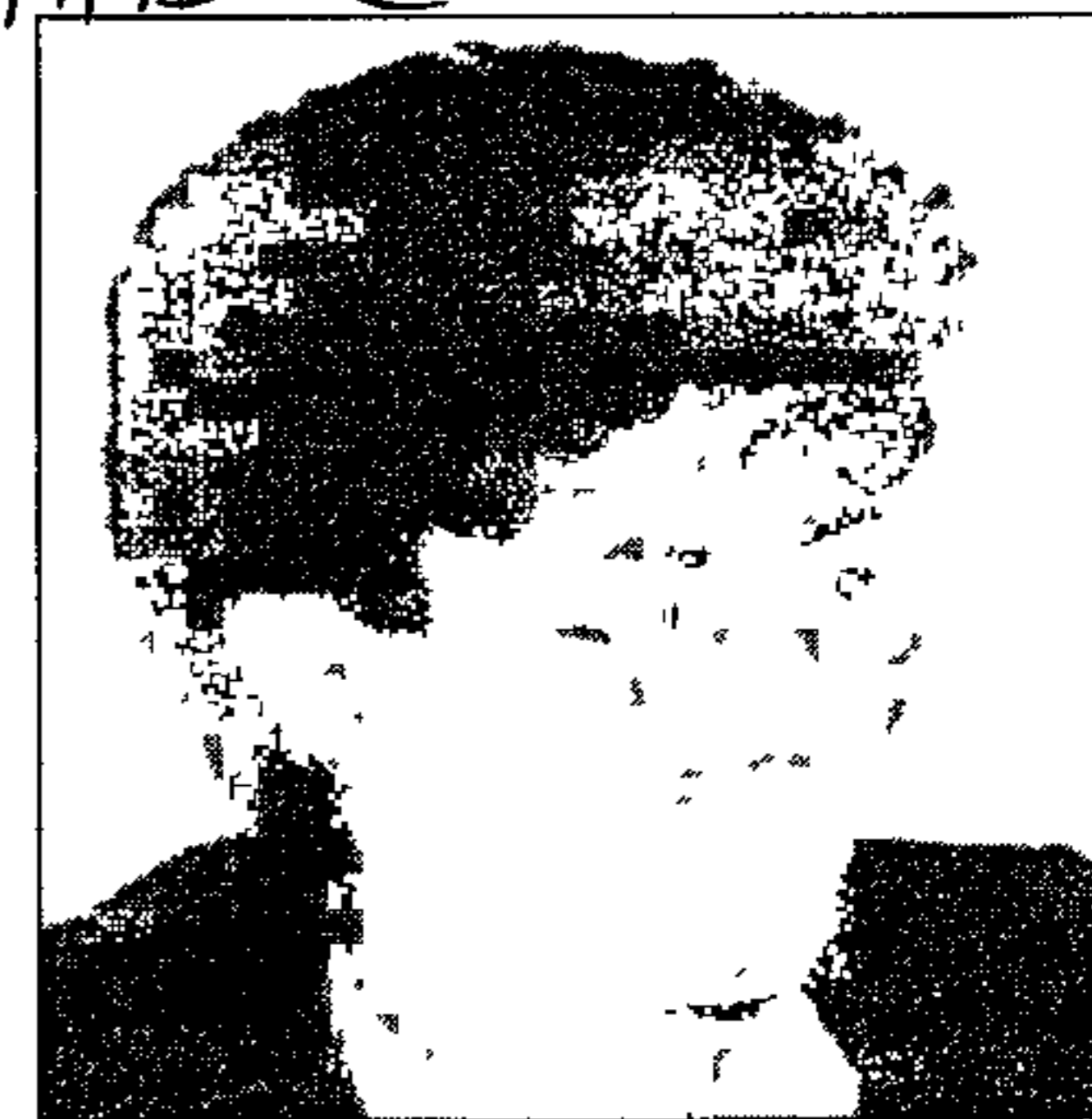
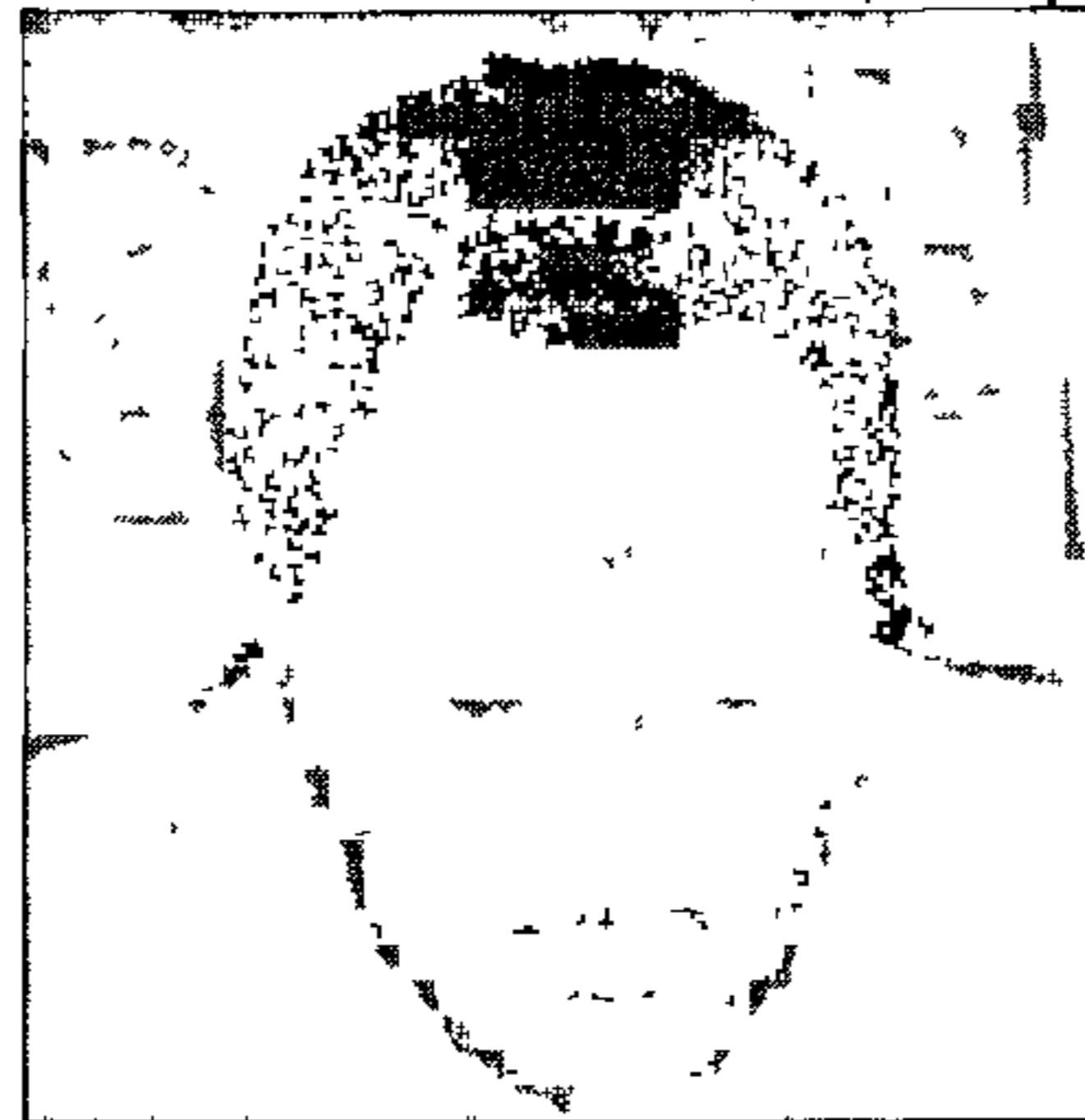
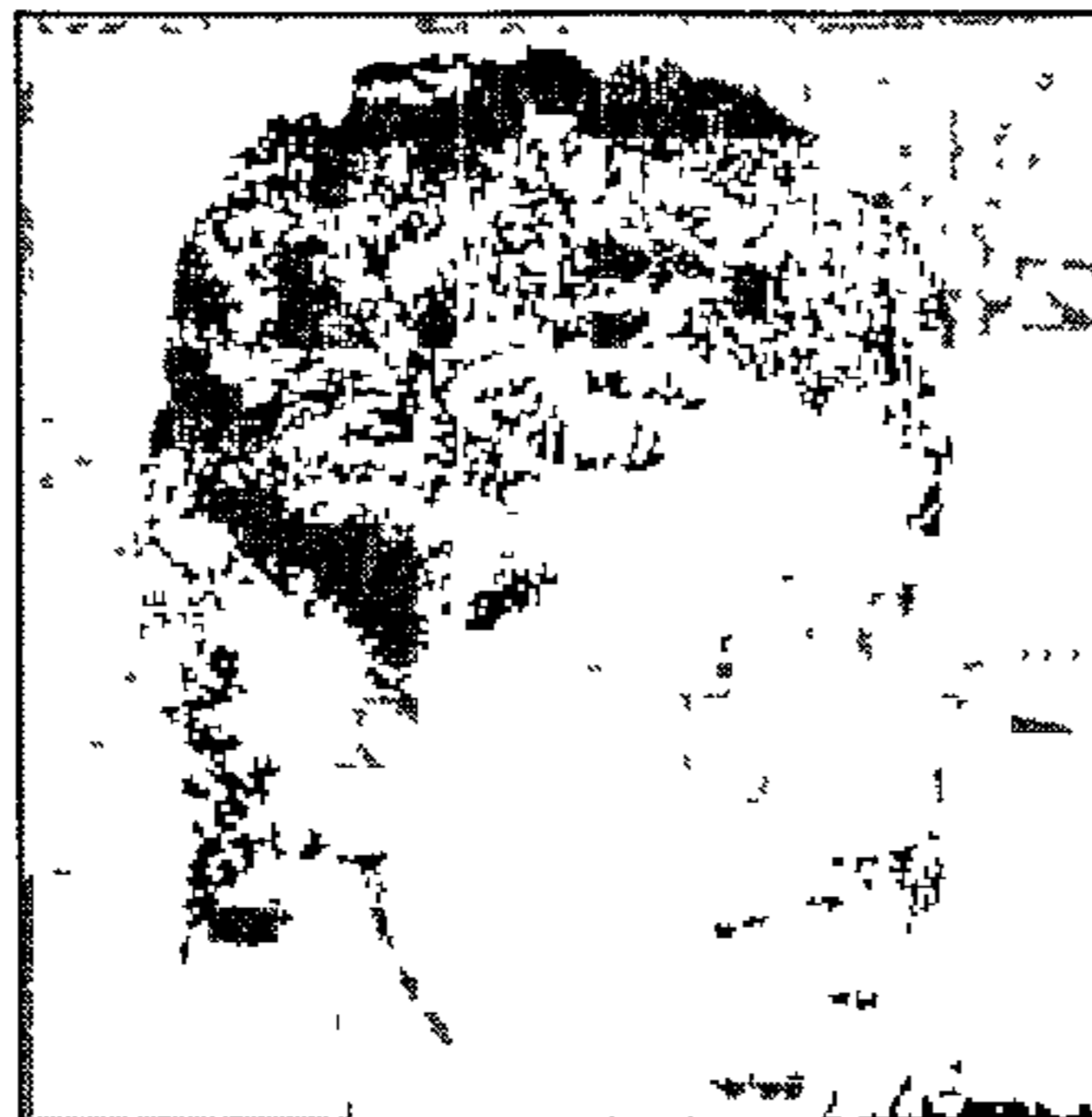
"The Cosatu executive has taken the exceptional step of calling this congress because of the momentous decisions which have to be taken in the coming period," the federation said in a statement

In essence, it is a congress which seeks to ensure "democracy will mean more than a vote for a different constitution" And the way the federation plans to do this is through a Reconstruction and Development Accord to be signed by the ANC, trade unions, civics and other organisations

It is a way of catching votes for the ANC (Cosatu's 1,2-million members is not a constituency to be sneezed at) and of ensuring a programme of catering to basic needs like jobs, housing, health and pensions, through state-funded national health and pension schemes

It also provides for a national skills development programme, the restructuring of state institutions as well as for the enshrinement of worker rights in a new constitution. The foundation for reconstruction had already been set in place through the plethora of negotiating forums in the country and the challenge is to ensure that anything negotiated in such forums is implemented by a new government

"Our programme must mean something real



Will they stay or will they go? ... Cosatu's Jay Naidoo and John Gomomo and the NUM's Marcel Golding

## Lining up for the election lists

Ferial Haffajee

WILL Jay leave, will Sam stay? ... Will Sam stay, will Jay leave? ... What? ... Moses is on the lists too? ... And who are the women?

Cosatu's election lists have kept everyone guessing in the past month, but delegates to the federation's special congress will decide finally on Sunday on the 20 trade unionists who will stand for national election.

The federation is particularly interested in the state departments which oversee labour, trade and industry, mineral and energy resources and the parastatals and it is likely top positions in these departments will go to former trade unionists.

This week Cosatu said: "The process should ensure we send a winning team into the election campaign representative of our key constituencies ... that will ensure that the constitution, workers rights and Reconstruction and

to everyone from literacy groups in the Natal Midlands, village committees in Transkei and street children projects in Hillbrow," the Cosatu secretariat report says

The federation added that Cosatu must fight to prevent labour standards as well as infrastructural development such as the provision of electricity, water and sanitation becoming regionalised

But the federation knows its Marshall Plan will need a driving force under a new government and will submit 20 names to be put on the ANC's election lists

On Sunday, congress delegates will make the

Development programme we want are implemented."

Many union presidents — elected worker leaders who have come up the ranks — are on the lists and so are a number of general secretaries, suggesting that Cosatu is drawing from the senior ranks of its affiliates.

Early speculation suggested that Cosatu general secretary Jay Naidoo and assistant general secretary Sam Shilowa were both on the lists but fears have been expressed about the impact on the federation of the loss of both dynamic leaders.

The federation's president, John Gomomo, is also likely to leave for parliament as is its treasurer, Ronald Mofokeng. Shilowa may now stay on as general secretary and he may be joined by the National Union of Metalworkers of South Africa's (Numsa) secretary for the Border region, Enoch Godongwana, who may come in as assistant general secretary.

final decision on which leaders will be seconded and will also elect a transitional team to replace those national office-bearers who are released

There is also likely to be discussion on whether other Cosatu leaders should be appointed to local government structures

Other issues likely to be discussed at the congress are the future of Cosatu's alliance with the ANC and the South African Communist Party

A Workers' Party — first called for by the National Union of Metalworkers of South Africa earlier this year — has elicited some debate and

But Numsa is concerned about the impact of this on the union, because its general secretary Moses Mayekiso as well as its president Mthuthuzeli Tom are said to be on the lists

The National Union of Mineworkers has put forward its assistant general secretary Marcel Golding and its president Elijah Barayi to the lists. There is a chance that NUM president James Motlatsi — who heads Cosatu's election list committee — could also be on the lists.

Other possibles for the lists include South African Clothing and Textile Workers' Union general secretary John Copelyn and the presidents of Cosatu's commercial and postal affiliates, Duma Nkosi and Kgabisi Mosunkutu.

The lists have been drawn up carefully to ensure that the biggest affiliates are represented and that there is a spread of popular leaders, who are vote-catchers, and policy makers, who have shown their mettle in negotiations and in policy formulation.

is also likely to be thrashed out at the congress. Numsa's call for a conference on socialism also sparked from Cosatu the statement that "our major weakness has been our paralysis in opening up a real and open debate about the future of socialism

The secretariat suggested that the central executive committee be mandated to start preparing for a broad conference of the left

The congress will be followed by an alliance conference in November and a wider conference of the mass democratic movement in February next year where plans for a Reconstruction Accord will finally be ironed out

# Labour pleads stonewall

Mandela tells workers

not to rely on ANC

Star 11/9/93

PAUL BELL

Labour Correspondent

ed

COSATU and its affiliate unions are running into resistance in the ANC on how labour nominees should be included on the tripartite alliance's parliamentary list. (140A)

The question of who from the ANC-aligned movement should be released for nomination to the list has preoccupied the unions for weeks.

The list of labour nominees is believed to have undergone several revisions as the unions and COSATU have become increasingly concerned that they might lose too much skill to the political arena.

Now, with the list about to be finalised — meetings were still being held last night — differences have emerged in the ANC leadership over whether members of COSATU and its affiliate unions should be accorded special consideration in the manner of their inclusion in the alliance's electoral list.

COSATU sources said an element in the ANC — led, it was said, by secretary-general Cyril Ramaphosa — had been urging that COSATU's nominees be subjected to the same process as the organisation's own nominees and their names be submitted to the ANC's regional and branch structures for approval.

At least some of this is said to relate to perceived tensions between Ramaphosa and COSATU general-secretary Jay Naidoo.

Observers noted an apparently slighting reference to Naidoo by Ramaphosa when he addressed a special COSATU congress yesterday, seemingly implying that Naidoo had not shown in his mode of address to ANC president Nelson Mandela the respect accorded to an elder.

According to one leading unionist, Mandela has assured COSATU of his backing, and the federation's leaders are said to be confident that their argument for special treatment will prevail.

Those in the ANC opposed to special treatment for unionists have apparently argued that this will create an anomaly in regard to members of the Patriotic Front. The Inyandza movement from KaNgwane, for example, or the Labour Party might demand that they too be offered special treatment in securing places for their leaders on the electoral list.

## Democratic

COSATU central executive committee members who met on Thursday night apparently unanimously reaffirmed the federation's intention to stick to its guns on the matter as it played a special role in the alliance, and would play a special role in the campaign to ensure the ANC's election to government.

It has already subjected its nominees to a democratic nomination process via the structures of its affiliates.

Their names will be submitted to the congress for approval during tomorrow's final session.

A COSATU source indicated that the federation was not insensitive to Ramaphosa's viewpoint and was prepared to do the necessary public relations with ANC structures.

"We're not prepared to have our nominations subjected to, say, the Hillbrow branch, for its approval. But we will ensure that we motivate and introduce our candidates to the ANC structures."

At yesterday's opening session Mandela pitched strongly for the continuation of the alliance after the elections — a matter on which at least two major COSATU affiliates have expressed degrees of reservation in recent months.

Mandela left little doubt of his view of the unions' contribution to an ANC victory. "We count on the unqualified support of COSATU to ensure that the ANC-led election front wins the election decisively," he said.

Mandela also cautioned workers not to rely solely on the ANC to defend their rights. There were many examples of how political movements had betrayed workers' interests.

While he believed the ANC would never do this, he said. "Support the ANC only if it delivers the goods. If (it does not), you must do to it what you did to the apartheid Government."

## 5% wage freeze 'smashed'

THE recent nationwide municipal strike smashed the unilateral 5 percent public sector wage freeze imposed by President De Klerk, the South African Municipal Workers' Union (Samwu) has claimed.

After a recent Samwu national executive council meeting in Cape Town, the 70 000-member union said the strike led to an average 10.5 percent pay increase for its members.

# Cosatu to help Popcru

By THEMBA KHUMALO

THE Congress of South African Trade Unions yesterday decided to help the Police and Prisons Civil Rights Union recruit more members

This was one of six resolutions taken at a three-day special congress in Soweto to prepare the federation for April 27 elections

"Cosatu encourages all peace loving police to join Popcru. Police should be drawn from the communities in which they live and should work with communities through joint structures," a resolution read

This is in line with recent calls by the ANC that community policing be done by policemen from local communities instead of the Internal Stability Unit whom the ANC blames for fuelling township conflict.

Delegates also decided that reconstruction and development initiatives aimed at reducing the causes of violence must be considered with a view to establishing a peace

CIPnews 12/9/93  
corps, youth service corps and redeveloping hostels.

The congress proposed an inclusive peace conference to bring all organisations, including the right, into a single peace process

Cosatu reaffirmed that the Constituent Assembly be completely sovereign:

A campaign was also launched against unilateral restructuring, especially in the renewal of contracts of the civil service, the re-structuring of government departments, particularly education and health, the public tender system, cellular telephones, state pensions, privatisation and transport

■ Cosatu nominees for the ANC's 1994 election list were headed by Jay Naidoo

Also named on the national list for the national assembly were Cosatu first vice president Chris Dlamini, National Union of Metalworkers general secretary Moses Mayekiso and National Union of Mineworkers assistant general secretary Marcel Golding.

Cosatu Listing Committee secretary Musi Buthelezi of Chemical Workers' Industrial Union said the 20 names on the national list had been guaranteed by the ANC-led tripartite alliance. (ILOA)

Also named were Numsa education officer Alec Erwin, Post and Telecommunication Workers' Association president Kgabisi Mosonkutu; former Transport and General Workers Union general-secretary Nathie Nhleko; former CWIU president Don Gumede, SA Commercial, Catering and Allied Workers Union president Duma Nkosi, and National Education, Health and Allied Workers Union general-secretary Phillip Dexter

Those named for the regional list to the National Assembly include Siphso Gcabashe (Cosatu, southern Natal), Salie Manie (SA Municipal Workers Union), Danny Oliphant (Numsa) and Godfrey Oliphant (Cosatu).



# Cosatu boss set to quit his post for election

By RAY HARTLEY: Political Reporter

COSATU general secretary Jay Naidoo and 19 other union officials were last night nominated to the ANC's election list at Cosatu's special congress in Soweto.

The nominations mean the 20 will vacate their Cosatu positions, a move that will significantly alter the federation's top leadership.

Mr Naidoo, who has served as general secretary since Cosatu was launched in 1985, was carried to the stage on the shoulders of workers amid loud singing and dancing after his name was read out. He said "We are going with the mandate of the biggest organisation in the country, and obviously we are carrying forward a tradition of militancy that has emerged out of the growth of Cosatu"

"It is a nostalgic moment, it is a sad moment; Cosatu has been my life."

Among the other senior Cosatu officials who will vacate their posts for the election are first vice-president Chris Dlamini, general secretary of the National Union of Metalworkers of SA Moses Mayekiso, and the National Union of Mineworkers assistant general secretary, Marcel Golding

National Education, Health and Allied Workers Union general secretary Phillip Dexter and Numsa education secretary Alec Erwin were also nominated

The list was finalised after a dramatic 11th-hour alliance meeting, attended by ANC president Nelson Mandela, on Friday night

## Replacement

At the meeting, Mr Mandela assured the Cosatu leadership that the federation's 20 nominations would be included in the top 51 percent of the ANC's election list.

The Cosatu congress will today decide who will replace Mr Naidoo as SA's most powerful trade unionist. Cosatu assistant general secretary Sam Shilowa, whose name was removed from the list at the last moment, is expected to replace Mr Naidoo.

Earlier, the congress adopted a resolution calling for a constituent assembly with the power to "reverse any provision contained in the interim constitution."

The resolution warned technical committees at democracy talks not to "tamper with hard-won worker rights"

On Friday, Mr Mandela said the federation could not take it for granted that an ANC government would take the side of labour.

'We'll make his seat too hot to hold'

# Cosatu takes aim at director-general

Star 13/9/93

BY PAUL BELL  
LABOUR CORRESPONDENT

As part of a planned campaign against the Government's "unilateral restructuring", Cosatu has decided to target Manpower Director-General Joel Fourie by "making his seat too hot to hold".

The federation has also resolved to pressure the next government to introduce a law that would permit the review of all State "employment contracts made in the transitional period". It will also seek a moratorium on such appointments.

Fourie was reappointed recently for a further three years. Cosatu has objected because it believes it should have been consulted on this and other appointments, and that these may

**COSATU has objected to the reappointment of Manpower supremo Joel Fourie, believing it should have been consulted**

be detrimental to a future democratically elected government.

The Government's initial response has been that it is not prepared to surrender its right to make such appointments while it remains in power.

The other appointment on which Cosatu has trained its sights is that of new Finance Director-General Estian Calitz, who was named last week as Gerhard Croeser's successor

Fourie, who is heartily disliked by Cosatu and cited as a major obstacle to the legislative labour reforms it seeks, received special attention throughout Cosatu's special congress at the weekend.

Fourie's unpopularity with Cosatu stems from what the federation regards as his stalling on the extension of rights to farm-workers and his alleged pandering to right-wing farming interests.

Outgoing general-secretary Jay Naidoo fulminated against Fourie, saying Cosatu would "make his seat too hot for him to hold".

Although the federation has yet to lay out its line of attack, non-co-operation with Fourie seemed to senior officials the most likely place to start.

## 'Curb power of technical committees'

Star 13/9/93

BY PAUL BELL

Cosatu is demanding that the powers of the technical committees serving the multiparty Negotiating Council be reined in.

The federation regards the committees' "wide-ranging terms of reference" as unacceptable and has warned them not to tamper with "hard-won worker rights".

This is among the major points of a Cosatu special-congress resolution on constitutional negotiations.

It reflects a concern generally held among Cosatu's rank and file that — as one metalworker put it — "concessions to the negotiating process have been overreactions that will see us ending up with far less than we bargained for".

It also reflects labour's unhappiness over the handling of workers' rights at the World Trade Centre (WTC).

In an effort to wrest back control over a negotiating process that labour fears is slipping away from it, the congress also instructed its executive to demand a meeting of national executive committees of the ANC-led tripartite alliance.

### Demand

The manner in which alliance representatives are to proceed in the Transitional Executive Council and general negotiations would be discussed.

Cosatu also reiterated its demand that a constituent assembly must be able to reverse any provisions in the Interim Constitution.

Delegates, clearly anxious that strong powers for regional governments will frustrate Cosatu's proposed reconstruction and development proposals, also resolved that these governments should have limited powers.

These should "not include provision of services and infrastructure such as water, electricity, policing and correctional services, telecommunications, health, education, transport, roads, housing and jurisdiction over local government".

Nor should regional governments have jurisdiction over labour legislation, collective bargaining and economic planning.

# Plan to bind ANC dropped

Star 13/9/93

LABOUR CORRESPONDENT

Cosatu has backed away from an attempt to bind the ANC to a written agreement to implement the Reconstruction and Development Programme (RDP), currently being developed by the tripartite alliance, if the alliance comes to power.

Instead, the federation has resolved to describe the RDP as a "fighting platform" that will underpin the alliance's ANC-led election campaign, but which will need to be implemented with the active co-operation of organs of civil society.

This position emerged after considerable debate on one of the key issues to be decided at Cosatu's special congress at the weekend.

The RDP, which is now in its fourth draft, was adopted as a working document, to be fleshed out in detail in the months ahead.

It has five major focuses: democratising the State, building a new economy; attacking poverty and deprivation, human resources development, and the rights of women, workers and

young people.

The decision not to bind the ANC to a written agreement effectively shifts the burden of responsibility for implementation from an ANC-led government alone, to a nationwide initiative involving unions, civic associations, non-governmental organisations as well as the private sector.

A number of smaller affiliates had initially favoured a signed agreement but the big unions were understood to be concerned that efforts to bind the ANC were impractical.

### Stability

They are also understood to fear that a binding Cosatu-ANC agreement might later be damaging to Cosatu as well as the next government, if implementation ran into difficulties.

Delegates also expressed alarm at a section in the RDP proposal — written by the ANC's department of economic planning — on the need to maintain macro-economic stability while implementing the programme.

The section would have com-

mitted Cosatu "not to jeopardise the success of the RDP by short-sighted, expedient and ineffective actions which may lead to excessive inflation, the dislocation of the financial system, misuse of savings and unsustainable balance of payments deficits".

It concludes: "Macro-economic stability is vital to the success of our programme. For this fundamental reason, coherent, strict and effective monetary and fiscal policies will be a cornerstone of our RDP".

This was too rich for most delegates' blood, who feared the inclusion of this section would undermine Cosatu's drive for socialism by offering the next government a get-out clause if it were reluctant to implement the programme to workers' satisfaction.

The congress resolved that references to macro-economic stability should be "substantially reworked".

Cosatu is also to press for a distinct agreement with the ANC on workers' rights, to be incorporated in the RDP, possibly as a signed accord with the ANC.

□ Wider support needed

# Cosatu drops plan to pin down ANC in writing

140A

ARC 13/9/93

The Argus Correspondent

JOHANNESBURG — Cosatu has changed plans to bind the ANC in writing to the implementation of a Reconstruction and Development Programme (RDP) being developed by the Tripartite Alliance

Instead, it has resolved to describe the RDP as a "fighting platform" that will underpin the alliance's ANC-led election campaign, but which will need to be supported by all elements of society

This position emerged after debate on key issues at Cosatu's special congress at the weekend. The RDP, now in its fourth draft, was adopted as a working document, still to be fleshed out in detail

It focuses on democratising the state, building a new economy, attacking poverty and deprivation, human resources development and the rights of women, workers and young people

The decision not to bind the ANC to a written agreement effectively shifts the burden of responsibility for implementation from an ANC-led government alone, to a nation-wide initiative involving unions, civic associations, non-governmental organisations and the private sector

Some affiliates had initially favoured a signed agreement, but the big unions were understood to be concerned that efforts to bind the ANC were impractical

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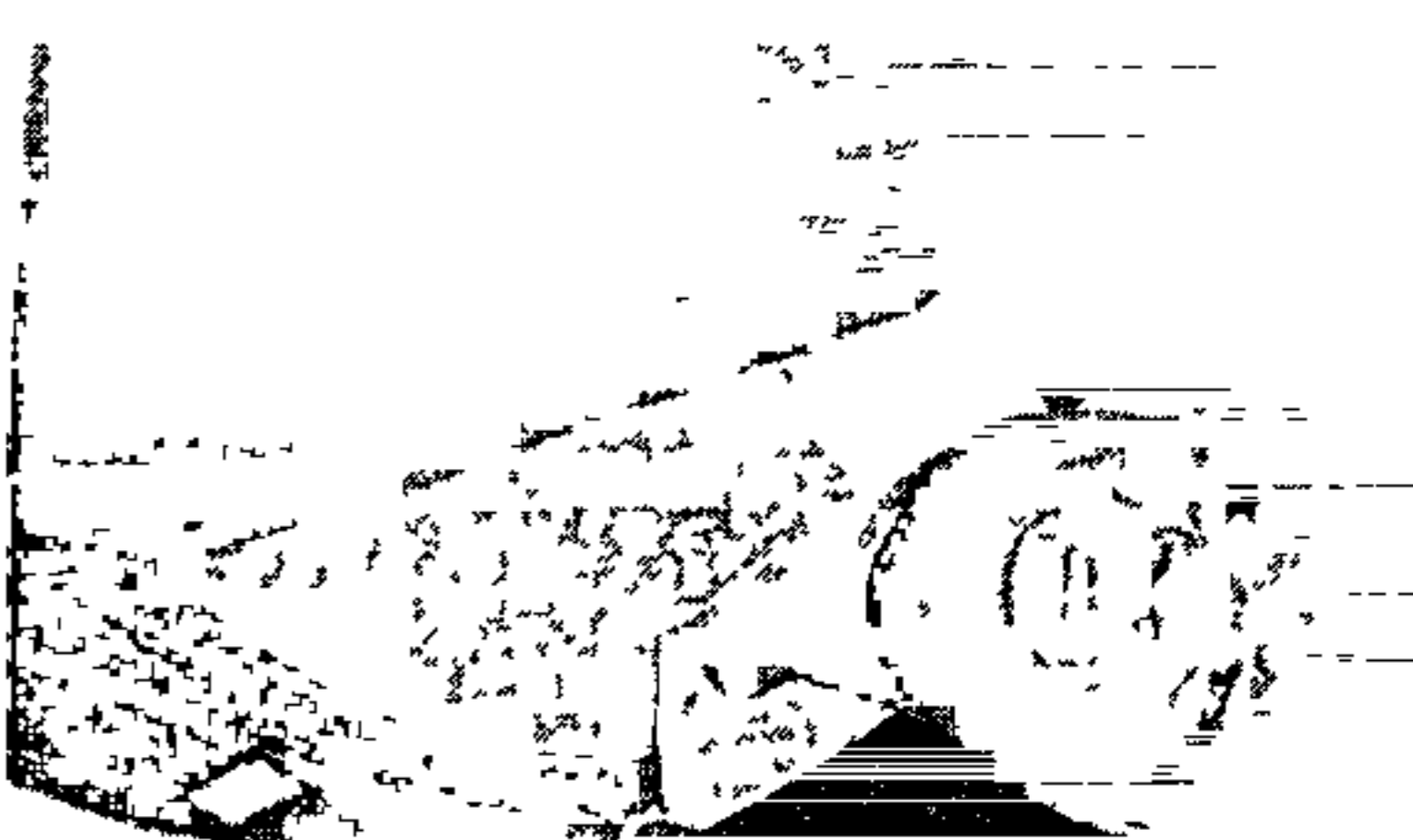
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Cosatu assistant general secretary Sam Shilowa, left, vice-president Chris Dlamini and general secretary Jay Maldoe at the Cosatu congress yesterday



Cosatu assistant general secretary Sam Shilowa, left, vice-president Chris Dlamini and general secretary Jay Maldoe at the Cosatu congress yesterday



General secretary Jay Maldoe at the Cosatu congress yesterday

### after soccer disruption

ADRIAN HADLAND

PRETORIA — No action would be taken against Azapo following the disruption of Saturday's Wits University/Hellenic soccer match by the organisation's supporters, police said yesterday.

Some damage was caused to the Wits stadium and rubbish and debris was thrown at spectators after about 100 people — attending an Azapo march to mark the 16th anniversary of Steve Biko's death — attempted to disrupt the game.

Police spokesman Brig Zirk Gous said police officers had been called to the stadium on Saturday afternoon to restore peace and prevent further damage of property.

A drunken man had been arrested along with another man who had attempted to rescue him. The second man had been injured by a plastic bullet.

However, Gous said no complaints had been laid by the stadium management, supporters or soccer players.

"With no complaints we cannot take any further action." The Azaman Students' Congress (Azasco) meanwhile threatened to disrupt any soccer matches scheduled to take place yesterday afternoon.

An Azasco statement said if a call to postpone the matches — so that commemoration services could be held for Biko — went unheeded, "we would be left with no option but to embark on actions that would ensure that the plans for such games are met with resistance."

## ANC agrees in principle to adopt Cosatu reconstruction programme

ERICA JANKOWITZ

IN RETURN for Cosatu's support at the polls, the ANC has agreed in principle to adopt Cosatu's reconstruction and development programme after details have been thrashed out by the alliance partners.

The major resolution passed by the 1 700 delegates at this weekend's Cosatu congress concerned the reconstruction and development programme, Cosatu's contribution to the ANC's election drive.

Union factions suggested 64 amendments to the programme's fourth draft, the working document accepted by congress.

Fundamental differences arose over two issues: economic principles, especially those referring to macroeconomic stability, and worker rights.

Macro-economic concerns revolved around unions' problems with the necessity to redress past imbalances despite severe economic constraints. The programme called for such things as affordable housing, health care, free and compulsory education and living wages for all.

Southern African Clothing and Textile Workers' Union (Sactwu) deputy general secretary Ebrahim Patel responded to the National Union of Metalworkers of SA (Numsa) proposal to scrap the macroeconomic programme by reminding delegates this could jeopardise the whole process.

Union sources said the major problem with the draft was that the economic component was devised by the ANC's economic policy unit and was geared towards at-

## New Botswana air base 'affects ANC thinking'

LINDA ENSOR

CAPE TOWN — The US-assisted construction of a \$2bn air base in Botswana had affected the ANC's strategic thinking on military threats in the southern African region, PWV ANC chairman Tokyo Sexwale said last week.

Several sources later denied US involvement, saying the project had been initiated by the Botswana defence force.

Sexwale, addressing a conference called Positively Speaking in a Time of Transition, Initiatives that Work, said the ANC would try to persuade the US to use its influence to get the base used for commercial and technical training for southern African states, rather than for military purposes. He said the US had repeatedly denied it was involved.

Sexwale said potential threats from land, air and sea had been investigated and, apart from the Botswana air base, had been found non-existent. It would be a waste to channel resources into building a defence force when the money could be used for reconstruction.

Jane's Defence Weekly SA correspondent Helmoed Beitman said the air base at Molepolole was begun in 1987/88, a period of great political and military instability in the southern African region. It was funded by a soft loan from France. While the cost

## 'Lost-generation' needs army training

ERIC JANKOWITZ

THE 'lost-generation' of young people who grew up during the apartheid era needs to be trained in military skills, says a senior ANC official.

He said the young people who grew up during the apartheid era were not given the same opportunities as those who grew up during the struggle. They need to be trained in military skills to be able to defend the country.

# ANC to adopt Cosatu plan

(140A)  
5/11/93  
CT13/9/93

JOHANNESBURG — In return for support at the polls, the ANC has agreed in principle to adopt Cosatu's reconstruction and development programme after details have been thrashed out by the alliance partners.

The programme — Cosatu's contribution to the ANC's election drive — is an ambitious plan to eradicate poverty and secure workers' rights.

It was the main item on the agenda when about 1 700 Cosatu (Congress of SA Trade Unions) delegates met in Soweto at the weekend for a special national congress.

Cosatu wants its 20 senior nominees, including former general-secretary Mr Jay Naidoo, to be included in the top 51% of the ANC's list of candidates for the national assembly elections on April 27 next year and has committed them to push for wide-ranging social reconstruction.

Mr Naidoo, who stood down

## Support at polls in exchange

after eight years as executive chief of the 1,2 million-member body, was succeeded by his former assistant, Mr Sam Shilowa.

The congress resolved that Cosatu's reconstruction programme should be put to the ANC as part of its election platform, while binding it to a legal framework that guaranteed unions the right to fight around key principles.

Delegates warned against allowing market forces and World Bank and IMF-related programmes to decide the extent of change.

In his opening address to the congress, ANC president Mr Nel-

son Mandela said the success of restructuring depended on close co-operation between the ANC, Cosatu and its communist allies.

"We have to broaden the defeat of apartheid into a process of empowerment and reconstruction. If an ANC government does not deliver the goods, you must do what you did to the apartheid regime," Mr Mandela said.

Cosatu resolved to call on the Transitional Executive Council to ensure that workers were repaid excessive SITE tax deductions, plus interest, before the April elections.

It also pledged its opposition to regional government and unilateral restructuring, demanding a moratorium on the renewal of all civil service appointments until a democratically-elected government was in place.

Cosatu reaffirmed its commitment to peace initiatives and condemned "irresponsible utterances such as the call to civil war, attacks on communities and a boycott of elections" — Sapa

ERICA JANKOWITZ

THE prospective political careers of senior officials forced Cosatu into an extensive reshuffle yesterday. *BIDAY*

Cosatu's newly elected secretariat consists of two worker leaders, with former assistant Sam Shilowa becoming general secretary and Cosatu organising secretary Zwelenzima Vavi assuming the post of assistant general secretary. *13/9/93*

The elections were held yesterday after a special congress at the weekend named 20 union officials, including general secretary Jay Naidoo, as Cosatu candidates for the ANC's national election list. *(140A)*

Both Shilowa and Vavi have come up through the ranks as blue-collar workers and neither purports to be an intellectual. Vavi was an NUM shaft steward fired in

## Worker leaders in Cosatu secretariat

the 1987 strike. Shilowa, previously a security guard, became Transport and General Workers' Union president before moving to Cosatu about three years ago.

Shilowa will step into Naidoo's shoes from today

The list includes general secretaries Moses Mayekiso from the National Union of Metalworkers of SA, (Numsa), John Cope-lyn of the Southern African Clothing and Textile Workers' Union (Sactwu), Philip Dexter of the National Education, Health and Allied Workers' Union, the NUM's Marcel Golding and Transport and Gener-

To Page 2

## Cosatu

*BIDAY 13/9/93*

From Page 1

al Workers' Union's Nathie Nhleko  
Cosatu lost its first and second vice presidents to the list — Chris Dlamini for the national assembly and Godfrey Oliphant to the regional national assembly list. Dlamini was replaced by the NUM's George Nkadimang and Oliphant by Cosatu's first woman national office bearer, Connie September of Sactwu. *(140A)*

The remaining candidates for the national ANC list were SA Commercial, Catering and Allied Workers' Union president Duma Nkosi and the Post and Telecommunications Workers Association president Kgabisi Mosunkutu, former president of the Chemical Workers' Industrial Union Don Gumede and Numsa education secretary Alec Erwin.

Star 13/9/93

# 20 unionists for election

140A

BY PAUL BELL  
LABOUR CORRESPONDENT

The Congress of SA Trade Unions (Cosatu) has reaffirmed its commitment to a socialist economic programme for the next government

At a special weekend congress, the federation also nominated 20 trade union leaders to stand for the new parliament and elected a new general secretary and assistant general secretary

The personnel changes, which include the election of the first woman, Connie September, to Cosatu's executive as second vice-president, are the most sweeping in the federation's eight-year history. The new team will work alongside the existing executive until the elections

Cosatu's new general secretary is former assistant general secretary Sam Shilowa, who was elected unopposed. His nomination was an on-off cliffhanger, which involved a minor crisis of indecision over how he should be deployed to labour's best advantage

Shilowa has been a member of the SA Communist Party's negotiating team since the outset and knows the ins and outs of the constitutional process well, and several unions thought he might serve better in parliament

## Cosatu nominees for top political positions

These are the Cosatu nominees to be included in the top 51 per cent of the ANC's list for the national assembly:

### National list

- Jay Naidoo — general-secretary, Cosatu
- Chris Dlamini — first vice-president, Cosatu
- Moses Mayekiso — general-secretary, National Union of Metalworkers of SA
- Alec Erwin — education officer, Numsa
- Kgabisi Mosunkutu — general-secretary, Post and Telecommunication Workers' Association
- John Copelyn — general-secretary, SA Clothing and Textile Workers' Union
- Nathie Nhleko — former general-secretary, Transport and General Workers' Union
- Marcel Golding — general-secretary, National Union of Mineworkers

■ Don Gumede — former president, Chemical Workers' Industrial Union

■ Duma Nkosi — president, SA Commercial, Catering and Allied Workers' Union

■ Phillip Dexter — general-secretary, National Education, Health and Allied Workers' Union

### Regional list

- Siphso Gcabashe — Cosatu, S Natal
- Salle Manie — SA Municipal Workers' Union, W Cape
- D Oliphant — Numsa, W Cape
- T Mahumadi — Potwa, N Tvl
- Joyce Mabudhafasi — Nehawu, N Tvl
- A Leeuw — Potwa, OFS
- Elizabeth Thabethe — CWIU, Wits
- Susan Shabangu — TGWU, Wits
- G Oliphant — NUM/Cosatu, N Cape

Saturday saw him off the parliamentary list, then on, then off again — all in a matter of hours before the matter was finalised

The parliamentary list produced no surprises. Its top 10, led by outgoing Cosatu general secretary Jay Naidoo, in-

cludes four other union general secretaries, a former general secretary, an assistant general secretary, one president and one former president. Three women have also been included — all as nominees for the national assembly's regional list.

# Move for curbs on talks subcommittees

Erica Jankowitz  
14/9/93

ERICA JANKOWITZ

COSATU's special congress delegates resolved to curb the powers of the technical subcommittees serving at the World Trade Centre, calling their terms of reference "unacceptable" and wide.

"Technical subcommittees must not tamper with hard-won worker rights," a resolution on constitutional negotiations warned. This followed a previous problem Cosatu encountered when provisions contained in a fifth draft on fundamental rights attacked central bargaining, a basic worker right in the eyes of the federation.

Delegates voiced their concern over the ANC's apparent inability to detect such faults and rectify them at source. They also felt the committees had powers to formulate policy without having the required skills and experience.

"These committees have taken enormous powers on themselves, a step which flies in the face of democracy," an SA Municipal Workers' Union delegate said.

A Southern African Clothing and Textile Workers' Union spokesman attacked the committees' powers, suggesting they should be prevented from interfering with existing rights and limited to "looking at issues which don't affect the fundamental rights of workers".

The resolution also called for regional government powers not to undermine the sovereignty of the central state. Delegates reaffirmed Cosatu's position that the constituent assembly "should have the right to

reverse any provisions contained in the interim constitution, including the question of regional demarcation, except in respect of the constitutional principles".

If the "federal option proposed by those who wished to perpetuate apartheid rule" was implemented, a future government might be prevented from effectively implementing the reconstruction and development programme ratified by congress, speakers said.

Regionalism would also restrict Cosatu's plans for setting national labour standards enshrined in a single labour statute and incorporating central bargaining forums in each industry.

In the federation's view, regional government powers should not include providing services and infrastructure nor should they have "jurisdiction over labour legislation, collective bargaining and economic planning".

Cosatu said once democratic local government structures were in place, it would "encourage resumption of service payments by residents on an affordable basis". No clarification on amounts was given.

Congress also carried a comprehensive resolution on unilateral restructuring, saying it would make Manpower director-general Joel Fourie's "seat so hot" he would vacate it. Last week the federation strongly opposed the renewal of his contract for a further three years.

## Wage agreement signed in tyre industry

Erica Jankowitz

TYRE employers, the National Union of Metalworkers of SA (Numsa) and SA Iron, Steel and Allied Industries Union signed a wage agreement yesterday granting unskilled workers a 10,5% increase backdated to July. **Erica Jankowitz**

Pirestone and Gentry would implement a R1,10 an hour and Tycon a R1 an hour across-the-board increase in an attempt to close wage gaps between employers. Ex gratia payments to employees in higher-paying companies would ensure all workers received the same increase in percentage terms. **Erica Jankowitz**

Numsa negotiations co-ordinator Les Kettelas said skilled workers would re-

ceive an across-the-board 8,25% increase, also from the first Monday in July. The new minimum wage has been raised from R5,50 an hour to R9,50 an hour, he added. **Erica Jankowitz**

Employers agreed to an agency shop arrangement whereby non-union members would contribute R4,75 a week to a fund which would be distributed proportionately between the two unions.

They also agreed to reinstate the current retrenchment moratorium agreement until either a work security fund was established or the agreement expired at the end of June. **Erica Jankowitz**

## Cosatu unions face tough task

Erica Jankowitz

SOME Cosatu affiliates, which released leaders to stand on an ANC election ticket, will be hard-pressed to find replacements despite federation assurances that an impressive depth of talent exists within the labour movement. **Erica Jankowitz**

The NUM, for one, lost its two chief negotiators to politics within two years: first Cyril Ramaphosa and now Marcel Golding. Golding's departure does not augur well for the union after a particularly grueling negotiations session with the Chamber of Mines this year.

Union sources suggested his most likely successor would be national organiser Gwede Montashe, a man with the talent and experience, but perhaps not the personality, to lead the team. This question will only be fully answered at the NUM's congress in January.

The Southern African Clothing and Textile Workers' Union, on the other hand, has a capable candidate in deputy general sec-

retary Ebrahim Patel, who has, in most people's minds, been running the union for years. Union sources confirmed they were confident he would succeed John Copelyn.

The National Union of Metalworkers of SA has a strong candidate in the person of Border regional secretary Enoch Godangwana, whom many tipped as Cosatu's general secretary if both Jay Naidoo and Sam Shlowa had headed for Parliament.

In the public sector unions, both National Education, Health and Allied Workers' Union general secretary Phillip Dexter and his SA Municipal Workers Union counterpart John Ernstzen were proposed for the list. However, in the light of the proposed merger of all Cosatu public service unions by April to create an affiliate of about 500 000 members, Ernstzen stood down to head this body. **Erica Jankowitz**

See Page 10

has

W G L BATEMAN Chairman

+4,4	30,5c
+4,4	88,1c
32,0c	32,0c
92,0c	

Final  
Interim  
Dividends per ordinary share (weighted)  
per ordinary share





**A**fter observing the debate at the Congress of SA Trade Unions congress at the weekend, Labour Correspondent Paul Bell concludes that a showdown between a socialist Cosatu and the new, possibly ANC-dominated, government is inevitable

Star 14/9/93

# And when the kissing stops?

(140A)

Cosatu's special congress at the weekend was a model of organisation, compromise and apparent unanimity. For all that, one could not but wonder when and how the clash between workers and the Government will come. For come it must, and on economic policy.

For all the excitement and speculation that surrounded Cosatu's 20 nominees to the ANC electoral list, the really important part of the weekend's debate concerned Cosatu's Reconstruction and Development Programme (RDP). Worker rights followed a close second.

At the heart of the debate was the socialist agenda.

It's easy, observing a trade union congress whose delegates represent 1.2 million workers, their families and, increasingly, the dispossessed at large, to imagine oneself at the heart of a political universe whose gravitational pull on policy must surely be irresistible.

On the other hand, it's also too easy to dismiss as anachronistic rhetoric the commitment to socialism evinced by leading unionists, however much this may be faintly embarrassing to the ANC and policy-makers who, nothing if not pragmatic, have to build the confidence of local capital and sweeten the international investment community.

The top structures don't push the word too much.

Their ideological rough edges have been smoothed by the buff and bat of their engagement with Government, the private sector and the multilateral financial institutions.

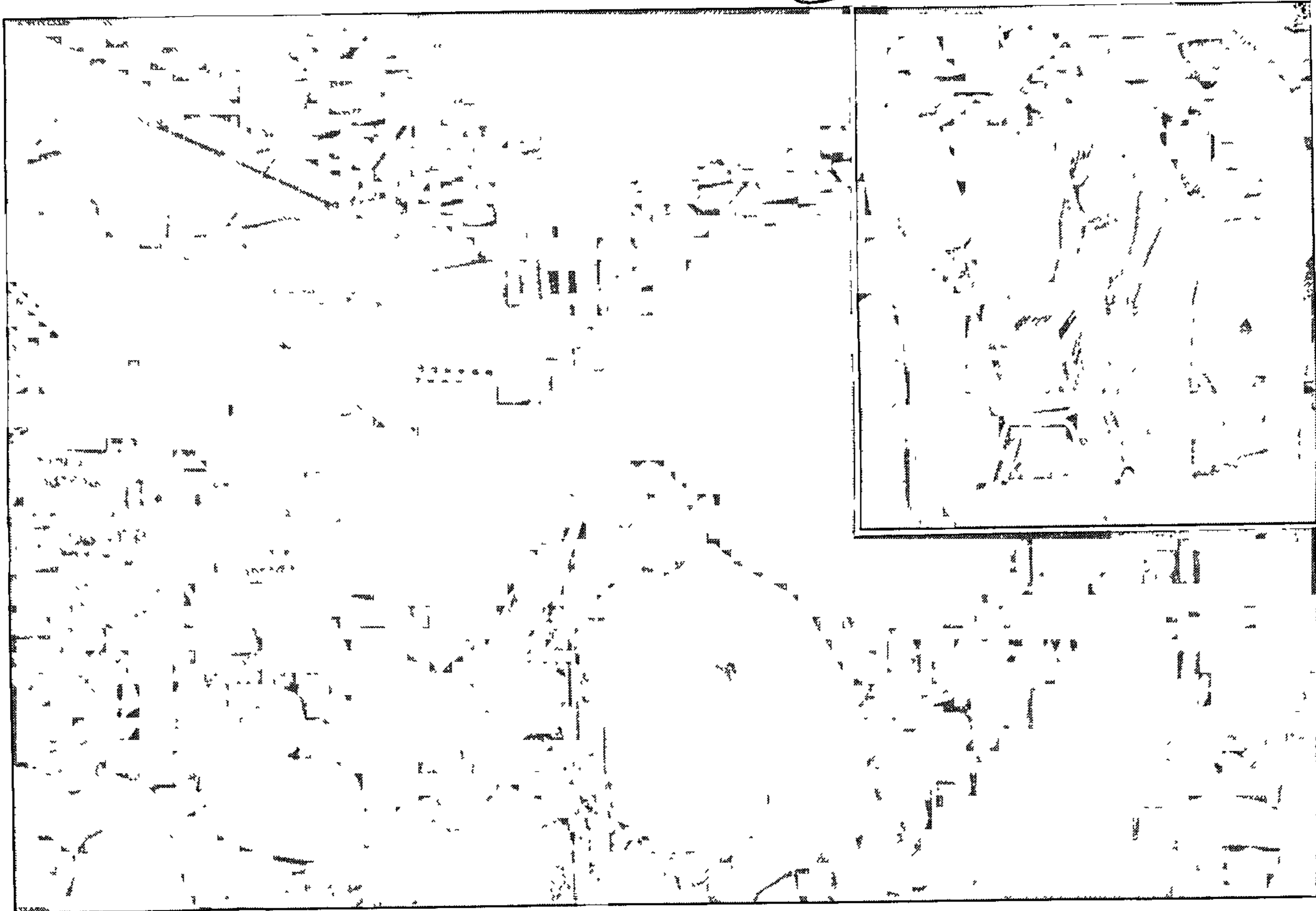
They have developed more elliptical phraseology, like reconstruction and development.

Even SACP chief Charles Nqakula was coy. "So far," he told delegates during his address on Friday. "I have not mentioned a particular word. Someone, I am sure, is going to point this out. That word is 'socialism'."

And it's by no means dead. On the contrary, it's going to get a huge shot in the arm when Cosatu's 20 nominees present themselves to Parliament as the vanguard of the workers.

When the ANC-aligned trade union movement meets as a federation, its positions undergo a distillation that distinguishes its deliberations quite markedly from those of its affiliate unions.

Cosatu's congress delegates are drawn from the affiliates' upper rank of shop stewards,



In defence of democracy... a Cosatu shop steward addresses the federation executive, his upraised finger asserting the primacy of "congress". Inset: Metalworkers line up to cast their ballots for the contested leadership posts. PICTURES: PETER MOGAKI

the content of its debate is worker-generic rather than industry-specific, and its position papers seem more ideologically genteel relative to the tone of affiliate congresses.

"To their credit, delegates quickly reassert their roots. Philip Dexter, general secretary of the National Education, Health and Allied Workers' Union, and one of Cosatu's parliamentary nominees, stood up in the RDP debate on Saturday and, pointing a finger at the pragmatists, said outright: "Is Cosatu shy to show it is in favour of socialism?"

"Let's not beat around the bush. We want socialism. We don't have to apologise for that."

For the socialists, at least those who are less compromis-

ing about it, the most serious sticking point was Section 8 of the RDP — on the need, while implementing the programme, to maintain macro-economic balance by, *inter alia*, avoiding rampant inflation, and not looting what's left of the national savings.

That was the section drawn up by the ANC's department of economic planning, and included *holus bolus* in the RDP proposal.

It was the commercial and catering workers who fingered it first. Section 8 was straight from the structural adjustment philosophy of the World Bank/IMF, "our principal enemies".

The chemical workers trashed Section 8 because it is essentially a cautionary tale on the financing of the RDP, and in their

view "those responsible for apartheid (for that, read the middle class) must be compelled to pay for reconstruction".

The metalworkers said "If we accept Section 8, there will be no RDP. When the workers want this, the Government will say, 'Remember macro-economic balance.' When we want that, the Government will say, 'Remember macro-economic balance'."

## Eggdance

They're not wrong, they're not satisfied, and they're not likely to get satisfaction either.

From the floor, Clothing and Textile's Ebrahim Patel, one of Cosatu's most impressive thinkers (you can tell, he never says "um" or "ah"); his arguments are

marshalled like a well-run assault force), pulled off the eggdance on behalf of the leadership.

Granted, Section 8 had not been well written, but to delete it from the RDP document would be to expose it to attack as "a wishlist of everything that is not affordable".

The socialist tide ebbed out a bit. The relevant resolution called for substantial reworking. Cosatu's central executive committee had been able to buy some time.

The row that ensued over the nominations for the federation's new leadership was instructive. Several affiliates were extremely unhappy at the "underground caucusing" that had seen the emergence of Sam Shilowa as

Cosatu's unopposed nominee for the general secretaryship.

The men and women of Cosatu have shown themselves unwilling to be cowed by the authority of the platform.

They don't like backroom deals and they will not be cowed by a new government.

When that government, however "allied" to working class interests, says no, there is every likelihood that they will carry out their threat and take to the streets in defence of their rights.

Business and the investment community should not suffer under the illusion that the relative pragmatism of the ANC's economic planners, and the steady hand of Derek Keys and the like, will quietly steer post-1994 South Africa to the ANC list.

# Depleted Cosatu faces testing times

Biday

14/9/93

(140A)

IN RELEASING 23 unionists to contest the elections on an ANC ticket, Cosatu has severely depleted its ranks at a critical time. The new leadership must position the federation in the new political era against a background of economic recession, with rank-and-file expectations running far ahead of the leadership's ability to deliver.

The aspirant parliamentarians are not leaving Cosatu simply to enjoy the Cape scenery. They will have a crucial role defending and advancing labour's interests which many believe would otherwise, at best, be neglected by an ANC caucus. But their departure will be sorely felt.

Some unionists believe it will take the federation and affected affiliates years to recover from the blow, both in terms of union administration and strategic vision. The leadership shake-up may well also result in a noticeable, if nuanced and possibly temporary, shift to the left in Cosatu.

Some argue that Cosatu has a substantial depth of leadership talent, including 30 000 trained shop stewards. Whether these players are able to replace the experience lost remains to be seen.

Jay Naidoo, the federation's general secretary since its formation eight years ago, will head the list of candidates. He is followed by three affiliates' general secretaries (the pivotal post in any union) and NUM assistant general secretary and chief negotiator Marcel Golding.

Three of Cosatu's six national office bearers were voted onto the list, leaving the posts of general secretary and first and second vice-presidents vacant. Assistant general secretary Sam Shilowa was elected unopposed as Naidoo's successor, although the possibility of his being included on the political list remained strong until the last minute.

The effect on individual affiliates will be uneven. Of the major unions, worst-hit is the NUM, which in the space of just more than two years will have lost former general secretary Cyril Ramaphosa and now Golding to the ANC. Golding's attributes and style are very different to those of his likely successor, national organiser Gwede Mantashe. For example, Mantashe is said to be opposed to profit-sharing schemes. The NUM will be hard-pressed to continue as one of the most clear-visioned unions in Cosatu, and the

## ERICA JANKOWITZ and ALAN FINE

Chamber of Mines may find next year's wage talks very different to this year's

In contrast, the SA Clothing and Textile Workers' Union, whose Ebrahim Patel is likely to succeed John Copelyn as general secretary, will probably carry on without a hiccup. Patel has been taking over Copelyn's tasks as the latter focused on a co-operative manufacturing venture.

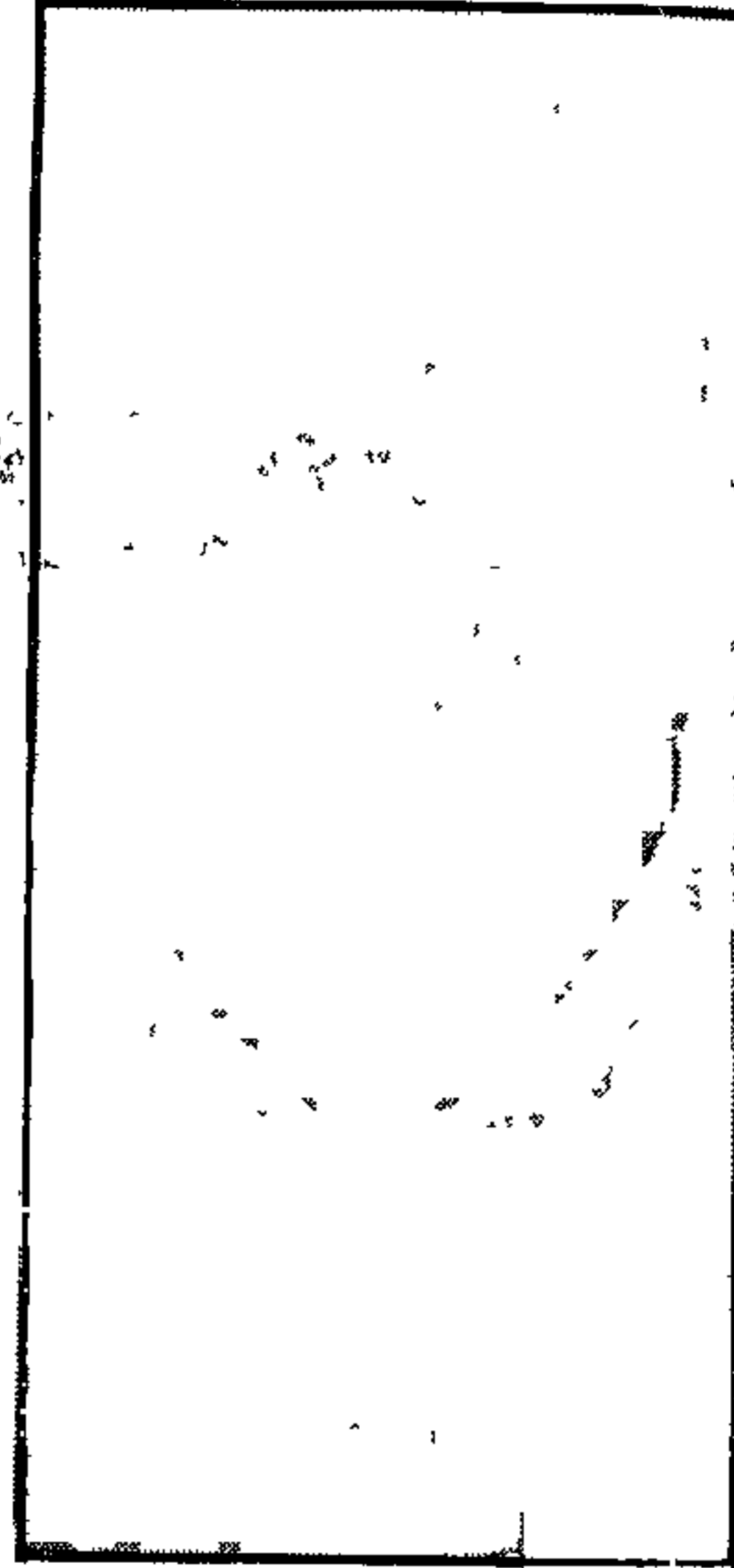
The National Union of Metalworkers (Numsa), too, will probably survive Mayekiso's departure with equanimity. Mayekiso's activities in the SA National Civic Organisation have left him little time for union administration, and his political eccentricities have not won the union acclaim inside or out of the labour movement. His likely replacement, Enoch Godongwana — who was a contender for the top Cosatu job — is highly thought of in the federation.

For Cosatu as a whole, Naidoo, Golding, Copelyn and Numsa education secretary Alec Erwin — all on the ANC list — have been in the forefront of strategic and economic thinking. Their input will be missed, although their absence will be mitigated by the range of intellectuals outside the federation and the think-tanks whose services Cosatu uses.

But it is widely acknowledged that there has been a growing gap between the leadership — mainly those leaders involved in sophisticated deal-making at the national economic forum and elsewhere — and the rank and file.

This came to the fore during debate on the proposed reconstruction accord with the ANC. A consistent complaint, which signified sentiments in favour of a more populist approach, was that Cosatu documentation was inaccessible to ordinary workers.

Some unionists argue, in this light, that the shift in the balance towards "organic" leaders (like Shilowa and his new assistant Zwelenzima Vavi) and away from university-trained intellectuals could have a salutary effect. They will be more attuned, it is argued, to the mood on the ground and better able to avoid the "con-



□ SHILOWA

stituency problems" that have begun emerging. "This is an important and positive development," says one Cosatu insider.

On the other hand, Shilowa may not be as "organic" a union leader as he may superficially appear. Most previous Cosatu leaders, even those from an intellectual background, have been grounded in years of trade unionism rather than politics. This applies, too, to those who wear their politics on their sleeves. Mayekiso and former Cosatu vice-president Chris Dlamini's SACP membership is no secret.

In contrast, Shilowa — also an SACP central committee member — has enjoyed a meteoric rise to the top of the labour movement from political activist origins. It is too early to say whether, or how, this may affect his style.

In any event, paying greater attention to rank-and-file militancy (or at least the militancy of the disenchant-ed union activists) may well mean a more abrasive, less conciliatory ap-

proach by the "new" Cosatu to dealing with employers and the (present and future) government.

Cosatu is not about to forsake modern tripartism for the old purely adversarial worker versus boss style, and depend on an ANC government to create a worker-friendly labour market framework. But the new leadership may seek to drive a harder bargain at these forums — or at least appear to do so — as it tries to sell harsh realities to members.

The work of the new leadership will not have been made any easier by the wrangling that accompanied the ANC list selection process and the election of new office bearers.

Accusations of "underground causing" were levelled during the list debate. Shilowa's "on/off" status apparently underpinned the accusations, with Numsa strongly condemning the formation of "cliques" in the run-up to voting.

The affiliates were split on whether Shilowa should lend depth to the SACP faction on the election list, or remain with the federation.

The struggle was resolved far from amicably, with the Chemical Workers' Industrial Union going so far as to suggest the "internal discussions" preceding the election list debate posed a "serious threat to the future of Cosatu and democracy within its ranks".

Further, there was a dispute over voting procedures at the congress. And the elections co-ordinator also noted a high percentage of deliberately spoilt papers (almost 10%) in the vote for first vice-president — another sign of dissidence.

The elections list debate caused major rifts within the organisation. List committee chairman, NUM president James Motlatsi, thanked affiliates for their support, but said he would never again agree to head a similar committee.

In his farewell speech, Naidoo appealed for unity within Cosatu, warning that without it the labour movement, "the most powerful weapon of the working class", could be crushed.

Naidoo's most difficult task during his term was holding together, in the early days, the ideologically diverse affiliates.

Today Cosatu is a more mature organisation, better able to deal with divisive debate. But the new challenges facing the weakened leadership will be as great a test.

of pairs a few hours before the start of the day.

# Negotiations as usual at Saccawu's offices

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) was involved in several labour disputes and negotiations with companies despite the Rand Supreme Court's application to liquidate the union.

Yesterday was set down as the return date for the application but the union requested a postponement to give it time to respond, said Saccawu general secretary Papi Kganare.

Last week, Saccawu brought an urgent application to have its six suspended executive members evicted from their offices, but this failed as their suspension had lapsed. However, the union would conduct an internal disciplinary inquiry on Sunday against four of the six suspended members, Kganare said. The four were accused of "defying a national congress decision".

Meanwhile, it was business as usual at Saccawu, and plans had been made to conduct a strike ballot at Metcash Trading Limited today, spokesman Jeremy Daphne said. The dispute was connected to wages, with the union demanding a R200 a month increase in response to the company's R150 offer.

About 5 000 Saccawu members at CNA/

ERICA JANKOWITZ

Gallo started balloting for wage strike action last week and the process would end soon. More than 1 000 members at Dion Discount Centres were depending on a conciliation board to resolve their wage dispute.

Kganare said Shoprite/Checkers had given notice of plans to shed 1 500 jobs, but the union had called for a new approach and a 12-month plan.

The Pick 'n Pay dispute about 3 500 re-trenchments continued and the parties were still discussing the key issues of job flexibility and mobility, he said. At Lennon Peterson Agencies, the wage strike entered its 42nd day today with a march planned from Zoo Lake to the company's Rosebank head office this morning, Daphne said.

The union was also involved in campaigning for the reinstatement of the 100 dismissed Gill and Ramsden workers whose wage dispute had been resolved.

Mediation at Game had not resolved the two parties' differences on wage increases, but a further meeting was scheduled for Monday.

On the organisational front, Daphne said Saccawu had adopted programmes to ensure industrial councils in each of its sectors by December 1994. It would also ensure empowerment of women in union ranks and initiatives to "engage management regarding new approaches to work organisation and production".

Sapa reports a commission to investigate the empowerment of women in Saccawu had been set up to determine and analyse the position of women in the union and on shopfloors and formulate recommendations.

"This will include investigating the sexual division of labour training and career path opportunities, the internal functioning and environment of the union, the effectiveness and status of gender forums and interpretation of women's subordination," Saccawu said.

Discussions on reorganisation of the workplace, changing methods of production and new relations in production had begun within the union.

It was hoped that the union could play an active role in the restructuring of its industries, the union said.

# Cosatu will check ANC's power — DP

Political Correspondent

THE trade union federation Cosatu will help to check the "rampant authoritarianism" of the African National Congress, parliament has been told.

Democratic Party manpower spokesman Robin Carlisle predicted in debate yesterday that Cosatu would soon be called upon to defend democracy and human rights in the new South Africa "in the same way as the DP is having to do now".

He said that while, economically, the "burgeoning power" of Cosatu was "bad news" — with many unions failing to work positively for economic growth — it had emerged politically as the most powerful player in the country and it would "help to check the rampant authoritarianism of the ANC".

ALG 14/9/93

ARG 16/9/93 (282) (140A)

# Cosatu wants 'exclusive powers' for regions limited

**SHARON SOROUR, Labour Reporter**

UNIONISTS at a special Cosatu congress resolved to limit the powers of the technical subcommittees at the World Trade Centre, saying their wide-ranging terms of reference were "unacceptable"

Delegates said technical subcommittees should not "tamper with hard-won worker rights"

In a resolution on constitutional negotiations, Cosatu reaffirmed its previous position that the Constituent Assembly be completely sovereign

"It should have the right to reverse any provisions contained in the interim constitution — including the question of regional demarcation — except in respect of the constitutional principles," said Cosatu

Referring to regionalism, Cosatu said a democratic state could not be based on a system which entrenched regional powers "to the detriment" of local and national government

Exclusive powers for regions should be limited

16/9/93  
**A first  
woman for  
top post  
in Cosatu**

**Staff Reporter**  
IN a boost for women in the trade union movement, leading local trade unionist Ms Connie September has become the first woman on Cosatu's national executive committee.

Ms September, 34, of Lotus River, was unanimously elected second vice-president at the union's special congress in Soweto last Sunday.

Ms September, who is a shop steward and national treasurer for Sactu (Southern African Clothing and Textile Union), has been active in trade unions since 1988.

Before that she was involved in a number of local community organisations

She said she was excited about her appointment and hoped it would give more women the confidence to pursue roles in the trade union movement.

"Office positions are not only for men — women have got to play an equal role

"Society has to change its attitudes," she said  
Ms September said while the



**A FIRST FOR WOMEN . . .** Ms Connie September has become the first woman on Cosatu's national executive committee. *Picture CLIVE SMITH*

number of women joining trade unions was increasing there was still a lack of women in senior positions.

The unions and employers needed to work together to stabilise the clothing industry, which has seen severe retrenchments recently, she said.

This transitional period was a critical one for unions which needed to be strengthened so that in the future workers' rights would continue to be protected, Ms September said.

# Cosatu fires first election salvo

**Ferial Haffajee** assesses some of the key unionists released by Cosatu to stand in the elections

**T**HE Congress of South African Trade Unions fired the first election salvo last weekend when it released 20 unionists to stand for election.

It is an open secret that the federation wants its nominees included in the top half of the African National Congress' election lists for the national assembly. The mixed bag of nominees will start work almost immediately.

Choosing them was no easy process and James Motlatsi, the president of the National Union of Mineworkers, who headed the lists committee, said he would not do it again.

Cosatu's special congress last weekend put the final touches to the list amid nail-biting tension. Sam Shilowa, for example, was on, and off the lists several times in a matter of hours.

Replacing the nominees in union ranks will be no easy task. They include general secretaries, union presidents and senior officials, each with a speciality. But observers say it is testimony to Cosatu's internal education and training that a new layer of leaders is ready to take their places.

The federation elected a caretaker body of national office-bearers who are all worker leaders (as opposed to appointed officials) last weekend. Zweinzima Vavi — a mineworker who moved up the federation's ranks — beat Cosatu's negotiations co-ordinator Jayendra Naidoo hands down in the race for the post of assistant general secretary.

Some suggest this may herald a hardening of attitudes and a leftward swing away from the pragmatism of appointed officials more in tune with the compromises inherent in Cosatu's co-determinist direction.

Key unionists who will stand for election include

**Jay Naidoo:** Having steered the federation since its formation in 1985, Naidoo stood down to head its election list. He is widely tipped for a ministerial appointment but this may not be the manpower portfolio, as pundits suggest.

He is rumoured to be more interested in the trade portfolio, considering the labour post too much of a conflict of interests. Naidoo would also use such a position to drive the industry restructuring initiatives he has helped formulate.



Candidates ... Susan Shabangu, Elizabeth Thabethe and Moses Mayekiso



**Moses Mayekiso:** Mayekiso has concentrated his energies on building the civic movement in the past few years, sacrificing his union work for this purpose. His greatest strength, say observers, is in building organisations.

He also has grassroots support and is a vote-catcher, carrying with him the support of the 270 000 National Union of Metalworkers members and of the national civic movement. Some consider his often stridently radical stands on civic issues — such as his bond boycott call — and strong socialist beliefs a drawback.

**Marcel Golding:** Golding's nomination to the lists came at the right time for the National Union of Mineworkers assistant general secretary, who has become restless as number two in the country's largest union.

The pony-tailed livewire brings with him many hundreds of hours of negotiating experience across the table from tough mining magnates. In addition, his combative and feisty personality, combined with an ability to think on his feet, will make him a boon on election platforms and in parliamentary debates.

His time at NUM (combined with numerous trips abroad) could secure for him a senior position in a future ministry of mineral and energy affairs.

**Alec Erwin:** Erwin was among the white unionists who spearheaded the 1973 general strike in Durban. He was general secretary of Cosatu's predecessor, Fosatu, and has remained a labour mover and shaker ever since. He vacates his position as National Union of Metalworkers of South Africa's national education officer for a career in poli-



tics. An architect of Cosatu's economic policy, Erwin is said to be "articulate and a sharp thinker". If there is criticism of him, it is that he is too individualistic.

**Kgabisel Mosunkutu:** At the time of his nomination to Cosatu's lists, Mosunkutu was president of the Postal and Telecommunication Workers Association (Potwa) and continues to work at a Telkom depot.

He is a devout ANC member and also heads the southern Transvaal branch of the South African National Civics Organisation. Potwa colleagues say that he did not become embroiled in the workerist/populist debate that gripped the union a few years ago, preferring instead to concentrate his energies on fine-tuning the union's structures.

They say his biggest strength is his ability to consider any proposal before him almost dispassionately and to "not get emotional about things".

**John Copelyn:** Copelyn's nomination was the only contentious one at the special congress. But delegates condemned media reports that he was being removed as general secretary of the Southern African Clothing and Textile Workers Union (Sactu) for his anti-ANC sentiments, and endorsed his nomination.

A lawyer by training, Copelyn also cut his union teeth during the 1973 strikes.

Sactu sources call him a "strategic brain", pointing to the "visionary" recognition agreements he negotiated 10 years ago. He was also part of the team which drafted the Peace Accord.

When asked about his weaknesses, one

source said "It's not idol-worship, but I can't think of any".

**Kathile Nhleko:** The former general secretary of the Transport and General Workers Union, Nhleko is likely to play a formative role in future transport policy as well as in peace structures. As a member of the Transport Forum, he has negotiated and lobbied on issues of passenger transport, specialising in buses, taxis and subsidisation. Nhleko keeps close links with his Natal home and plays a key role in peace efforts there.

Colleagues describe him as "personable and not impulsive". He came into the union as a student activist and "has a strong commitment to reflecting grassroots interests".

**Phillip Dexter:** Dexter, youthful general secretary of the National Education Health and Allied Workers Union (Nehawu), nailed his colours to the mast at the Cosatu congress. "Is Cosatu shy to show it is in favour of socialism? Let's not beat around the bush. We want socialism. We don't have to apologise for that."

Dexter took over the reins at Nehawu last year, after a particularly difficult period for the union when it had lost its Cosatu affiliation after failing to pay subscriptions. Elected general secretary after less than a year in the union, he had the difficult task of damage control during last year's hospital strike.

**Susan Shabangu:** The national administrator of the Transport and General Workers Union, Shabangu sees herself in a women's ministry if she is elected to parliament.

But she says she will not forget her labour background and will concentrate on "labour issues affecting women". Her best traits, say colleagues, are her "independence of thought" coupled with a great sense of humour.

**Elizabeth Thabethe:** Thabethe is likely to bring attention to the gender details of any election campaign. In 1991, this clerk and national executive committee member of the Chemical Workers Industrial Union said of the draft workers charter "... there was only one sentence for women, and we argued that one sentence cannot cover all the issues that are important to women."

A forthright campaigner for labour rights since the early 1980s, she turned her attention to women in the unions.

Thabethe couches her understanding in the simple terms that her constituency can understand and her lay style of leadership could make her a popular choice.

# First woman on South 17/9 - 21/9/93 Cosatu executive

**C**ONNIE SEPTEMBER (right) became the first woman Cosatu office-bearer when she was elected as second vice-president at the trade union's special congress in Soweto at the weekend.

September, 32, is national treasurer of the Southern African Clothing and Textile Workers Union (Sactwu).

She was first elected as a shopsteward at Rex Trueform in Cape Town in 1988 and the following year as vice-chairperson of the Western Cape region of Sactwu. (140A)

She was elected unopposed, and replaces Mr Godfrey Olfant.

September was one of four new additions to the Cosatu national executive which will form a transitional team to head the federation until next year's national congress.

General secretary Mr Jay Naidoo now heads Cosatu's elections list for the constituent assembly and is replaced by assistant Mr Sam Shilowa, who was elected unopposed.

Cosatu's elections list includes Mr Moses Mayekiso, from the National Union of Metal Workers of South Africa, Mr John Copelyn of Sactwu, Mr Philip Dexter of the National Education, Health and Allied Workers Union and Mr Marcel Golding of the National Union of Mineworkers.

Cosatu's first vice-president Mr Chris Dhlamini, who was recently deposed from the Food and Allied Workers Union presidency, is also on the national elections list.

The trade union giant resolved that the names of the 20 unionists be



included in the top 51 percent of the ANC list for the National Assembly elections.

In another development for the Western Cape, Mr Salie Mame, the South African Municipal Workers chairperson in the Cape and Mr Daniel Oliphant, the National Union of Metal Workers of South Africa's first vice-president have been named on Cosatu's regional list to the National Assembly.

The congress was attended by more than 1 600 delegates.

The Cosatu office bearers are: president: Mr John Gomomo, first vice-president George Nkadimeng, second vice-president Connie September, general secretary Sam Shilowa; assistant general-secretary Zwelinzima Vayi; and treasurer Ronald Mofokeng.



# The burly ex-guard in Cosatu's hot seat

With Jay Naidoo off to parliament, Sam Shilowa has taken over as general secretary of the biggest trade union federation on the continent. **Ferial Haffajee profiles Cosatu's new chief** WSM 17-23/91

1401

NOT even 10 years ago, Sam Shilowa was a security guard at *The Star*, this week, he blazed his way on to the front pages as the Congress of South African Trade Unions new chief.

Shilowa was elected caretaker general secretary of Cosatu at last week-end's special congress. He has served as the federation's assistant general secretary since its 1991 congress and has since then honed the leadership skills that saw him operate as Jay Naidoo's equal even before the congress.

Articulate and ambitious, Shilowa charms as he goes, with the assistance of a wry sense of humour.

He presides over meetings with a dexterity that is partly natural leadership material (he led his school debating team) and partly the training of nine years in the trade union movement. This skill was particularly apparent during Chris Hanri's funeral where Shilowa managed to placate a restive crowd of almost 100 000 people, bending his tall frame over the microphone and leading the national anthem in a booming voice.

He is a burly, bald man who looks rather like the black convicts that Hollywood so likes to cast in prison movies. There are no T-shirts for this trade unionist — instead he prefers snappy Carducci pants, crisp shirts, colourful ties and shoes you can see your reflection in.

His leadership style will be a cocktail of "hands-on leadership and delegation", says Shilowa.

He also plans to ensure that "the worker leadership plays a more meaningful role" in the running of the federation and will work as a team with them.

Worker leaders are those unionists who have come up

and who hold office but remain in their jobs. In line with the leadership reshuffle last week, there are now six such leaders in the federation, a move which Shilowa regards as one of the most significant developments in Cosatu's history.

He says "They must be released for any work that comes up. We need to move away from the image that the boss of Cosatu is the general secretary".

Shilowa is the prize product of such nurturing and development of grassroots unionists.

He was an activist for workplace rights as soon as he started working at Anglo-Alpha in 1980. He joined the Transport and General Workers' Union (TGWU) when he was fired from Anglo-Alpha during a wage dispute and then got a job as a security guard earning R285 a month.

Shilowa quickly made his mark at the transport union, becoming the vice-chairman of the Transvaal branch, its second vice-president in 1990 and president in 1991. He vacated this position that year when he was elected Cosatu's assistant general secretary, after also serving as the vice-chairman of the federation's Witwatersrand region.

"He had a genuine following and he was unafraid of the bosses," says a TGWU unionist.

But there is some concern that Shilowa lets his ambition get in the way of accountability. Sources suggest that TGWU did not release him from the post of president to take up the job as second in command at Cosatu in 1991, but that he individually made himself available for election.

They also say Shilowa was almost nominated to the African National Congress' national executive committee this year and did not



PHOTO RUTH MOTAU

Sam Shilowa .. The buck stops here

tell Cosatu about it. But they add "He has been efficient at Cosatu and carried out mandates."

The federation's new head man is also a political animal. As a central committee member, he is part of the South African Communist Party's negotiating team at the World Trade Centre, a card-carrying ANC member and a former information officer of the organisation's Dobsonville Soweto branch.

He will stay on the central committee of SACP's congress next

birth when his family was forcibly removed from what is now Gazankulu.

Life was not easy. In an interview in the *Labour Bulletin* he said "My parents and my brother and sister were not working, so we often had to go hungry. We always relied on my aunt who was working as a domestic servant in Johannesburg."

The young Shilowa was ripe for the student activism that gripped him after the 1976 uprising when he started lobbying against conditions at his school and practices like corporal punishment. He was expelled in 1979 and then went to work.

Now Shilowa says he will lobby for a significant ANC victory in next year's elections and on the labour front, he will strive to consolidate the federation, to cement unity within affiliates and "to take the reconstruction and development programme beyond discussions with the ANC".

He will also turn his attention to continuing discussion and unity programmes with the National Council of Trade Unions and the Federation of South African Labour Unions, as well as broader regional unity with the South African Trade Union Coordinating Committee.

His new role — and the decision to send Naidoo to parliament — means the two will have to do something of a swap with Shilowa showing Naidoo the political ropes and the latter teaching Shilowa how to administer the biggest federation on the continent. "We will have to learn from each other," says Shilowa.

About his ambivalence on his election to the transport union's presidency, Shilowa said at the time "I felt that it is always better to be led because it is easier to make criticism than when you are in the hot seat yourself."

Now that he is in the hottest seat, he waffles a bit about "as a leader, I don't control the programmes. The affiliates will decide. In part of a team".

Then he gets serious and acknowledges "The buck stops with me."



SITE  
Fm 17/9/93

# Cosatu campaign must be resisted

**Cosatu has** renewed its noisy and irresponsible campaign to obtain refunds from Revenue of portions of Site payments made in past tax years by alleging that employers based their deductions on inaccurate particulars of taxpayers' marital status and number of children.

Revenue is negotiating with Cosatu while taking full account of the administrative problems for employers, and the large potential loss of revenue through refunds, if it allows employers to reopen Site files.

For current tax years, employers are required to advise employees of their personal particulars on record. The employee must update or correct them to make the appropriate Site calculation.

Cosatu's campaign smacks of opportunism at its worst. The Income Tax Act requires employees to provide personal information so that employers may refer to the correct tax table to determine the final Site tax deduction.

If an employee fails to submit a completed form, the employer is obliged by the Act to base the calculation on the default basis, which assumes a male taxpayer to be single without children and a female to be married — the bases which generate the highest tax rates.

Consultants have been drumming up business by suggesting to employees that they may have failed to fill in the personal particulars form. That default might even in some cases have been the result of the climate of civil disobedience

(140A) in fiscal matters promoted by Cosatu itself.

While both the ANC and Cosatu are in opposition, this sort of campaign might just pass as good populist politics. When the ANC forms a major component of government, its perspectives ought to — and surely will — be very different.

The large sums that might be involved (possibly running to billions) and the overwhelming paperwork for employers in reopening Site files from previous tax years make it unreasonable to propose that Revenue should concede the principle of refunds from completed years of assessment.

At the appropriate time, the ANC will have to read both to Cosatu as such and to former Cosatu officials who will form part of its parliamentary caucus a stern lesson in responsible administration — that Revenue should stand firm on the Site refund issue.

Indeed, this is but one of many policy areas where the same point will have to be made.

This stand will cause severe stresses within the ANC/SACP/Cosatu political alliance, perhaps leading to significant loss of support. However, to govern is to choose, and the alternative is to relinquish the reins to innumerable interest groups — with catastrophic economic and other consequences.

The ANC's developing attitudes to this type of irresponsible agitation — even before the establishment of an interim government — will therefore be watched closely.



# A talent to organise

WMM/7-23/9/93

Ferial Haffajee (ILDA)

THE Congress of South African Trade Unions' new assistant general secretary, Zwelinzima Vavi, doesn't know how old he is.

Vavi was born on a farm in the eastern Cape — the 10th of 12 children. He says "getting birth certificates wasn't important in those days" and deciding on his birth date was left to a church clerk at his baptism who took a guess. Vavi says he feels about 30 years old.

Until last week, he was Cosatu's national organiser when he was elected second in command to Sam Shilowa. Like Shilowa, he is a worker leader who has risen fast through union ranks.

All who speak of him, speak of his ability to organise. Vavi became a mine clerk in 1984 after matriculating and quickly joined the National Union of Mineworkers. He was influenced, he says, by the slogan of the day "Wherever you are, build an organisation."

He took the slogan literally and began the task of building a union out of the ashes of the induna system at Vaal Reefs mine. Then came the 1987 miners' strike, during which he was dismissed. The NUM snapped up the forthright young man, making him national organiser and charging him with rebuilding an emasculated union.

"This was a mammoth task," Vavi said in a recent interview. "The union was almost destroyed. Shop stewards, who were the backbone of the union, were the first to leave the mines.

"The union was left without leadership. We had to build the union and train new shop stewards from the start."

His efforts won the attention of Cosatu and he was elected the federation's secre-



Zwelinzima Vavi: Grassroots connections  
PHOTOGRAPH RUTH MOTAU

tary for the Western Transvaal — "a particularly difficult area to organise because many workers fall under the Bophuthatswana administration — and last year he was appointed Cosatu's national organiser.

"His organising skills are a treasure to Cosatu," a unionist remarked this week, adding, "he has strong connections with the grassroots."

Cosatu has gained 100 000 members since 1991 and carrying out the federation's plan to have 1.5-million members by its congress next year will fall almost squarely on his shoulders.

He will concentrate his energies on organising the public sector and farmworkers, improving the servicing of affiliate unions and consolidating the regional and local structures of the federation.

## Whistle stop

■ DELEGATES to last weekend's Cosatu special congress were threatened with expulsion for whistling at women delegates who got up to speak (140A) W/M 17-23/9/93

The last straw came when unionist Condo September was greeted by a chorus of wolf-whistles.

The national organiser for the Transport and General Workers' Union, Jane Barrett, said: "This congress objects to the response a respected leader has got from the men in the hall. They must be called to order."

SO THE FOR THE HOW BUCKE BUREAU VISITORS

## Labour briefs

(140A) WMT-23/9/93  
Saceawu trouble

■ PAPI KGANARE, the general secretary of the South African Commercial, Catering and Allied Workers' Union, last week sought an interdict in the Rand Supreme Court barring suspended members of the union from Saceawu's Witwatersrand branch.

His action failed — and legal costs were awarded to the suspended members — on the grounds that their suspensions had expired. The members against whom Kganare brought the interdict are part of a parallel committee established at the end of August.

# Top echelon's 'defection' a <sup>(140A)</sup> test for Cosatu

## LABOUR NEWS IN BRIEF

**SHARON SOROUR**

Labour Reporter

WHILE Cosatu's special congress last weekend effectively stripped the federation of its top echelon by releasing 23 union leaders to the ANC's electoral list, unionists are confident the move will not cripple labour.

The pack of aspirant parliamentarians, led by charismatic Jay Naidoo, 39, at the helm of Cosatu since its inception in 1985, includes national office bearers, three general secretaries and one assistant general secretary.

It was a conscious decision and a question of sharing, or rather sacrificing, (human) resources, says Connie September, newly-elected as Cosatu's second vice-president and the first woman to hold national office.

Congress adopted a resolution that said it was the federation's duty to make sure the elections were free and fair.

"We are giving our resources to a new kind of Constituent Assembly arrangement. This includes human resources."

"Cosatu's nominees are not leaving the federation to blindly pursue political positions."

They are being sent with a clear, specific mandate of the workers they served, embodied by the Reconstruction and Development programme, which includes a workers' rights mandate.

Ms September says the trade union movement will not disappear after the election. Worker rights have to be included in the new constitution.

"But, undeniably, the federation is losing valuable strategists and their departure will be sorely felt."

Cosatu resolved to second 11 nominees for the national list

to the National Assembly, another nine to the National Assembly regional list, and three for the regional parliament.

Three of Cosatu's six national office bearers were elected on to the list, leaving the posts of general secretary (Jay Naidoo) and first (Chris Dlamini) and second (Godfrey Oliphant) vice-presidents vacant.

Enter Connie September, a prominent Western Cape unionist and Southern African Clothing and Textile Workers' Union (Sactwu) national treasurer.

Charismatic and unpretentious assistant general secretary Sam Shilowa (once a security guard) was voted unopposed to Naidoo's hot seat. His new assistant is Zwelenzima Vavi.

The effect on unions of losing their general secretaries (Moses Mayekiso of the National Union of Metalworkers, John Copelyn of Sactwu and Phillip Dexter of the National, Education, Health and Allied Workers' Union) and one assistant general secretary (Marcel Golding of the National Union of Mineworkers) is debatable.

Certainly Sactwu, one of the Cape's leading unions, will not suffer unduly as assistant general secretary Ebrahim Patel has been running the union super-efficiently for some time.

Patel, prominent on National Economic Forum structures, is surely one of the brightest unionists around and highly regarded even in government circles.

The effect on the rest remains to be seen.

Feisty Phillip Dexter (one of the youngest general secretaries) has revived Nehawu remarkably, while Num's Golding has skilfully led the union through difficult, testing wage negotiations with the Chamber of Mines.

# Calm, shy Connie

APR 18/1993

140A

## Wielding power at the top of unions' male milieu



Picture OBED ZILWA Weekend Argus

□ **VICE-PRESIDENT CONNIE:** Cosatu's new second vice-president, Connie September "I learnt from my mother that it is important for a woman to be independent and assert herself"

■ For the first time since its inception in 1985, Cosatu has elected a woman to national office — and she's a Western Cape unionist.

**SHARON SOROUR**  
Labour Reporter

**STRONG** women have played a pivotal role in the life of Connie September, a trade union leader making her mark in a traditionally (and tenaciously) male milieu

I meet her on her home ground — the Salt River offices of the Southern African Clothing and Textile Workers' Union

She is small, taciturn. The calm pervading the empty office where we sit down to talk fails to shut out the screaming of taxis in Victoria Road to protest against the petrol price

Connie is modest about her coup — the quiet clinching of a sought-after position on Cosatu's executive which makes her the first woman to hold national office since the federation's inception in 1985

She replaces Godfrey Olliphant, voted by the special congress on to the National Assembly regional election list, as second vice-president

In fact, she has bagged several top union posts lately

Recently re-elected as Sactwu's national treasurer (the second woman on the union's national structure), she also chairs the shop stewards committee at Rex Trueform where she has worked for the past 13 years

She is dressed in a grey suit, but a blazing sky-blue shirt (on which a peace button is prominently pinned) softens the severity of the lines. Ditto the glass chips on her small, flatly sensible black shoes

Connie was born in Grassy Park 34 years ago. After matriculating from Grassy Park High School, and a long list of odd jobs later, she joined Rex Trueform

"I started on the production floor, and then moved to the warehouse where I am now a clerk, overseeing two ranges of clothing," she said

Does she enjoy her job?

Lighting a cigarette — and asking if I mind her smoking — she says "Yes and no. Obviously I enjoy working with workers. That gives me happiness. But I am one of the victims (of apartheid) as I did not have opportunities to further myself or improve on what I am doing now"

"The problem still exists in South Africa. If you matriculate and do not have a university or technikon education you are left to the mercy of job hunting, with opportunities never materialising but remaining unfulfilled dreams"

The idea of roaming the streets looking for a job has kept her at Rex Trueform

Things changed in Connie's life after a victorious three-week strike in 1988 at Rex Trueform which she describes as a key development in the industry

"It changed the perception of workers. They realised they had rights and could stand up for them. They were prepared to hold out and fight for what we argued was rightfully ours — higher wages"

The issue of women's rights and worker rights are inseparable in Sactwu, she says and agrees that they should not be treated exclusively. The same applies to Cosatu

"This approach has actually strengthened women in the union and changed the attitude of males that problems experienced by workers are not theirs alone, but to be shared"

This does not mean that issues which directly affect women, like maternity leave, equal wages and opportunities are not being addressed

A very religious person she uses words like "shy" and "soft spoken" to describe herself but quickly adds that other people disagree because she "talks a lot"

"I see myself as a strong person. I learnt from my mother that it is important for a woman to be independent and assert herself"

# O'Kiep management meets NUM

NABABEEP — Mediation in a strike by about 500 employees at the O'Kiep copper mine here was discussed at a meeting between mine management and the National Union of Mineworkers yesterday. (140A) (52) (28)

Mine manager Julian Ayres said production had not been affected by the strike which was called in support of wage demands.

ARG 18/9/93  
A union spokesman, speaking from Springbok, said a magistrate and the town council had turned down a request to hold a protest march today — Sapa



# End of an era as

## Jay moves on . . .

By THEMBA KHUMALO,  
Political Reporter

1991/92  
C Press

Under Naidoo, Cosatu grew from a humble union federation with 500 000 members into one of the biggest and most respected labour movements

By 1991 Cosatu boasted a paid-up membership of 1.5-million workers across the industrial spectrum. However, these figures declined sharply by late last year when the employers hit back by retrenching thousands of workers in various industries

Not even the formation of the Inkatha-affiliated United Workers' Union of SA (Uwusa) in 1985, with its anti-sanctions stance, could bring Cosatu to its knees

Uwusa's founding rally in the same year, attended by more than 70 000 at Durban's Kings Park Stadium, was later found to have been sponsored by the police

In May this year, Cosatu president John Gomo estimated membership at 1.2-million, which he attributed to retrenchments and the poor state of the economy. Meanwhile, Naidoo said last week that the federation had gained 100 000 more members since the beginning of the year.

However, Sam Shilowa, the man who stepped into Naidoo's shoes last week, is no novice in labour matters. He has been Naidoo's deputy for years and is believed to have gained shrewd negotiation tactics from his out-going boss.

His unopposed election is interpreted as an explicit acknowledgement of his leadership qualities. He is a member of the central committee of the SACP and the central committee of the SACF and was part of its negotiation team at the World Trade Centre.

"The loss of comrade Jay is a blow not only to me, but to the workers too. But I will pick up his spear and continue from where he left," Shilowa said.

Shilowa's assistant, Zwelanzima Vavi, is an equally tough fighter, credited for his efforts in restoring relative peace in the trouble-torn Vaal townships.

His first vice-general secretary is George Nkandimeng, a former shop steward with the National Union of Mineworkers and the nephew of unionist John Nkandimeng.

A HUSHED silence fell through the massive hall as the man, credited with having built the Congress of South African Trade Unions (Cosatu) into the giant labour movement it is today, told 1 700 morose delegates that he was speaking for the last time as leader.

Although, ironically, Jay Naidoo and 19 others were nominated by delegates to the ANC tripartite alliance's list of candidates who will contest next April's first non-racial elections, they could hardly reconcile themselves with the fact that the man who epitomised their fighting spirit would be lost to parliamentary politics forever.

Said Naidoo, cuddling his son Kami: "I've struggled so that my child and your children too can grow up in an atmosphere free of apartheid."

The scene marked the end of Cosatu's three-day special congress at Vista University in Soweto which was specifically meant to reshape the federation in preparation for the forthcoming general elections (GSA).

Businessmen, most of whom loved to hate him for his uncompromising stance on workers' rights, must have heaved a sigh of relief at the news of Naidoo's departure from the labour scene.

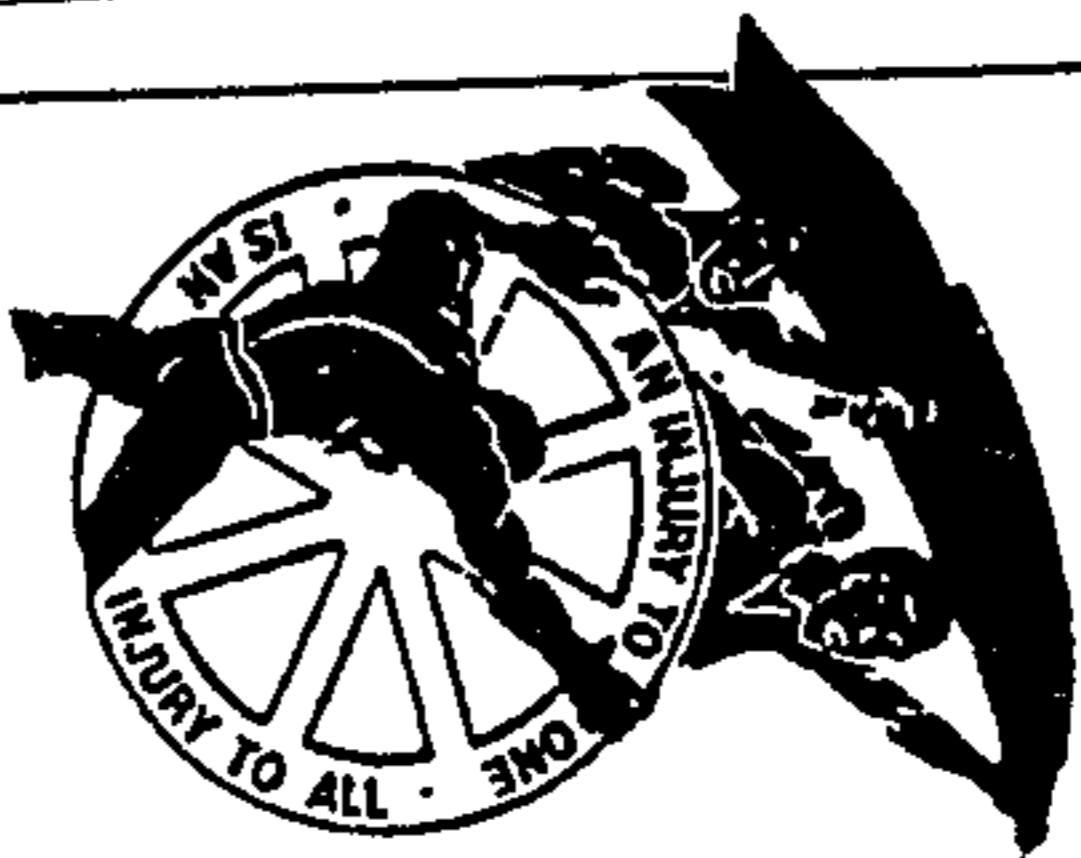
A BSc drop-out at the University of Durban-Westville in 1975, Naidoo came to Johannesburg soon after his election as Cosatu's general secretary in 1985.

This was a culmination of four years of unity talks among various unions in Durban in the same year. Initially, he was the organiser of Federation of the South African Trade Unions (Fosatu), a loose conglomeration later renamed Cosatu.

Cosatu diligently mobilised workers in the mines, factories and supermarkets with the efforts of the dynamic Cyril Ramaphosa, now general secretary of the ANC, Moses Mayekiso, president of the SA National Civic Organisation and Sydney Mufamadi, member of the ANC's National Executive Committee.



NEW MAN . . . Cosatu boss Sam Shilowa bids Comrade Jay farewell. ■ PIC: THULANI SITHOLE



# When unionists SITU was 1919/93 GO to the polls 140A

**By RAY HARTLEY: Political Reporter**  
THEY are a motley crew of fire-brands and intellectuals, but they share a common goal — binding a future ANC-led government to a sweeping programme of reconstruction to address the imbalances of apartheid.

The 20 people nominated by Cosatu to stand for election on the ANC's list in April next year represent the diverse ideological strands that came together to form Cosatu in 1985.

They include the fiery and outspoken National Union of Metalworkers of SA general secretary, Moses Mayekiso, and the suave and accommodating National Union of Mineworkers negotiator, Marcel Golding.

Mr Mayekiso is an advocate of the nationalisation of key industries and the land, while Mr Golding is one of the authors of the NUM's profit-sharing compromise with the Chamber of Mines. The group also includes Numsa education secretary Alec Erwin, a "policy wonk" who has led Cosatu's economic think-tank.

## Acquitted

While the profile of Cosatu general secretary Jay Naidoo, who has led the federation since its formation in 1985, is well known, others on the list also have a long history of involvement in union affairs.

Mr Mayekiso joined Numsa's precursor, the Metal and Allied Workers' Union, in 1977 and was elected its general secretary in 1986. He assumed office as Numsa's general secretary in 1986. In March 1992 he was elected president of the SA National Civics Organisation

## COSATU SEEKS ELECTION VOW

COSATU would ask all political leaders to sign a pledge to honour the outcome of the April 27 election once it was declared free and fair, Cosatu assistant general-secretary Sam Shilowa said this week.

He said the pledge was aimed at avoiding a repeat of the "Savimbi option" — the decision by Umtata to go back to war despite the UN's declaration of recent

of laws allowing the state arbitrarily to detain political activists.

Mr Golding joined the NUM in 1985 as editor of its newspaper. He was appointed assistant general secretary in 1987 and served as chief negotiator when Cyril Ramaphosa was seconded to the ANC.

Mr Golding, who sports a daring pony-tail, represents the pragmatic "corporatist" wing of Cosatu, epitomised by the NUM's landmark profit-sharing deal with the Chamber of Mines two years ago.

Parliament will supply be a "different terrain", where he will continue the quest for a better life for workers, he says.

Mr Erwin has been responsible for shaping much of Cosatu's economic thinking and was chosen to co-ordinate policy research within the organisation in 1986.

He served as general secretary and education secretary in the Federation of SA Trade Unions — Cosatu's predecessor — until he was elected as Cosatu education officer in 1985.

He took up his present position in Numsa in 1987.

Mr Erwin serves as a Cosatu representative on the National Economic Forum, which hauses on policy matters with business and the government. He could soon

Angolan elections as free and fair.

The pledge would be drafted by Cosatu this month and political leaders would be publicly challenged to sign it or face exposure as plotting to undermine the election, he said.

The pledge would also commit leaders to ensuring their members backed the outcome of the ballot, he said.

branch organiser for Cape Town in 1991 and then national general secretary in 1992.

Mr Dexter shot to prominence during the 1992 health workers' strike. Going to parliament will be "very scary", he says, adding that he was taken aback and "flattered" by the confidence people have shown.

Cosatu second vice-president Godfrey Ollant, who has worked as an electrician's assistant and a laboratory operator, joined De Beers in 1980.

He joined the NUM member in 1985 and has also been instrumental in the establishment of the South African Communist Party's Northern Cape structures.

The president of the Posts and Telecommunications Workers' Association, Mr Gabisi Mosunkutu, has been a member of the union since it was formed in 1986. He was elected while in detention under the Internal Security Act in 1988 and has subsequently served on the Cosatu national executive council.

Mr Mosunkutu is also president of the SA National Civics Organisation's Southern Transvaal region.

He chairs Cosatu's public sector co-ordinating committee, which is organising the launch of a single public-sector union in May next year.

SA Clothing and Textile Workers' Union general secretary John Copelyn is a lawyer, and is a former general secretary of the Arnalgarnated Clothing and Textile Workers' Union.

Mr Copelyn was once a strong critic of Cosatu's alliance with the ANC and an advocate of the independence of the trade-union movement.

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on the same forum as a

# Sam faces a stormy ride at Cosatu's helm

By RAY HARTLEY, Political Reporter

"IF it was a horse race, I would say I was really a dark horse," Sam Shilowa says of his appointment last week to the most powerful position in the SA labour movement — Cosatu general secretary.

Mr Shilowa was chosen as the successor to Jay Naidoo who, along with 19 other key Cosatu officials, was mandated by the union to stand for election on the ANC's list next April.

Mr Shilowa's modesty is unfounded. The strong featured and animated unionist has assumed a high profile as Mr Naidoo's assistant and as an SACP negotiator at democracy talks. In reality, his election was a foregone conclusion once it became clear he would not be seconded to the ANC election list.

Mr Shilowa, who was fired after leading a strike at Anglo-Alpha Cement company in 1986, has worked as a security guard and served as president of the Transport and General Workers' Union. He was elected Cosatu assistant general secretary in 1991 and represented the union on the National Peace Committee.

Mr Shilowa used his employment as a security guard as cover for underground work for the SACP while the organisation was still banned.

The election of Mr Shilowa, of Zwelenzima Vavi to assistant general secretary and of George Nkadimeng to first vice-president represents a sea-change within Cosatu. For the first time since its formation in 1985, all the federation's national office bearers will come from the ranks of workers.

Mr Shilowa will have to steer Cosatu through complex territory when its principle ally, the ANC, assumes a major role in government next year.

"There will be a tendency for unionists to say that in defence of the revolution, Cosatu has to support the ANC," he says. But he is under no illusion that Cosatu will



**NATURAL ... Sam Shilowa was an obvious choice as Cosatu chief**

have to fight for the rights of workers as an independent movement, even under the rule of a transitional government.

To this end, he identifies as a key goal the recruiting of another 300 000 paid up members to the federation by September next year, swelling its ranks to a formidable 1,5-million members. With an all-worker leadership at the helm, the union will expend more energy on communicating to ordinary workers the complex debates taking place in the National Economic Forum.

The departure of many sophisticated intellectuals, who have charted the federation's way through negotiations with business and government, could mean the federation will be less flexible in joint forums.

The federation would end up in conflict with a new government — ANC-led or not — if it does not act on its capacity to improve workers' rights, Mr Shilowa says.

# Cosatu's election pledge on farm and domestic workers

SHARON SOROUR  
Labour Reporter

14077  
APR 20/9/93

COSATU is to ensure that the plight of farmworkers and domestic workers will be high on the agenda of the alliance in the run-up to the elections, and when an interim government is in place

Commenting on the tabling in parliament of legislation extending basic worker rights to farmworkers and domestic workers, Cosatu said although the rights were limited, if they were to be implemented effectively workers would need organisational protection

The Department of Manpower should be restructured to ensure the "proper enforcement" of hard-won labour rights, Cosatu said

The 1.2-million strong workers' federation said the extension of the Basic Conditions of Employment Act (BCEA) to domestic workers would be an important step towards their full protection in law

"While the provisions in the

BCEA are very limited, they are important in that they provide for protection around working hours, overtime, annual leave, sick leave and public holidays, deductions, and use of child labour

"The BCEA also prohibits employers from victimising workers for union membership or activity," Cosatu said in a statement

Ultimately workers would be covered by the Wage Act, which provided for minimum wages, and the Labour Relations Act, which provided organisational rights

The Agricultural Labour Bill, the product of negotiations between Cosatu and the SA Agricultural Union, extended labour rights to farmworkers in the form of the BCEA and the Labour Relations Act

"While farmworkers will now be covered by compulsory arbitration in the event of disputes, Cosatu regards the definition of agriculture as an 'essential service' as an interim

arrangement subject to further negotiations"

Key issues yet to be negotiated included

- The details of trade union access to farms, which the SAAU had agreed to in principle

- The extension of the Wage Act to farm workers within a specified time frame

- The setting up of a bargaining forum/forums in the agricultural sector

- The harmonisation and consolidation of agricultural labour legislation and labour legislation in general

Cosatu did not believe that a separate statute for the agricultural sector should become a permanent feature of labour legislation.

Cosatu was compiling a programme to ensure that farmworkers were fully informed of their rights.

"Formal recognition of these rights in itself will not have any impact unless farmworkers organise themselves to enforce these rights"



# focus on politics

IT IS NOT ONLY the people of South Africa that are cracking up. A close look at the political parties of this beleaguered country reveal some serious fractures.

The ANC is seriously questioning the future of its alliance with Cosatu and the South African Communist Party as political leaders in the Freedom Charter axis are positioning themselves for Parliamentary politics, Government and South Africa beyond the election.

Cosatu earlier this month formally released some of its most senior leaders for inclusion on the ANC's election list and there is wide understanding among the alliance that "an evaluation of the alliance would take place" after the election.

Writing in *Mayibuye*, the ANC's mouthpiece, Cosatu's former secretary general Mr Jay Naidoo, who was released by the union for possible parliamentary duty, explains that this evaluation of the alliance would be based on conditions that would exist beyond the election.

"The alliance was formed in order to dislodge the apartheid system. The nature of the alliance now begins to change as the central issue is no longer the struggle against apartheid, but what the form and content of the system that will replace apartheid is," Naidoo says.

## An enigma and inscrutable

There appear to be no discernible differences or looming splits in the ranks of Azapo. The marginalised position of the flagship of the Black Consciousness Movement, however, is likely to produce strains in the long term as constitutional developments unfold.

The PAC is an enigma and as inscrutable as can be. The activities of its armed wing Apla are known to have resulted in differences among the leadership.

There has also to be greater clarity about a dissident PAC grouping, the Watchdogs of the Revolution.

Last week it was reported that the PAC's congenial and very articulate secretary for foreign affairs Mr Gora Ebrahim was a sell-out.

The IFP seems fragile at this stage. There is a growing tendency within the party which favours a return to negotiations and participation in next year's elections. If the party continues to be marginalised, a split is likely to occur before the elections.

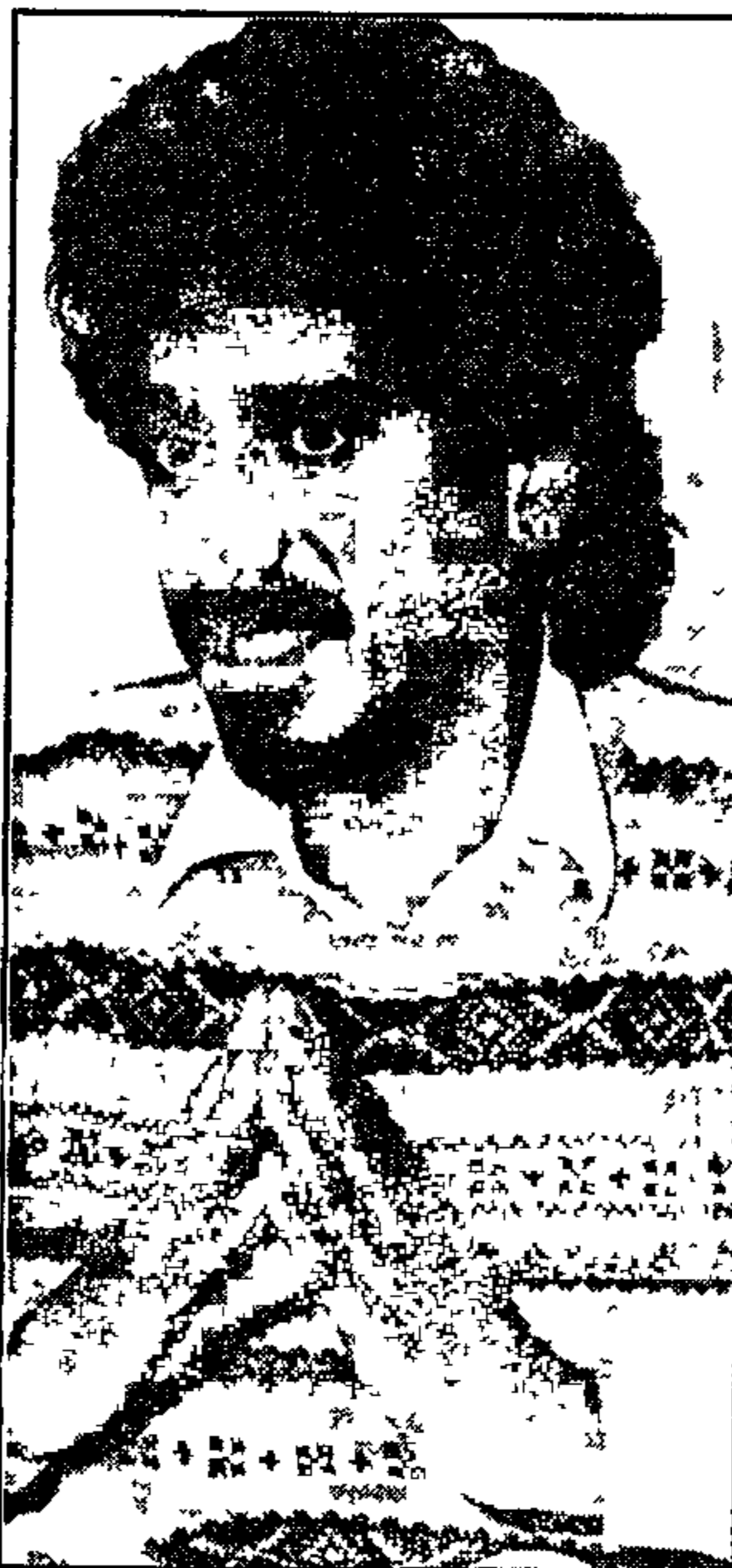
Currently, an intense battle is under way for the "jeer" of party leader Chief Mangosuthu Buthelezi who is apparently being given "bad advice" by a rightwing element being led by Walter Felgate.

It is, however, the parties in Parliament that are the most fragile.

The Democratic Party is facing a critical period and it is showing. It was revealed this

The political parties in South Africa are echoing the fragmentation found in the nation. All have dissident groups which may pull out after the elections, argues Political Correspondent **Ismail**

**Lagardien:** Sowetan 20/9/93



**Jay Naidoo.**

week that the present leader Dr Zac de Beer was falling out of fashion with the liberals and that attempts have been made to replace the old man with the Member of Parliament for Houghton, Mr Tony Leon.

Leon, who is a fine academic and an extremely erudite man, is given to tempestuous ranting and is becoming increasingly reactionary. His speeches in Parliament, one can be forgiven to feel, are more for effect than for any other use.

Yet, Leon is probably what the DP feels it needs as the country lies bare, exposed to the

140A

The only two parties likely to make it to the elections in April next year relatively unscathed are the ANC and Azapo. Beyond that lies great uncertainty for all.

uncertainty of democracy

Across the floor, in the National Party, there is dissent. It is widely believed that if another whites-only poll of any sort were called today, the National Party would lose to the Conservative Party.

Its traditional support base is almost completely eroded and it is trying hard to build up black support. On another level, there is a serious attempt by far-rightists in the NP to seek closer links with the Inkatha Freedom Party.

The Labour Party has announced that it would contest the election under the banner and leadership of the ANC - that is if the Hendrickse dynasty actually makes it to April 27.

## Barrel of a gun

Most of the LP Members of Parliament have either already joined the ANC or are on the verge of doing so.

The leader of the Labour Party, Mr Allan Hendrickse, has already said that he would not be available for re-election as party leader at the end of the year when the party meets for its annual congress.

The Conservative Party is dead on its feet and has declared that its options lie through the barrel of a gun and the Afrikaner Volksunie's founders all resigned from the party over the past weeks.

The parties in the (Indian) House of Delegates are incidental to the process.

# NEWS Fate of union to be decided by Rand Supreme Court tomorrow

## Court to rule on Saccawu's future

Sowetan 20/9/93

THE fate of the South African Commercial Catering and Allied Workers Union (Saccawu) will be decided by a Rand Supreme Court judge tomorrow.

Mr Stuart Nhlapo, one of six suspended Saccawu officials, will know whether his application to have the union dissolved is successful.

Mr Mike Tsotetsi and Mr William Dichaba, who are also among the six suspended by Saccawu's Witwatersrand branch, last week obtained a Rand Supreme Court order restraining Papi Kganare, general secretary of the union, from evicting them at their offices in Johannesburg.

Tsotetsi and Dichaba went back to work last week after saying their suspension had expired.

Nhlapo and Mr Stanley Gomba, Mr Clement Shezi, Mr John Maluleka and Mr Thomas Mokwevho are asking the court to dissolve the union because of alleged financial maladministration.

The respondents are Saccawu, Duma Nkosi, Edna Sethema, Jan Khaule, Alina Rontsolase, Kganare, Bones Skulu, Douglas and Velcich and the Industrial Registrar.

The applicants said in papers before the court that the union was facing a financial crisis and it therefore could not function according to its constitution.



Six-year-old Solly Nkabinde, son of famous groaner Mahlathini, leads the youthful version of Mahlathini and the Mahotella Queens at the Shell Road to Fame show at Sun City at the weekend. See Page 6

**'Report only  
official version'**

Municipal Reporter

A CONGRESS of South African Trade Unions delegate wanted the Press to report only an approved official version of the founding of the Cape Metropolitan Negotiating Forum.

Cosatu delegate Russel McGregor, shortly before the founding meeting ended, said the co-chairpersons elected at the meeting should prepare an official Press statement.

The Press should be told to use only this and should not be allowed to put its own interpretation on events, he said.

Mr McGregor's proposal was not put to the vote.

## Union aims at empowerment

JOHANNESBURG — The SA Commercial, Catering and Allied Workers Union is implementing an internal campaign to centralise bargaining and empower women (140A)

In a statement yesterday Saccawu said a programme had been drawn up to achieve industrial councils in each of the union's sectors by December 1994 (SAP)

A commission to investigate the empowerment of women in Saccawu had also been set up — Sapa

CT 22/9/93



# 1 000 hospital workers may strike tomorrow

Staff Reporter

140A

NEARLY 1 000 workers at Tygerberg Hospital could go on strike from tomorrow as two days of talks between the CPA and the union have failed.

Nehawu members last week occupied the administration buildings in protest against "corruption", wage discrepancies and alleged intimidation by senior hospital officials.

CF 22/9/93

Mr. Wilfred Alcock, Nehawu regional treasurer, said a strike decision would be taken today.

# Consumer boycott in Springbok in support of strikers

**DENNIS CRUYWAGEN, Political Staff**

THE National Union of Mineworkers (NUM) is to begin a consumer boycott in Springbok tomorrow to pressure businessmen to use their influence in ending a strike at the O'Okiep Copper Company

But Springbok Town Clerk Johan Nortje was sceptical, and said "I'm waiting to see if the boycott materialises because the union has little support here I don't believe there will be a meaningful consumer boycott" (40A) (52) (88)

And he questioned the NUM's decision to boycott business in Springbok

"Why don't they boycott businesses in Nababeep, where the company owns stores?"

Announcing the boycott yesterday, a NUM spokesman said the strike began nine days ago

About 900 workers at a rally resolved to continue the strike and to negotiate with the company, or go to mediation

The business community was also requested "to play a meaningful role in obtaining a speedy resolution to the wage dispute"

Police were also asked to drop charges against all workers within 24 hours or face mass action directed against them, Springbok and the company

Mine manager Julian Ayres said about 300 workers were out on strike, while about 1 600 were working

"Production is going ahead"

He said workers were demanding higher wages, and "We have not given any increases this year because we don't have any money. If we gave them increases the future of the mine would have been in danger"

"I have not had an increase," he said

He said the consumer boycott in Springbok, about 24 km away from the mine, had nothing to do with the company

# MY VIEW

**Phindisile Boboyi** Labour analyst

Will South African workers benefit from the inclusion of their leaders in the ANC's election campaign? Labour analyst

**PHINDISILE BOBOYI**

believes they will not

**I**N ITS ALMOST eight-year history, the Congress of South African Trade Unions (Cosatu) has experienced ups and downs under the extraordinary repressive laws of the government

Its offices were bombarded, some of its officials and members of its affiliates were harassed, detained and murdered, some even went into exile.

However, despite all this systematic attempt to destroy Cosatu, the federation, its affiliates and its members remained resilient. Cosatu emerged stronger, crisis after crisis.

But in the light of the latest "novice leadership" crisis faced by the federation, it remains to be seen if Cosatu will exhibit the same resilience it used to display after each crisis.

The current leadership crisis in Cosatu is caused by the departure of some of the cream of its leadership to join the ANC's election list. Before I discuss what I consider to be the implications of that exodus, let me look at what might be the reasons for the alliance to allow that 'great trek' **SOUTH**

Since its inception in November 1985, Cosatu has done so much in transforming our society — especially from the labour and trade union point of view **24/9 - 28/9/93**

Because of its gigantic contribution to the struggle, Cosatu needed a special place in the new non-racial dispensation in which the ANC will be inevitably the dominant party.

It is because of this acknowledgment that the ANC has so far agreed to include in its election campaign list 23 top trade unionists from Cosatu and its affiliates.

At the same time we cannot overlook the fact that Cosatu has a treasure of experience



**NOT LOOKING BACK? Jay Naidoo is now on the ANC's election list**

*'The delegates should have been tied to the federation in a way which ensures they are accountable to their constituency'*

**140A** and expertise this is coupled with the more than a million paid-up membership and thousands if not millions of supporters.

No sane organisation wishing to be a future government can ignore harnessing such important resources on the eve of a crucial election. In order to win that election easily the ANC needs Cosatu's organisational experience, expertise and its human resources.

Irrespective of whatever reasons are forwarded for abandoning the organisation, Cosatu is crippled by the departure of its tried, tested and tempered leaders.

The implications of this for the labour movement vary. Some say this move will benefit Cosatu in future and make it stronger than before, while others suggest it is the beginning of a downward spiral. Time and events will prove which is correct.

I do not have qualms about the inclusion of some of the top brass of Cosatu in the ANC

campaign list for the forthcoming elections but the manner in which it was done leaves much to be desired.

The delegates should have been tied to the federation in a way which ensures they are accountable to their constituency.

The aspiring parliamentarians from Cosatu are not obliged to be accountable to Cosatu since they have broken formal ties with the organisation. They can completely ignore Cosatu and its aspirations.

In the event of this Cosatu would have been dealt a double blow — first the loss of the cream of its leadership, and then the bitter memory of having been used by its celebrated leaders as a launching pad to parliament.

Under this arrangement, it is hard to see how Cosatu will benefit from the inclusion of its members in the ANC election campaign.

We can only hope that when the worker leaders are in parliament they will continue expressing vigorously the views they held when they were in the trade union movement. At the very least, workers can expect sympathy from them — but what a regression from celebrated trade union leaders to trade union sympathisers.

Cosatu candidates should not have been stripped of their positions in the federation because they have to be made accountable to the union for their parliamentary performance and continuity in their contribution to the life of the unions they helped to build.

Accountability to Cosatu could have been a precondition for their candidacy. Being in parliament is more attractive than being a trade union leader, so they would probably not have opposed that precondition.

However, in the short term, there is every reason to believe that some of these candidates, if not all, would be the voice of the working people in parliament, but this could evaporate in the long term as they become part of the system.

It is not extremism to suggest that Cosatu has entered uncharted waters by releasing their leaders in the manner it did.

Under the leadership of Sam Shilowa and his associates, Cosatu will thrive and remain the giant it was under Jay Naidoo and his colleagues, irrespective of how long it will take.

# Unionists clash with govt over petrol price increase

UNION federations Cosatu and Nactu yesterday warned government to review its position on the petrol price or face the mounting anger of the masses

A delegation representing unionists and transport and business organisations met Mineral and Energy Affairs Minister George Bartlett in Johannesburg yesterday. They accused him of "lying" when he told taximen that the National Economic Forum (NEF) had agreed to keep petrol at the increased price while a task group was investigating the situation.

Cosatu and Nactu denied that their NEF representatives had agreed to this when Bartlett and the forum met last week and decided to hold a summit on October 4 to get a report from the task group.

Bartlett also met a delegation of taximen led by Nafto chairman Peter Rabali in Pretoria yesterday. The meeting ended with Bartlett sticking to his guns on the increased petrol price, but agreeing to meet the delegation again with Finance Minister Derek Keys and Transport Minister Piet Welgemoed.

At the Johannesburg meeting Cosatu's Chris Dlamini said a labour delegation and the taxi industry would attend the first meeting of the NEF task group today to begin negotiations.

"We will demand a 10c reduction in the price of petrol and diesel and a review of all the subsidies, protection and profit

THEO RAWANA

margins which presently make up the fuel price," said Dlamini. The meeting decided that "all the forces" would attend the October 4 summit. (140A)

Government was warned against taking further "irresponsible and repressive" action against protesting taxi operators.

"If this action by the government continues and the petrol price is not reviewed, we will consult with our constituencies about forms of national action," the groups said.

Sapa reports from Kroonstad that police and traffic authorities removed taxis which were blockading the central business district yesterday.

A police spokesman said negotiations were taking place between police and the taxi drivers, who were protesting against the petrol price increase.

Our Cape Town correspondent reports Transport Minister Piet Welgemoed yesterday announced the formation of a new task group to investigate the problems of the minibus taxi industry.

He said his department had been considering subsidising minibus taxi commuters in much the same way as bus passengers were subsidised. But one difficulty was that the taxi industry was fragmented.

Government hopes to enable commuters to use a single subsidised ticket for a multi-mode journey, using buses and taxis

# Cosatu vote plans face opposition

Sowetan 30/9/93

By Ike Motsapi

THE Congress of South African Trade Union's voter education programme is facing strong opposition from business groups and rightwing unions, according to *South African Labour News*

The bulletin quotes a top business source as saying that industry was unlikely to go along with Cosatu's plans which include demands for paid time off for shop stewards to be trained in voter education. Employers are also opposed to Cosatu's idea that voter education should take place on the shop floor during working hours (ILOA)

"Other business spokesmen have indicated that they will be reluctant to go

along with the time-off proposals and that they have doubts about the neutrality of the plan given Cosatu's ties with the African National Congress," says the bulletin

Rightwing unions are quoted as saying that they are "really opposed to the Cosatu plan" and that their members would not be subjected to "communist inspired" education.

The Cosatu programme, which was unveiled on July 27, pledges its support for the ANC during the election campaign but says that workers must be fully educated in the democratic process regardless of who they vote for

It calls for a "joint venture" between trade unions and employers to ensure that workers are properly educated

# Foreign funding is drying up

Sowetan

30/9/93

## SELF SUFFICIENCY Workers now

pay 1 percent of their salary instead of R8:

140A

**T**HIS IS THE FIRST in a series of interviews with general secretaries of trade unions, or their assistants, on various issues. Today the Motsapi of *Sowetan* questions Howard Randall, general secretary of the Transport and General Workers Union.

**Motsapi:** The TGWU recently held its congress. What issues were discussed?

**Randall:** Congress recognised the need for the union to attain self-sufficiency. Congress also recognised that international funding is fast drying up and that we can no longer depend on those sources of funding.

At that point we decided to change our subscription system. We did away with the system of members paying R8 a month in favour of a percentage system. This will work on the basis of one percent of the basic salary or wages of members. I think that in itself is an important step the union took.

What is important is that congress recognised

● That international funding is drying up, and

● The need to take steps to achieve self-sufficiency.

**Motsapi:** Can you explain in detail what you mean by self-sufficiency?

**Randall:** Self-sufficiency means that the union must be able to fund itself. This must be for education, development, legal fees and so on. We are saying that ultimately our responsibility as the TGWU is to be able to run the union from the subscriptions that we get.

If you look at the question of staff I think our union is badly staffed because we do not have enough resources. We cannot, for instance, compare ourselves with the National Union of Metalworkers or the National Union of Metalwork-

ers of South Africa

But then it depends on how you keep them motivated and happy to carry out the tasks allocated to them without having the resources to keep them going.

**Motsapi:** What were the other thorny issues discussed?

**Randall:** Congress also looked at other sectors within our union, especially security and dry-cleaning and laundry. Congress decided to look at ways of improving the working conditions and salaries of these people.

Our union is very small, with about 38 000 workers, and it is for this reason that we have to work hard to increase our membership.

**Motsapi:** Congress decided to support Cosatu's call for ensuring that the ANC wins the elections next year. Do all members support this stand?

**Randall:** It is also important that all our members support the change-over to a new democratic South Africa. The union reached this agreement after a long debate. We have been discussing this matter since 1989.

**Motsapi:** The country is in a bad state as far as the economy is concerned and this has resulted in many people losing their jobs. How are you going to stop retrenchments that are happening almost daily?

**Randall:** Congress took a strong view that bosses were retrenching people even when there is no need to do so. Further discussions will take place.

**Motsapi:** What is the TGWU doing

in terms of growth especially in other sectors such as the transport and taxi industry?

**Randall:** We are saying that our members, who are organised as far as trade unionism is concerned, should organise the unorganised workers in the transport sectors.

I think our fundamental approach is to say that public transport in this country must be nationalised. You cannot have a situation where such a crucial industry is run the way it is run. We do not believe the transport industry should be run on a market principle.

This has led us to run the risk of inefficiency, a lack of profitability and the risk of unfair transport.

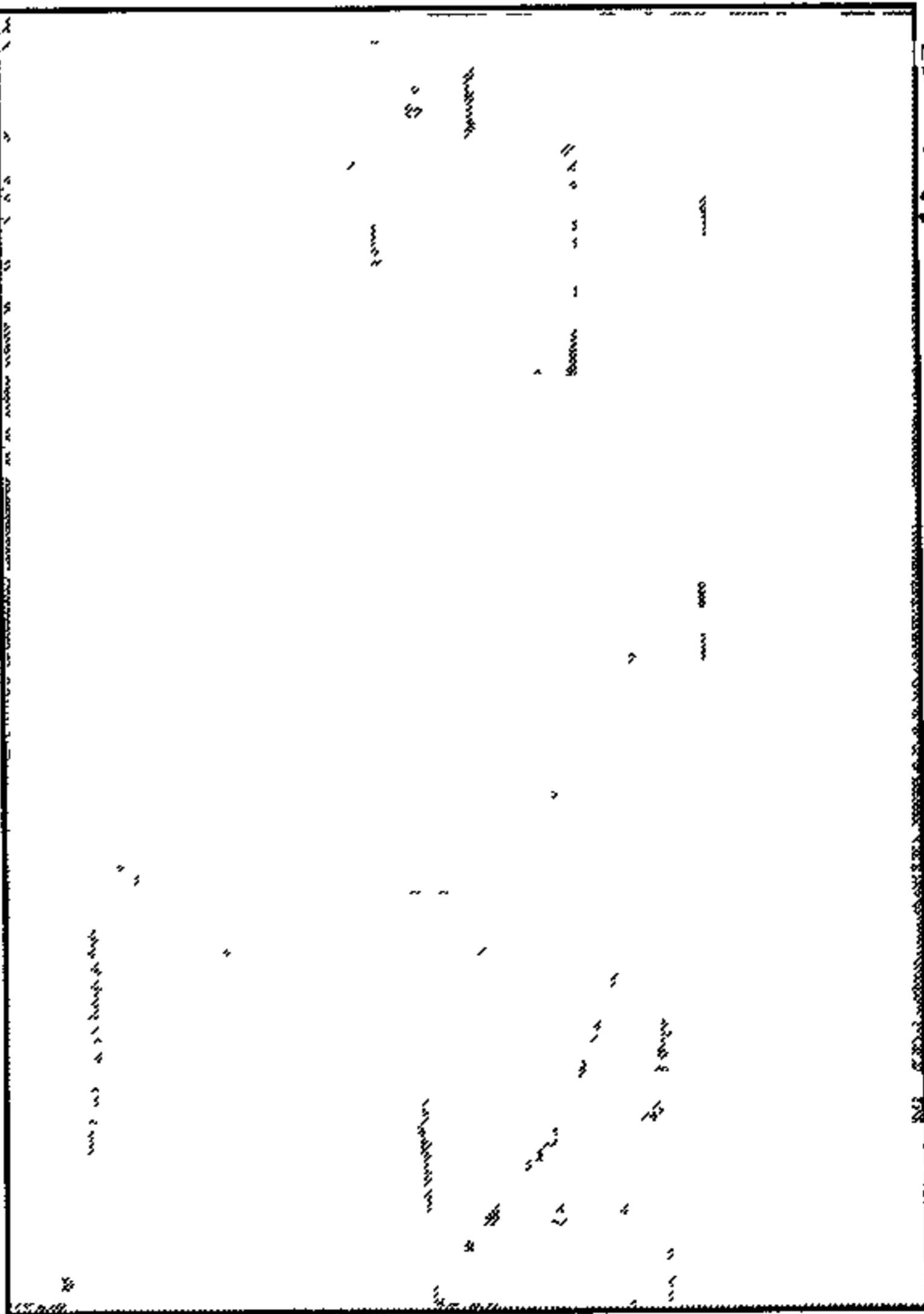
In that context we are saying the taxi industry itself needs to be examined. We are saying because of the problems that have existed there will always be chaos if they are not remedied.

Secondly, we are saying in the context of our reconstruction programme that public transport must be restricted for the benefit of our members. We also want pensioners, school children and people who cannot get jobs to be subsidised.

Our understanding of public transport is a national social service that is needed to take everybody where they want to go.

**Motsapi:** There is talk that the TGWU and the South African Railways and Harbours Union are to merge. How far have talks in this regard progressed?

**Randall:** I have to say that in the



### Randall says public transport should be subsidised

context of the congress itself there have been talks of trade union unity. We believe that the merger must go on and must be finalised soon.

But one of the obstacles has been that Sarwahu does not want cleaning and security to be part of the unity talks. Our congress has, however, resolved that cleaning and security should not be a precondition of unity talks between the TGWU and Sarwahu.

Congress has resolved that a national working committee should be set up to look at how speedily unity talks could be restarted.

Congress is also going to look at a number of options. These are whether cleaning and security should have their own union or whether they should go to Cosatu under Saccawu and so on.

However, the TGWU is saying to Sarwahu that we want to make progress towards achieving trade union unity.

**Motsapi:** You talk of trade union unity. Have there been talks with the Transport and Allied Workers' Union on merging and forming one transport union?

**Randall:** Talks are going on between us and them.

**Motsapi:** How do you see your union playing a role in the new democratic South Africa?

**Randall:** We have a political responsibility that the ANC wins the elections decisively. And to achieve this, we are going to mobilise our members.

We also have to ensure that all our members go to the polls to vote. We are doing this to ensure that labour is represented in the new government.

We believe that workers will always be in the forefront of liberation. We are saying that in the new dispensation the alliance should be enhanced.

# Cosatu squabble over candidates

WM15-21/10/93 #140A

Paul Stober

THE African National Congress leadership is backtracking on a guarantee by president Nelson Mandela that the Congress of South African Trade Unions will have 20 nominees in the top half of the ANC's list of constitutional assembly candidates

This is causing tensions within the tripartite alliance.

At Cosatu's special congress last month, the federation resolved that "the names of the 20 trade unionists should be included in the top 51 percent of the ANC list for the National Assembly elections". This was endorsed in a speech at the congress by Mandela. Despite his assurance, there is increasing dissatisfaction with his decision in the ANC National Executive Committee, which will have the final say on who goes where on the list.

This week the head of the ANC's elections commission, Popo Molefe, confirmed that the Cosatu nominees were not guaranteed prime positions. "This matter is the subject of

discussion between the ANC and Cosatu. There is no finality on this matter," he said. "Because this is essentially an ANC list, it will be subject to certain democratic principles and allies who will be supporting the ANC will also be directed by this democratic process. A significant majority of the NEC would have to agree if names are to be shifted."

Molefe pointed out that the commission had proposed a process through which the list would be drawn up.

The commission envisages local ANC branches forwarding nominations to regional conferences, which would take names to a national conference. The latter would draw up a consolidated list for submission to the NEC, which would finalise it.

There have been persistent reports that senior Cosatu officials twisted Mandela's arm into supporting the federation's resolution or allowing Cosatu more than 20 nominees. Cosatu's support is vital to the success of the ANC's election campaign in terms of votes and

material support.

Head of the South African Communist Party's publications department Jeremy Cronin did not believe the tensions around the list ran along organisational lines but rather between individuals. "There are tensions around the elections and obviously individuals will be competing to get on the list. When individuals feel slighted they make allegations. We (the alliance) experienced wobbles around the nominations process, but it has basically sorted itself out. I don't see major problems for the alliance — we are more united now than we were this time last year," he said.

At least 14 of the 20 Cosatu nominees have been listed as SACP members. Cosatu has made it clear that its candidates, who will be standing on an ANC ticket, are expected to adhere to the ANC line in the constitutional assembly, although they will be expected to represent the federation's interests in ANC caucuses. The SACP has also accepted that its nominees will be accountable to the ANC.

# Workers digging in at UWC

SHARON SOROUR  
Labour Reporter

184 ARG 2/10/93

WORKERS at the University of the Western Cape are up in arms over alleged maladministration, "subtle" retrenchments and the victimisation of union members

Rejecting the claims, a UWC statement said there was no crisis or retrenchments and blamed the trouble on a small group acting outside union agreements

Last week, cars were delayed at the university entrance as protest action by the National Education, Health and Allied Workers got underway

Lunch-hour protests and pickets continued this week

Wage negotiations, affecting more than 1 000 non-academic staff, are in progress, but workers said the "crisis" did not involve only salaries

Nehawu members at the university said although there was a moratorium on retrenchments, workers were being "subtly" laid off because of "encroaching privatisation"

"More than 20 people, from the campus's security section

and gardeners, have been retrenched in the past six months alone. The union has not been consulted on these issues," a worker said

Workers also complained that the term "serious offence" had not been defined, and any "so-called breach of conduct is defined as a serious offence"

There was religious discrimination at the university as Indians and Muslims had to take leave on their religious holidays but Christians got paid leave automatically

Workers also wanted the structures of the university to be "democratised" so that all constituencies on campus were represented, and called for a commission of enquiry into the university's financial position

Workers said one of the biggest problems was the absence of a code of conduct for the university

There was also a need for induction programmes to train personnel

Responding to the allegations, UWC said in a statement it had an extensive recognition agreement with the union, which

made provision for procedures of dispute resolution

UWC said it was "confident" it was a fair employer

There could be no talk of a "crisis" as a dispute had not been declared regarding wage negotiations

"The pickets and actions by small groups of workers are clearly outside the agreement, and must be understood in the context of putting pressure on wage negotiations," a university spokesman said.

There had been no retrenchments and the university had an agreement with Nehawu that there should be a moratorium on retrenchments.

Nehawu could take the university to the Industrial Court if it were to engage in an unfair labour practice, but the union had "made no move to clarify its position in this regard"

"All other matters mentioned as statements of UWC Nehawu members are a blend of vague allegations and half-truths. They could be addressed formally if they were defined and put on the table in terms of the agreement"



# Women takes top Cosatu post

CP read 3/10/93

By NOMVULA KHALO

NO sexist jokes and rough language, please

That could be the warning to members of Cosatu's National Executive members at their next meeting ~~(SASA)~~

For the first time a woman colleague will be sitting down with them as an equal. And Connie September is not a woman to be trifled with, for she has been active in unions for a long time.

September, a clothing company shop steward, was elected second vice-president of the federation at the congress held at Vista University in Soweto last month.

She is also national treasurer of the SA Clothing & Textile Workers Union ~~(UDFA)~~

"I enjoy being involved in the trade union movement because I am committed to protecting the interests of workers," she told City Press.

"I am very excited about my new appointment. These positions were never meant for men only, and I would like to see more women get involved," she said.

September believes that it is a good time to be with workers as they help shape the new SA.

September said she would make sure that workers demands were met and their rights protected.

She said employees and employers should work together and create a pleasant working relationship to prevent retrenchments.

"Helping people in every way I can drives me and enables me to do a satisfactory job," she said.



**BREAKTHROUGH ... "I am very excited about my new appointment. These positions were never meant for men only, and I would like to see more women get involved," said new Cosatu second vice-president Connie September this week.**

## Cosatu: Drop petrol hike

THE government should "heed" the National Economic Forum's recommendations and suspend the recent petrol price increase, a Cosatu spokesman said yesterday. (153) (1407)

Mr Bheki Nkosi also said a moratorium should be placed on further increases until mid-December

Cosatu was keen to see what the government's decision would be when the cabinet met today to discuss the forum's proposals, he said

Meanwhile, traffic authorities said no taxi blockades took place yesterday despite recent threats that last month's taxi strike action would resume on October 4 if the petrol price increase was not scrapped

CT6/10/93

# Saawu to support the ANC

Sowetan 7/10/93

THE SA Allied Workers' Union is to throw its lot behind the African National Congress in next year's April 27 election.

General secretary of the 285 000-strong independent Saawu, Sam Kikine, told a Durban news conference yesterday his union would "join forces strictly with the ANC".

"We foresee a landslide victory (for the ANC) that day," he predicted.

Kikine said Saawu had been at the forefront of the campaign to release ANC president Nelson Mandela and had been instrumental in founding the Congress of SA Trade Unions.

It was, therefore, natural for his union to back the ANC, adding "most of our members are ANC supporters anyway" (140A) (115)

After the election, Saawu would support the SA Communist Party as it embarked on the second phase of its fight for socialism. — Sapa.

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## Cosatu piles up the issues

COSATU'S convenes a three-day meeting from next Friday to discuss wide-ranging topics - including the possibility of a general strike to force government to reverse the petrol hike

Media spokesman Neil Coleman said the committee was the only structure authorised to decide on "major issues" like a general strike

This week Cosatu and two other labour federations, the National Council of Trade Unions (Nactu) and the Federation of South African Labour Unions (Fedsal), agreed to embark on mild protest actions as the first phase of opposing the petrol increase

These measures include demonstrations, pickets and marches aimed at government and oil companies.

COSATU secretary-general Sam Shilowa said the Nats were refusing to admit that its Moss gas and Sasol projects had failed

CIPURAS 10/10/93

(140A)

Survival of Cosatu  
is at stake, warns  
union publication

□ Improved service to members seen as urgent

SHARON SOROUR  
Labour Reporter

COSATU's survival as a union federation is at stake unless it improves its service to members.

An article in Cosatu's publication, The Shopsteward, says few Cosatu organisers have the skills to help workers on issues of the day

"Workers are demanding greater skill and professionalism from their organisers. This demand will grow as new categories of workers, mainly white-collar workers and professionals, join Cosatu," said Shopsteward writer Sakhela Buhlungu

Cosatu had tripled in size since its formation in 1985 because workers saw it as part of the "struggle", but membership was now static

"The giant has stopped growing. Up till now Cosatu's

reputation has meant organisers have been able to afford to sit in the office and wait for members to join the union. But this will not necessarily be the case once democracy has been won

"Unless service to members improves, survival is at stake"

Zwelizima Vavi, former Cosatu organising secretary and now deputy general secretary, said the federation received "dozens" of letters every week from members complaining about lack of service

The matter was serious enough to be a common thread running through affiliates' national congresses this year

The National Union of Metalworkers (Numsa) noted that in some areas members had left to join other unions while the South African Commercial, Catering and Allied Workers' Union (Saccawu) said it was a "known fact" that members

were not happy with the union's service

The Transport and General Workers' Union said "This poor quality service has resulted in death threats, withdrawals of subscriptions, sit-ins and head office interventions. But, above all, it has led to resignations by disillusioned workers"

Cosatu's organising department also noted that disillusioned workers were no longer attending union meetings, which meant the leadership was working without a mandate from the membership

The department blamed weak union structures for poor service

Unions had not been able to adapt speedily enough to changing times

Shop stewards also needed more sophisticated training now, but no proper system of consistent shop steward training was in operation

140A

ARG 12/10/93

# Cosatu calls shock strike

SITINGO 17/10/93

(140A)

## Pienaar wakes up

### to a

## Transvaal triumph

By DAN RETIEF

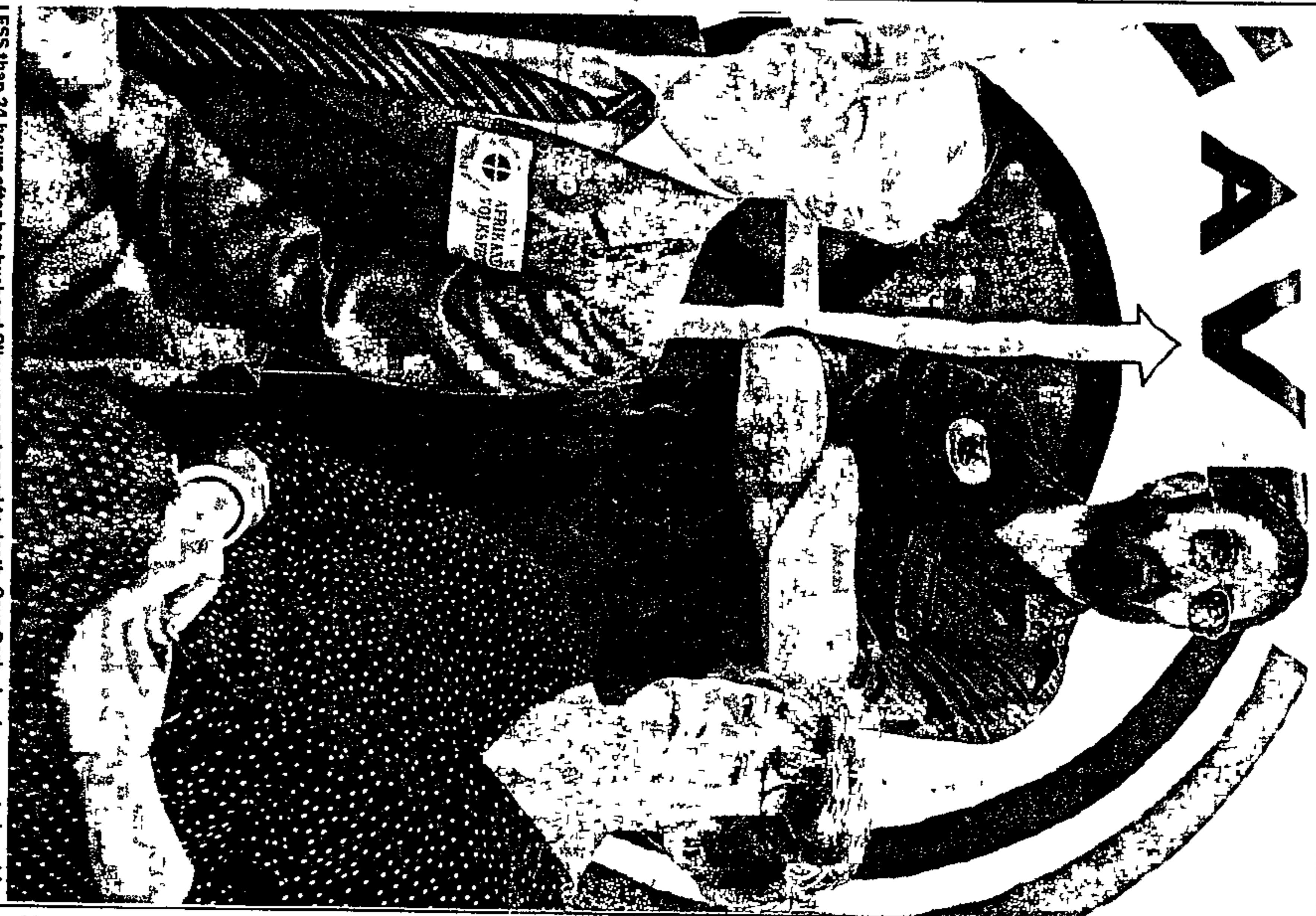
NSVAAL'S Golden Lions edged off the loss of their captain Francois Pienaar and staged a magnificent second-half fightback in the Bankfin Currie Cup for the first time in 21 years at Kings yesterday.

Pienaar was helped off the field on his left leg after six minutes of the match after he had been knocked unconscious tacking Natal centre Dick Laidlaw, but beaming, Pienaar crashed back on to the field. "I cannot remember anything, I don't remember leaving the field. But my head cleared when I went to sit in the stand and saw that Pienaar were in the lead. Fantastic. It is a credit to our team work and the fact that we were able to put under pressure."

Pienaar will have to submit to a compulsory two-week lay-off which means he will not be able to play during the week of the tour to Argentina when he leaves for Buenos Aires on Monday.

Pienaar's points-scoring hero, Gavin Hastings, said the victory made up for the disappointment of having missed the Springbok side to tour Argentina.

The best part of this Transvaal team was the handling of pressure. Once we were in front they were never going to let us back. The forwards were pegged back in the first half. Stransky's fourth penalty to the right of becoming demoralised and struggling surged back into the field — inspired by a fine performance by stand-in skipper Ian Macdonald. Pienaar scored the only two tries of the match, by fullback Gavin Hastings and the irrepressible Uli Schmidt, to



LESS than 24 hours after her husband Clive was sentenced to death, Gaye Derby Lewis was seated next to General Constand Viljoen at an Afrikaner Volksfront rally in Pretoria yesterday. Picture JUHAN KLUUS

By RAY HARTLEY and EDYTH BULBRING

THE 1.2-million-strong Congress of South African Trade Unions (Cosatu) has called a national general strike for November 15 to protest against clauses limiting worker rights in the draft constitution.

In a shock announcement yesterday afternoon, Cosatu general secretary Sam Shilowa said the strike would go ahead unless negotiators at democracy talks agreed to:

- Remove a proposed clause in the constitution guaranteeing the tenure of civil servants after the April 27 election;
- Remove a clause from the interim bill of rights enabling employers to lock out striking workers.

The unexpected strike call represents a break with Cosatu's previous commitment to discuss national mass action with its chief ally, the ANC.

The go-it-alone decision to pressure talks in such a dramatic way is a strong statement by the federation's young leaders that they will not be dictated to by political organisations.

Government and ANC officials approached yesterday seemed flummoxed by the decision.

The government's chief negotiator, Mr. Roelf Meyer, said it was hardly the time to talk of dissension. "One wonders whether Mr. Sam Shilowa is not trying to make a name for himself and put himself on the map," ANC officials had no comment.

Gengold chairman Gary Mande said Shilowa appeared to be "taking a very one-sided view of life."

"It seems unreasonable to me, particularly if that they are objecting to a lockout. I don't object to the right to strike as long as the employer has rights of his own at the time of the strike," he said.

Mr. Shilowa said yesterday's decision by the federation's central executive committee had nothing to do with the government's petrol price increase.

Cosatu's move comes after a week in which democracy talks came under attack from the right-wing Freedom Alliance and President F.W. de Klerk proposed a national referendum to legitimise the constitution if consensus was not reached.

The Cosatu central executive committee resolution calling for the strike also condemned the proposed referendum, saying it would be "too costly, will not deliver democracy and merely seeks to delay the holding of the real referendum — elections."

The strike announcement represents the first breach of the growing policy consensus between the federation, the ANC and business following the recent lifting of sanctions.

Mr. Shilowa said the strike had been timed for the week before the planned special sitting of Parliament on November 22, which would formally pass the constitution.

He told a media briefing yesterday that workers would march on the World Trade Centre on October 28 to pressure negotiators into acceding to the two

## Never mind wacko Jacko, here comes his saucy sister!

Sunday Times Reporters

THREE of the world's most popular pop singers are planning to rock South Africa like it's never been rocked before.

Hard on the heels of superstar Elton John's announcement that he will perform at Sun City comes confirmation that La Toya Jackson, Michael Jackson's controversial sister, will arrive for a four-city tour here in late November.

Final decisions will be made this week about a countrywide tour late this year or early next year by top British singer-songwriter George Michael.

And superstar Phil Collins has promised that SA will be included in his next world tour, scheduled to take place in 1994/95.

In the wake of Michael Jackson's on-off tour saga, La Toya's agent, Guy Anderson, has faxed a message to the Sunday Times, assuring fans that her tour plans are definite.

She begins her tour in the Village Green in Durban on November 18 before moving to the Indoor Sports Arena in Springs on November 20, the Saxonow Arena in Pretoria on November 22, and the Good Hope Centre in Cape Town on November 24.

Various local organisations have been approached about plans to extend



LA TOYA Jackson singer La Toya Jackson is set to tour in the country at the same time.

An entertainment industry spokesman said it was a 90 percent certainty that George Michael would be singing the New Year in for his South African fans.

# Lexington

Sights



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ANC officials had no comment.

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pressure negotiators into  
acceding to the two de-  
mands.

Cosatu would also  
demand to meet the plan-  
ning committee to discuss  
the interim bill of rights.

The length of the general  
strike would be discussed  
by Cosatu's 10 regional  
congresses scheduled for  
next weekend, he said.

Government installa-  
tions would be picketed  
and mass rallies would be  
held in the first week of  
November, building up to  
the general strike on  
November 15, Mr Shilowa  
said.

"You can't reach agree-  
ments that prevent the  
true democratisation of the  
state and entrench civil  
service jobs."

National Health and  
Allied Workers' Union  
general secretary Phillip  
Dexter warned that the  
general strike was not a  
bluff. "This is a matter of  
fundamental interest to  
workers. It is not a matter  
over which threats are  
made — it is a matter over  
which action will be  
taken," he said.

South African Clothing  
and Textile Workers'  
Union deputy general sec-  
retary Ibrahim Patel said  
the strike would last for at  
least one working day.

"We want to make it  
clear that we support the  
transition and we are  
committed to elections on  
April 27," he said.

# ANC

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# ings

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NEWS  
Labour body rejects referendum plan

# Cosatu briefs allies on national strike

Star 18/10/93  
140A

BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu will begin briefing its allies, the ANC and the SACP, today on its decision to call a national strike from November 15 if certain of its key demands — among them that a general election be held as planned on April 27 without the intervening stage of a referendum — are disregarded.

Cosatu had taken note of the reasons advanced by the Government on why it might be better to hold a referendum before an election, the violence, the little time left, the massive voter education task yet to be done, and so on. "But," said general secretary Sam Shilowa yesterday, "we reject it."

The other demands involve workers' rights, for which Cosatu demands further protection in the interim Bill of Rights, and a diminution of the job security that constitutional negotiators

## UNION alliance will call for a November 15 strike if its key demands about the election and workers' rights are not met

envisage extending to members of the civil service

Cosatu made the strike decision at a central executive committee (CEC) meeting which ended on Saturday. The duration of the strike will be decided in consultation with Cosatu's 10 regional congresses, which will meet this weekend to deliberate the matter, Shilowa said.

A final decision will be left to the CEC on November 5. Cosatu will hold mass rallies in all major centres on November 6 and 7 as a prelude to the strike.

The federation will today also seek a meeting with the multi-party planning committee this

week — possibly tomorrow or on Wednesday — to discuss its objections to the interim Bill of Rights and have them discussed at a full meeting of the Negotiating Council, Shilowa said.

While there had been no formal response to the strike plan by the allies yesterday, SACP general secretary Charles Nqacula is believed to support it.

Shilowa told The Star the 1,2 million-member federation would proceed with a strike, regardless of damage to the economy.

Shilowa denied the strike announcement was an attempt by Cosatu to show it could "differ with its allies."

He rejected a claim by the Government's chief negotiator, Constitutional Development Minister Roelf Meyer, that having been recently appointed to succeed Jay Naidoo as general secretary of Cosatu he was "trying to make a name for himself."



# Union chiefs explain reasoning behind Cosatu's national strike call

THE proposed blanket constitutional guarantee of tenure for public servants would undermine the capacity of future policy makers to eliminate the duplication and waste inherent in the apartheid bureaucracy, SA Clothing and Textile Workers' Union deputy general secretary Ebrahim Patel said yesterday.

He was explaining part of the rationale behind the Cosatu executive committee decision on Saturday to recommend a national strike on November 15.

The federation also objected to including a clause in the proposed Bill of Rights en-

shrining an employer's right to lock out employees.

The call for a strike was subject to ratification by members who would be canvassed from this week.

Patel said Cosatu was not attempting to purge the public service. "However, a blanket guarantee will limit a future government's ability to restructure the public service. It would also affect affirmative action programmes unless the government had an infinite capacity to swell the number of public servants."

National Education, Health and Allied

Workers' Union outgoing general secretary Philip Dexter said security of tenure was guaranteed only for SA public servants and did not cover the TBVC states and self-governing territories. "White workers are therefore assured of their positions. Many black workers are not."

Patel said the right to strike, contained in the draft Bill of Rights, merely served to counter employers' "property" rights. If these were bolstered by the right to exclude workers, it would distort the balance

meetings, factory occupations and sit-ins. A march to the World Trade Centre and mass rallies were also on the agenda.

Cosatu would also meet the ANC as soon as possible to discuss the issues and would request a meeting with the negotiating council to give its view on the proposed Bill of Rights and "request it not to proceed with the existing wording", Patel said.

However, Cosatu wanted the process to proceed towards an April 27 election.

Cosatu would also meet Nachu and the Federation of SA Labour Unions to discuss joint action.

# Cosatu: Strike to be decided on

(140A)  
(162)  
CT18/10/93

Own Correspondent

JOHANNESBURG. — Cosatu's call for a national strike on November 15 is to be ratified by members this week.

Cosatu spokesmen said yesterday the strike decision had been considered because of concern about legislation now being discussed at the negotiating council.

Among the clauses Cosatu objects to is part of the interim constitution granting civil servants blanket security of tenure after the April 27 elections.

A blanket guarantee would restrict future restructuring of the civil service and the elimination of "waste inherent in the apartheid bureaucracy", Mr Ebrahim Patel, deputy secretary general of the SA Clothing and Textile Workers Union (Sactwu) said.

"It would also seriously affect affirmative action unless the future government had an infinite capacity to swell the number of public servants," he said.

The National Education, Health and Allied Workers Union particularly opposed "discriminatory action" whereby security of tenure had not been guaranteed for civil servants in the TVBC states and self-governing territories, outgoing deputy general secretary, Mr Philip Dexter said.

"White workers are assured their

positions, black workers are not. Cosatu obviously will not accept this," he said.

Cosatu's other concern is the proposal to enshrine an employer's right to lock employees out.

Mr Patel said the right to strike, which was contained in the draft bill of rights, merely served to counter employers' property rights. If these were bolstered by the right to exclude workers, it would fundamentally "distort the balance of power".

Strike action was described by Mr Dexter as Cosatu's last resort. He said Cosatu's demands were alliance positions and had been put forward at negotiations by the ANC but had not been taken into account in the redrafting of proposed legislation.

## Action

A special Cosatu executive committee meeting has been scheduled for November 5 to discuss feedback and whether the negotiating forum had responded.

Meanwhile, Cosatu has scheduled a programme of action at workplaces, including meetings, factory occupations and sit-ins. Also on the agenda are a march to the World Trade Centre on October 28 and mass rallies.

Cosatu would also meet as soon as possible with the ANC and would request a meeting with the negotiating council, Mr Patel said.

# Cosatu 'to blockade city and airport'

By PETER DENNEHY

COSATU in the Western Cape announced plans yesterday to blockade the city, the waterfront and the airport separately over three days — starting today — in protest against the petrol price hike

Mr Xolile Nxu, leader of Cosatu in the Western Cape and a co-chairman of the Western Cape Fuel Crisis Forum, announced this yesterday at a "mass meeting" attended by about 400 people at Athlone Stadium.

"We are going to blockade town, and see what Keegan is going to do," said Mr Nxu, referring to a remark by the mayor of Cape Town, Mr Clive Keegan, that anyone engaging in a blockade of the city could expect the full force of the law to be used against them.

"On Tuesday (tomorrow) we will be blockading all the oil industries, and also the beautiful harbour," Mr Nxu continued.

"On Wednesday there will not be any planes flying, because we will be blockading the airport. This is the programme of action."

He stressed that no stayaway from work had been called

In a blow to the fuel crisis forum, however, the township taxi association Codeta stayed away from yesterday's meeting altogether, and did not ferry anyone to it either.

A man at the meeting who declined to be named but who said he was from the Bellville Taxi Association, said he would report back to his organisation, which would then decide whether to take part in the proposed action.

Asked if the poor attendance did not reflect community disapproval of proposed taxi protest action, Mr Nxu said there had been problems with transport to the meeting, which had not been well publicised.

Mr Nxu said a motorcade would start from 10am in Wetton Road, Wetton, and drive slowly into Cape Town's central business district, where the taxis would conduct a "rolling blockade" by driving slowly around the city centre.

The general secretary of the ANC in the Western Cape, Mr Tony Yengeni, referred in his speech to the absence of "one of the taxi associations", and added that "we don't know why. We hope that in the forum meetings that will take place, we will get an explanation about their reservations about this rally today."

Mr Morris Nomala, general secretary of Codeta, said earlier this month his organisation wanted whatever action was decided on to cause "minimal disruption to the community".

Apart from Codeta, the taxi associations that belong to the Western Cape Fuel Crisis Forum are: The Mitchells Plain transport forum, Wynberg Interchange, Bellville, and Belhar/Delft. Representatives of Mitchells Plain and Bellville were the only taxi leaders who spoke at the meeting.

● A national spokesman for Cosatu could not be reached last night for comment.

*Threat referred to alliance leaders*

# ANC and Cosatu at odds over strike

Star 19/10/93

(140A)

■ BY PAUL BELL  
LABOUR CORRESPONDENT

After an all-day meeting with Cosatu yesterday, the ANC issued a distinctly thin-lipped statement on its labour ally's threat to call a national strike next month.

Its tone, in referring the matter for discussion by "the broader tripartite alliance leadership", suggests the federation has found itself at odds with its alliance partners.

Cosatu said at the weekend it would call for a week of demonstrations culminating in a national strike on November 15 — an announcement that took the ANC by surprise.

The federation is demanding that the constitutional negotiators scrap a clause in the interim Bill of Rights allowing employers to lock out workers, and reverse the Bill's guarantees of job security for civil servants.

Cosatu is also demanding that the negotiators not attempt to substitute a referendum for the

**SIGNALS are sent to federation to reconsider action to enforce changes to Bill of Rights, as chorus of opposition swells**

planned April 27 election.

Yesterday, after a meeting of senior alliance leaders at ANC headquarters, the ANC confined itself to saying that reports and proposals arising from Cosatu's central executive committee at the weekend (meaning the strike) had been discussed.

Specifically, worker concerns over a clause in the chapter on fundamental human rights of the Interim Constitution, and the future of the civil service, had been discussed.

"The meeting agreed to refer these matters for the attention of the broader tripartite alliance leadership."

There were indications of dis-

tinct differences between Cosatu and the ANC on the strike threat, and that the ANC believed Cosatu had acted on the basis of "incorrect information".

The ANC is clearly asking Cosatu to reconsider.

Meanwhile, the South African Chamber of Business has added its voice to the chorus of opposition to the strike call.

Sacob manager Janet Dickman called it "very inappropriate — especially since they have a forum, the National Manpower Commission, in which to raise such issues".

Dickman said the call had taken Sacob by surprise, and that the chamber was worried about the possible effect on the economy, when investment confidence was so fragile.

Brian Angus, chief executive of the Steel and Engineering Industries Federation of South Africa, used similar language, and said Cosatu had not raised these issues through the appropriate channel, the NMC.



## NEWS Holomisa wins the day as relations improve ● Federation rejects FW's proposal

# Cosatu to decide on strike action

Sowetan  
19/10/93

(1p0A)

By Ike Motsapi

THE Congress of South African Trade Unions will decide on November 5 whether or not to go ahead with its intended strike action set for 10 days later next month.

The trade union federation is demanding, among other things, that elections for a new democratic order should be held on April 27 as scheduled. It rejects President FW de Klerk's decision to hold a referendum to test the will of the people.

And Cosatu will hold rallies on November 6 and 7 throughout the country as a prelude to the strike.

Cosatu's national executive committee at the weekend resolved to

● Condemn the inclusion of the right to lock out in the draft Bill,

● Campaign to ensure that the contents of the interim Bill of Rights do not

undermine workers' rights and trade union facilities,

● Ensure that any undertakings in respect of civil servants do not entrench an anti-labour bureaucracy,

● Limit the prospects of restructuring the civil service, and

● Force the federation to carry personnel in the public sector who are corrupt or who are the products of apartheid.

Mr Bhekri Nkosi, Cosatu's media officer, yesterday said the trade union federation had thrown the idea of a national strike on November 15 to its affiliates. Cosatu will also consult with the broad liberation movements, National Council of Trade Unions and Federation of Salaried Workers.

Nkosi said the United Workers Union of South Africa, an Inkatha Freedom Party aligned trade union, would not be consulted "because it will serve no purpose".

# Cosatu to forge ahead on strike

Own Correspondent

JOHANNESBURG. — Cosatu insisted yesterday that it would forge ahead with plans to hold a general strike and added to its list of grievances the Freedom Alliance's "disruptions". It opposed a referendum to resolve the negotiations, impasse and the granting of unnecessary regional powers.

(FOA) (S)

Cosatu general secretary Mr Sam Shilowa said Cosatu could not allow the Freedom Alliance to hold the country to ransom.

CF 20/10/93  
● Cosatu set to strike — Page 5

# No rift with ANC on strike - Cosatu

*Star* 20/10/93

■ BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu general secretary Sam Shilowa has denied a rift with the ANC over the federation's strike call but acknowledged it had taken them by surprise (ILOA) ~~the~~

He said yesterday there was no difference on principle and that the threat had been made to strengthen the ANC's hand against the right wing in negotiations

In an interview with The Star Shilowa said it might be necessary, however, to "repackage" for workers the reasons for a strike

The strike issues centre largely on the position of workers under the proposed interim Bill of Rights

A repackaging would concentrate on what Shilowa described as the Freedom Alliance's "threat to democracy" and on President de Klerk's growing inclination to hold a February referendum rather than an April election, which Cosatu firmly opposes

There was also the extent of regional powers under the constitution to be considered

Cosatu had looked at these issues and the threats to the ANC's position, and decided strike action was appropriate

"Experience tells us if you do not have a programme of action running parallel with a negotiations process, it takes months of mobilisation before there can be action," Shilowa said



# Cosatu set to strike alone if necessary

JOHANNESBURG — Preparations are in full swing for a general strike on November 15 to buttress the Congress of South African Trade Unions' demands

At a news conference here yesterday Cosatu general secretary Mr Sam Shilowa said the trade union federation was sending its senior

officials to different areas of the country to canvass worker support for the mass action programme.

He said the proposed strike would go ahead irrespective of the views of its tripartite alliance partners, the African National Congress and the SA Communist Party, if Cosatu's demands were not met by No-

November 5 Cosatu is objecting to a clause in the interim Bill of Rights entrenching the right of employers to lock-out striking workers and to a recommendation at democracy talks guaranteeing civil servants security of tenure after April 27 next year.

Cosatu president Mr John

Gomomo stressed that Cosatu was an independent democratic federation "The ANC does not have a right to tell us what to do," he said

The ANC and SACP have said only that they would consider the proposed mass action

14094  
14094

● Workplace meetings (October 25 to 29)

● A march to the World Trade Centre (October 28)

● A picket of government installations (November 1 to 5)

● Mass rallies (November 6 to 7)

● Sit-ins and occupations of factories (November 8 to 12)

— Sapa

## Warning to Freedom Alliance

# Cosatu set to defy ANC in call for strike

B1 Day 20/10/93

COSATU yesterday vowed to forge ahead with plans for a general strike, adding the Freedom Alliance's "disruptions" to its list of grievances justifying the action (ILOA)

Cosatu leaders said the federation retained the right to act independently of its alliance partners, and the strike would go ahead even if opposed by the ANC.

The federation's central committee last week proposed a three-week campaign culminating in a general strike, in protest against clauses in the proposed interim constitution entrenching employers' right to lock out workers and security of tenure for public servants

Yesterday they also accused the Freedom Alliance of attempting to delay the transition to democracy

If these issues were not addressed by November 5, the union would go ahead with its campaign. Planning was under way and other union federations were being consulted

"We are not bluffing," said Cosatu general secretary Sam Shilowa. Although the ANC was consulted only after the decision had been taken, he was "pretty confident" that the ANC would "come on board" if no settlement was reached.

Cosatu president John Gomomo, who attended a meeting with the ANC on Monday, said he did not think the ANC was against the action. The ANC's only reservation was

TIM COHEN

that Cosatu should have informed it before telling the Press. But "the ANC is not there to tell us what to do, that is clear. Cosatu is an independent organisation which takes its own decisions."

Shilowa said Cosatu's alliance with the ANC "must be understood to mean that we have an alliance between independent parties" If the ANC could prove that the strike was badly timed, the decision could be changed, but this did not mean Cosatu was giving up its independence. It retained the right to act on its own and had a mandate to plan the campaign

"We have learned in negotiations that the only ones that have delivered are the ones backed up with a plan of action"

Cosatu also opposed a referendum to resolve the negotiations impasse and would not allow national government to be paralysed by granting unnecessary power and functions to regions

It could not allow the Freedom Alliance to hold the whole country to ransom "Part of our actions around November 15 is also an indication to the Freedom Alliance that they should be aware, they can't make unrealistic demands," Shilowa said

Cosatu rejected charges that the strike was a bid by its new leadership to flex its muscles, saying the decision had not been taken by the leadership, but by affiliates

14071  
252  
CT 26/10/93

# Cosatu threatens protest

JOHANNESBURG — The Congress of South African Trade Unions, proclaiming a "life or death campaign" against a lock-out provision in the Bill of Rights, said yesterday it would muster 50 000 members for a demonstration on Thursday at the World Trade Centre

"It's a matter of life or death for the trade unions," said Cosatu's Northern Transvaal regional secretary Mr Joe Selau

Cosatu has accused negotiators at the World Trade Centre in Kempton Park of trampling trade union rights by incorporating a clause on employers' rights to lock out workers in a labour dispute

The 1,3-million-member trade union congress has announced a programme of protests, culminating in a general strike, to compel the negotiators, including its ANC ally, to throw out the clause

Cosatu has been trying to win the support of the ANC in its campaign — Sapa

# Cosatu, taxi industry discuss protest plans

(40A) (23) (11)  
The Argus Correspondent

JOHANNESBURG — Cosatu is meeting the taxi industry today to discuss action to press the government to withdraw the remainder of the 7c/litre petrol price rise

ARG 26/10/93  
The government's decision last week to reduce the increase by 2c/litre comes into effect at midnight on Saturday, but it has failed to silence the taxi industry and Cosatu affiliates

Cape Town taxi organisations did not implement planned blockades of petrol stations yesterday

Cosatu assistant general secretary Zwelinzima Vavi said the federation would accept no less than the withdrawal of the whole 7c/litre increase, and would continue preparing for protests until the government acceded to this demand

Plans included taxi blockades, pickets, sit-ins and the occupation of government buildings

Cosatu is also organising protests from Thursday as a build-up to the November 15 strike to demand the withdrawal of the clause in the draft Bill of Rights which entitles employers to lock out striking workers

# Mixed response to Cosatu strike call

BIDAY 26/10/93

COSATU affiliates appeared divided yesterday over the national strike call.

Two of the largest affiliates issued differing statements about their plans of action. Last week's strike call came in response to entrenching a lock-out clause in the interim Bill of Rights and constitutional protection of public service jobs after the election.

The National Union of Metalworkers of SA (Numsa), representing about 240 000 members, said its central executive had discussed the strike call. "The committee resolved to ask Cosatu to urgently seek a resolution to the problem with the National Manpower Commission and the alliance in order to ensure that workers' rights are protected."

Numsa officials refused to say if this meant Cosatu's second largest affiliate was not wholeheartedly behind the proposed strike. "It is a thorny issue and we cannot disclose more details," a source said.

Other union sources said some affiliates had expressed resistance to the decision, but would abide by it as it had been ratified by Cosatu's central executive committee.

The Southern African Clothing and Textile Workers' Union (Sactwu) was unequivocal in its support of the strike. As Cosatu's third largest affiliate, representing more than 160 000 members, Sactwu said objections to an employer's

ERICA JANKOWITZ

right to lock workers out and protection of public service jobs after the election had to be taken seriously. "The Cosatu call for a national strike on November 15 has been fully endorsed by the national executive of Sactwu," the union said. (140A) (S)

Sactwu committed itself to mobilising support for the strike and adopted an action programme starting yesterday. Included in the plan are sending faxes to the ANC calling for the lock-out clause to be scrapped, asking employers to sign a declaration distancing themselves from the clause, workplace meetings, a march to the World Trade Centre on Thursday, pickets, rallies and sit-ins.

The NUM, Cosatu's largest affiliate, said it had yet to evaluate Cosatu's proposal.

Sapa reports Cosatu's four Transvaal regions said they would attract 50 000 marchers on Thursday. They said regional ANC structures had expressed support for the campaign.

Cosatu's other alliance partner, the SACP, aligned itself with Cosatu's stand. The SACP supported scrapping the lock-out clause, but said current negotiations on the future of the public service did not include entrenching individuals in existing posts.

## DP's Ainslie joins the ANC

DURBAN — Natal DP executive committee member and prominent unrest monitor Roy Ainslie yesterday defected to the ANC. BIDAY

He said he had always hoped the DP would form an election pact with the ANC but this had become less likely over the past few months. 26/10/93

"I believe the ANC needs a huge and decisive victory in the elections and it appears there are people in the DP whose sole purpose is to deny them this," he said.

He would be co-ordinating the ANC's monitoring campaign in southern Natal in the run-up to elections. There was "no doubt" the ANC would win a majority in Natal, but a peaceful climate was needed so people would vote.

Natal DP chairman Kobus Jordaan said Ainslie took with him a commitment to transform SA into a country where the liberal, democratic values of the DP would be imbued in all its citizens. He hoped Ainslie would achieve this in the ANC, although the DP believed its commitment to democracy was questionable. — Sapa. (S)

## Guns held members

POSSESSION of firearms by Police a Prisons Civil Rights Union (Popcru) members was "worrying" because the organisation's loyalties did not lie with professor policing, Law and Order Ministry spokesman Craig Kotze said yesterday.

Law and Order Minister Hennis Kriel met top SAP generals yesterday to discuss Popcru activities and "politicisation of force" by the union and the ANC, Kriel confirmed.

He declined to divulge details of the meeting, but said police grievances had also been discussed. Kriel would issue statement "in due course".

Referring to the dismissal for mutiny

# ANC backs Cosatu march against lock-out provision

WILSON ZWANE

THE ANC PWV region yesterday called on its supporters to join Cosatu's march on the World Trade Centre tomorrow to protest against entrenched a lock-out clause in the Interim Bill of Rights and constitutional protection of public servants after next year's election.

But the organisation said it had not taken a position on whether it would support the union federation's call for a national strike on November 15.

ANC PWV secretary-general Paul Mashatile said his organisation rejected any proposal which gave employers the right to lock out striking workers. "The tripartite alliance believes the right of workers to strike should be reflected in a Bill of Rights," Mashatile said.

The organisation was also opposed to entrenching the protection of public servants in the interim constitution which, according to Mashatile, was "ridiculous" as it played havoc with the new administration's right to restructure the public service. Mashatile said the protest action

was intended to strengthen the hand of ANC negotiators who, he believed, would "stand firm" against anti-worker clauses.

The region's decision, taken after consultations with Cosatu and the SACP on Sunday, had been communicated to Shell House, he said.

Mashatile said the strike call was "sensitive", given the number of stayaways the alliance had called so far and the dismissals which had stemmed from them.

Consultations were being held with ANC allies and mass democratic movement organisations.

Cosatu official Sicele Shiceka said the march on the World Trade Centre did not imply a stayaway.

As the march was planned for between 12 noon and 2pm, workers should be able to leave work for that period to join the march.

He said Cosatu had written letters to employers asking them to release their employees.

## Nearly 13% more foreign visitors arrive

THERE was a 12,7% increase in overseas visitors to SA from January to July this year compared to the same period last year, Satour said yesterday.

Arrivals from Europe increased 8,9% while those from North America were up 17%. Visitors from Central and South America rose 27,6%, Australians 15,1% and South-East Asians 38,1%. Of the 339 981 visitors,

72,7% came on holiday, 17,4% on business and 9,9% to study.

Satour said SA's top 20 markets for this period were the UK, Germany, the US, France, Taiwan, Australia, the Netherlands, Switzerland, Italy, Canada, Belgium, Austria, Israel, Japan, Portugal, India, Mauritius, Sweden, Ireland and Brazil.



ANC PWV secretary-general Paul Mashatile announces the organisation's stance on Cosatu's protest campaign.

Picture: ROBERT BOTHA

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oting at Tokoza taxi rank

# Cops to keep watch on Cosatu march

Sowetan 28/10/93

THOUSANDS of members of the Congress of South African Trade Unions will march on the World Trade Centre in Kempton Park today in what is expected to be the biggest ever demonstration at the centre

Police said they would maintain a strong presence during the march, which is in support of workers' demands (1407)

Police spokesman Lieutenant Deon Peens said members of the Internal Stability Unit would be deployed at the centre, while policemen and SA Defence Force personnel would be on standby to maintain law and order

Dogs, water cannon and razor wire would be used to prevent marchers from "getting out of hand", he said.

Cosatu last night condemned "in the strongest possible terms the provocative statement of SAP spokesman Lieutenant Deon Peens"

It said the statement bore "eloquent testimony to the need for us to take action against the apartheid bureaucracy".

Cosatu said marchers would proceed to the centre at noon

"Let us send a clear signal to those backward apartheid forces inside and outside the World Trade Centre who are trying to delay democracy that they will meet with the wrath of all patriotic South Africans." — Sapa

# Cosatu strike threat remains

Star 29/10/93

■ BY PAUL BELL and  
BRONWYN WILKINSON

The constitutional negotiators will refer the controversial worker lock-out clause in the proposed interim Bill of Rights back to the National Manpower Commission (NMC), but Cosatu remains unsatisfied and is maintaining its threat of a general strike

The ANC and the SACP say they agreed to the clause because they "had been given to understand" that it had already been agreed to by the Government, labour and business in the NMC

But, they say, they now accept that this was not the case and their negotiators "will now fight that clause with all (their) power", SACP national chairman Joe Slovo told 10 000 Cosatu members yesterday. The workers had massed peacefully outside the World Trade Centre to press for the scrap-

ping of the clause and other demands.

Slovo said the clause "must go back to the NMC where it can be cleared up" — a suggestion that found favour with Government negotiator and Manpower Minister Leon Wessels Wessels, when asked to comment at the World Trade Centre, said "That's where it should be sorted out. Let the professionals deal with it."

## Denial

Wessels accused Cosatu general secretary Sam Shilowa, however, of bad faith, saying the Cosatu leader had been present when the clauses were discussed by the negotiators. Shilowa denies this, saying his and the SACP's opposition to them had been made known from the beginning.

The proposal appeared at first to be a tidy one in that it would boot the issue out of the negotiations process for

the moment and demonstrate that the ANC tripartite alliance was wholly in support of Cosatu's demands (140A)

Later in the afternoon, however, Cosatu — which has threatened mass action and a general strike if the clause is not removed and other demands are not met — warned the Negotiating Council that this would not absolve it from dealing with the issue.

The clause would give employers the right to lock out workers. Cosatu also opposes another clause that would guarantee the jobs of civil servants after the election. And the federation is also using its mass action threat to try to kill off the possibility of a pre-election referendum.

Shilowa and other Cosatu leaders emerged grim-faced from a meeting with a delega-

► To Page 3

# Cosatu's strike threat

Star 29/10/93

(140A)

## ◀ From Page 1

tion of the Negotiating Council's planning committee at Kempton Park. The committee had received Cosatu's motivating memorandum on Wednesday and the Cosatu delegation, which arrived for the meeting in bullish mood, came out clearly disappointed that the committee had not been ready to respond there and then.

Before returning to address his supporters, who were waiting at the gates under the watchful eye of the Internal Stability Unit and uniformed police, Shilowa said the Cosatu delegation had told planning committee members Colin Eglin and Stella

Sigcau that they expected a reply by Monday on how negotiators intended to deal with the issue.

"We have no solution as yet and we have made it clear the programme of mass action (which could include a general strike from November 15) remains in place until such time as our demands are met. We want a decision taken here. If nothing has happened by November 5 (the deadline for the conclusion of negotiations) then we'll announce the duration of the strike."

Earlier in the day, workers had gathered for the march on a field near the Isando railway station. Those who arrived by train streamed over a

pedestrian bridge to the field, many carrying homemade weapons. These had been stowed under clothes by the time the march, which began shortly after 2 pm, reached the centre's gates.

Hundreds of young men broke through marshals at the front and sprinted the kilometre to the gates, chanting "One settler, one bullet".

More than 20 speakers addressed the restless crowd during their three-hour wait.

Police and soldiers, who spent the morning playing soccer on a field inside the grounds, stood at attention outside the gate all afternoon.



# Union in demo at WTC

Sowetan 29/10/93

By Ike Motsapi

MEMORANDUM Workers demand that

right to withdraw labour be entrenched:

**T**HOUSANDS of members of the Congress of South African Trade Unions yesterday converged on the World Trade Centre in Kempton Park to protest against alleged violation of workers' and trade union rights

Workers met at an open space near the WTC where they were addressed by the trade union federation's leaders before marching at 2pm to protest at the negotiating forum (UFOA)

Units of the police and South African Defence Force guarded the entrances to the WTC. The crowd was not allowed to enter the WTC premises but instead held a rally outside the building. Cosatu general secretary Mr Sam Shilowa told the crowd a memorandum detail-

ing their grievances was handed to the Multiparty Negotiating Forum on Wednesday and they had expected a reply by yesterday

But by 5pm the crowd, which had been waiting patiently outside the centre, started dispersing when they realised they would not receive a reply by yesterday

Earlier, Shilowa said the MNF had to respond by November 5 to their demands or face the prospect of a national strike 10 days later

"The clause on labour relations in the Interim Bill of Rights, while entrenching the right of workers to strike with the one hand, takes this

away with the other by attempting to entrench into the constitution the right of employers to lock out strikers," said Shilowa

"Employers have the right to ownership of property entrenched in the constitution. They own and control the means of production

"The only right that workers have as a counter balance is the withdrawal of labour and this should be equally entrenched in the constitution," he said

South African Communist Party chairman and member of the MNF Mr Joe Slovo said the Interim Bill of Rights had not been adopted but had been "placed before us for consideration"

## Call for safety for bus drivers

Staff Reporter ~~226~~ (110A)

THE Transport and General Workers' Union has called for attacks on bus drivers to stop and claims the crisis which has prevented buses from operating in townships since mid-September may cause the collapse of bus services in the Western Cape.

This comes after attacks in Khayelitsha on Wednesday where buses were sprayed with bullets and a passenger was wounded.

CT 29/10/93  
The crisis could close the bus service and mean loss of jobs, said the union.

**I**N Máy 1993 Cosatu outlined publicly a number of clauses contained in the draft Interim Bill of Rights and the draft Constitution during the transition which, if not changed, scrapped or replaced, would affect the future of the trade union movement and the ability of a new government to implement a reconstruction programme. These were

- The right of employers to lock-out workers,
- The clause on "equality" which we believed could frustrate any attempt at affirmative action,
- The property clause which would make it impossible to implement a land reform policy,
- "Freedom of association" which, if not well qualified, could destroy our agency and closed shop agreement, and
- "Freedom of economic activity" which could be used to justify employment of scab labour during strike action

We raised all of the above because ever since our inception, we have always fought for freedom, justice, peace and democracy. We were not prepared to shirk our responsibility of pointing out those issues we felt would not lead to liberation but to continued exploitation and frustration of workers and the poor.

When we met on October 15-16 to take stock we realised that while certain issues had been addressed, the picture still looked the same.

- The right to lock-out was still included,
- The property right clause in relation to the land issue had not been dealt with,
- More powers, duties and functions were being proposed for regions and if passed, the ability of a democratic government to provide houses, health, electricity and implementation of a reconstruction programme would be taken away,
- The Technical Committee on constitutional matters had proposed the extension of tenure for the civil service beyond April 27, not for provision of services as they allege, but to give effect to the regime's effort of entrenching the present bureaucracy as had been done in Namibia,
- De Klerk, in attempting to delay elections had called for or proposed the holding of a referendum,
- The rightwing in the form of the so-called "Freedom Alliance", was holding the country and the negotiations process to ransom by requesting all sorts of guarantees, and
- The regime's unilateral restructuring of state institutions and the economy was continuing as has become the fashion.

What were we expected to do? To rejoice and sing hosannas to our continued bondage? We chose to stand up in defence of the future of the labour movement and the threat to democracy.

For this we have had to pay a heavy price from those whose agendas are threatened. We have been called reckless, insensitive, trying to prove our independence (before we were accused of not being independent) and having a hidden agenda.

Our agenda is an open one. Simply put it is as follows:

**Sam Shilowa**, general secretary of the Cosatu, explains why his organisation rejects a number of clauses contained in the draft Interim Bill of Rights and the draft constitution: *Sowetan 29/10/93*



Sam Shilowa

140A

**Those who are part of the present corrupt regime must go with it, while those with open minds and the will to ensure social change through a successful implementation of restructuring programmes have nothing to fear**

**On Worker Rights:**

We want to ensure that the present draft Interim Bill of Rights and Constitution for the transition neither undermines worker rights nor perpetually entrenches the present bureaucracy who for years have faithfully ensured a smooth implementation without fail of apartheid policies.

Those who are part of the present corrupt regime must go with it, while those with open minds and the will to ensure social change through successful implementation of reconstruction programmes have nothing to fear.

We want the right to strike without fear of dismissal or replacement by scabs or lock-out by employers. Together with our allies we must ensure that just as no other country has the right to lock-out entrenched in the Constitution or Bill of Rights, South Africa shall be no exception. Employer actions during Numsa's strike proved beyond any reasonable doubt what they would do with such a weapon.

**On Unilateral Restructuring:**

The regime's extension of Joel Fourie's contract with haste and in secrecy, and its demand for the insulation from restructuring of the Commission for Administration need to be challenged. We need to oppose them just as we had done on cellular telephones, petrol price, VAT, GATT proposals and overall privatisation. We do not want an ANC government to find De Klerk, Welgemoed and Co have sold the family silver.

**On the Referendum:**

We reject De Klerk's attempt to delay the hold-

ing of free and fair elections by unilaterally calling for a referendum. We believe that it will be too costly and a farce since the rightwing forces, that is the Freedom Alliance of Hartzenberg, Viljoen, Buthelezi, Gqozo and Mangope may not even take part nor even accept the outcome of such a referendum. The majority of our people have not as yet been taught how to vote. If De Klerk wants to test the will of the people, he will be able to do so on April 27 1994 where we hope to show him an exit gate.

**On Regions and the CA:**

We reject any attempts by the regime and its rightwing allies (FA) to entrench powers, duties and functions in a manner that leaves the national government without any real powers to govern. Issues such as health, economics and education should be the domain of a national government. Cosatu needs to ensure that our Special Congress positions prevail relating to the sovereignty of the CA and powers of the regions.

**On Peace:**

We agreed to increase our participation in the peace structures as well as establishing viable peace co-ordination within the Federation. We also agreed to prepare our structures and to train more monitors in preparation for the April 27 elections. While applauding Comrade Madiba for the Nobel Peace Prize, the executive rejects the award being given to De Klerk as well. We do not believe that De Klerk is a man of peace.

WILSON ZWANE

TENS of thousands of Cosatu members converged on the World Trade Centre yesterday to protest against entrenching a lockout clause in the interim Bill of Rights and against the constitutional protection of public servants. **Biday**

The march was peaceful but started late, despite Cosatu's assurances to employers that it would not disrupt production. Protesters — in buses, cars and on foot — were still pouring in at 2pm when the march had been due to end **29/10/93**

SACP chairman Joe Slovo told protesters their presence "makes a bigger contribution to advancement towards democracy than anything else" Now that the ANC and the SACP were aware workers were angered by the lockout clause, they would

## Large turnout for Cosatu protest

"fight it with everything we have"

Moving to counter claims that the march was not warranted as the ANC and SACP had agreed to the clause's inclusion, Slovo said there had been a "misunderstanding" The clause had been agreed to by the negotiating council on the understanding that it had been agreed to by the National Manpower Commission, on which workers, employers and government were represented. Slovo said the SACP would now press for the clause to be referred back to the commission **(140A)**

Sapa reports Slovo also said there had

To Page 2

## Protest

**Biday 29/10/93**

From Page 1

been a misunderstanding on the public servants clause, endorsed by the negotiating council last week. Nothing had, in fact, been agreed "We cannot go into a new SA if the face of the civil service is the same as it was under apartheid" **(140A)**

Cosatu general secretary Sam Shilowa said his organisation was not in favour of the clause being referred back to the commission if the aim was to "absolve (negotiators) and to have it shelved there"

Cosatu expected the matter to be dealt with by the negotiating council on Monday. Cosatu's central executive committee would meet next Friday to see if demands had been met. If not, they would work out details of a national strike, scheduled for

November 15. He said the lockout clause would cause continuous strikes, thereby "destabilising" the ANC government

ANC Women's League secretary-general and negotiator Baleka Kgositsile said the clause was under "intense discussion" between the ANC and government.

ERICA JANKOWITZ reports the Confederation of Employers of Southern Africa called on employers to persuade workers that they had the right to work on November 15, and the right to protection should they wish to work. Director Hein van der Walt said "constructive alternatives to a stayaway which do not interfere with production" should be explored

● Picture Page 3

ANC ALLIANCE  
Fm 29/10/93  
**Flexing of muscles**

**Cosatu's threat** of a general strike is the first real sign of the union staking out its independence and telling the ANC not to take its support for granted (140A)

At issue are proposed lock-out rights for employers being entrenched in a new Bill of Rights and job guarantees for "apartheid" civil servants beyond the April general election. A union protest march to the World Trade Centre at Kempton Park is planned this week as part of a campaign meant to culminate in a national strike on November 15.

The chances of the strike going ahead are evenly poised, according to Cosatu spokesman Neil Coleman. It all depends on the union's central executive committee, which meets on November 5. At its last meeting, which announced the possibility of a strike, the committee said the matter would be discussed with affiliates and regions as well as with allied organisations, such as the ANC.

Aside from the lock-out clause and supposed guarantees to present civil servants, some in the union see the strike threat as a means to stiffen the resolve of the ANC alliance in the negotiations not to make further concessions to the Freedom Alliance. "So far and no further" is the current slogan.

Cosatu says it is inappropriate to connect the right to strike with the right of employers to a lock out, and that nowhere is the latter constitutionally enshrined — unlike the right to strike, which is recognised internationally as part of freedom of association. Lock-out rights would undermine the process of good-faith bargaining, says Coleman.

Nor can Cosatu see the benefits of entrenching present civil servants. "There has to be restructuring. Why should SA be held to ransom by the patronage of the National Party?" asks Coleman.

The strike is the first independent decision of Cosatu, in that it was not made in consultation with the ANC. It also comes under the leadership of Cosatu's new general secretary Sam Shilowa, who stepped in following the union nomination of Jay Naidoo and 19 others as candidates for the ANC's prospective list of MPs.

Any perception that Shilowa might be

Fm 29/10/93

thumbing his nose at the ANC is misplaced. As leader he only conveyed the decision of affiliates, led in this case by the SA Clothing & Textile Workers' Union (Sactwu) which made the original proposal to strike.

The feeling in Sactwu, which has closely followed the talks in Kempton Park, is that the ANC has not stood up strongly enough for worker protection in a Bill of Rights. It argues that Cosatu should have been more involved in the talks, but lost out to a group which argued that allies (the ANC and SA Communist Party) would take care of these concerns (140A).

This debate goes back over a long time, says *Innes Labour Brief* publisher Duncan Innes, who points to a speech given by Sactwu general secretary John Copelyn at a workers' rights conference earlier this year.

"A Bill of Rights can be a great source of empowerment of our rights," said Copelyn. "We can improve our right to strike without fear of dismissal. We can strengthen industrial councils and central collective bargaining and we can stop legislative attacks on our right to a closed shop."

This is part of a simmering process whereby Cosatu is indicating to the ANC that it will not let it simply override the unions. For example, observes Innes, if the ANC were to concede that the proposed regions should be allowed to draw up their own constitutions, this would apply to union-bashing homelands like Bophuthatswana.

Unless there's a shift away from the lock-out provision, says Innes, chances are that the strike will take place — though there are reservations on the part of Cosatu's biggest affiliate, Numsa, as a result of its failed strike against the metal industry last year. Nor would he expect the miners in the NUM fully to join in.

Just as Cosatu is showing signs of asserting its independence, so too is the ANC.

It is interesting that, in its proposals for selecting candidate MPs, announced this week, the ANC reserves a third of the places for women, without any special quota for Cosatu or the SACP.

There is clearly resistance within the ANC to any special quota for union MPs, the argument being that since they would be part of the ANC ticket they will have to tow the line. It could become messy in the constituent assembly.

The SACP has thrown its weight behind Cosatu's stand, saying that any clauses in the interim constitution which blocked democratisation of the civil service would be absolutely unacceptable. It adds, however, that much of the concern about this issue seems to be based on a misunderstanding, as the ANC has not accepted a five-year job security guarantee for incumbent bureaucrats.

"The relevant clauses in the draft interim constitution (yet to be discussed) concern themselves with continuity in the functioning of civil services after April 27 next year. This continuity is explicitly subject to rationalisation and to any legislation passed by the newly elected national assembly." ■

SC 110 117 53  
Star 30/10/93  
140A

# Rally at the palace of suits

140A

Labour marching to a general strike

**TALK about suits and ties may have caused a few chuckles at COSATU's march this week, but the real issues are much more serious, says CHIEF REPORTER JOHN PERLMAN.**

THE ANC, the unions and the Communist Party may argue about issues like nationalisation and socialism, but the real lines of division within the alliance could have more to do with outfits than ideology.

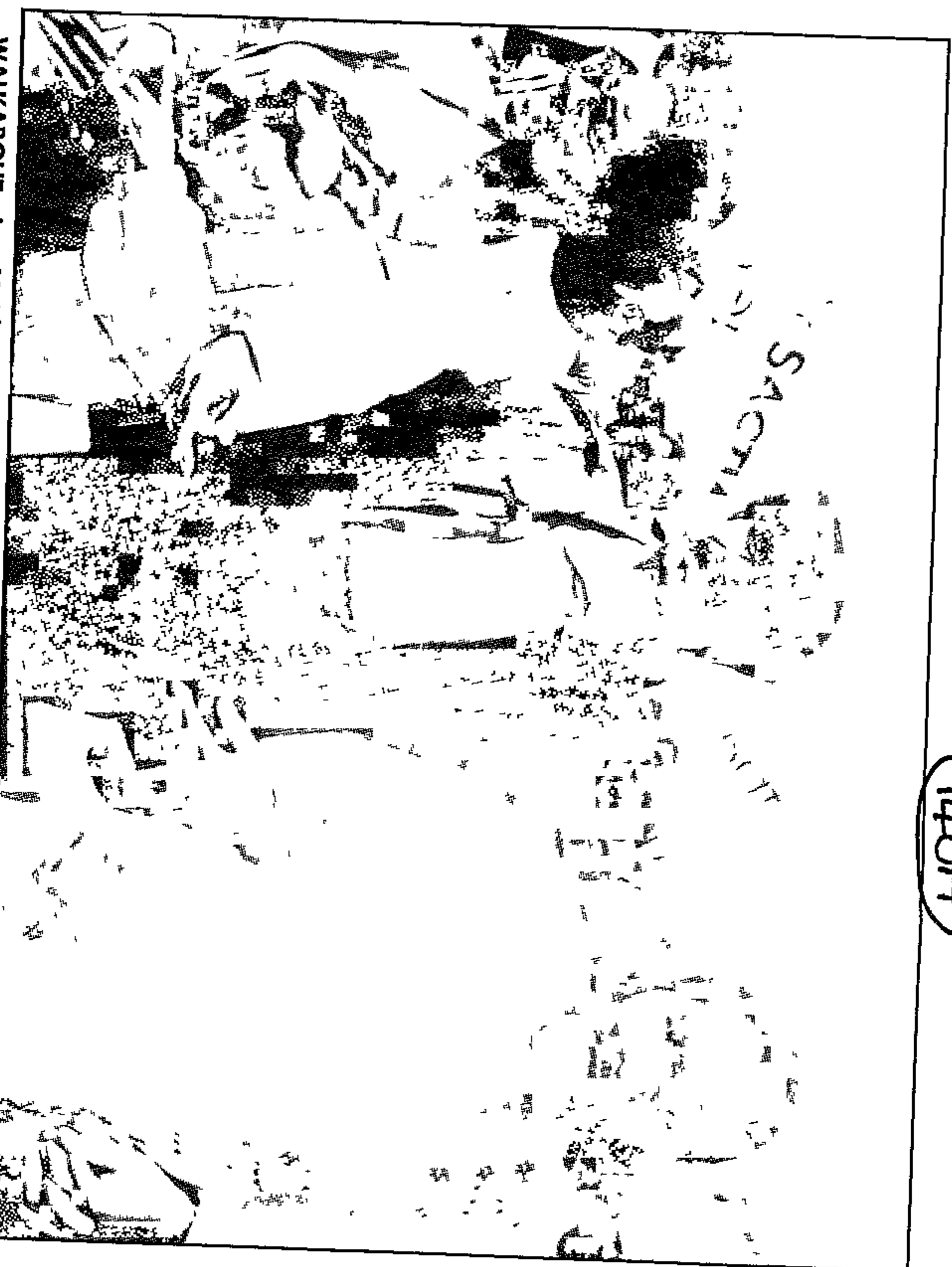
Standing in the sun in front of about 10 000 workers, after being called out from the cool of the World Trade Centre, Joe Slovo (introduced simply as "JS") said "Comrades, I must apologise for my suit, I feel out of place. But I've come from a different place where everybody wears suits. And sometimes, if you wear suits for too long, it changes your ideology."

**See Editorial on Page 8**

Earlier, at the rally which preceded Thursday's Congress of South African Trade Unions march on the World Trade Centre, another worker leader dressed like a boss was left wishing he could loosen his tie.

Thabo Mafumadi, a northern Transvaal unionist nominated as a candidate on the ANC's regional list, assured the gathering that he would always be "part of the workers". But the chair of the meeting wasn't letting that pass "Come on, look at his attire, he's already moving upwards".

The talk about jackets and ties made most people laugh — though not as hard as when an early speaker, mskicked off with "Viva the Parliament of De Klerk, Viva". But the fun did poke pretty closely at the issue that had prompted the march, even if



**WALKABOUT:** Jay Naidoo, former general secretary of COSATU and its nominee for the ANC's election list, and SACP general secretary Charles Ngqakula head up the protest march against the Bill of Rights clause protecting employers' rights to bar strikers from their premises.

that was unintended

The Negotiating Council had accepted that the Bill of Rights should include the clause stipulating that "employers shall have the right to lock out workers" when strike or other action is taken. And whatever way you look at it, some of the occupants of that palace of suits — the delegates from the ANC and the SACP — were there to represent the very people who now felt impelled to march against the decision. The fact that COSATU's political partners had let

this through was covered over completely, clouded by a flurry of attacks on familiar targets such as bosses, the Government and the Freedom Alliance, and buried beneath a pile of "vivas". The lock-out clause had sneaked in, Slovo said, because of a "misunderstanding" the SACP and ANC thought this had been approved by the National Manpower Commission, to which COSATU belongs.

That's a bit like a Catholic priest hearing of a change in the Ten Commandments and not ring-

ing the Vatican to check. "Now that the position has become clear, we will fight that clause with everything in our power because we must listen to you," Slovo said.

Next step in the fight against "that clause" was a delegation of union leaders to the planning committee, led by COSATU president John Gomo and general secretary Sam Shlowa. Striding through the rampage erected at the entrance after the right-wing's vehicles supplied by the Negotiating Council, which drove them to the door.

Shlowa, dressed in unionists' uniform of trousers, jacket and cap — with bright red socks a la Slovo as trimming — actually sat in the Negotiating Council as an SACP delegate. Continuing to insist that he had not given his assent to that section of the Bill — despite contrary claims — he said they were not, in any case, "dealing with history".

COSATU would not accept removal of the entire clause, which also guarantees the right to strike. Nor would it accept referring the matter to the National Manpower Commission if this were aimed at "ab-party must say where they stand".

Back at the gates, the marchers had been waiting for over an hour in mind-melting heat. Gomo took the microphone to explain that the workers would have their answer by the end of Monday. Meanwhile, he said, "the struggle continues. We are marching towards a general strike."

Whatever the ANC thinks about a general strike, they will not oppose it lightly. Thursday's demonstration made clear that COSATU, with its high levels of organising ability, are formidable election allies — and formidable opponents should events down the track change that.

The rally before Thursday's march began was also used to introduce COSATU's election candidates to the assembled workers. "Comrades, we are going to the parliament, but we are going to a parliament that is very different from the parliament of the Boers," said Jay Naidoo.

"We are here because we have been elected by the workers in this country," said Susan Shabangu from the Transport and General Workers' Union. "If we fail to deliver the goods, you must recall us from that parliament."

After Thursday's march, 10 000 workers probably feel they will have the power to do just that.

# Cosatu nominees get death threats

Paul Stober ~~140A~~ WM 23-29/12/93

A CAMPAIGN of harassment, involving repeated death threats and attacks on houses, is being waged against two Congress of South African Trade Union nominees for the constitutional assembly.

Salie Manie of the South African Municipal Workers' Union and Danie Oliphant of the National Union of Metalworkers of South Africa — both on Cosatu's regional list — have received death threats over the telephone and in unsigned letters.

Last Thursday, Salie's former wife was assaulted by balaclava-clad men who had broken into the house in which he used to live.

Manie is convinced the threats are linked to his nomination for the constitutional assembly. "It's a political thing, they said as much," he said.

At the end of last month, Oliphant's house in Atlantis, on the west coast, caught fire, destroying his front room. The police and the fire brigade said the blaze was caused by an electrical fault.

Two days later, he received a letter, written in Afrikaans, telling him to "pull out of what he was busy with or worse things would happen". The letter did not say what he should pull out of.

A week later he received a second letter, warning him that next time he would not survive and that "we are watching you".

On December 16, Oliphant's former wife, who lives with her three children, woke up to find two men wearing balaclavas in the house. Rooms and even kitchen appliances had been covered in red paint.

She begged them not to hurt her or the children and said she would give

them money if they would leave. The men took the R600 she offered them — and then assaulted her. They threatened to kill her children if she made a noise and woke them.

When they left, they took the keys to the front and back doors.

Manie said the incident had been reported to the police who described it as "clearly politically motivated especially because of the letters".

In Manie's case, he was called to a Cosatu meeting a short notice, three weeks ago.

He insisted only four or five close colleagues and family members knew about the trip.

At about midnight on the day he left, his wife received a phone call from a man speaking Afrikaans, telling her about his union activities. She responded by telling the man that Manie had gone to Johannesburg and he would have to call back if he wanted to speak to Manie.

The man answered: "Don't tell me where he is, we know he is in Jo'burg. We know all about him and what he is involved in." Then, said Manie: "They threatened to do away with me and my family."

Since then the family has been receiving up to 10 calls a day. "Sometimes they just wait for us to pick up then they put the phone down. They have never spoken to me directly," said Manie.

More worrying for Manie's wife is the men who watch the house from cars which are parked outside the house for seven to eight hours at a time.

Manie adopted some security measures but has no illusions about how effective they can be. "If they want you they will just wait until they get their chance," he said.

# Cosatu 'must set priorities' to serve industry and labour

B/DON 24/12/93

IF Cosatu does not tackle its organisational crisis, it risks becoming a highly stratified organisation with a bureaucratic leadership locked into a range of forums, and dependent on the state, while its base increasingly weakens, says the SA Labour Bulletin's Karl von Holdt

In a recent edition Von Holdt suggested measures Cosatu needed to implement to avoid these dangers. These were:

- Focus resources and campaigns on priorities,
- Start a restructuring programme including merging smaller unions and strengthening its centre to benefit weaker unions;
- Putting pressure on employers and government to back its centralised bargaining campaign. Cosatu should also debate how to serve flexible production and small business development;
- Tightening up internal management including,

**ERICA JANKOWITZ**

perhaps, establishing a staff association for union officials to ensure career-pathing and proper salary scales, and

□ Developing clear policies on issues such as training, restructuring, productivity, bargaining levels and wage policy. (1407)

In the same issue Jan Theron argued that Cosatu should concentrate its organisational drive on small and informal businesses rather than trying to regulate their employment practices through the enforced extension of industrial council agreements.

Theron said new strategies and forms of organisation would need to be explored, including a community-based programme based on community advice offices.

He suggested the Small Business Development Corporation hive initiatives could be restructured along

Italian industrial districts lines.

"Industrial districts consist of similar businesses with a co-operative relationship with one another," he said.

He criticised Cosatu's proposals for tighter regulation of sectors. Some major sectors were already more informal.

Theron cited the example of the textile industry which had low entry levels as entrepreneurs required only a sewing machine to establish a small business.

He suggested these operators had been encouraged to establish small concerns through government protection in the form of exemptions and SBDC loan facilities.

"It is said the distinguishing feature of the informal sector is that it is unregulated by the institutions of society. Apart from not complying with industrial council agreements or labour legislation, what this means is that the informal sector does not pay tax."

As the informal sector competed with large manufacturers covered by minimum standard legislation, the composition of the sector was set to change dramatically. "The formal sector could shrink away altogether as has largely been the case in North America," Theron said.



# Cosatu bites the IMF's hand

LABOUR federation Cosatu says it will oppose South Africa's application to the International Monetary Fund for an \$850-million loan to counter the effects of drought on the economy

Cosatu secretary-general Sam Shilowa has responded to Finance Minister Derek Keys's letter of intent committing SA to a five-year programme of financial discipline — including Budget deficit reductions and wage restraints — and which has been agreed to by all parties.

Government sources say the draft letter was agreed to by the Economic Technical Committee (ETC), a six-party committee which includes the National, Conservative

By KEVIN DAVIE

*STIMED*  
and Democratic parties, the ANC, PAC and Inkatha Freedom Party (IBPP)

The ETC was set up as a precursor to the sub-council on finance in the Transitional Executive Council (TEC)

It has examined financial issues which require a mandate beyond the term of office of the present Government

A Government source says the draft letter to the IMF has been agreed on. The draft, which will remain confidential, needs only to be updated to change certain figures, such as inflation projections

But this is disputed by ANC economics head Trevor Man-

uel, who claims there is "no full agreement"

Mr Manuel, a likely chairman of the sub-council on finance, declines to discuss the issue (ILOA)

He says "I am not going to discuss this with any journalist until I have a mandate from my principal, which I don't at this stage" (IBPP)

Mr Shilowa says the question of wage restraint has not been raised by either the Government or the ANC

"FW de Klerk has no mandate regarding wage restraint" 2/10/93

He says Cosatu has stated its opposition to the outgoing Government's negotiating the loan from the IMF

Wage restraint will have to

be discussed with unions in the National Economic Forum (NEF). Cosatu favours a high-wage economy, says Mr Shilowa

Cosatu recently told IMF representatives that it was not prepared to accept loans with conditions attached

The timing of SA's application to the IMF is crucial because delays beyond the end of the year will reduce the amount available by hundreds of millions of dollars

A target date of November 8 has been set for sending the letter of application to the IMF

A NEF spokesman says it has not discussed wage restraint. The NEF is considering its relationship with the TEC

BIDAY 11/11/93

## Saccawu looks beyond borders

ERICA JANKOWITZ

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) had developed communications structures with unions in other areas of southern Africa, spokesman Jeremy Daphne said.

This was in line with Cosatu's policy of networking with organised labour in neighbouring territories and developing areas (40A)

The NUM was in constant contact with southern African mining unions and Sactwu recently changed its name to the Southern African Clothing and Textile Workers' Union. Cosatu also gave financial assistance to its Namibian counterpart earlier this year.

Union delegates from Mozambique, Swaziland, Namibia, Zimbabwe and Lesotho had attended Saccawu's congress earlier this year at which many issues were discussed and information exchanged, Daphne said.

He said Saccawu had offered assistance and advice to emerging unions in these territories and would continue to do so in future. He hoped ties would be strengthened and contact increased.

# Cosatu man calls for election holiday

BiDay 3/11/93

THE first day of the general election should be a paid holiday to ensure a high turnout for the poll, Cosatu election co-ordinator Jesse Maluleke suggested yesterday

Speaking at an Innes Labour Brief seminar, Maluleke also called on business to train election monitors and release them for monitoring duty before, during and after the election (140A)

He said monitors would play an important role in defusing tension in volatile areas in the run-up to April 27. On the voting days, they would ensure voting practices were adhered to and afterwards they would ensure the result was accepted.

He emphasised that monitors should be recruited from management as well as the shop floor as skilled workers could make specific contributions to the process. So far Cosatu had not devised a special training programme for monitors, but was looking into the qualities and skills required

On workplace voter education, Maluleke said Cosatu itself would not train workers, but trade union representatives and management should jointly select an outside agency to conduct an education programme

Employers were expected to pick up all

ERICA JANKOWITZ

costs involved, grant paid time off to enable shop stewards to be involved in the process, preferably allow training during company time and the use of company facilities, and allow mobile voting stations on their premises if their size warranted them.

He also urged business to offer assistance to workers who required identity documents before they could take part in the election. As things stood, Home Affairs would be unable to cope with the demand for documentation of the 4- to 5-million eligible voters without them, he said

Maluleke said indications were that the election would take place over two days and not three as first suggested.

Speaking at the same seminar, Independent Mediation Service of SA elections project co-ordinator Drene Nupen said indications were that a second ballot would be allowed if a voter spoilt his paper before placing it in the counting box

She said it had also been agreed in the most recent Bill on elections that an indication of intent to vote for a particular party would be counted even if the mark made were not a cross. A dot, tick or other mark would be accepted.

## ANC calls for whites in Popcru

LLOYD COUTTS

THE ANC's PWV region resolved at the weekend to encourage the Police and Prisons Civil Rights Union (Popcru) to open its membership to whites "to create further divisions in the SAP". BiDay

At its fourth annual conference in Johannesburg, the region also agreed to create "disciplined, community-based policing" that would be accountable to communities.

It resolved that the ANC's armed wing, Umkhonto we Sizwe, should increase its profile in local communities. 3/11/93

The conference noted that political violence was encouraged and financed by "government elements" in the SAP and SADF and the black and white right wing.

Violence was also being fanned by government's refusal to remove "instability units" from troubled areas. Delegates also demanded that the SADF be confined to barracks during next year's election

They agreed to campaign to strengthen the national peace accord, to convene a national peace summit and to campaign for a national peace corps.

The region resolved to "move speedily" towards the conversion of hostels into family units" (141)

Responding to the call to open Popcru's membership, SAP public relations chief Maj-Gen Leon Mellet said the call was "indicative of the racism" practised by Popcru and its masters. (142)

"It also confirms that Popcru is nothing but a political pressure group trying to politicise the SAP. Whatever their devious aims are, it remains illegal for any member of the SAP to become a member of a union such as Popcru or to become politically involved in any political organisation," Mellet said.

## Shack dwellers swarm into 400 new houses

DURBAN — Shack dwellers from Chesterville swarmed into about 400 recently built homes in the nearby Wiggins area of Cato Manor in Durban on Monday night (143)

Sapa reports that House of Delegates chief housing director Martin van Zyl said about 400 of the houses

had been claimed illegally by yesterday afternoon.

The squatters had reportedly grown angry at waiting for years for housing

Van Zyl said "We believe we can find a solution and we are getting co-operation from all parties concerned. There is no acrimony."

□ Our Cape Town corre-

spondent reports that city planner Neville Riley has said all the illegal tenants of Area L in Tafelsig, Mitchell's Plain, should be out by mid-December (144)

In the meantime, the illegal tenants would not be evicted. Riley declined to say whether the council would charge them rent

*Worker interests must be guarded - unionist*

# Cosatu 'may go own way after poll'

Star 4/11/93

■ BY HELEN GRANGE

The formation of a single union federation, comprising Cosatu, the National Council of Trade Unions (Nactu), and the Federation of SA Labour is essential if worker interests are to be protected in the new South Africa, according to Cosatu's John Copelyn.

He was speaking at a conference this week hosted by the Innes Labour Brief on election implications for business.

Copelyn is general secretary of the SA Clothing and Textile Workers Union (Sactwu) and a Cosatu candidate in the coming general election.

He said there was a growing acceptance in Cosatu that it

would have to become independent of the ANC after the election.

The ANC and SA Communist Party had so far proved unreliable as political allies. They had supported anti-union proposals in the negotiations and never supported the right for Cosatu to be directly involved in negotiations

140A

## 'Shock troops'

Cosatu's role had been relegated to that of becoming the "shock troops of the political parties", he said.

"However, Cosatu has been divided on the political role it should play in the election. While some unions would pre-

fer to allow the ANC to take most of the decisions regarding Cosatu's political future, Sactwu has campaigned against this within Cosatu."

On the question of maintaining its political alliance with the ANC and SACP after the election, Copelyn said "The time will come to call for an end to the Alliance as soon as a democratic constitution is adopted. This is necessary to avoid a situation where unions become simply the labour wing of government and to ensure that democratic practices are transparent and not lobbyist."

A single union federation was essential, but unionists had to put worker unity ahead of political differences, he said.

# Civil servants: Cosatu threat

140A

CT4/11/93

JOHANNESBURG — Labour organisations would not allow a "gravy train situation" or golden handshakes after elections, former Cosatu general-secretary Mr Jay Naidoo said yesterday

Speaking at a news conference hosted jointly by Cosatu and the Congress of SA Public Service Organisations (Cosapso), Mr Naidoo said the two organisations would demand from negotiators at the World Trade Centre that the present contracts of civil servants be reviewed

They would present a document to negotiators regarding the future of public servants in a new government

Contracts found to have been entered into purely because of an individual's skin colour or other unacceptable reasons would have to be nullified

## 'Contracts may be nullified'

Mr Naidoo said Cosatu and Cosapso would ensure a future government did not "inherit excessive wasteful practices, and continue the misuse of resources that the National Party regime has perpetrated over the years"

Cosapso mainly represents civil servants based in several homelands

Reading a joint statement, National Education, Health and Allied Workers Union secretary-general Mr Phillip Dexter said although public servants' fears

were genuine, they had to realise their important role in providing services did not mean they were guaranteed more in the way of salaries or job security than other workers

Some employees holding high positions would not be guaranteed their jobs by a democratically-elected government even if contracts extending their terms of office were signed to this end

Recently-signed contracts would be open to review by the new government which would decide which to honour

They would also have to support the reconstruction and development programme envisaged by Cosatu and its political allies the ANC and SACP, Dexter said

He said active affirmative action programmes would have to be implemented to redress past imbalances and ensure the public service accurately reflected the community it served — Sapa

## Employers urged to change views

ERICAL JANKOWITZ

COSATU affiliates would be more likely to opt for union independence in a post-election SA if employers showed a willingness to adopt a co-determinate workplace philosophy, Southern African Clothing and Textile Workers' Union (Sactwu) general secretary John Copelyn said yesterday.

Speaking at an Innes Labour Brief seminar, Copelyn said Sactwu had called for a split in the ANC/SACP/Cosatu alliance directly after the election.

This was mirrored by the National Union of Metalworkers of SA (Numsa), but for different reasons. He said Numsa's position was adopted as a result of its perception that the ANC was not socialist enough in its approach to reconstruction and redistribution.

Copelyn said Numsa was therefore looking to establish a "conference of the left" co-sponsored by the SACP and incorporating all like-minded leftist organisations.

He described calls for nationalisation without compensation as "bankrupt" and not viable and suggested all affiliates would change their thinking soon away from a strongly socialist line.

## Bartlett suggests petrol plan for taxi groupings

CAPE TOWN — Taxi groups could be encouraged to take over existing service stations in order to provide cheap fuel to their members, Energy Affairs Minister George Bartlett suggested yesterday.

Speaking at the Motor Industries Federation annual conference in Cape Town, he said he had resisted pressures to allow minibus taxi owners to operate consumer installations — outlets owned by consumers — and had imposed a moratorium on all consumer installations until the situation had been fully assessed.

These installations could have repercussions for the retail margins of existing petrol sellers, negative implications for the petrol price and lead to the closure of many service stations.

One solution might be for taxi groups to take over existing service stations and operate them with shareholders sharing the profits.

Provision would have to be made for all oil industry marketing companies to become involved in such a scheme.

The argument against this proposal was that it had been tried in the past with limited success.

"Much experience has been gained

and this option should again be productively explored."

Bartlett said he had been told the retail margin on petrol was under pressure from rising costs.

This issue could not be assessed in isolation, but would be addressed urgently as part of the current evaluation of the fuel price structure.

Bartlett said a factor the government had taken into account in retaining a higher fuel price was that the impact of the increase had already "worked its way through to the economy".

"It would have been very difficult to reverse these impacts and in the end the consumer would be placed in jeopardy should the price have to be raised again in December."

He was convinced that the decision not to accept the original proposal of the National Economic Forum — that the increase be held over to December — was the appropriate course of action.

Motor Industries Federation president Errol Richardson told the conference black petrol station owners would suffer the most if the fuel industry was deregulated.

He said a structured industry was in the interests of the consumer. — Sapa.

# Public servants 'not guaranteed' their jobs

COSATU yesterday called for close scrutiny of certain sections of the public service, especially white males, and said a new government could not guarantee the jobs of certain people in high positions

A democratically elected government would not guarantee that some employees retained their top posts, even if they had contracts extending their terms of office, National Education, Health and Allied Workers' Union general secretary Philip Dexter said

All recently signed contracts would be open to review by the new government

ERICA JANKOWITZ

Only incumbents who showed themselves to be properly trained and having attained their posts on the basis of merit could count on keeping their jobs. They would also have to support the reconstruction and development programme envisaged by Cosatu, the ANC and SACP

Active affirmative action programmes would have to be implemented to redress past imbalances and ensure that the public service accurately reflected the community it served. An integral part of affirma-

tive action, training and skills development, would be a major focus of the restructuring process

A transparent and inclusive representative forum was required to consider who would lose their jobs during the restructuring process, Dexter said.

Cosatu's ex-general secretary Jay Naidoo said "We will not allow the public service gravy train to develop any further. Nor will we accept bonuses and golden handshakes being paid to public service

To Page 2

## Public service

bureaucrats who accept early retirement as this would bankrupt the state treasury"

In a new move, Cosatu was joined by the 120 000-strong Congress of SA Public Service Organisations, which was formed in April, in rejecting the protection of public service posts after the April elections. President Genile Qokweni said his organisation — mostly homeland-based — had thrown its weight behind the Cosatu initiative after discussions on Tuesday when

Cosatu clarified its position on the future of rank-and-file public service workers

Both federations felt there was no threat to blue-collar jobs as staffing levels would have to be increased in many categories

The Commission for Administration came under specific attack as the "dinosaur of SA's political and economic scenario", with Naidoo calling for its urgent restructuring to ensure real changes.

● Picture: Page 3

From Page 1

# Union demonstration at CPA on jobs for public servants

(140A) (25) ARU 5/11/93  
Staff Reporter

MORE than 100 members of the National Education and Health Workers' Union demonstrated today outside the Provincial Administration offices against some of the agreements reached at the World Trade Centre

The workers, mostly hospital employees, said they wanted the province, as a public service employer, to voice its disapproval of clauses being entrenched in the new interim constitution

One was the guaranteeing of public servants' jobs

Union spokesman Jimmy van Dyk said workers wanted the public service overhauled after the election

One of the placards carried by the protesters read "Nehawu says no job security for racist and corrupt public servants No job security for thieves No lockout of workers and no to regionalism"

Mr Van Dyk said protests would be held daily and there would be a Co-satu rally next Thursday

In a letter to the union yesterday, the CPA said the body rendered services which were apolitical

The CPA was not prepared to express an opinion on whether it supported agreements reached at the World Trade Centre, the letter said

Members of the Internal Stability Unit initially blocked the entrance to the building but left later



# Baby charges dropped

PRETORIA — Murder charges against five National Education, Health and Allied Workers Union members, accused of responsibility for the deaths of 14 babies during a strike at Garankuwa hospital in 1990, have been provisionally withdrawn. — Sapa

ARC 6/11/93

# Cosatu's general strike threat is fading

UJDA  
1625  
ARG 9/11/93

The Argus Correspondent  
JOHANNESBURG.

The threat by the Congress of South African Trade Unions to call a general strike from Monday is fading as internal opposition to the action — mainly from miners and metalworkers — continues to mount and the talks at the World Trade Centre move rapidly to a climax.

By tomorrow, when Cosatu meets in special executive committee to review the strike call — made in an attempt to have lock-out rights for employers struck out of the interim bill of rights — that threat, lifted or not, could be a political dead duck.

Even so, Cosatu will now place the ball back in the court of the constitutional negotiators, who lobbed it to the National Manpower Commission (NMC) 12 days ago after Cosatu staged a march to the World Trade Centre.

That could put the federation on a collision course with the African National Congress and with two of its affiliates, the National Union of Mineworkers and the National Union of Metalworkers, which, if Cosatu decides to press on with a strike, could offer their members options that would effectively keep them out of it.

Union sources indicated yesterday that both unions, which account for at least a third of the federation's 1,2 million members, were firmly opposed to a strike.

Cosatu's intention to refer the controversy back to the World Trade Centre comes after a meeting of the NMC last night at which Cosatu failed to persuade employers to accept a new formulation in the bill of rights. This, it is understood, would have dropped a specific reference to the lock-out right while giving both labour and employers a right to take industrial action, including strikes.

This formulation would have offered Cosatu a face-saving device. But employers are understood to have maintained their insistence that if the lock-out right is not to be specified, nor should the right of workers to strike.

On the other hand, sources indicated today that Cosatu considered it had made progress in pressing the negotiators on three other issues it had connected to the strike call — regional powers, the public service and the election date.

Big unions unlikely to back Cosatu over bosses' lock-out rights

# Strike threat crumbles

BY PAUL BELL  
LABOUR CORRESPONDENT

The threat by the Congress of South African Trade Unions to call a general strike from Monday is fading as internal opposition to the action — principally from miners and metalworkers — continues to mount.

By tomorrow, when Cosatu meets in special executive committee to review the strike call — made in a bid to have lock-out rights for employers struck out of the Interim Bill of Rights — that threat could be a dead duck.

Union sources indicated yesterday that both the National Union of Mineworkers and the National Union of Metalworkers of SA, comprising at least a third of the federation's 1,2 million members, were firmly opposed to a strike.

And if Cosatu is unwilling to accept a National Manpower Commission (NMC) compromise on the lock-out provision, and decides to press on, these unions could offer their members the option of not joining the strike.

Meanwhile, Cosatu's mass action programme, planned to culminate in the strike, has failed to materialise — apart from its protest at the World Trade Centre 12 days ago, from which the NUM was conspicuous by its absence.

The November 5 deadline,

UNION sources say NUM and Numsa, which make up a third of Cosatu's 1,2 million members, oppose strike

(IUCF)

on which Cosatu was to announce the duration of the strike should the matter not have been resolved to its satisfaction by then, has also passed.

Other factors militating against the strike include the ANC's tepid public support for Cosatu on the issue and its grim behind-the-scenes opposition, as well as the expected successful conclusion of constitutional talks this week.

The NMC was meeting last night, with Professor Louise Tager in the chair, to establish whether labour and the employers had been able to agree on a compromise amendment to the Bill proposed last week.

In the original version of the controversial clause, the right of employers to take lock-out action had been juxtaposed with that of workers to strike.

In terms of the amendment, it is understood both workers and employers would be granted the right to "industrial action, including the right to strike".

This would have the effect of eliminating any direct refer-

ence to lock-out action, and would offer Cosatu a face-saving device in calling off the strike.

Both the NUM and Numsa are understood to take the view that the original position agreed to in the NMC had, however, been pragmatic and not unreasonable in the broad context of current industrial relations.

They regard Cosatu's objections as academic, and its attempt to have the lock-out provision struck out as no more than symbolic.

Sources say these unions consider the strike threat to have been promoted largely by the SA Clothing and Textile Workers Union, whose centralised decision-making structure does not require it to undergo the more rigorous mediation procedures to which NUM and Numsa are bound.

They are concerned that the threat is an attempt by Cosatu's new leadership to assert itself, and to reposition the federation for round two of the transition — the restructuring of the economy — despite the NMC's earlier agreement on the lock-out provision.

Judging from the sentiments of some employer delegates to the NMC, they remain as resolutely opposed to a curtailment of their right to act against employees as Cosatu was determined to achieve a higher constitutional status for workers' rights.

## All eyes on sun rainbow

BY MOKONE MOLETE

A circular rainbow around the sun caused excitement in and around Johannesburg yesterday — with readers jamming The Star's switchboard for an explanation.

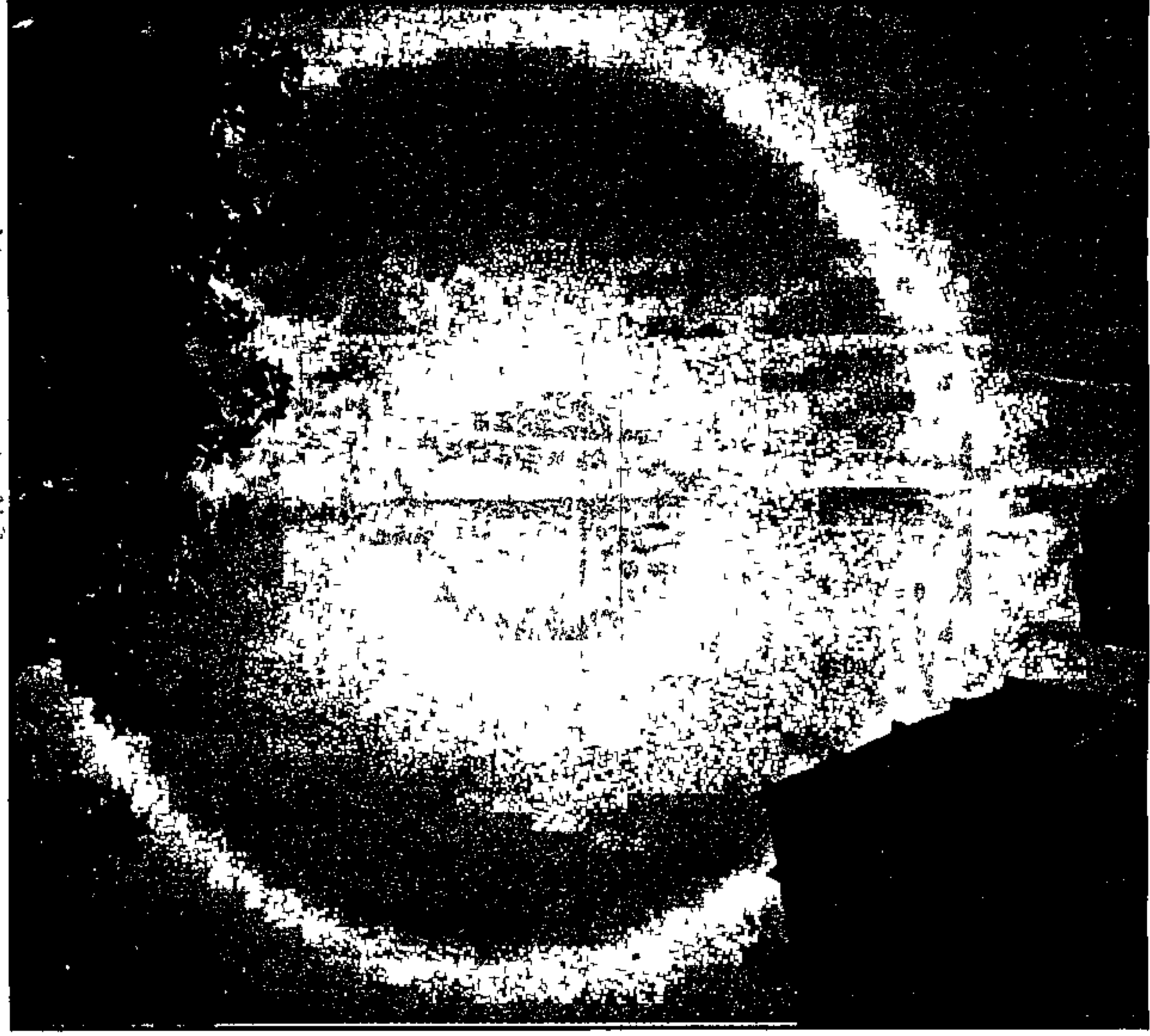
While some people phoned to tell us that this was the new South African flag, John Earle, associate professor of geography at Wits University, said it was a halo caused by the sun's rays passing through ice particles.

"When the light passes through these particles it is refracted to cause the rings of colour around the sun."

A number of colours make up the halo — with a red band on the inside and green/blue on the outside. It is the opposite of a corona — which occurs in a similar way with the colours in reverse order.

Unlike in Europe, this phenomenon is not accompanied by bad weather, Earle said.

Nuclear physicist Dr Gordon Sibuya called the halo a "dispersion of light phenomenon" which takes place about 10 000 m above the ground



# Durban hospital strike 'may spread'

Own Correspondent

DURBAN — The crisis caused by the strike of general assistants at the Prince Mshiyeni Hospital in Umlazi last week looks set to deepen amid fears that it could spread to other beleaguered Durban hospitals.

The 1 200-bed hospital was temporarily shut down and its patients — particularly the

emergency cases — distributed among King Edward VIII, R. K. Khan and Addington hospitals.

The result of negotiations yesterday between the strikers, the Nehawu-affiliated South African Health and Social Services Organisation and Prince Mshiyeni management remained a mystery late yesterday.

The chief medical superintendent at the overcrowded and understaffed King Edward VIII, Dr Lall Dwarkapersad, warned that "problems" were expected today from workers at the hospital regarding salaries and conditions of employment.

Unable to say how many Prince Mshiyeni patients King Edward had treated, he esti-

ated the figure would "run into thousands".

"In every department, our numbers have increased. We are at capacity with about 96% of our beds full. Where possible we are discharging patients earlier."

The hospitals reported they are suffering from a dire shortage of support staff such as nurses.

29/11/93  
(140A)

Hopes of rallying allies' backing

# Strike decision still on table - Cosatu

BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu will decide today whether to proceed with its threat to call a general strike, but if it does go ahead — and it will have to explain that decision to its ANC and SA Communist Party allies tomorrow — it might postpone the action.

General secretary Sam Shilowa confirmed yesterday that Cosatu had deadlocked with employers at Monday night's meeting of the National Manpower Commission on the controversial provision in the proposed interim Bill of Rights which confers on employers the right to take lock-out ac-

tion against workers

"The ball has now been placed firmly in the court of the World Trade Centre," said Shilowa.

He added that Cosatu was convinced that at tomorrow's meeting of the tripartite alliance, the federation would be able to bring its various partners on board in the fight for the "untrammelled right of workers to strike".

"The strike decision remains on the table — with the unqualified support of all our affiliates. No one can say we did not give negotiations a chance," said Shilowa, who later told The Star that if Cosatu did pro-

ceed to strike action, it might be necessary to postpone it until the necessary mobilisation was complete (140A)

The Star reported earlier yesterday that the National Union of Mineworkers and the National Union of Metalworkers of SA have serious reservations about a general strike, and that Cosatu could find itself both divided and on a collision course with the ANC over the issue

Yesterday afternoon's press conference was therefore also clearly intended as a show of unity at which senior members of both unions were to be present

# Sacked car hire workers lose appeal to return

140A

ARC 10/11/93

## □ Union accepts Imperial pay offer

**SHARON SOROUR, Labour Reporter**  
IMPERIAL Car Rental workers, dismissed for distributing a pamphlet alleging the company overcharged customers and criticising the managing director, will not be reinstated.

The company's labour lawyer, Michael Bagram, said appeal hearings had confirmed the dismissal of 25 members of the Transport and General Workers' Union.

The workers were part of a group of 34 who were locked out by the company on September 9 following a deadlock in wage negotiations.

Workers demanded an increase of R160 a month for drivers and R140 a month for cleaners, and a 75 percent annual bonus.

But Mr Bagram said the union yesterday accepted the company's final offer of a R130 a month increase for drivers and R100 for cleaners, backdated to July 1.

The union asked the company to lift the lockout and allow the remaining workers to return. The company would make a decision today, he said.

At the appeal hearings workers accepted that they had drafted and distributed the pamphlet.

Mr Bagram said the pamphlet, distributed at D F Malan airport and to the managing directors of Imperial's largest clients, was defamatory, "not

conducive to a future employment relationship", and went beyond the bounds of industrial dispute.

In the pamphlet, workers alleged Imperial overcharged to "speed up profits" and claimed the company make a "profit exceeding R1 billion".

Workers urged customers to use rival companies and said Imperial paid its employees "minimal" wages in spite of huge profits — and that workers, who lived in shacks and backyards, had not had an annual bonus for eight years.

Workers also lashed out at managing director Carol Scott.

Refuting allegations, Mr Bagram said the Imperial Group, of which Imperial Car Rental was a subsidiary, had a turnover of R1-billion.

He said Ms Scott was a "hands-on" manager concerned about her employees. If workers had grievances they had to follow procedure.

The company obtained a Supreme Court interdict on October 15 restraining workers from further "distributing, disseminating or in any way publishing the pamphlet".

They were also restrained from blockading or obstructing the entrances to the company's premises, intimidating or interfering with permanent or temporary employees, and entering or being on the company's depots at the airport and in Cape Town, Bellville and Stellenbosch.

# Cosatu to decide today on calling general strike

The Argus Correspondent

JOHANNESBURG — Cosatu will decide today whether to proceed with its threat to call a general strike. But if it does go ahead, it may postpone the action

General secretary Sam Shilowa con-

firmed that Cosatu had deadlocked with employers at Monday night's meeting of the National Manpower Commission on the controversial provision, in the proposed interim Bill of Rights, which confers on employers the right to take lock-out action against workers

"The ball has now been placed firmly in the court of the World Trade Centre," said Mr Shilowa.

He said if Cosatu did proceed with a strike, it might be necessary to postpone it until mobilisation was complete.

Argus File 1401

1401

# Cosatu to decide on strike today

BINAY

10/11/93

ERICA JANKOWITZ

COSATU's executive committee will meet today to decide whether the national strike scheduled to start on November 15 will go ahead, general secretary Sam Shilowa said yesterday.

However, the indications at a media briefing were that Cosatu would back down on its proposed strike, with Shilowa emphasising the positive steps taken to address most of its demands. All except the contentious lockout clause in the interim Bill of Rights had been largely resolved, Shilowa contended. (140A)

Monday night's National Manpower Commission meeting to resolve the lockout impasse ended in deadlock with a decision to refer the issue to the negotiating forum, acting commission chairman Louise Tager said. Shilowa said he expected the forum to resolve the issue in Cosatu's favour as the federation's alliance partners, the ANC and SACP, had been fully briefed on labour's expectations. A further meeting of the alliance was scheduled for tomorrow.

"Parties who are intent on union-bashing and worker-bashing will have themselves to blame if the country faces a general strike," he said.

Tager said four proposals were tabled at the lengthy NMC meeting:

□ One from independent members suggesting the lockout clause be deleted and a clause inserted ensuring that labour legislation may only be amended with the NMC's approval.

Labour had indicated it would back this proposal subject to ratification by members. Employers had rejected it as "it elevated the right to strike to a substantive right whereas the right to lockout would only be a procedural one";

□ One from labour, including all major union federations, suggesting that only the right to strike be enshrined in the interim Bill or that the Labour Relations Act be amended to afford workers protection from dismissal during legal strike action; and  
□ Two from employers, the first deleting all specific reference to the right to strike and to lock out, and the second amending the lockout section to allow employers to take "industrial action".

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Shilowa assured journalists that both the NUM and the National Union of Metalworkers of SA fully supported the decision.

Newly elected metalworkers' union general secretary Enoch Gondongwana confirmed his union wanted "an untrammelled right to strike" and was prepared to take part in Cosatu's national action call.

Shilowa said NUM general secretary Kgalema Motlanthe, unable to attend the briefing, had also indicated the NUM's unqualified support.

He said Cosatu had made every effort to resolve the issues by negotiating in good faith. In the process it had made significant gains on the tenure of civil servants, the powers of regional government and a fixed election date.

On the separate issue of the R850m IMF loan, Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers. He said a letter to this effect had been sent to the IMF and Cosatu had made its position clear to the ANC.



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# Cosatu may retreat from strike threat

CT 10/11/93 (140A)

Own Correspondent

JOHANNESBURG — Cosatu looks set to back down on its proposed strike — scheduled to start on November 15

All except the contentious lockout clause in the interim Bill of Rights had been largely resolved, Cosatu's general secretary Mr Sam Shilowa said yesterday

Cosatu's executive committee will meet today to decide whether the national strike will go ahead

Last night's National Manpower Commission meeting, which was called to resolve the lockout impasse, ended in deadlock with a decision to

refer the issue to the Negotiating Forum

Mr Shilowa said he expected the forum to resolve the issue in Cosatu's favour

Amid reports on the apparent breakdown of resolve among the largest Cosatu affiliates on the strike call, Mr Shilowa said both the NUM and Numsa fully supported the decision

On the separate issue of the R850m IMF loan, Mr Shilowa said Cosatu would oppose any attempts to introduce structural adjustment programmes which entailed wage cuts for workers

# Cosatu calls national strike on Monday over Bill of Rights

By Erica Jankowitz

COSATU's executive committee unanimously agreed to go ahead with its one-day national strike on Monday to remind multiparty negotiators of unions' demands for changes to the Interim Bill of Rights, Cosatu general secretary Sam Shilowa said yesterday.

However, discussions were continuing and if an acceptable agreement was reached before Monday, the strike would be called off.

Further industrial action, including strikes, would be implemented until the federation's demands were met on the constitutional right to strike and the deletion of the lockout clause from the Bill. "If negotiations are concluded without realising our goals, we will continuously engage in various forms of action until we win."

Shilowa said discussions at the World Trade Centre between parties to the National Manpower Commission had failed to reach agreement on these issues yesterday. He emphasised the need for negotiators to accept an "unfettered right to strike" in principle, with the wording being worked out separately.

"The fight to strike lies at the heart of the trade union movement. We will ensure that the move towards democracy does not take this away. And it must be an explicit fight, not an implied one."

Cosatu had done all it could to ensure that the National Manpower Commission resolved the issue. Once it became apparent that neither employers nor unions would budge, the commission referred the issue to the negotiating forum.

"The ball is now squarely in their court. If they are concerned about the effects of a strike, the onus is on them to meet our demands," Shilowa said.

He said the ANC and SACP backed Cosatu's position, but he did not know immediately if they would support the strike.

Cosatu's regions and affiliates would decide on further actions at the weekend.

TIM COHEN reports that Manpower Minister Leon Wessels said Cosatu's decision was contrary to the spirit of negotiations and was "totally uncalled for."

He said the parties had seemed to be heading for agreement after eight hours of negotiations yesterday. They had been on the brink of reaching an agreement when a messenger from Cosatu had arrived and informed the meeting that the strike would go ahead if the politicians did not meet

Cosatu's demand

Shilowa had attended the talks before leaving for the Cosatu executive committee meeting.

"The whole matter has been handed back to the politicians to sort out," Wessels said. "In a couple of weeks we have had a situation where Cosatu has twice turned its back on agreements reached at National Manpower Commission meetings, simply by saying that the decisions taken by their delegations were not officially approved by their structures."

He said Cosatu was trying to "score a point" against the ANC.

dispute

# Union body to rival Cosatu

DURBAN — A new trade union federation has been formed to oppose Cosatu and reject strikes and work stoppages

The politically non-aligned United Independent and Economic Trade Unions of SA (Uninetusa) was launched here two weeks ago and claims the support of 10 independent unions totaling 22 000 members

Business and Cosatu greeted news of the new federation warily yesterday, with one business-

man commenting "It's a case of too good to be true"

Uninetusa leader Mr Sydney Gcabashe said the federation aimed at "combining the strategies and policies of independents"

"We want to see if we stand together, whether we will be in a position to oppose what is strategised by Cosatu. We believe strikes and stayaways are not taking us anywhere

"They damage the economy

and go against what the workers are trying to achieve. Any issue must be resolved through negotiations"

Industrial relations consultant for the Durban Chamber of Commerce Mr Basil Smith said he was cautious about the federation, questioning how it hoped to sustain its membership if it abdicated its ultimate power against employers in bargaining — the right to withhold labour — Sapa

# Last minute talks avert Cosatu strike

Own Correspondent

JOHANNESBURG. — A planned national strike on Monday by the Congress of South African Trade unions was apparently averted late last night after an agreement was reported to have been reached between the government, the ANC and Cosatu. Minister of Manpower Mr Leon Wessels said the ANC and the government had reached an agreement in principle that should avert Monday's threatened general strike.

He told reporters that last-minute bilateral discussions had arrived at a formula meeting Cosatu's objections to a lockout clause in a proposed bill of fundamental rights.

Mr Wessels said the proposed agreement provided for the right to strike for collective bargaining but that nothing in the bill of fundamental rights would preclude a lockout.

According to earlier reports, Cosatu's executive committee decided unanimously yesterday to go ahead with its one-day national strike on Monday to underscore its demands for changes to the interim Bill of Rights.

Cosatu general secretary Mr Sam Shilowa confirmed however that discussions were continuing and if an acceptable agreement was reached before Monday, Cosatu would call off the strike.

Other industrial action, including strikes, would be taken until unions' demands on the constitutional right to strike and the deletion of the lockout clause from the bill had been met.

Star 11/11/93

## Alliance opens poll nominations

The ANC-SACP-Cosatu alliance has opened nominations for 1 050 candidates it plans to field in the April 27 general election. (SEE PAGE 11 OF A)

Three lists of nominations will be drawn up for the national assembly, regional nominations for the national assembly, and regional legislatures.

The ANC said at a news conference yesterday that nominations for the national list would close on November 28 and be finalised at a na-

tional nominations conference on December 18.

An estimated 470 people would be nominated for regional governments. An additional 90 might be added to this figure to cater for a larger number of voters than is expected. The figure would depend on voter numbers and the percentage of people who actually vote.

The ANC said it would nominate 200 people for election to the national assembly and a further 200 regional representa-

tives to serve, also on the national assembly.

The nomination process was a public and open one. "All members of the democratic movement in the country are eligible to nominate and be nominated."

ANC information and publicity head Dr Pallo Jordan gave the assurance that women would be given an equal chance to win seats on the various bodies taking part in South Africa's first democratic election.

**NEWS** Talks to stop national strike

# Cosatu strike goes ahead

Sowetan 11/11/93

A NATIONAL strike by the Congress of South African Trade Unions is to go ahead on Monday after talks to stop it failed yesterday (140A)

The Government, employers and trade unions, including Cosatu, spent eight hours discussing the issue

However, just when it appeared there was an agreement Cosatu demanded new concessions which torpedoed the talks, Minister of Manpower Mr Leon Wessels told a Press conference at the World Trade Centre at Kempton Park last night

"They have now put the whole issue back in the laps of the politicians," Wessels said "If that is the way they want to negotiate, it does not augur well for future labour discussions"

Cosatu is calling the strike because it does not approve of a clause on workers' and employers' rights to be included in the list of fundamental human rights in the interim constitution

"I believe there is bad blood now between Cosatu and the employers,"

Wessels said, adding that in the space of a couple of weeks, Cosatu had twice "turned its back" on decisions reached by the National Manpower Commission

The NMC includes representatives of the Government, labour and employer organisations

When a proposed clause was first unveiled at the multiparty talks, it included the right of workers and employers to organise, the right of workers to strike, and the lock-out right of employers

However, Cosatu objected and announced a protest campaign which is to culminate with a national strike

The only element of the campaign to surface so far has been a march by about 12 000 Cosatu members on the World Trade Centre, far fewer than the 50 000 protesters Cosatu said it would mobilise for the event

Sources said the reason for the deadlock may have to do with problems within the ANC-led alliance

# Cosatu expects benefits from ILO decision

SA workers were set to win concrete benefits from the country's imminent re-admission after 30 years to the International Labour Organisation, Cosatu said yesterday.

An ILO-sponsored programme of assistance was clinched on Tuesday when an SA delegation to Geneva persuaded the international body to readmit SA.

"The declaration of action is suspended, subject to the effective installation of the Transitional Executive Council and the ILO will decide on a comprehensive

review of the declaration at their conference in June 1994," Cosatu said.

Cosatu said it saw the ILO decision as an important gain for SA workers.

The ILO's programme of assistance would address workers' needs in areas such as working conditions, employment and human resources development.

Cosatu would urge the assistance be channelled through the National Manpower Commission and National Economic Forum.

The ILO would help re-draft local labour law in

line with international standards, and in training in dispute resolution, capacity-building for unions and sharing information on affirmative action (ILOA).

It would also advise on employment strategies and human resource development, appropriate social security systems, small business, gender issues and setting up new methods for collecting labour statistics.

The Farm and Rural Workers Support Association said extending collective bargaining to agriculture had to be given

priority in the ILO's programme of action in SA.

Association general secretary Grant Twigg called on the ILO to support the struggles of SA farm workers. "Many farmers, including prominent wine estates, are still refusing to recognise the association as representative of their workers," he said.

SA's re-entry into international labour affairs goes a step further today when the International Textile, Garment and Leather Workers' Federation begins its executive meeting in Cape Town.

The gathering marked the end of a protracted international labour secretariat boycott of SA, the SA Clothing and Textile Workers Union said. — Sapa.

Ramaphosa brokers deal

# Monday's strike finally called off

Star 12/11/93

BY PAUL BELL  
LABOUR CORRESPONDENT

After two days of hectic negotiations at the World Trade Centre, Cosatu yesterday called off Monday's one-day strike, but both federation and employers are claiming victory for their constitutional right to take industrial action against each other.

In the final analysis, the deal appears to involve little more than a semantic shift in wording, which offers workers a symbolically "higher" right to strike while doing little to detract from the employers' right to lock out.

## Deadlocked

According to insiders, the day — and night — belonged to ANC secretary-general Cyril Ramaphosa who, supported by Manpower minister Leon Wessels, brokered the deal.

Negotiations got under way on Tuesday night in Wessels's Pretoria office and labour and the employers, who had deadlocked the previous night at the National Manpower Commission (NMC), were called in to resolve their differences.

By Wednesday morning, the Government and employers thought they had a deal with Cosatu. It was scuppered by the arrival of the federation's assistant general secretary, Zwelinzima Vavi, at the World Trade

**BOTH sides, federation and employers, claim a victory after the ANC secretary-general jerks Cosatu back into line** (140A)

Centre at 4 pm, saying that Cosatu could not accept it and would strike.

Meetings between the ANC, labour, employers and the Government resumed at a furious pace, continuing until 1 am yesterday, when Ramaphosa intervened, insisting that a deal was possible.

It was said that "Cyril and (Joe) Slovo took over", with Ramaphosa stamping his authority on the process and jerking Cosatu back into line.

At a meeting of the Tripartite Alliance at 6 am yesterday, the ANC and Cosatu agreed on the final formulation. Within hours, Bokkie Botha, chairman of the SA Employers' Consultative Committee on Labour Affairs, faxed to Ramaphosa the employers' ratification of the deal.

Both Cosatu and the employers have professed satisfaction with the new formulation.

An alliance source close to the negotiations conceded that the change, while establishing the right to strike as "fundamental" and thus superior to that of em-

ployers' rights, would make little difference in application.

Cosatu general secretary Sam Shilowa called the new formulation "a victory for workers", but conceded that he hadn't met any two lawyers who agreed on the interpretation.

Cosatu still demanded for workers the right to strike for "social, political and economic purposes", said Shilowa, and would return to the fray after the elections, to prosecute both in the NMC and the Constituent Assembly the further reduction of lock-out rights.

## Split in two

The change has been effected in the following manner: Subsection 3 of the clause, which gave equal weight to workers' right to strike and employers' right to lock out, has been split in two.

Subsection 3 now gives workers the right to strike "for purposes of collective bargaining" — which, as far as the Government and employers are concerned, is a qualification that was not there before.

A fourth subsection has been added that refers to the employers' "recourse to the lockout", and links that to section 34 of the Bill, which says labour legislation cannot be changed without first being considered by the NMC.



# Cosatu to scrap strike after ANC deal?

It is unlikely Cosatu's strike will go ahead this week after the deal reached by the ANC and the government on the future of the civil service, reports  
**WAGHIED MISBACH**

**W**ILL it or won't it happen? That's the question bedevilling South Africa's toughest trade union movement on whether the threatened national strike will bring industry to a halt on November 15.

Cosatu and its tripartite alliance partners — the ANC and the SACP — were locked in discussion earlier this week in an effort to resolve the strike impasse.

The 1,2 million-member trade union federation announced the national strike last month to protest against the inclusion of the controversial clause which gives employers the right to lock out striking workers. It also opposes the protection accorded to civil servants after the April elections.

However, the ANC is confident the deal struck with the government this weekend on the future of the public sector will appease Cosatu on the eve of the strike.

ANC spokesperson Mr Carl Niehaus said the deal, which will be reflected in the interim constitution, "would address Cosatu's fears".

The ANC and the government agreed on a formula, which still guarantees jobs for current civil servants after next April, but which will also allow for affirmative action and restructuring of the sector

Mr Salie Manie, the chairperson of the Western Cape South African Municipal Workers Union (Samwu), is convinced the strike will not go ahead.

"The ANC has not given the government a blanket guarantee on the public sector."

Manie, who is also vice-chairperson of the National Local Government Negotiating Forum, said the deal between the ANC and Cosatu meant new laws could be passed after elections to enable restructuring to take place

"The government initially wanted posts, pay scales, benefits and security of tenure entrenched in the constitution."

"All we promised was that civil servants will continue to get what they are getting now after the April 27 elections," he said.

He dismissed suggestions that the civil service will be a burden on a new government.

Cosatu's reaction to the deal could easily be interpreted as a move towards compromise. A resolution at Cosatu's September congress rejected special protection for civil servants under a democratic government.

"The deal is a very positive development," said Cosatu spokesperson Mr Bheki Nkosi. "We said we will only go ahead with the strike if all avenues of communication had failed."

Niehaus said the ANC will avoid a "bulky public sector" that would place extra strain on the resources of a new government.

But, he warned, those people who refuse to abide by the basic principles of a non-racial South Africa "may have to take early retirement"

Niehaus was clearly trying to appease those within Cosatu who are calling for the expulsion of public servants whom they accuse of stealing public resources

Niehaus pointed out though that other issues, like the lock-out

clause, had yet to be resolved, and did not want to say outright that the strike would be called off.

Cosatu affiliates like the National Education, health and Allied Workers' Union (Nehawu) and the Southern African Clothing and Textile Workers Union (Sactwu), have already started campaigns at the workplace in the Western Cape.

They have asked employers to sign an agreement that they do not support the lock-out clause. Both unions have been at the forefront of the call to strike.

But discussion around the issue is currently taking place in the National Manpower Commission (NMC) and will be resolved this week, said Nkosi.

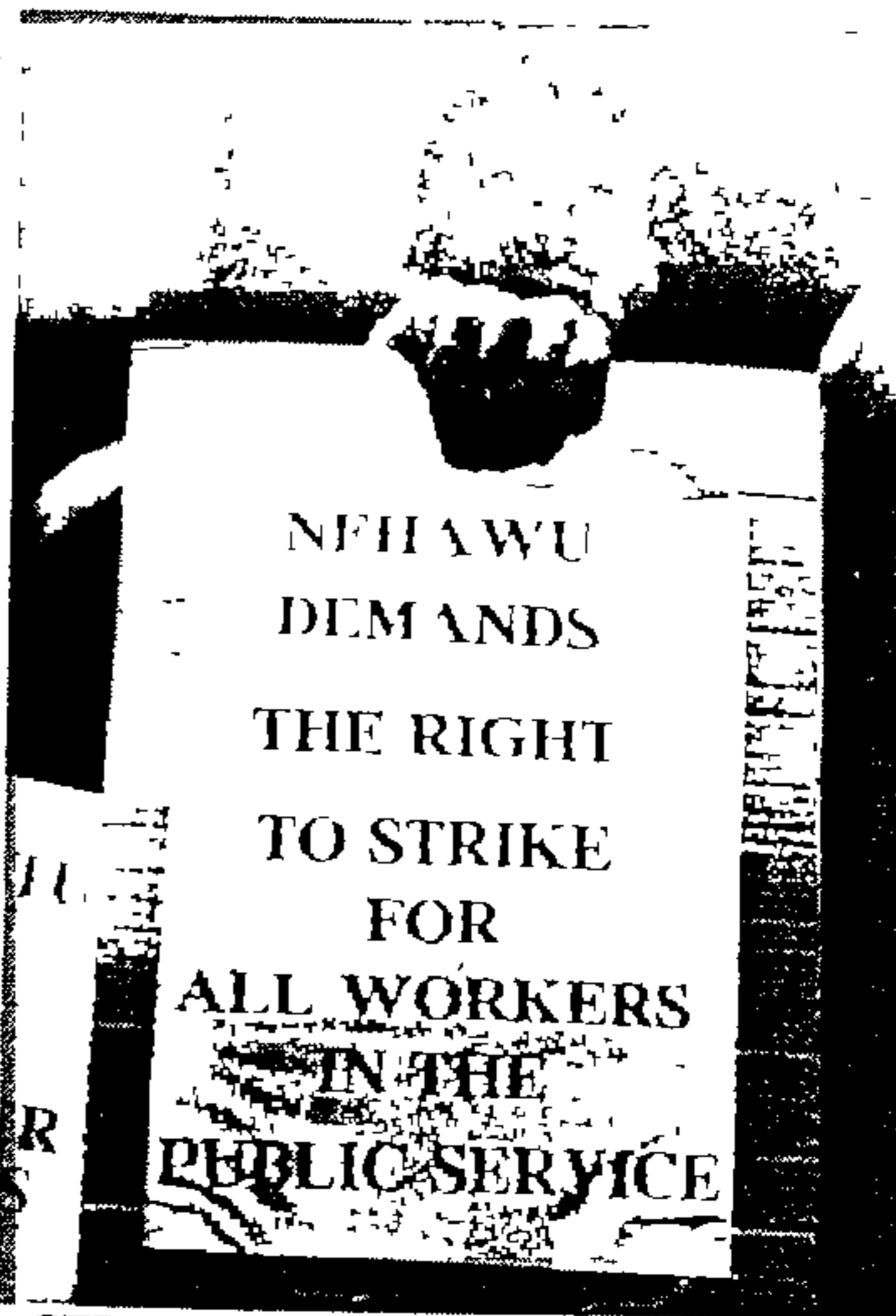
He said a Cosatu central executive committee meeting to decide on whether to strike had been postponed until a decision was reached in the NMC.

Bheki was optimistic the talks between labour, government and business in the NMC would favour Cosatu's demands.

Niehaus brushed aside reports that there was division in the tripartite alliance because "talks were continually taking place between the three partners".

The ANC and Cosatu have consistently denied any tension in their relationship.

That Cosatu will support the ANC in the upcoming election has never been in doubt, but there are



**STRIKE OUT: Workers protest, but Cosatu's general strike may be called off this week**

problems.

One has been Cosatu's perception that its nominees for the ANC election list could be sidelined.

Whether the list issue was related to Cosatu's call for the strike is unclear. However, Cosatu is determined to stay independent from the political mainstream.

At its recent congress it resolved not to rubber-stamp constitutional agreements reached at the multi-party talks.

In fact, Cosatu called for the strike without consulting either the SACP or the ANC

However, with all the manoeuvring and behind-the-scenes talks, Cosatu is likely to get what it wants in the end. Only a foolhardy political organisation would ignore the rumblings of a federation with Cosatu's clout only a few months before South Africa's crucial democratic elections

Sowetan 12/11/93

# Cosatu strike called off

By Ike Motsapi

THE strike planned for Monday by the Congress of South African Trade Unions to protest against what it termed "the infringement of workers rights" is off

Cosatu general secretary Mr Sam Shilowa told a Press conference yesterday that agreement had now been

reached with the South African Employers' Consultative Committee on Labour Affairs that workers could go on strike without fear of being dismissed

He said the agreement was reached earlier yesterday after the matter was tabled at the Negotiating Council at the World Trade Centre by the ANC and South African Communist Party

He said Cosatu and Saccola had also

agreed that employers had the right to lock out workers between now and April 27 "This is a victory for the people", he said (140A)

Chairman of Saccola Mr Bokkie Botha confirmed in a letter to the ANC general secretary, Mr Cyril Ramaphosa, that the employers had reached an agreement with Cosatu on workers' right to strike

## Cosatu hails worker victory

JOHANNESBURG

Cosatu has officially called off Monday's national strike after a deal was struck by multi-party negotiators in consultation with the union movement and employer federations yesterday.

Cosatu general secretary Mr Sam Shilowa said "This is an important victory for workers."

• Cosatu would mobilise more than 30 000 shop stewards and organisers to bolster the ANC's election drive, its former general secretary, Mr Jay Naidoo, said yesterday. — Sapa.

# Cosatu cancels strike action

COSATU yesterday called off Monday's national strike, claiming it had won important concessions from employers on the inclusion of the right to strike in the interim Bill of Rights. *B/Say*

However, it denied that this move was a relief for the federation and contended that all regions and affiliates had backed the call for "at least a one-day strike".

In a compromise deal struck by multi-party negotiators, in consultation with Cosatu and employer federations, the lockout clause was restricted to collective bargaining issues instead of an unfettered right to lock out workers to change conditions of employment. *12/11/93*

Cosatu general secretary Sam Shilowa said the right to strike would be a fundamental right, whereas the right to lock out would be more restricted than current legislation dictated. *(1407) (AES)*

"No employer or court will be able to dismiss workers on a legal strike when the Bill comes into operation. This is an impor-

ERICA JANKOWITZ

tant victory for workers. We are convinced that with employers having agreed to our proposal now before the technical committee, and the NP and ANC backing it, no party — including the DP — can block it."

Shilowa said the right to strike would be explicitly included in the interim Bill, but it would be limited to collective bargaining action. Cosatu would strive to have this right extended to include political, economic and social strikes.

The compromise clause was endorsed by government and the ANC yesterday and referred to the technical committee on fundamental rights. The negotiating council will debate the full list of rights today.

Employer organisations endorsed the compromise clause. The SA Consultative Committee on Labour Affairs (Saccola) said it supported the proposed wording amending the Bill. "We believe it will re-

To Page 2

## Cosatu

*B/Say*  
result in parity between the positions of employers and employees regarding action in the form of strikes and lockouts."

It also welcomed the institutionalisation of the National Manpower Commission in the constitution, saying the commission needed "the full support of all the social parties ... to give effect to the strike and lockout provisions". *(1407) (AES)*

Saccola and the Afrikaanse Handels-instituut (AHI) praised the role played by

*12/11/93*

From Page 1

politicians in averting the strike.

Sapa reports that the AHI said it was satisfied that "the interests and rights of the employer enjoy adequate protection in the Bill, as well as in the constitution".

Manpower Minister Leon Wessels said the dispute's resolution augured well for the future. "Disputes cannot be resolved by threats and strikes."

● Comment Page 8

# HOW COSATU lost the dare

Star 13/11/93

(1409)

**LABOUR Correspondent PAUL BELL recounts how COSATU's leadership tried to take on ANC and SACP leaders in an audacious gamble.**

SAM Shilowa enjoys a gamble. This week, though, he played political poker with Cyril Ramaphosa — who has played this game before — and he lost. Time will tell how badly.

On Thursday, we labour correspondents gathered at COSATU House to await the general secretary after two days of heightening tension at the World Trade Centre, where the ANC, the Government, labour and employers had scrambled a deal on the interim constitution that would sort out some temporary balance of power in industrial relations.

## Dangerous

Shilowa was coming to tell us that Monday's strike was off. "You watch," said a colleague. "He won't be here next September" — a referendum, at which office bearers face re-election. Who can say whether Shilowa will be a one-term general secretary? The strike seemed a doubtful starter long be-

fore its intended "off", but the political debacle it has led to was by no means his alone. And COSATU, having taken a bruising, might choose to close ranks instead.

But the remark was indicative of sentiment among all those touched by the dangerous game been played out since October 16, when COSATU called the strike: the federation was chancing its arm and the ANC would chop it off.

For the denizens of COSATU House, the past month has been a roller-coaster — high on emotion one day, down in the dumps the next — as COSATU tried, and, in the final analysis, must be judged to have failed, to bend its allies, the Government and employers to its will.

You could see it in the faces of their leaders — when they threatened the strike to force the multiparty negotiators to drop from the interim constitution employers' right to take lock-out action against employees — that they had miscalculated by failing to consult the ANC and SACP. None of them, from Shilowa down, ever offered a



**TIME WILL TELL: Will Sam Shilowa still be here this time next year?**

convincing argument for why they didn't tell the ANC upfront — apart from a recitation of such tripartite alliance platitudes as the independence of the partners, and the need to inform workers immediately of so momentous a decision. But it never washed

COSATU, showing signs this year of growing anxiety over its over-close relationship with the coming party of government, chose — and in hindsight, chose poorly — a critical moment in the course of constitutional negotiations to assert its power as a major political constitu-



**TOUGH OPONENT: Cyril Ramaphosa has played this game before.**

ency, and throw a spanner in the works. To do so without warning, and to renege on a deal with the Government and the employers in the National Manpower Commission (NMC) and then expect the alliance to come rushing to its defence, was to both annoy

and embarrass the allies. As a result, COSATU forfeited their wholehearted support, and doomed the action at its outset. I spoke to Shilowa on the Sunday morning after the strike-threat. He was relaxed and sure. By Monday, saw him in his of-

face, we could all hear the warning drums from Shell House. But Shilowa put a face on it.

Tuesday wasn't a good day. Word came from an alliance meeting that the ANC was sympathetic to the principle of a superior constitutional right to strike for workers, as well as to COSATU's objections to a referendum and job security for apartheid civil servants. But the brevity of the ANC's statement suggested controlled fury.

The following week, having secured the apparent support of the affiliates and drawn up a programme of mass action, COSATU House was buoyed up, and the week after, when COSATU staged a march to the World Trade Centre, things were seriously looking up.

Joe Slovo was telling the crowd it had all been a big misunderstanding. But he made no mention of a strike. There had, of course, been no misunderstanding. COSATU's negotiators had merely reneged on the deal struck in the NMC. Even so, after the speeches, Shilowa, COSATU president John Gomomo and other officials and office-bearers piled into a minibus at the gates of the WTC and drove through the throng of policemen to hear from the technical committee of the Negotiating Council its response to the demands the federation had submitted the day before.

They went in looking bullish. They emerged grim.

By this week, despite a further deadlock in the NMC on Monday, it was clear that the balance of forces arrayed against strike action was becoming overwhelming.

At COSATU House, the mood became one of dejection and masked uncertainty. By the time the issue was finally dumped in Ramaphosa's lap, he was angry. He has had to put a face on things, as has Slovo in the interests of pre-election unity. They cannot be expected publicly to acknowledge the tension with COSATU generated by an issue that insiders know was badly handled by labour.

But when Ramaphosa got hold of it, he took it firmly. And crushed it.

Shilowa came out of Wednesday night's negotiations at the WTC looking, said observers, like he'd had a beating.

## Shift

But COSATU will be back. The change in government will see a shift in the NMC towards labour, and COSATU will use its political leverage to try to force the commission's new government representatives to back further changes to labour legislation that would further degenerate the lock-out. Its ultimate agenda is to win a right to strike on issues wider than collective bargaining.

# Defiant station

## Still on air

BY JACQUELINE MYBURGH

Right-wing-backed Radio Pretoria has continued to broadcast without a licence for the past two weeks despite the issuing of new and more stringent regulations regarding temporary licence applications earlier this month.

The chairman of Radio Pretoria's management committee, Mossie van den Berg, would not say yesterday whether the rebel radio would continue to broadcast illegally, but said station owners and Home Affairs Minister Danie Schutte were engaged in talks.

Ministerial spokesman Jack van der Merwe said Schutte wanted to meet representatives from Radio Pretoria to discuss the matter, but he was currently tied up with constitutional negotiations.

Only two temporary licences have been issued since the new regulations were introduced: one to Solid Gold FM Stereo and the other to Portuguese Radio Cidade.

# Cosatu to help the overtaxed

BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu is to launch a campaign to assist workers — most likely to be women — to reclaim SITTE tax they were overcharged by the Receiver of Revenue during the past three fiscal years.

The Government's decision to repay affected workers follows months of protracted negotiation between it and Cosatu. The Income Tax Act is expected to be amended accordingly at the forthcoming session of Parliament.

The federation claims workers may have been overcharged a total of R700 million — largely because workers were not fully informed of the regulations.

These required that they provide the correct information to employers in order to be taxed at the right level. The Government claims the fault was that of employees, Cosatu claims it was largely the fault of negligent employers.

Cosatu says workers most likely to be eligible to reclaim tax would be:

- Women who were married and/or have children, but their employers did not know this
- Women whose husbands were unemployed or earn less than R10 000 a year.

Last week the Receiver announced that refunds might be made to employees who could prove that tax was overdeducted from their pay by employers under the SITTE system during the three years of as-

essment that ended on the last day of February in the years 1991, 1992 and 1993.

Claimants will have to submit proof of ID, copies of the relevant IRP5 tax certificates, and proof of marital status and any children who qualify the taxpayer for a rebate.

Cosatu says workers should wait until 1994 to present their claims, by which time the necessary procedures for reclaiming the tax have been put in place.

It will be aiming at assisting all workers, not only its members. To this end, it plans an extensive information campaign, as well as intensive training of shop stewards. The first Cosatu training courses will begin this Saturday.

# Ghost's account is now final

STAR BUREAU

London — The Queen's bank, Coutts, has closed the account of its oldest visitor — Thomas Howard, the fourth Duke of Norfolk.

Thomas, wrongly executed on a trumped-up charge of treason in 1572, has been wandering the bank's Strand branch, proclaiming his innocence.

Since he appears dressed in

Elizabethan costume, alas minus a head, this has had an unsettling effect on those members of staff who have met him.

In desperation last year, Coutts invited psychic consultant Eddie Burks to mediate

FOR A COPY OF THIS ARTICLE CONTACT THE STAR BUREAU

**NEWS** Trade union federations in

# Clash over envisaged labour bill

Sowetan 16/11/93  
140A

■ **VERBAL WAR** Nactu is not

happy with the bill, Cosatu affirms it:

By Ike Motsapi

**A** WAR of words has broken out between the country's two trade union federations regarding the extension of the Labour Relations Act to farm workers

The National Council of Trade Unions has accused the Congress of South African Trade Unions of collaborating with the South African Agricultural Union in extending some provisions of the labour legislation to farm workers which, Nactu says, "do not grant but regulate collective bargaining rights"

Mr Cunningham Ngcukana, general secretary of Nactu, said, "The LRA envisaged for farm workers does not provide for a duty to bargain."

"Collective bargaining under the existing Labour Relations Act is not a right hence the issue is still debated in the Industrial Courts.

"The Bill, which is awaiting the signature of State President Mr FW de Klerk, also fails to provide for the right to collectively bargain and its corresponding duty to bargain

"It essentially fails to justify Cosatu's concession of accepting the agricultural sector as an essential service

"The International Labour Organisation does not categorise the agricultural sector as an essential service," said Ngcukana

He said the third point is that the Bill did not include other sectors of organised labour and agriculture

"We are talking here of Anglo American Farms, Tongaat Farms, Sappi Forests, Mondi Forests and others who were not party to the envisaged deal for farm workers," said Ngcukana

Mr Sam Shulowa, general secretary of Cosatu, said the federation had a mandate from its affiliates and members to negotiate the deal for farm workers

*Dispute over Agricultural Labour Act*

# Cosatu, Govt cross swords over delays

Star 19/11/92

140A

BY PAUL BELL  
LABOUR CORRESPONDENT

The Congress of South African Trade Unions and the Government yesterday crossed swords over delays in the promulgation of the Agricultural Labour Act (ALA), which was passed by Parliament in its September session.

Cosatu accused the Government of using "technical problems" as a "thinly veiled delaying tactic" while accepting further lobbying by "some of the agricultural unions".

Cosatu cited "dirty tricks in rural areas to prevent workers from voting for the parties of their choice, or having IDs".

It added: "The ALA was a transitional measure precisely



Leon Wessels ... denies Cosatu's allegations.

designed to extend basic rights to farmworkers during the run-up to the election.

"Further delay will undermine the spirit and letter of the agreement. Failure to promulgate (the ALA) as a matter of urgency will jeopardise the Co-

satu-SA Agricultural Union (SAAU) agreement."

Manpower Minister Leon Wessels denied the allegation, saying he was not aware of any lobbying by agricultural unions. The National Manpower Commission had suggested that interim changes proposed to the Labour Relations Act also be reflected in the ALA, Wessels said.

Also, the Industrial Court had advised Cosatu and the SAAU of shortcomings in the ALA which should be clarified before implementation.

Cosatu had been asked to "liaise" with the SAAU on these issues. Both had agreed to meet, but "to date nothing has materialised", he said.



# Samwu to walk out of Council talks?

The Cape Town City Council is still white-controlled, despite the political changes countrywide. Its reluctance to change has angered the South African Municipal Workers' Union, which is threatening to break off negotiations

## CHRISTELLE TERREBLANCHE reports.

THE South African Municipal Workers Union (Samwu) is on the brink of walking out of negotiations with the Cape Town City Council (CCC) because of the Council's reluctance to change from its "white's only" control.

Mr Sahe Manie, chairperson of the Cape Town Samwu branch, said the confidential negotiations over several months have all but reached deadlock.

"What we wanted from the outset of the talks was a commitment for an affirmative action programme under joint control," says Manie, who is also the vice-chairperson of the National Local Government Negotiations Forum.

"Our point of departure is the creation of an affirmative action board. But after months of negotiation they don't seem willing to agree with this. They are dealing with us on an ad hoc basis in the first place, so to get any agreement is extremely difficult."

Manie, also part of the ANC think-tank on the civil service's future, says the CCC is dragging its feet and no affirmative action programme has been formulated.

"They have an option now to agree to our proposals. Otherwise we will use the new dispensation to get a more representative political body at the helm of Cape Town in order to force through change," he says.

Ms Pat Lockhead, a personnel

officer with the City Council, admitted that only 0,6 percent of people in managerial positions are African and 0,6 percent Asian. These figures are way below national averages for companies — 2,5 percent for Africans and two percent for Asians.

Nearly seven percent of management and supervisory posts are held by coloureds, well above the national average of about 1,7 percent.

But Manie sees this more as a result of previous coloured preferential labour laws than affirmative action. However, in terms of women, the CCC's 11,5 percent in top posts is almost double the national average.

According to him about 11 500 CCC employees are coloured, about 500 African and 3 500 white. Ms Yolanda Scholz, the Council's chief personnel officer, says "We are not proud of these statistics. Our management structure doesn't look representative. And yes, we do not have a formal policy yet. We are trying to implement affirmative action informally."

Says Lockhead "We've had protracted negotiations with the union, but they want a contract, while we are more interested in a long-term policy."

Manie disagrees "Many of the senior positions that went to blacks were on merit. It is wrong for them to quote those as affirmative action."

"And whites still hold nearly all

senior positions and vacant senior positions still go mostly to whites. "You cannot deal with affirmative action in an evolutionary way. It means intervention and extraordinary steps to correct the imbalances." **South**

Until a few years ago the previously whites-only union, the South African Association for Municipal Employees (Saame), had an agreement with the City Council to veto any appointments they disliked.

This often meant people not classified white. This section of the employment statute was scrapped, but the legacy it created lives on.

"This and the Coloured Labour Preference Act are not adequate justifications for why things have remained the way they are for so long," Manie states.

If the union gets its way and an Affirmative Action Board is instituted, Saame will be drawn into the process. But Samwu also insists that, in the light of the money shortage experienced by the CCC, a budget solely for affirmative action should be part of the deal.

"We made a total proposal and don't want to work on any piecemeal basis," Manie says.

"All appointments from then on should be done against a definite affirmative action agreement and we want to oversee the process."

Manie believes an agreement with the CCC could be an example to all municipalities in the country.

But he has little hope. "What has gone wrong with the CCC is that, although there has been willingness to discuss affirmative action, these people don't realise we are in a new political era, while their structure is out of step with those of national politics."

"I think the problem is that they are reluctant to let go of their authority in an area where they see themselves as exclusively dictating



SALIE MANIE

*"For years the CCC has professed to be not politically aligned. The fact that they have now established a DP (Democratic Party) caucus, makes them a bigger problem. And they need our input even more. We now see them only implementing DP-sanctioned policies. That can clearly not be acceptable, because the DP does not represent the majority of Cape Town people. I know they have been saddled with two serious crises — the rates issue and the election of a new executive council. But these are not excuses for dragging their feet."*

# Unions warn against loans

Political Staff

TRADE UNION federations Cosatu and Nactu warned yesterday against foreign loan agreements and expressed suspicions about the motives of the International Monetary Fund (IMF).  
Cosatu's Mr Tony Ruters said the federation viewed the signing of a \$850 million (about R2,89 billion) IMF loan with concern and "deep worry about the conditions attached to IMF loans".

CT 20/1/93

# Women still being downplayed

Unionist

SHARON SOROUR  
Labour Reporter

COSATU has a long way to go "both in policy and practice" to ensure the specific needs of women workers are met, and that they are empowered in the process, says leading trade unionist Jane Barrett.

Ms. Barrett serves on Cosatu's Economic Task Force and co-ordinates its Living Wage committee.

She said women were poorly represented in structures determining economic policy and practice, even though they represented a third of the workforce and a third of Cosatu's membership.

Fewer than 10 percent of delegates at the 1992 Economic Policy Conference were women, she said. "With the exception of one union, affiliate delegations were entirely male-dominated, even among those affiliates whose woman membership was one third or above."

The Cosatu Gender Forum had been present, but only in a non-voting capacity. Conference conclusions were referred back to the federation's central executive committee, "a structure where women are conspicuous by their absence."

The 70-strong central executive, which had three voting women members, had delegated many tasks on economic policy to the federation's Economic and Development Task

Force. But, only five of this body's 40 members were women.

"Cosatu's eight representatives to the National Economic Forum are all men. Four of the co-ordinators of the 13 task force groups are women, but all are officials, not workers."

The only active woman worker on the committee was Connie September, Cosatu's first woman office-bearer — recently elected as first vice-president.

Ms Barrett said the argument was not that men were incapable of ensuring adequate consideration of the gender question in policy formulation and implementation. Nor did women always automatically represent the interests of their gender.

However, the fact is that the male-dominated structures have not entered a process of constant "checking" as to whether redistribution in favour of women is taking place, she said.

Women's poor representation on the structures dealing with Cosatu's economic policy reflected their poor representation on most affiliates' national, regional and local executive structures.

This was partly due to increasing levels of violence and the dangers of evening public transport and posed a serious threat to women worker empowerment.

# Cosatu 'needs to redefine its role'

ERICA JANKOWITZ

COSATU would need to redefine its role in a changing SA and make some critical strategic decisions on how best to exert its influence while its new leadership found its feet, according to SPA Consultants **BIDAY**

In a project investigating Cosatu's strategies for 1994 and beyond, SPA concluded that Cosatu was "at a crossroads and that, in respect of both its membership and its role in a future SA, there is considerable uncertainty" **26/11/93**

Cosatu was "faced with a number of critical strategic decisions which will fundamentally influence its role in a future SA" **(140A)**

Cosatu's participation in politics had resulted in some serious divisions between affiliates on the future of the ANC/SACP/Cosatu alliance. SPA predicted in the report that the alliance would collapse during next year "as Cosatu strengthens its position of independence in the new dispensation"

Tensions had been exacerbated by the departure of 20 Cosatu leaders to the ANC election

list and the proposed merge of five affiliates into a 500 000-strong public sector union.

There were also differences between Cosatu affiliates on economic policy.

ANC interference in Cosatu's reconstruction and development programme was also a bone of contention which would hasten the demise of the alliance

On future relations between organised business and organised labour, SPA was more optimistic "There appears to be a new sense of urgency in capital/labour relationships centred around co-determination and taking SA successfully into the world economy," the report found.

It forecast testing times as ties were forged between union leaders and management

The final area of conflict was that of voter education and electioneering, which should be tempered by a negotiated code of conduct

Handwritten notes and scribbles in the bottom left corner.

Vertical handwritten notes and scribbles along the right margin.

# The year of September

She might be Cosatu's first female national office-bearer, but second vice-president Connie September doesn't want to concentrate on women's issues.

**Ferial Haffajee reports**

**C**ONNIE SEPTEMBER is an *egte "Kaapse meisie"* a no-nonsense, strong and outspoken woman who cut her struggle teeth on the Cape Flats in Grassy Park

From being a clothing worker who did not know what a trade union was just 10 years ago, September was this year nominated the Congress of South African Trade Unions' second vice-president and its first female national office-bearer.

But don't say that too loudly. September is an all-round trade unionist and wants it known that "I should not be seen as the women's desk of Cosatu".

She adds: "I won't restrict myself to women's issues; while it remains a key issue, so is the National Economic Forum, the National Manpower Commission and the growth of Cosatu."

September is a stylish and considered woman she wears a bomber jacket, lots of jewellery, some nail polish and a confident air. "One must be prepared for the responsibility that goes with it," she says of her new job, adding that her election was unopposed.

No, she doesn't think that women lead differently, that they are innately consensual and nurturing. "That is how society perceives women to be. I don't see myself always opting to take a consensus role," says September, making it clear that where decisions must be made, she will make them.

A colleague at the Southern African Clothing and Textile Workers' Union (Sactwu) where she is the national treasurer says: "She doesn't believe that women should be elected only on the basis of affirmative action, but must be able to do the job."

September considers her answers carefully, using drags at her John Player Special cigarettes to think carefully about questions. Her beliefs mirror those of the cloth-



Connie September ... Not just Cosatu's women's desk

ing union where she has honed her skills. Committed to a platform of worker rights and trade union development, she says: "My goals are to continue to empower workers, protect the rights of workers and to see Cosatu getting bigger than 1.3-million members."

"I envisage that Cosatu should take its own decisions from time to time, (especially when) there is an aspect that threatens workers. Engaging in elections should not necessarily cripple the federation," she says.

"The trade union movement is my home, the workers' struggle is my home," she says.

September continues to work at the Rex Trueform clothing company in Cape Town, where she has been for the past 13 years.

She related in a recent interview how she stumbled on trade unionism at a meeting. "I listened to the trade unionists talking and I realised that we have something like that at work."

"Later in 1983 I found out more about the trade union at our factory. I started to get angry with the union because I couldn't see what they were doing. I did not learn anything from them — for example, I did not know what wage negotiations were about."

This anger prompted her to help set up the Clothing Workers' Union to win members from the then con-

servative Garment Workers' Union. After one of the first industry strikes at Rex Trueform, September was elected a shop steward of the Garment and Allied Workers' Union (the forerunner of Sactwu) in 1988 and has not looked back since.

September's unspoken fear is that unions should not lose touch with their grassroots members. It is a lesson she learned on a trip to the United States, where she noticed that "far fewer workers are involved in trade unions. South Africa should guard against this." A colleague and friend at Cosatu notes that "Connie is closely connected to the factory floor and takes up bread and butter issues."

When she was elected second vice-president, she asked for some space to ensure that her duties and the members she services would not be left rudderless.

Cosatu sources hope September will bring a strong administrative hand to the federation, that "she will tighten up structures and organisational development."

But her new position has not come without sacrifices. It means that in a normal week, September spends about five days in Johannesburg and two in Cape Town, where she lives with her 15-year-old daughter. (140A)

For any Capetonian, this is anathema — and who could blame her when the interview ended because she had to catch a plane home.

Wm 26/11 - 2/12/93

# Cosatu retreats from general strike call

14DA

WM5-11/11/92

With lukewarm support from the ANC and SACP for the November 15 strike, Cosatu is trying to find a way out, reports **Paul Stober**.

**F**ACING a marked lack of enthusiasm from its alliance partners, the Congress of South African Trade Unions is trying to retreat from its November 15 general strike call.

Last month, Cosatu threatened to call a general strike on November 15 to protest against clauses in the interim constitution which guaranteed the jobs of civil servants under a new government and gave employers the right to

lock out striking workers.

In a bid to avert the stayaway, Cosatu is negotiating with public service staff associations and employers to back its demands and put pressure on the World Trade Centre negotiators.

The strike call, made without prior formal consultation with the African National Congress or the South African Communist Party, was seen as an announcement by the federation that it would act independently of the ANC when it came to workers' interests.

The federation was also thumbing its nose at the ANC because it perceives that the organisation has backtracked on its assurances that Cosatu's nominees for the constitutional assembly will be in the top half of the ANC's election list.

But, if Cosatu decides to go ahead with the strike, it could find itself involved in an awkward battle of wits with those in the ANC who feel a general strike will be a waste of energy and distract the alliance from the all-important April 27 election.

Already its alliance partners are decidedly lukewarm about the prospect of the strike. Said ANC spokesman Carl Niehaus, "We understand what Cosatu's concerns are but they are being negotiated and we cannot talk about a strike until they are resolved."

"There is still a chance of averting the strike with discussion with Cosatu and the negotiating forum."

But, more militant elements of the ANC are firmly behind the Cosatu call. ANC Youth League secretary general Rapu Molekane

described the League as being 100 percent behind the strike and the ANC's powerful PWV region has come out in support of Cosatu at its recent annual conference.

South African Communist Party publications department head Jeremy Cronin was cautious about lining the SACP up behind the strike.

"We support the concerns and issues which Cosatu raised and if it is clear these are not satisfied we would support a general strike. We hope the matter will be satisfactorily resolved."

Early this week, Cosatu met the South African Employers Consultative Committee on Labour Affairs (Saccola) in an attempt to hammer out a joint position on the lockout clause in the interim constitution to take to the National Manpower Commission (NMC).

But, on Wednesday, Cosatu representatives described the meeting with Saccola as "a dead duck".

**T**he NMC, which has representatives from labour, government and business, was to have met on Wednesday to work out a submission to the technical committee of the negotiating forum on the lockout clause. Cosatu assistant general secretary Zwelizima Vavi said "Depending on that, we will see if we still need to go ahead with the general strike."

Apparently more successful was Cosatu's meeting with the Congress of South African Public Servants Organisations (Cosapo). In a joint statement they said "Public servants have to realise their important role in the provision of services does not mean they can be guaranteed more in the way of salaries or jobs than other workers in the economy."

"To ensure that the political transition in this country is smooth and stable it does not mean the current bureaucracy needs to be entrenched, by protecting the public servant in any unique way in the future constitution."

Unfortunately Cosapo does not seem to represent the white public servants whom the original clause in the interim constitution was aimed at calming.

Former Cosatu general secretary Jay Naidoo was optimistic about the impact Cosatu's combination of mass action and talks would have on the technical committee which drew up the interim constitution.

"Up to now the negotiators seemed to have yielded to the requests and demands of Cosatu," he said.

However, he cautioned that the federation would wait and see what recommendations the technical committee would submit to the negotiators by the end of this week.

On Saturday, a special meeting of the Cosatu central executive committee will be held to review the negotiations and take a decision on whether or not the strike should go ahead.

The decision will then be taken to the ANC and the SACP so the tripartite alliance can reach a final position on the strike.

# Thibedi quits 'corrupt' union

A frustrated Kaiser Thibedi has resigned from his position at Saccawu. **Ferial Haffajee** finds out his reasons for leaving

**S**ACCAWU's former assistant general secretary, Kaiser Thibedi, resigned from the union last weekend, charging that corruption and autocracy at the union meant that "worker control was a thing of the past"

In his resignation letter to the the South African Commercial Catering and Allied Workers Union on Saturday, he cited "bureaucratic and dictatorial practices, corruption and selfishness" as reasons for his decision

"I can't stay in a union and be provoked to take action detrimental to workers," said Thibedi this week

He says the union has been bureaucratised and that decision-making has been centralised "The style of leadership is a problem, absolute power is in the hands of an individual"

Thibedi also confirmed allegations that money had been misappropriated from Saccawu and charged that because of political tensions in the union, some officials were falling victim to a witch-hunt

140A Wm 19-25/11/92

Some of these office-bearers — in the Northern Transvaal and Witwatersrand branches of the union — have been dismissed. They in turn have started new unions, raising the spectre of a split in Saccawu again (The union split in two in 1985 and was merged in 1989)

Thibedi is critical of the lack of damage control by national office-bearers to prevent such splits "All attempts to revitalise the union have been frustrated (and this is) contributing to splinter unions"

Instead, Thibedi says officials who raised charges of corruption and questioned its national leadership were arbitrarily dismissed, while some were transferred without compensation or alternative accommodation being arranged for them

The straw that broke Thibedi's back was the lack of action on the union's congress resolution taken earlier this year on strengthening unity in Saccawu. The resolution followed a meeting of over a hundred Saccawu staffers in May. Morale was at a low and at the time, Thibedi said to the staff "You are all in a waiting room — you are all looking for new employment" The staff agreed and took a decision to call in a consultant to help sort out their problems, but nothing happened

Meanwhile, the internal squabbles at Saccawu have meant that union



Kaiser Thibedi .. 'Absolute power is in the hands of the individual'

PHOTO STEVE HILTON-BARDL

services to its members have been abysmal, suggests the former assistant general secretary "I could not continue being paid, when we are not delivering to members," says Thibedi. He claims that Saccawu has "not won any major battles (recently)" and that "those officials doing a good job are being chased away"

The political tensions in Saccawu that saw it split in 1985 are the same tensions arising now. The leadership of the union alleges that those leveling charges of corruption seek to gain political mileage from the revelations

Thibedi in turn says no efforts have

been made to accommodate different political views in the union. Saccawu has members who are staunch African National Congress supporters — its general secretary Papi Kganare is one — but it also has members from other, more left-wing organisations

"The union needs to be depoliticised without becoming apolitical," says Thibedi, adding, "there needs to be an emphasis on professionalism"

"I firmly believed that a trade union is not a political organisation, but home for all political tendencies that must enrich and strengthen each other"

## Finances are being sorted out, says Skulu

Ferial Haffajee

**KAISER THIBEDI'S** resignation — he is one of the founder members of Saccawu — comes on top of a year of hardship for the trade union.

Earlier this year, a damning commission of inquiry revealed that insiders had defrauded the union, that the auditors could not audit the union because a number of important documents could not be found and that the finance department had been negligent in their duties.

Soon after, the entire Witwatersrand branch was suspended on charges of misconduct after it was alleged that they had leaked details

of the fraud and the commission to the press. The branch then sought an application to dissolve the union. That application has not yet been heard.

Because Saccawu's general secretary is away writing exams this week, his assistant, Bones Skulu, responded to Thibedi's allegations.

"These are allegations he never made when he was working here. To me he never seemed like an unhappy person," said Skulu, who also complained that the media knew about the resignation before the central executive committee received Thibedi's letter.

He said Saccawu reflected the

political tendencies that exist in every union, but was adamant that the union would not split. "There are some people who tried (to set up splinter unions) by asking members to free their subscriptions and through dissolution actions."

Answering allegations of heavy-handedness by general secretary Papi Kganare, he said that he had acted within his executive powers as general secretary in dealing with officials

Skulu said there was no witch-hunt at Saccawu. Officials had been called to disciplinary hearings because of their conduct and some had been reinstated on appeal. "No

one was targeted for discipline — each was afforded every fair disciplinary procedure in line with the (union's) code of conduct and constitution." He added that the entire finance department and Kganare himself had also been subjected to disciplinary inquiries.

Skulu also said Saccawu had come a long way in getting its finances sorted out. Lost documents had been found, an audit was in progress — investigators were making inquiries with their fraud investigations.

He also said national office-bearers would visit every branch of Saccawu in November and December to discuss internal problems.

# Cosatu accuses oilmen of stalling price report

Star 11/21/93  
■ BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu is getting impatient at the "slow progress" being made by the Liquid Fuels Task Force, due to report a fortnight from today on the restructuring of the fuel price, and has accused the oil industry of "stalling"

Negotiations co-ordinator Jayendra Naidoo said although Cosatu was sensitive to the complexities of the oil industry, and to the need possibly to wait until next month for a report, "we are very concerned with the slow progress in the committee" (140A)

After January "the oil industry should expect a more aggressive response by the labour movement," said Naidoo.

The Task Force was estab-

lished after the 7c/l fuel price increase in September, which precipitated a consumer revolt led by taxi drivers

A month ago a Liquid Fuels Crisis Committee comprising labour, the taxi industry, consumer and a range of other organisations, forced the Government to reduce the fuel price by 2c/l while the Task Force looked at ways to restructure the price.

Naidoo said that while the issue had been on the boil, labour delegates to the Task Force had received access to a large amount of information on how the industry worked.

"We thought that based on that, each constituency could make proposals that would lead to some serious debate. But the oil industry is stalling," he said



# Cheap labour is no panacea, says Shilowa

BISA 21/2/93

ERICA JANKOWITZ

SOUTH Africans had to bury the notion that the solution to the country's economic problems lay in pursuing a development programme based on cheap labour and an authoritarian state, Cosatu general secretary Sam Shilowa said yesterday.

Shilowa told a Finance Week breakfast club meeting "SA's militant and organised workers will not accept a formula for economic growth based on their exploitation"

Business should join Cosatu and other civil bodies to debate ways to achieve socioeconomic upliftment based on peoples' needs.

"The needs of our society are enormous, and to rise to the challenge our solutions will need to be radical and far-reaching," he said.

A reconstruction levy could not be ruled out, but if business objected it should come up with a viable alternative. Other sources of income could come from channelling "billions of rands circulating in the economy" and rectifying "apartheid spending".

An ANC-led government would also examine taxation, Shilowa said.

A reconstruction fund established by business — on the lines of the Joint Enrichment

Project — would help solve the problem of limited resources.

The "much-vaunted Asian tiger" scenario would lead to widespread social and industrial conflict. Instead SA should pursue human resource development, research expenditure and "selective and strategic state intervention in the economy".

Government intervention would be necessary if employers continued to undermine the collective bargaining framework.

The labour movement would not accept casual labour and contracting out as labour standards should not be sacrificed in pursuit of economic development.

The April election date was "non-negotiable" because legitimate political and social institutions were urgently needed.

Shilowa called for increased investment in human resources, technology and employment creation. A comprehensive industrial reconstruction programme which involved workers at all stages was another prerequisite for economic recovery.

# 'Slave labour not the key'

Star 2/12/93

■ BY PAUL BELL  
LABOUR CORRESPONDENT

Cosatu general secretary Sam Shilowa told business yesterday to "bury the myth" that the road to economic development is paved with low wages, saying South Africa could not model a competitive advantage on Asian "slave labour conditions".

Addressing a Finance Week breakfast club meeting in Sandton, Shilowa said workers would not accept a formula for economic growth based on

their exploitation or on the trampling of basic human and trade union rights.

"The example provided by the much-vaunted Asian Tigers do not in this respect hold out any hope of economic progress in our country.

"Their use of authoritarian State measures would in our context be a recipe for widespread conflict. (140A)

"If we are to learn any lessons from these countries, we should look rather to their emphasis on human resource development, research and de-

velopment, and the developmental effects of selective, strategic State intervention in the economy

"We need to bury once and for all the myth that the road to economic development is paved with low wages and the destruction of labour standards," said Shilowa.

"Where virtual slave labour conditions exist in Asian and other countries, it is unthinkable that some elements in South African business should seek to make this our competitive advantage"



Sam Shilowa ... general secretary of Cosatu

# To rise from social wasteland

Ike Motsapi

## ■ MAMMOTH TASK *Entire*

*country must help rebuild the nation's inequalities created by apartheid:*

**S**OUTH Africa needs its own "war effort" for development and reconstruction, according to Congress of South African Trade Unions general secretary Mr Sam Shilowa

Addressing *Finance Week's* breakfast club at a Sandton hotel, Shilowa said the mammoth task of reconstructing South Africa from the social wasteland created by apartheid rested not only on the shoulders of trade unions, but the entire South African society

Cosatu had identified the vehicle needed to drive a nation-rebuilding process as "the programme of reconstruction and development"

Cosatu planned to arrange a conference next year where those who had not yet aired their views concerning the process, including business and international experts, could do so

### Ideological logjam

"Once we develop an approach to start identifying the needs of society as a whole, we can break out of our old ideological logjams which prevented us from developing a shared framework," Shilowa said

"Our solutions must be concrete, coherent and planned to deliver within acceptable time-frames. It is not through some divine power that our people are poor, face starvation, live in squalid conditions

"It is through persistent and sustained implementation of apartheid, which almost all business people have benefited from in one way or another," he said

### Notorious

Shilowa said the old South Africa was a notorious example of a successful programme of affirmative action favouring whites

For future affirmative action programmes for blacks to succeed, credible and legitimate political and social institutions needed to be established which could only happen after a democratic political settlement

Shilowa accused Government elements of tacitly encouraging the

**South Africa's militant and organised workers will not accept a formula for economic growth based on their exploitation**

rightwing Freedom Alliance, which was attempting "to hold the country to ransom, despite, according to all opinion polls, representing a tiny minority of the population"

Cosatu, with the democratic forces of civil society, would embark on a campaign to ensure that all parties accepted the result of a democratic election

"Part of this process will be to expose the leadership of organisations such as the Inkatha Freedom Party and the Conservative Party to their own rank and file, many of whom are genuinely misled into believing that their leaders are acting in a *bona fide* way," he added

Cosatu was also campaigning for a restructuring of "the apartheid bureaucracy" after the April 27 elections

Shilowa said "The current civil service is immersed in a culture of nepotism and corruption. It is not geared towards serving the needs of our people, but has rather been designed to suppress their aspirations"

Cosatu wanted a new public service culture, which ensured that all public servants were orientated towards delivering services on the

ground

This meant minimum bureaucracy and the expansion of service providers. Those from the old order who were prepared to fit into this new culture should be accommodated

However, there would have to be new leadership

South Africans also needed to bury any notion of following the "cheap labour route" or the route of the authoritarian state as potential options for economic development

### Exploitation

He said "South Africa's militant and organised workers will not accept a formula for economic growth based on their exploitation, nor will they agree to an arrangement which tramples on their basic human and trade union rights

"We need to bury once and for all the myth that the road to economic development is paved with low wages and the destruction of labour standards," he added

The Cosatu leader said it was a myth to think international investment would cure all South Africa's problems

Only a major programme of investment by all economic actors would create the environment in which sustainable economic growth and development were possible

### Investment

He said "It means investment in our people, treating people as valuable human resources, rather than mere factors of production"

From the workers there would be energetic commitment to a programme of economic development he promised

Shilowa slated current so-called "black economic empowerment" programmes — putting a few black faces in high positions — as a non-starter

Meaningful processes of empowerment had to include everyone, and have as its aim transformation, not maintenance of existing arrangements

He said "Black economic empowerment is not about enrichment of a few individuals. It is not about creating one or 10 black millionaires, but about empowering the country as a whole towards economic growth, economic stability and creating employment"

And alternative forms of taxation would have to be considered, he said

"We don't understand why there was such a hue and cry about the proposal for a reconstruction levy, something we think all South Africans would want to contribute to"

**The current civil service is immersed in a culture of nepotism and corruption**

7/12/93

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# Dear

# EDITOR

## Arrest father of the pit baby

ONLY a week after *Sowetan* revealed the shocking facts about child pregnancies in rural areas, the baby in a pit story followed on November 23

The story said a 17-year-old mother from Soekmekeer was arrested for attempted murder after she had thrown her 19-month-old baby into a pit

Now the big question is why the culprit who impregnated her was not arrested in the first place for statutory rape

The law stipulates that sex — consented or not — with a girl of 15 or below, is rape

The Soekmekeer girl must have been 15 and half when she conceived her now one-year-seven-month-old baby

Why should the authorities act with swiftness to persecute young girls for abandoning babies or for back street abortions

and be so lead-footed to apprehend those who corrupt these little girls?

We read about 13-year-olds who have been robbed of their childhood

Brutes go unpunished and don't even bother to pay for their mess

I hope the new South Africa will protect the children against all evil intentions of the adult world

Children should be tough about their rights, e.g. that sex with a minor is rape and consequently, a minor is entitled to a legal abortion as is the case with all rape victims

What I want to hear is the father of the baby being safe behind bars before he violates another young girl

**TUMO MOKONE,**  
Tembisa



## There won't be war in SA

I AM answering a letter written by CM Mzobe from Port Elizabeth

I totally disagree with you when you say that if the Government and the ANC take over, there will be civil war. I think that at the present moment every person has the freedom of speech. It seems as if you are afraid of speaking the truth. Mr FW de Klerk and Mr Nelson Mandela are tired of begging the so-called Freedom Alliance to negotiate. The Buthelezi, TerreBlanche and Mangope asso-

ciation is the one which is going to cause civil war in South Africa

Brother, you stated in your letter that Mandela must go back to Transkei

Mr President cannot go there because we need him. It seems as if you don't know or understand what the ANC's ideology is. Think twice before taking a pen to write a letter

**SARAH SEWELA MAPHAPHA,**  
Johannesburg

## Let's put unity first

IT is sickening to learn that there are still people who are as ignorant as Brian Gwanya and Wilson B Ngcayiya

I am referring to their letters which appeared in *Sowetan* on November 9

Firstly, they create an impression that they are not only members of organisations other than Azapo, but anti-Azapo

Azapo does not turn against black people and kill them, or rather, attack them because they happen to differ with their way of thinking

One more thing, Azapo is fighting to

have the aspirations of black people realised. It is not busy addressing white fears while ignoring blacks in rural areas

Azapo believes in unity among the oppressed, not begging as others are busy doing

Lastly, I would like to appeal to Wilson Ngcayiya to stop howling and to the editor to give Azapo a hearing, something you have not been doing

**LEHLOHONOLO BRIAN DIBAKWANE,**  
Atteridgeville,  
Pretoria

## Isigqi's Dudu dies

By Elliot Makhaya

THE only thing Jeanette Dudu Dlamini's friends and members of her group know about her is that she is from Natal

Dudu Dlamini, a member of Isigqi Sesi Manje Manje, died last Tuesday after a long illness

"The only thing we know about Dudu is that she's from Natal," said Jane Dlamini, founder and leader of Isigqi Sesi Manje Manje

"We always wanted to know who her parents were and where in Natal she came from. She would always angrily walk away from us. Now we are stuck with this prob-

lem"

Jane and some of her friends are frantically trying to trace her relatives in Natal. "We do not know where to start," said Jane

Dudu Dlamini stayed with Jane Dlamini in Orlando East. Dudu's four children live in Jane's house

### Joined Izintombi

The two met in 1976 when Dudu joined Izintombi Zesi Manje Manje from Amagugu Esumanje Manje. Dudu was one of the mainstays of the mbaqanga idiom

She was one of the regular faces at the Rio Cinema in Johannesburg

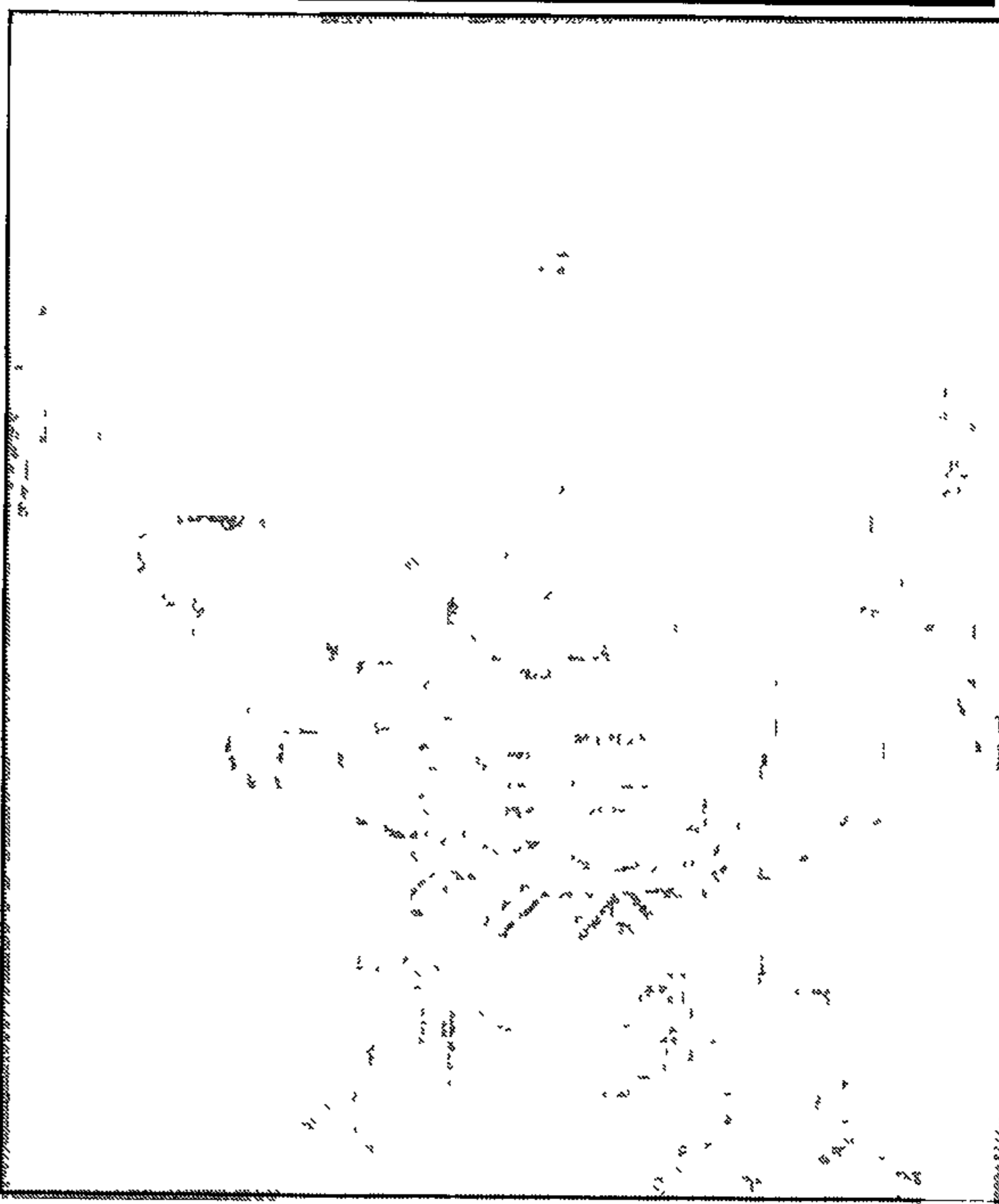
The Rio was the home of mbaqanga music in South Africa

## Words of Faith

Then Jesus said to his disciples: "Therefore I tell you, do not worry about your life, what you will eat; or about your body, what you will wear. Life is more than food and the body more than clothes. Consider the ravens. They do not sow or reap, they have no storeroom or barn; yet God feeds them. And how much more valuable you are than birds!"

Luke 12 22-25

**Le un prini**  
I AM an active member of the IFP and I usually feel very sorry for the people who misunderstand IFP leadership  
**SM KHANYEZA,**  
Jabulani Hostel,  
Soweto



Dudu Dlamini has died.

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**your**

**ARIES** March 21 - April 21  
Do not rush headlong into partnership or fresh arrangements. You must resolve all points of contention before making any new commitments. Alliances impulsively formed, at this stage, could become complex.

**TAURUS** Apr 21 - May 21  
Adopt a very careful attitude when dealing with legal, official and business affairs. Give due attention to details so as to avert trouble later on. Whatever is missed or left undone may trip you up just before the finishing line.

**GEMINI** May 21 - June 22  
A phase when you may experience strain as pressures increase in business and domestic environments. You might succumb to a nervous condition or digestive trouble if you neglect to take relaxing breaks in between your exertions.

**CANCER** June 22 - July 23  
Your negative reaction to a newcomer, on the first meeting, may prevent your getting to know that person better. Communications are currently unpromising and misunderstandings are also liable to arise in your established alliances.

**LEO** July 23 - Aug 24  
For one reason or another, you may find it expedient to change your very personal plans. Things could break at rather short notice so you are advised to be alert. Curious developments could handicap you with heavy responsibilities.

**VIRGO** Aug 24 - Sep 23  
Move one step at a time and make certain that each and every step is firm and sure. Much time might be wasted if your attitude is reckless and your plan is incomplete. Inattention to detail will trip you up and can be terribly costly.

**LIBRA** Sep 23 - Oct 23  
Do not allow yourself to be impressed by well-known figures in the commercial world because you might thereby leave yourself open to their sweet talk. You are indeed vulnerable now and may therefore be prone to manipulation of sorts.

**SCORPIO** Oct 23 - Nov 23  
Examine new proposals very carefully. Avoid getting involved if you find even the smallest reason to suspect that something could go amiss. Deal only with people who are familiar to you and whose trustworthiness is beyond all doubt.

**SAGITTARIUS** Nov 23- Dec 22  
Domestic routine might be upset for a short while, a time when other influences cut across family life. Problems with kindred may slow down private plans that you have lined up for this round.

**CAPRICORN** Dec 22 - Jan 21  
Beware of causing strain in your closest relationship. Friction may be in the air anyway but you should ensure that you are not the one to fuel it. You are advised to bite your lip.

**AQUARIUS** Jan 21 - Feb 20  
You cannot afford to put too much trust in the people whom you work alongside because some among them will let you down in the course of this adverse term. Mud-dles are indicated in the work arena.

**PISCES** Feb 20 - Mar 21  
Your arrangements and commitments are liable to come under adverse influences for a short while so have patience and do not breach delicate issues if you really cherish these agreements.

## Novel redundancy agreement signed

(140A) ~~223~~  
COSATU's Paper, Printing, Wood and Allied Workers' Union (Ppwawu) and PG Bison have signed the first jointly determined redundancy agreement.

This follows a union-initiated research project which confirmed job losses were necessary for the long-term growth of the company.

Presenting their findings at a Wits University Sociology of Work Project breakfast yesterday, researchers Lael Bethlehem and Sakhela Buhlungu said this was the first redundancy exercise in which both management and worker representatives had significant power in influencing the outcome of negotiations.

BizDay 8/12/13

ERICA JANKOWITZ

As a result of their research, PG Bison reduced its initial 1 000 job loss estimate to an unopposed 215, with another 200 retrenchments to be reconsidered. The company also agreed to investigate any further redundancies in conjunction with Ppwawu.

PG Bison MD Leon Cohen said his management team had benefited from the findings as the research canvassed worker views — an area largely neglected by business. Future research would benefit companies as they tried to restructure and meet the challenges of global competition.

## Cosatu plea for poll pact

21814293  
JOHANNESBURG — Cosatu should sign a deal with employers' organisation Saccola soon to ensure that employers co-operate in the federation's election programme, former Cosatu general secretary Mr Jay Naidoo said yesterday.

Speaking as Cosatu's election project co-ordinator, he said Saccola and the National Economic Forum's business forum had been evading signing a deal regarding guidelines for workplace voter education.

Saccola chairman Mr Bokkie Botha said members took voter education seriously, but felt details of programmes were "more appropriately dealt with closer to the shopfloor" (140A)

# Cosatu

**Cosatu wants urgent agreement with employers on voter education**

COSATU needed to sign a broad record of understanding with employers' organization Saccola within the next 10 days to ensure that employees co-operated in its election project. Speaking in his new capacity as COSATU's secretary-general, former COSATU general secretary Jay Naidoo said yesterday. Naidoo and the National Economic Development and Education Minister had been evading talks between the parties had been going

on for the past few months and Naidoo said the agreement needed to be reached prior to the Christmas shutdown. "We're constantly being forced to adopt a fragmented, ad hoc approach, which has severely hampered employer involvement in voter education programmes, but we know this just isn't acceptable," Naidoo said. He attributed Saccola's reluctance to sign the agreement to its perception that

members took voter education programmes very seriously, but felt details of programmes were designed to ensure a significant ANC victory - was separate from its voter education programme. Saccola chairman Bokkie Botha said Saccola members took voter education programmes very seriously, but felt details of programmes were

**ENCA JANKOWITZ**

Cosatu was ANC-aligned in its approach to voter education, Naidoo denied this was the case, saying preparing first-time voters for a free and fair election was in the national interest. Cosatu's involvement in its approach to voter education was in the national interest, Naidoo said. He said the national programme was separate from its voter education programme. Saccola chairman Bokkie Botha said Saccola members took voter education programmes very seriously, but felt details of programmes were

more appropriately dealt with closer to the shop floor. There is no great enthusiasm for signing a formal agreement, but employers are very concerned with the result of the election runs smoothly and the ensuring party and have found a great deal of common ground. Naidoo said management would be approached for the use of facilities for canvassing, which would take place in workers' own time. Cosatu would not prevent other political parties from being given a platform at

workplaces as long as they had constituencies within the workforce. "We need some agreement lines for political canvassing. Both parties agreed being adopted, not the hazarded approach being adopted over negotiations could take place level. Meaningful details of the electoral process had pointed out. Once we have seen the specific conditions and they are in place, contact with Cosatu will increase."

# Education

# NEWS Step closer to joint peace-keeping force • Union appalled by criticism

PTGS-1 7/2

## Sowetan 2/12/93 Cosatu approves of SABC appointments

THE Congress of South African Trade Unions yesterday welcomed the appointments of Mr Zwelakhe Sisulu, Mr Govan Reddy and Mr Solly Mokoete to senior positions at the SABC

Cosatu said it was appalled by media criticisms that the appointees were too close to the African National Congress

"They (the appointees) know more about the need to fight censorship and party political propaganda than the entire SABC management put together" In another reaction, the Media Workers' Association of South Africa said yesterday that broadcast experience and

a track record of impartiality in the handling of news were not considered in the appointments (1400)

"The SABC is a public broadcaster which recently underwent public scrutiny in an effort to depolitise its role and transform it from a State to public broadcaster," Mwasa acting president Mr Mathatha Tsedu said in a statement

Tsedu said the appointments seemed to negate this entire effort and Mwasa was concerned about the effects and implications of this trend on the long-term viability of the SABC — Sapa

## Sowetan 2/12/93 MK ready to tell all

UMKHONTO We Sizwe yesterday said it was near agreement with the South African Defence Force on joint monitoring of each other's forces, a crucial aspect of the transition to black rule

"We have no objection to being monitored. We don't want to be thought of as people running amok with guns," MK's chief of staff Mr Siphuwe Nyanda said

He said the first ex-guerrillas were likely to be in assembly areas, to be established throughout South Africa, early in January

The sensitive question of monitoring and full disclosure of both troops and

weapons by the former enemies is vital to help level the political playing field ahead of the April 27 all-race election

Former guerrillas, policemen, members of homeland armies and the defence force are to be melded into a peacekeeping force to help restore order in black townships where the Government says normal policing has become impossible

At least 13 000 people have been killed in political violence, mainly in townships east of Johannesburg and in Natal province, since President FW de Klerk unbanned black opposition groups and began dismantling apartheid

in February 1990

Nyanda said he would be holding bilateral talks with the defence force within the next week

Under the terms of the agreement setting up the multi-party Transitional Executive Council which came into being on Tuesday, all armed forces are obliged to submit lists of weapons and forces to the TEC within three weeks

Nyanda said the ANC's armed wing was ready to provide the TEC, charged with ensuring a free and fair election, with full lists of its forces and arms caches as soon as it was asked — Sapa-  
Reuter

and De 11 Many many years



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# Cosatu 'gripped by internal crisis' despite major gains

COSATU and its affiliates had made impressive progress on a number of fronts despite the tough environment in which they operated, but the trade union movement was in the grip of an organisational crisis, SA Labour Bulletin editor Karl von Holdt said.

Writing in the latest issue of the bulletin, Von Holdt warned that any crisis in Cosatu would affect the whole labour movement, given Cosatu's status and estimated 1,3-million members. "While Cosatu itself has developed a strategic vision, it seems unable to translate this into clear strategies, goals and campaigns. Its poor handling of the National Manpower Commission negotiations around the lockout clause provides a clear example. So do the great number of campaigns that are regularly announced and seldom materialise."

The crisis to which Von Holdt referred revolved around divisions in the federation's leadership and among its membership, and internal problems of its affiliates. He said affiliates had been rocked by leadership changes

B/Day 13/12/13

ERICA JANKOWITZ

and internal conflict leading to non-servicing of members. There had been a "steady drift" of skilled and experienced officials out of the movement.

(140A)  
Conflict had emerged in various forms, including affiliates' different approaches to retrenchments. Smaller unions had called for a moratorium on job shedding, while larger affiliates had tackled the issue through industrial restructuring and retraining funds. Many of the gains made this year would not have a short-term effect on the factory floor.

On the positive side were gains by the municipal and teaching affiliates, which had wrested wage increases above 5% after strike action. On the negative side, unions had made "virtually no progress" towards co-determination or democratising the workplace, with the exception of Eskom where restructuring had been "so far-reaching that unions in other state companies may take it as a model".

# INDUSTRIAL RELATIONS - WORKERS ORGANISATIONS (COSATU)

1994

## Saccawu claim 'total lies'

KATHRYN STRACHAN

ALLEGATIONS by the SA Commercial and Catering Allied Workers' Union (Saccawu) that about 1 500 Shoprite/Checkers workers face retrenchment this week have been dismissed by the company as "total lies" and a political ploy on the part of the union. **BIDAY**

Saccawu general secretary Papi Kganare said on Friday the company had indicated its intention to retrench the 1 500 workers in a press release but had failed to provide the union with proper notice. **3/11/94**

He said the action was provocative and the retrenchments an attempt to drive Saccawu out of the company.

Kganare said the union had already declared a dispute with Shoprite/Checkers and would be mobilising its members to resist this latest attack. **(S) (S) (1400)**

## Chicken farm battle to continue

RAINBOW Chickens and the Food and Allied Workers' Union (Fawu) would resume their battle over the fate of two chicken farms in the Durban Industrial Court today, Fawu assistant general secretary Ernest Buthelezi said yesterday.

The union's application for an urgent interdict stalling the closure of the Malmesbury and eZakheni farms on Friday revolves around full information disclosure and its relevance to Fawu's argument that Rainbow will not allow workers to take over the farms because it objects to increased competition.

If the farms close, about 800 workers — both members and non-members of the union — stand to lose their jobs. Some of these workers have been employed by Rainbow and its predecessors Farm

ERICA JANKOWITZ

Eare, Bokomo and Bonny Bird, for more than 20 years, Buthelezi said.

The union's proposal for workers and black business interests to take over the farms was viable, he said. The Malmesbury plant had made a R20 000 profit in the last six months of 1993, while the eZakheni plant had lost about R1m over the same period. *BIDAY 4/11/94*  
Rainbow estimated it would save about R7m by shutting both farms and confirmed it did not wish to create additional competition by allowing the plants to continue operating. *(1409)*

Buthelezi said Rainbow's East London and Rustenburg plants were expected to increase production to make up for losses due to the plant closures.

## League to debate autonomy

REPRESENTATIVES of the ANC Youth League's 600 000 members face a pivotal decision at their congress next week on whether to become constitutionally independent of the ANC and thereby a watchdog body of the new government.

The league will also be forced to elect a whole new generation of leaders, following the departure from the organisation of at least six of its 15 national executive members, including leader Peter Mokaba, because they are too old. *BIDAY 4/11/94*

The organisation's top leadership is also expected to be gutted by a likely decision of the congress to bar league members elected to political office from being members of the league's executive structures.

Information secretary Parks Mankahana said the main debate in the ranks was on the league's relationship with the ANC, given the probability that the ANC would be SA's next government. *(1409)*

The decision to form a government of national unity effectively postponed a "full blooded democracy" and would result in the ANC being forced to follow policies not entirely its own, he said.

In addition, because there would effectively be no substantial opposition group within government, organs of civil society would have to maintain a watchdog role

TIM COHEN

The league was bound by ANC policy, but whether it ought to continue to be so under the new dispensation was a hotly debated issue, he said.

Hence, one of the major issues due to be discussed at the congress would be whether to amend the organisation's constitution to give it greater autonomy.

It was generally agreed, however, that members who were elected to national or provincial office should not be eligible for executive positions.

This was mainly because these candidates would be elected to public office, and would be accountable to a wider electorate than league members, he said.

The congress, held once every two years, would also discuss the establishment of a youth ministry or youth parliament, political questions, relations with international bodies, violence and the elections.

The league was arguing for three out of every 20 candidates for national office to be league members, but this had not yet been decided finally by the ANC, he said.

The starting date of the four-day conference, which will be held in Johannesburg, had not yet been finally decided. About 1 500 delegates would attend, he said.

Star 4/11/94

# Cosas to encourage membership to vote for ANC

■ BY JUSTICE MALALA

The southern Transvaal region of the Congress of South African Students (Cosas) has decided to encourage all its members of voting age to vote for the ANC in the April 27 election

The organisation will also be embarking on a vigorous voter education campaign (ILOA)

Newly elected chairman Mahlomola Kekana said yesterday the decision had been taken democratically

It comes in the wake of the

South African Students' Congress announcement that it would support the ANC in the election. The South African Democratic Teachers' Union has also urged support for the ANC

The organisation's voter education campaign will begin on

January 14, when students will visit houses in KwaNdebele to teach residents about voting

The organisation has declared 1994 the year of peace. Kekana said Cosas would take part fully in all peace structures. January 19 has been declared Peace Day

# Cosatu punts 'strong organs of civil society'

13/01/94 7/11/94

ERICA JANKOWITZ

COSATU, in its New Year message yesterday, said it would ensure that corruption and nepotism were eradicated, that taxes were used to the benefit of the people and not the state bureaucracy, and that public servants were held accountable.

Cosatu warned workers that their apparent victory over years of oppression would only become reality if strong organs of civil society worked to this end.

Although it called on all workers to vote for the ANC, it added "It would be a disaster if our people allowed this culture to die because they now expected the new state to deliver everything to them."

Cosatu urged employers to take workplace democratisation seriously, saying productivity improvements would only follow meaningful participation of workers.

On the issue of voter education, Cosatu said employers were stalling despite meetings. "Cosatu will be forced to exert real pressure on employers to live up to their responsibilities in this regard."

Cosatu said it would ensure the expected post-elections economic boom benefited workers and was "not confined to an orgy of speculation and profiteering without meaningful productive investment".

It outlined its strategic challenges for 1994. These were:

- To extend centralised bargaining to all industrial sectors;
- To incorporate restructured grading systems, lesser wage differentials and a new approach to human resource develop-

ment into collective bargaining;

To continue the struggle for a living wage for all workers including the proposed social wage and a restructured tax system, (140A)

To focus on job creation programmes,

To effect the formation of a public sector union and of a single farm workers' union,

To recruit members in under-organised sectors such as services and construction,

To activate worker leadership and ensure Cosatu was not adversely affected by the release of the federation's parliamentary candidates,

To pursue union unity by ensuring co-ordination and co-operation with other federations and unions in campaigns and negotiations,

To ensure Cosatu's platform of worker rights was incorporated into the new constitution and "appropriate legislation";

To negotiate social benefits for workers comparable with those in other countries including state assistance for worker education, training, and health and safety;

To play an active role in restructuring the public sector to ensure it was efficient and oriented towards serving people, and

To review the various tripartite forums with a view to strengthening them and increasing their legitimacy with "the people they are designed to serve"

# Union bid to speak for liquor workers

ARG 7/1/92  
SHARON SOROUR  
Labour Reporter

THE South African Chemical Workers' Union has applied for an Industrial Court hearing today to ask to be allowed to represent workers of Marcows Cellars.

Union spokesman Peter Roman says the company refused to recognise the union, demanding that it amend its constitution to include "retail, commercial and distribution" sectors.

Mr Roman said the union constitution stated it could recruit workers in the liquor industry and the catering sector.

"A worker can join any union of his choice, but the company has refused to talk to us and refused to enter into a recognition agreement with the union to allow us to negotiate wages."

About 73 Marcows employees had joined the union.

Marcows spokesman Les Marcow said the union was not allowed to enlist or recruit workers in the liquor and catering industry and the company could therefore not recognise it.

He said the union had applied for an urgent court hearing today.

Mr Marcow confirmed that about 25 percent of the workforce went on an illegal strike on Wednesday but adhered to an ultimatum to return to work by yesterday morning. This followed a wildcat strike on December 21.

Mr Marcow said: "We made it clear we were prepared to talk to the union when their constitution allowed them to recruit our workers

"It is therefore not an unwillingness on our part, but they have to put their own house in order"

Mr Marcow dismissed claims by workers that the company was slowly closing down as "totally unfounded".

Commenting on employees' grievances about overtime and working hours, he said they worked 45 hours a week according to timetables. They would be paid overtime if they worked overtime.

An employee said they wanted to negotiate wages and working conditions through a trade union.

## Textile firm disputes 320 to be reinstated

BIDAY 7/11/94  
ERICA JANKOWITZ

MOOI River Textiles yesterday disputed union claims that 320 dismissed workers would be reinstated later this month with full back pay at an estimated cost of R9m

The Southern African Clothing and Textile Workers' Union (Sactwu) said the company dismissed the workers during 1991 and 1992 as a result of alleged illegal industrial action (140A)

Sactwu took Mooi River Textiles to the Maritzburg Supreme Court to force the company to honour an agreement in which arbitration was set down as the method of dispute resolution

Once this issue was settled, the parties agreed to process four individual arbitration cases to test the validity of the dismissals "It was agreed that after the arbitration, the parties would review the cases of the remaining workers," Sactwu said.

The union contended its members had been unable to report for duty during political turbulence in the Mooi River/Bruntville area which had resulted in the deaths of several members, including one killed on the company's premises.

This, Sactwu said, had been upheld by the arbitrator who had found the dismissals unfair as workers had stayed away because of "manifestly genuine" and reasonable fears for their personal safety" which the company had not allayed

Mooi River Textiles chairman David Royston said at most about 250 workers

□ To Page 2

## Reinstatement

BIDAY 7/11/94

□ From Page 1

would be affected by the award as workers had been dismissed in two batches and the union had taken no action with regard to the other 70. He said the four who had been through the arbitration process would be reinstated as set down in the award (140A)

However, the company was studying the text of the award and was "exploring and assessing all alternatives open to it" (140A)

Royston said the arbitrator had given the parties until January 24 to meet to discuss the situation and "there was no foregone conclusion that the remainder would be reinstated" The company would be considering further proposals and there was a possibility that more than 200 additional arbitrations would be conducted before the dispute was resolved (140A)



## Strike: Cosatu calls for boycott of beverages

JOHANNESBURG — Cosatu called yesterday for a boycott of Coke, Schweppes and Sparletta products in support of a strike at Amalgamated Beverage Industries (ABI) where police earlier in the day fired rubber bullets to disperse strikers.

The six-day-old strike centres on the Food and Allied Workers' Union (Fawu) demands for a 15% pay rise ABI has offered 10% ~~(15%)~~ ~~(15%)~~

Police said the internal stability division fired rubber bullets to disperse workers when one was threatened with a broken bottle. Four workers and two policemen were injured — Sapa (140A)

40 000 petrol station jobs at risk

# Unions ready to block fuel deregulation

BIDAY 10/11/94

BIDAY 10/11/94

14.07

MICK COLLINS

TRADE unions are set to oppose any form of deregulation of the oil industry, a matter being investigated by the National Economic Forum.

A spokesman for the National Union of Metalworkers of SA (Numsa) said the probe, being conducted by the forum's Liquid Fuels Task Force, could have grave implications for employment.

At immediate risk are the 40 000 forecourt attendants employed at 5 000 garages who could see their numbers dwindle with the introduction of self-service

Numsa national secretary Bernie Fanaroff, who represents Cosatu on the task force, says the federation would oppose deregulation, mainly because of massive job losses "Deregulation overseas has led to the closure of between 50% to 60% of service stations, which in SA's case would lead to the loss of 50 000 to 60 000 jobs, including workshop and office personnel."

Numsa believed that it would also have an unfair effect on black-owned stations as well as on the smaller outlets and would lead to monopolies in certain areas.

"International experience has also shown that the petrol price may come down in the first year or two but thereafter it climbs," he said.

Motor Industries Federation executive director Vic Fourie said the federation, which represents the interests of the service stations, would resist the deregulation of the fuel industry and, by implication, the introduction of self-service

"We have looked at the situation overseas and seen the displacement of service station workers. The protection of jobs and job opportunities is our business.

"We do not believe it would be in the interests of the fuel industry or the man in the street to have total deregulation. The provision of fuel in SA is done efficiently and at a relatively low price"

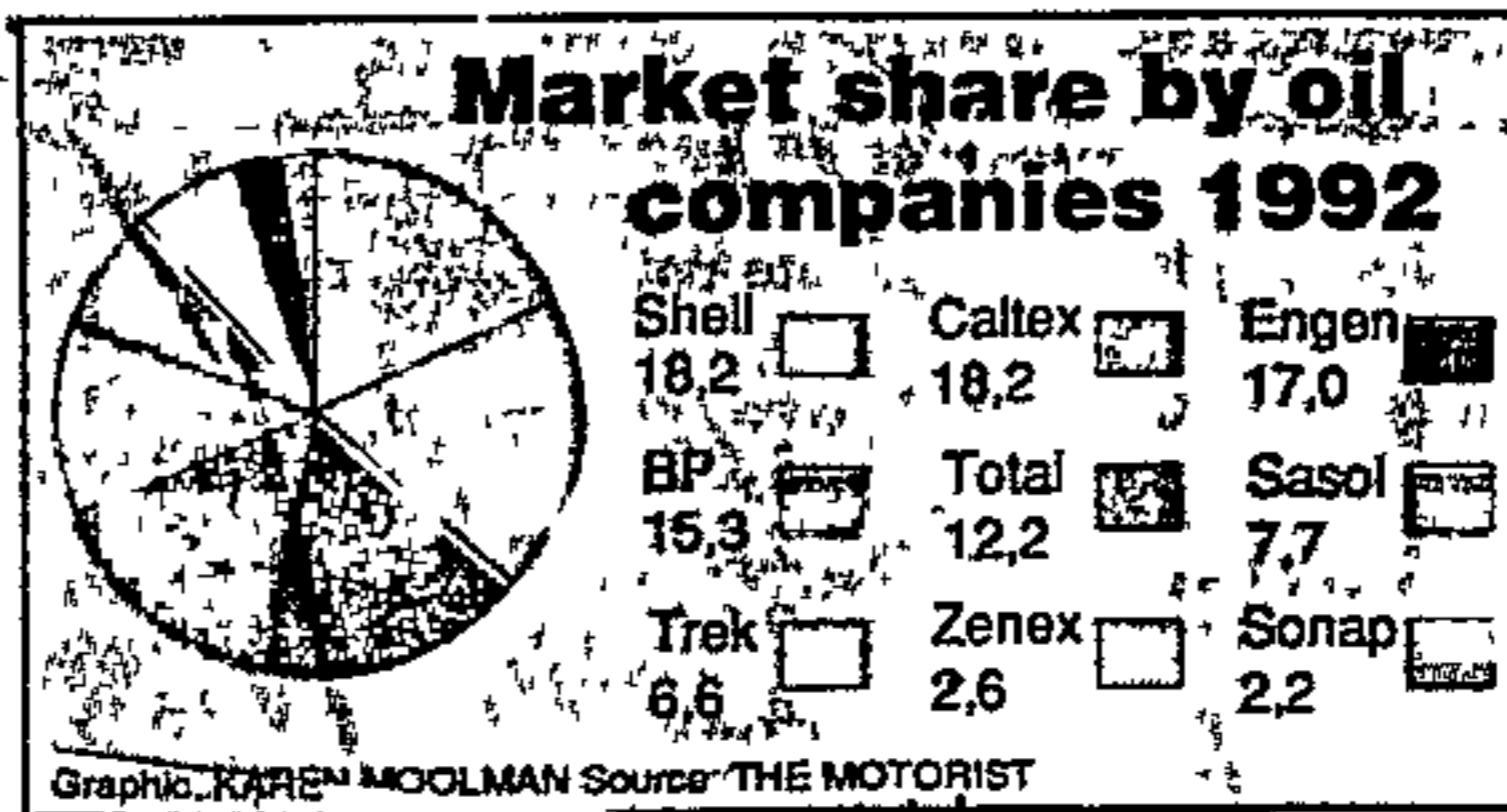
The federation, which has two representatives on the task force, expects the task force to resume sitting soon, and a statement could be issued in due course.

"We still believe that sanity and common sense will prevail," Fourie said.

Mineral and Energy Affairs deputy director-general Gert Venter, who also serves on the task force, said job creation did not fall within his department's ambit

"You may be aware, however, that the economic forum has initiated, with government funding, certain job creation projects. No specific arrangements have therefore been made to accommodate

To Page 2



## Deregulation

BIDAY 10/11/94

From Page 1

pump attendants in the event of deregulation. It may also be premature for such action before a decision on regulation has been taken.

"Judging from the comments received by the department on its report on the fuels industry, it is clear that most consumers are still in favour of regulation," he said.

However, industry sources say 1994 could possibly see the introduction of self-serve stations, albeit on a limited scale.

The oil industry is also keeping the issue behind closed doors. Caltex corporate planning manager Ian McPherson said recently the company was taking part in the probe, but he could not comment yet.

Shell communications and media manager Koosum Kalyan said her company was involved in the investigation, but to comment at this stage would pre-empt the outcome of the negotiations.

However, Engen CE Rob Angel was bullish on the prospect of deregulation and said SA was moving forward into a new environment of exposure to world forces and free-market principles.

"Engen fully supports non-protectionist policies, and free and fair competition," he said in the company's annual report. To embrace deregulation fully "it is critical that the total regulatory mechanism be dismantled to ensure adherence to these principles", he said.

# Fuel industry status probe

CT 10/1/94 (140A) (103)

Own Correspondent

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## Unions to oppose job losses

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The federation has two representatives on the task force

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has initiated, with government funding, certain job creation projects. No specific arrangements have therefore been made to accommodate pump attendants in the event of deregulation

"It may also be premature for such action before a decision on regulation has been taken"

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"Engen fully supports non-protectionist policies, and free and fair competition," he said in the company's annual report

## Expelled officials start new retail trade union

CT 11/1/94  
JOHANNESBURG. — A new union called the Catering, Clerical, Commercial and Allied Workers Union (Cccawusa) has been formed in the retail trade by officials and workers expelled or suspended from the SA Commercial, Catering and Allied Workers Union (Saccawu) (32)

Saccawu general secretary Mr Papr Kganare said the founders of the new union were those who had applied to the Supreme Court to have Saccawu dissolved — Sapa (30) (140A)

## Union clamps down on theft

Own Correspondent

DURBAN — The South African Commercial Catering and Allied Workers Union has released details of large-scale corruption and theft within its ranks, including the arrest of four men for cheque fraud.

The general secretary of Saccawu, Mr Papi Kganare, said yesterday there had been allegations of corruption and theft in the union since May last year.

Three head office workers had been dismissed for maladministration, he said.

Cosatu (140A)  
APR 15/1994  
ultimatum  
on voting  
lessons

JOHANNESBURG — The Congress of South African Trade Unions plans to act against businesses that refuse to release shop stewards to work for the April 27 elections.

At a special Cosatu central executive committee meeting here Cosatu agreed to release large-scale resources, including 10 000 shop stewards, to educate workers and mobilise them in support of the African National Congress.

Cosatu officials criticised the reluctance of employers to release the stewards.

In a statement yesterday Cosatu said businessmen would be pouring millions of rands into the election campaign and thousands of employers and managers would be released for the campaign.

Organised workers, shop stewards and trade union structures could play a key role in voter education and election monitoring, it said.

Cosatu had given employers a month to agree on a framework for workplace voter education, failing which Cosatu would act —  
Sapa

# Democracy pays better — Cosatu

CIPress 16/1/94

THE old unilateral style of management in South Africa will have to end if economic growth is going to be translated into sustainable economic development, giant trade union federation Cosatu says in its 1994 New Year message

Asserting that 1994 will be the year in which both employers and workers will be challenged to find ways of democratising decision-making at the workplace, at industry level, and on national economic issues, Cosatu says: "The stagnation and crisis facing South African industry is not superficial, but structural and fundamental. The structure of production will have to be changed in every respect. This includes grading, management structures and decision-making processes.

"Workers will have to be involved, through their organisations, in decisions about what is produced, organisation of production, investment decisions, technology development and so on. This requires sharing of information and a commitment to empowering workers to participate in all processes."

Most employers are unfortunately not yet ready to take this path, Cosatu notes. However, the federation argues, there is no alternative. Employers have shown in the mining, textiles, and auto industries to name but a few, that left to their own devices, their decisions are based purely on short-term profit. This has resulted in a number of industries being run into the ground.

"Workers on the other hand have a long-term commitment to developing industries," Cosatu says.

The federation asserts levels of management and worker productivity will only improve once all are involved in the fundamental decisions which affect their working lives.

"Workers cannot be expected to commit themselves to increased productivity for example when this leads to job losses, and intensified exploitation. Or when the differential of pay and treatment between workers and management remains so obscenely large.

"Employers may be reconciling themselves, as shown in a recent survey, to Nelson Mandela as President, but the acid test will ultimately be their attitude on these critical questions," the federation says.

## 'Give workers a share in management'

(140A)

Cosatu urges all workers to vote for the ANC to ensure that the ANC wins the April 27 elections decisively.

The federation says May Day this year will see the biggest ever celebrations in the history of our country. Workers will take to the streets in millions to celebrate their victory over apartheid, cheap labour, and oppression, and to demonstrate their determination to build a better future for themselves and all South Africans.

Urging workers to build a strong movement of civil society to consolidate the culture of mass democracy which has developed in the trade unions and other anti-apartheid organisations, Cosatu says it would be a disaster if our people allowed this culture to die because they now expected the state to deliver everything to them.

"We must not replace apartheid with statism, and top-down rule with a new form of statism," the federation states.

One of the strategic challenges facing the trade union movement this year, Cosatu says, is to make sure that the trade unions and other organs of working people remain strong, democratic and independent, "without relegating ourselves to the sidelines of the historic changes which will take place."

This year should see an organisational breakthrough on a number of fronts. Cosatu is poised to organise the unorganised particularly in the public sector, the farms, service, and construction sectors.

A giant public sector union will be launched this year.

never directly funded the ANC, he said.

with staff working under difficult circum-

an agreement with workers.

# New poll agrees ANC will win overwhelming victory

By **Tim Cohen** 17/11/94

THE second poll released within a week has indicated overwhelming support for the ANC in results that approximate those of the first poll in almost every respect.

Only small differences were recorded between the Marknor poll commissioned by the Sunday Times published yesterday and the HSRC Mark Data poll published last week.

The Marknor poll placed the ANC's overall support at 64,4% of the voting public, while the Mark Data poll found it to be about three points higher, placing it above the critical two-thirds level.

The Mark Data poll also recorded support for the NP at a slightly higher level by the same margin, estimating the party's support at 17%.

Support for the Inkatha, Freedom Party was also marginally

**TIM COHEN**

higher in the Mark Data poll at 6% compared with the 5,2% support recorded by Marknor.

Both polls were conducted nationwide in October and November last year, demonstrating the support for political parties before campaigning began in earnest.

Pollsters speculated that Inkatha's dramatic fall in popularity could be ascribed to its boycott tactics and growing disillusionment with the leadership of Mangosuthu Buthelezi.

The results of the poll are devastating for the DP, which has lost half its white support and gained little from other races. Both polls suggest a support level of about 2% for the DP.

The major difference between

the two polls was the regional breakdown, with the Marknor poll estimating support for political parties according to the provincial boundaries that will apply in the election, while the Mark Data poll provided less specific information.

The Marknor poll suggested that the ANC would win absolute majorities in five of the nine regions, and would be by far the most popular party in two of the others.

It did not guarantee the accuracy of its findings for the Northern Cape region because of a small sample size.

The poll suggested that the PAC was the second choice of a large number of blacks while the NP would gain significantly should Inkatha and the CP decide not to take part in the election.

## Cosatu ultimatum on election deal

By **Erica Jankowitz**

COSATU has given employers until the end of the month to reach a national framework agreement on voter education, election monitoring and free political activity before it takes unilateral action to force their hand.

Cosatu will also raise these matters with the Independent Electoral Commission.

Following a special executive committee meeting last week, Cosatu said it had been agreed 1 000 shop stewards should be released for election work. This number would be increased to 10 000 in the month before election. Cosatu said employers had refused to release workers.

It condemned employers and especially Saccola for dragging their feet as they were "involved in other initiatives connected to the elections, including a multi-million-rand business fund".

Cosatu said 100 of its leaders would attend the ANC's list conference at the weekend.

**Print**

140A

understood that De Klerk is likely to tell him that regions will have the power to make their own decisions



## Cosatu slams Gold Fields safety

ERICA JANKOWITZ

SIDNEY

COSATU has accused Gold Fields of SA of having an appalling safety record on its mines due to negligence.

At the weekend the union called for an urgent investigation into safety at all mines, especially Gold Fields'.

Cosatu also expressed lack of confidence in the Mineral and Energy Affairs Department's ability to investigate accidents in a non-partisan manner, saying it protected companies rather than workers. (S) (K) (A)

Reacting to the Leeudoorn accident last week, in which 11 miners lost their lives, the union said it fully supported "criminal and civil action being taken against those individuals and companies guilty of negligence which results in injury or loss of life". 17/11/94

## Affirmative action fears boost unions

ERICA JANKOWITZ

THE marked growth in membership of white-collar unions could be attributed to increasing insecurity of tenure in clerical and lower-level management ranks as a result of affirmative action programmes, Andrew Levy & Associates said in its annual report for 1993. *BIDAY 21/11/94*

In its overview of industrial relations developments the consultancy said previously insulated professional staff were facing retrenchment and restructuring, forcing them to join unions or form staff associations to gain some protection.

The report noted that two major union federations were poised to woo would-be white-collar members. *(140A)*

Their traditional home — the Federation of SA Labour Unions (Fedsal) — grew by more than 50 000 members last year to nearly 260 000, with the affiliation of four unions. Fedsal changed its constitution to include more blue-collar unions, but the majority of its new members were employed in white-collar positions.

Cosatu expanded its recruitment areas by looking at establishing a union aimed at protecting clerical and other professional workers' rights. Affiliates, such as the NUM, made inroads into expanding membership by renegotiating recognition agreements to include higher category workers. Cosatu's membership grew by almost 80 000 to nearly 1,3-million, mainly as a result of the SA Democratic Teachers'

To Page 2

## Unions

*BIDAY 21/11/94*  
Union's affiliation.

The Andrew Levy & Associates report noted that Fedsal had moved closer to Cosatu "on issues of common interest", as well as in areas of recruitment, but the two federations had dismissed speculation about a possible merger. *(140A)*

Fedsal was at pains to dispel the notion that it was an exclusively white federation, saying about 30% of its members belonged to other race groups. This was expected to increase with the advent of affirmative action programmes promoting blacks into

white-collar positions.

The report also looked at other "markets" targeted by unions for expansion. These were mainly in the public sector, including municipalities, educational institutions, the police and army.

By the end of last year only 22,9% or 3,4-million workers belonged to unions, up from the 2,9-million at end-1992 and dramatically up on the 700 000 in the late 1970s. The vast majority of unionised workers — 2,89-million — belonged to the 194 registered SA trade unions.

From Page 1

## Union in TEC plea

*Stat 2/11/94*  
The Food and Allied Workers' Union (Fawu) has turned to the Transitional Executive Council (TEC) for help, because it claims workers' rights are being violated by the World Trade Centre's (WTC) management.

Some staff downed tools yesterday as the centre was preparing to host the local government summit. (140A)

An agreement was reached yesterday between management, Fawu and workers to return to work immediately. A meeting would be held today with the union and shop stewards.

A subsequent agreement was reached between WTC director, Neels Swart's legal representatives, the workers and Cosatu representatives that a meeting would be held today.

In it workers acknowledged that the strike was illegal and that dismissed workers would return to work today.

Fawu asked the TEC to order the WTC management to co-operate with it in terms of the Labour Relations Act and to enter into a recognition agreement —  
Political Correspondent.

# Union agrees to help run strike-hit hospitals

B/day 28/1/94

**PRETORIA** — The National Education, Health and Allied Workers' Union (Nehawu) has agreed to help management run essential services at seven strike-hit hospitals in the Transvaal.

Sapa reports that Nehawu said it was "ready, willing and able to assist the management where any action breaks out to put staff in to ensure services continue. It is management's responsibility to inform the union of where this is necessary."

JACQUI GOLDING reports that the Transvaal Provincial Administration's directorate of communication services told Nehawu there were difficulties yesterday at the Ermelo, Hillbrow, Hendrik van der Bijl, Ontdekkers, Natalspruit, Leratong and Rietfontein hospitals.

"All hospital employees are rendering essential services. It is illegal, immoral and contrary to the agreement with Nehawu to strike pending the outcome of arbitration," said the TPA.

Nehawu and the TPA earlier agreed that independent arbitrators would decide on the R500 bonus paid to certain staff — the cause of the dispute — today.

Nehawu reiterated its warning that if there

were any dismissals, the union would "take its gloves off and teach the TPA another lesson in industrial relations".

Meanwhile, the NP yesterday accused the ANC of condoning the hospital strike and of disregarding the deaths of patients.

ANC spokesman Carl Niehaus said the organisation supported worker demands by Nehawu but was equally concerned about patient care. (HQA)

The NP described the hospital crisis as "pathetic" and alleged the death of a patient in the QwaQwa hospital strike was the result of Nehawu members switching off the hospital's electricity.

The NP also said the union had lost control of its members.

Nehawu national organiser Matthews Siko said the TPA management was "incompetent, arrogant, insensitive to the people and incapable of ensuring services are delivered".

Nehawu called on the Health Minister, the MEC for Health, the Administrator of the Transvaal and the director-general to resign.

"If present management cannot solve the problems, let those who can enter the field," Siko said.

**NEWS** Cops search for stolen explosives

# Nehawu denies TPA claims

*Sowetan 28/1/94*

**By Mzimasi Ngudle**

HEALTH workers yesterday dismissed as "blatant lies and cheap propaganda" claims that patients were dying because of the hospital strikes

"Patients die every day in hospitals due to lack of adequate facilities, staff and medicines

"Our grievances relate to these very deficiencies, misuse of resources, squandering of money and maladministration which continues daily," the National Education Health and Allied Workers said in its response to claims made by the Transvaal Provincial Administration on Wednesday

The TPA claimed that at least two patients had died due to a strike at Leratong Hospital in Krugersdorp

The strike was sparked off by a one-off R500 bonus initially paid to Baragwanath Hospital workers who complained about a heavy workload

The strike spread to several other Transvaal hospitals where workers demanded similar bonuses

"For the TPA to announce the death of people in this manner, despite the union initiative to put up skeleton staffs, is clearly opportunistic," Nehawu national organiser Mr Matthews Siko said

Nehawu also warned the TPA not to "provoke confrontation that could lead to violence" (140A) (43)

Siko said the TPA, despite the advice of the union and hospital management, decided to call in the Internal Stability Unit

Siko said the TPA's threats to dismiss workers would only exacerbate the problem. He said the union was assisting in getting strikers back to work.

Siko said the union's lawyers were busy preparing for arbitration where a third party, agreed to by the union, TPA and other parties, would finally determine the dispute



# Three-way wrangle over union pension money

140A

WM 31/3-7/4/94

Reg Rumney

**A** BIZARRE three-way struggle has broken out over who administers R82-million of pension and provident funds set up for workers in the catering sector

The row has set the trustees of the fund against both one employer and the troubled South African Commercial, Catering and Allied Workers' Union (Saccawu)

At the centre of the row are the 7 000-member Hospitality Pension and Provident Funds (HIPPF), launched more than a year ago and based on the Wits Liquor and Catering Pension Fund

The trustees, led by former Saccawu official Alan Horwitz, allege Fedlife has not administered the funds properly, citing problems such as failure to pay out accurate claims, and have voted to transfer the administration to Southern Life

Horwitz, who is no longer a Saccawu representative although his position has been endorsed by the other trustees, says.

●A trustee decision to move administration of the funds from Fedlife to Southern Life is being blocked by Fedlife, which is holding on to all funds and the money

●Southern Sun has demanded all Southern Sun workers transfer their money out of the HIPPF into its own retirement fund

●Saccawu wants the HIPPF to dissolve and transfer its R82-million into a new National Provident Fund to be administered by Old Mutual

Fedlife legal adviser Darryl Morris confirmed a move to transfer administration of the money to

Southern Life, and that there was a dispute over the interpretation of the existing rules of the funds

However, he said Fedlife was talking to Southern Life, and hoped to "resolve the matter on an amicable basis in the near future"

Southern Sun human resources director Andrew Maclaurin said the company was blocking the move as it saw no reason for it. The rules of the funds allowed for this, he said.

Moreover, he said that though he was neutral on Fedlife he was highly sceptical of the need to move the funds to Southern Life

He said the move was motivated mainly by one trustee, Horwitz, and that other employers were not enamoured of the move

He said Southern Sun was not demanding that all workers join the company fund

That workers belonged to five different funds, with different retirement benefits and contributions, was unhealthy and he considered it would be better if they belonged to one fund. But this was up to employees to decide

He said Saccawu had not, as the trustees have claimed, demanded that Southern Sun join a new National Provident Fund administered by Old Mutual.

The trustees said the move was first proposed in December 1992 but on December 1 last year Fedlife admitted it had failed to serve members properly and proposed a six-month plan to sort out administration problems. However, trustees' counter-proposals were rejected, leading to a trustee vote on January 26 to shift to Southern Life, with Saccawu rejecting the decision

Attempts to get comment from the union at the time of going to press were unsuccessful

# Cosatu warns: Free elections or we'll strike

Cosatu will start a two-week strike if its demand for the deployment of the Defence Force and National Peacekeeping Force in Natal is not met, reports **Vuyo Mvoko**

THE two million-strong Congress of South African Trade Unions has threatened a nationwide programme of mass action, including stayaways and strikes, if steps are not taken to ensure free and fair elections in Natal. Cosatu has demanded that the Transitional Executive Council immediately deploy members of the South African Defence Force and the National Peacekeeping Force in adequate numbers in Natal, integrate the kwaZulu Police into the South African Police, and place both the SAP and SADF under TEC control, and disband the Internal Stability Unit

The federation has also demanded that the government accept TEC control over the security forces, full international involvement and supervision of the election process, and the dismissal of Law and Order Minister Hermus Kriel "for responsibility for the hit squads".

The Cosatu campaign will start on April 11, when workers in all major cities will knock off at noon and take to the streets to join marches. It will culminate on April 24 — three days before the election — with what the federation called "the mother of all rallies" at Durban's King's Park stadium.

An urgent summit of the Cosatu-ANC-South African Communist Party alliance will be convened early next week to discuss the "Defend Peace and Democracy" campaign as well as a range of Cosatu demands to the TEC. The programme is expected to be endorsed by a Cosatu executive committee meeting on April 8.

The 300 delegates at the campaigns conference of Cosatu in Johannesburg last weekend unanimously agreed to give special attention to the crisis in Natal. They also vehemently opposed suggestions that elections be postponed, at least in the province.

Cosatu assistant general secretary Jayendra Naidoo this week said: "Politically there is no force on earth that can control the anger of the people if elections are not held on the scheduled dates. There will be an explosion, people will feel completely

frustrated, and there will be more chaos."

He said the international community was also anxious to see a new democratic government in South Africa, so that it could start investing. Jobs could be created and the economy could recover.

The kwaZulu government was "abusing taxpayers' money by stopping elections that are in the national interest", he said. Delay of even a week would make it impossible for elections to take place in Natal, and would "drown the province in blood".

At the conference, Cosatu delegates also decided that centralised bargaining before the end of 1994 would be "the key campaign after elections".

Naidoo said the federation would seek a commitment from the ANC to enact a law compelling centralised

bargaining.

The conference resolved that social funds should be set up to finance retraining programmes and to help retrenched workers.

It was agreed that there should be sectoral minimum wages, based on collective bargaining, rather than a statutory national minimum.

Naidoo said the federation was adamant that lockouts should not be enshrined in a new constitution and should be removed from the interim constitution, although "we will not prohibit it from featuring in law".

Cosatu condemned the South African law on strike procedures as being "out of date and confusing", saying it needed to be "decriminalised and made simple".

Report by Vuyo Mvoko, 139 Smit St, Johannesburg

ARC 2/2/94  
**Union offices  
bombed in  
Tvl and OES**

**KLERKSDORP.** — The offices of two trades union in Klerksdorp and one in Harrismith were bombed today.

Western Transvaal police have offered a R100 000 reward for information about the two simultaneous blasts at the offices of the National Union of Mineworkers and the National Union of Metalworkers in Klerksdorp.

The explosions caused extensive damage to two buildings housing the head offices of Num and Numsa.

Spokesman Neels Steyn said a policeman on patrol had narrowly escaped injury.

The offices of the Klerksdorp Blood Transfusion Service were also damaged.

In Harrismith a Num office was badly damaged when the building caught fire after the blast.

The bombings were the latest in a series of suspected rightwing attacks on African National Congress premises, power pylons and railway lines. — Sapa.



# Strike hinders end to boycott

JOHANNESBURG — The eagerly-awaited end to the 10-year-old rent boycott did not materialise in greater Soweto yesterday because residents who went to pay found the municipal offices deserted — the entire workforce was on a pay strike

South African Municipal Workers' Union (SAMWU) members in Diepmeadow city council were in the third week of their strike while Soweto and Dobsonville workers began theirs yesterday

Workers in the three councils were collectively owed about R25,4m through the councils' failure to implement increases promised over the past two years, according to SAMWU (140A) (62)

Witwatersrand Metropolitan Chamber chief executive Mr Vic Milne said that the money was available but an agreement to advance it had not been signed by all 18 parties in the chamber

The few residents who answered the call to end the rent boycott yesterday found township administration offices closed (23) CT 2/2/94

Some residents, such as those who came to pay at the separate Eskom office in the Diepkloof administration premises, did not even know the boycott was over, indicating that the back-to-pay call had not been well-communicated in some areas

Sowetan 4/2/94

# Cosatu slams Sacob

**By Tsale Makam**

EMPLOYERS who put their weight behind parties supporting the two-ballot system had shown they are "extremely partisan", the Congress of South African Trade Unions said in a statement on Wednesday

Cosatu was reacting to a statement by Anglo American Corporation chairman Mr Julian Ogilvie Thompson and the South African Chamber of Business declaring their support for the double

ballot system

Cosatu said the intervention by employers showed that "their claims to be 'neutral' when it comes to politics are hollow and false" (140A)

The employers had chosen to come down heavily on the side of those who had "consistently delayed and undermined the negotiations"

Cosatu said "By doing this, the employers have effectively placed themselves in an unholy alliance with certain parties, including the far right "

Cosatu called on political players not to be influenced by the intervention of employers. In backing the two-ballot system, Thompson had warned the ANC and the Government that their decision to go on with the single ballot system could endanger the elections

Ogilvie-Thompson said there was "growing evidence that the international opinion is alarmed by this unnecessary constitutional impasse which is jeopardising international confidence in the future South Africa"

# NEHAWU under fire at Johannesburg Hospital

Star 5/2/94


GUY JEPSON

ON the surface, Johannesburg Hospital has not been particularly hard-hit by the latest National Education Health and Allied Workers Union (NEHAWU) protest.

However, a glimpse of the underlying tensions at the hospital was provided by a senior staff member who broke ranks this week to accuse NEHAWU members of intimidation and rank indiscipline — and management of doing nothing about it.

A Transvaal Provincial Administration official yesterday confirmed the staff member's description of a breakdown

in discipline at the hospital as "correct in many areas", but denied that management was not taking problems seriously.

(140A)   
NEHAWU regional secretary Khumbu Magudulela dismissed allegations of union involvement in intimidation and the discipline breakdown, saying they had been made before — without any proof — by the hospital authorities.

Among the other claims made by the hospital employee — who

asked not to be identified — were:

● That many assistants were not cleaning wards and toilets properly, leaving nurses to do the work, and that some wards were in an "appalling" condition and potentially dangerous to patients because of the risk of infection.

● During disruption of the hospital's linen supply over the past fortnight, some patients had to bring their own bedding, children and the elderly had to lie in their own excrement, and blood and patients had to be dried with paper towels.

## 'NP farmers trying to spoil workers' votes'

UNION federation Cosatu is seeking an urgent meeting today with the Independent Electoral Committee to discuss allegations that farmers are denying their workers the right to attend voter education programmes. CIPROD 6/2/94

Cosatu spokesman Neil Coleman said farmers are reported to be denying their workers access to the programmes and manipulating them to vote for the NP

Coleman accused the NP of colluding with the farmers. He said an estimated four million farmworkers could be affected. (HQA) (P)

He said farmers had been attempting to undermine voter education programmes by confiscating the ID documents of farm labourers

# NEWS Cosatu and Nactu affiliates

## Volkstaat councils rapped

Sowetan 7/2/94

THE Transvaal Provincial Administration's executive committee yesterday strongly objected to city councils executing "mandatory orders" in which they were requested to swear allegiance to a "volkstaat".

Pretoria MEC for Constitutional Development and Negotiation (Local Government) Mr André Cornelissen was reacting to reports that certain town councils had recently accepted the mandatory orders.

Cornelissen said the orders requested councils to safeguard the infrastructure for a *volkstaat* and to use the entire

infrastructure for acquiring a *volkstaat*. Other requests were to safeguard residents of the municipality concerned and to let councillors and officers swear allegiance to the *volkstaat*.

"The local Government Ordinance and other Ordinances pertaining to local government do not authorise a city council to make a decision of this nature

"Such action creates an impossible situation for the town clerk and other senior officers, who are bound by legislation to perform certain duties and who now have to act in conflict with their employers

# fight for recognition • Councils in *volkstaat* row

## Natal unions in clash

Sowetan 7/2/94

According to FBWU regional organiser Mr Eric Ndlovu, Fawu had accused the FBWU of being an affiliate of the Inkatha Freedom Party.

He said his members had been ordered to vacate Geogedale, a Mpumalanga township, and to go to IFP strongholds. But Fawu secretary in Maritzburg Mr Isaac JJ Ngcobo denied the allegations, saying it was a lie that "Fawu wanted to kill FBWU members".

He said the FBWU had lost a secret ballot which proved that Fawu was in the majority at the company.

He agreed that his union regarded the FBWU as an IFP affiliate because "we hear that the majority of FBWU members are members of the IFP".

Ndlovu claimed, however, that his members were being harassed because the Fawu was in the minority.

He blamed the death of one member last December on the dispute and said another member, Mr Njabulo Khanyile, was almost killed recently.

Nactu has confirmed that the FBWU is an affiliate and that it was aware of the conflict at Rainbow Chicken

the majority at the company.

# Double ballot won't end logjam - Cosatu

Star 8/2/94

## LABOUR CORRESPONDENT

Agreeing to a double ballot would not resolve the impasse in the trilateral negotiations between the Government, the ANC and the Freedom Alliance, Congress of South African Trade Unions president (Cosatu) John Gomomo said yesterday in an address to the National Union of Mineworkers' national congress held in Pretoria.

Gomomo said that in fact it would make the Freedom Alliance demand more concessions

"As Cosatu, we do not believe that there is anything inherently undemocratic in a single ballot. It is not a matter of principle," Gomomo said.

He warned employers such as Anglo American, which last week issued a statement in support of a double ballot, that "we are watching you"

"At last you have shown your true colours that you do not

support democracy, but the right-wing parties who want to take the country back to apartheid (1407)

"We call on the right wing — black and white — to refrain from using violence as it does not bring us any brighter future," Gomomo said.

However, Cosatu warned the rightwingers that most, if not all, of their demands were simply unrealistic.

No liberation movement worth its name would ever agree to the establishment of a so-called volkstaat where other racial groups would not enjoy universal rights, he said.

Stressing that "communists are here to stay", he added. "We must tell De Klerk and the employers that it is not communists who have ruined this country. It is their free-market policies which make miners poor while the mine bosses grow rich."

ok at peace force ● Accused in the Maringa case convicted

# Indiscipline tops agenda

Sowetan 8/2/94

■ **HIT SQUAD** Top KwaZulu cop expected

to appear before the TEC in Pretoria today:

By Donwald Pressly  
Political Staff

**T**HE ACTIVITIES OF ARMED formations in the run-up to the April election will dominate debate in the Transitional Executive Council sitting today

KwaZulu police commissioner Lieutenant-General Roy During is finally expected to appear before the council, after the KwaZulu government had agreed in an out-of-court settlement at the weekend to allow him to be cross-examined on hit squads in his force

The settlement averted yesterday's planned TEC Supreme Court application for an order compelling During to appear before the council, said Mr Patrick Falconer, the KZP commissioner's legal representative

The council will also receive a report from the defence sub-council on indiscipline among the ranks of the Bloemfontein-based 4 000-strong National Peacekeeping Force

The sub-council meets this morning, ahead of the general TEC session this afternoon

Former SA Defence Force chief Lieutenant-General Kat Liebenberg and Umkhonto we Sizwe commander Mr Joe Modise, both sub-council members, are expected to draw up an action plan to instil discipline among the potential peacekeepers drawn from the ranks of the SADF, MK and the various homeland armies

Racial conflict is believed to be a problem which will be tackled TEC sources indicate that the council may have to consider imposing the existing SADF military disciplinary code on the peacekeeping trainees

# Guard is guilty of murder

By Isaac Moledi

FORMER security guard Jacobus van Schalkwyk was yesterday found guilty in the Rand Supreme Court of murdering Turfloop student Miss Pinky Maringa last year

Van Schalkwyk (29), of Rustenburg, was also found guilty of attempting to rape her

Sentence will be passed today Maringa was found dead on the premises of AECI at Modderfontein on New Year's Day last year

Mr Justice R Marais dismissed Van Schalkwyk's evidence as lies and as inadequate Although the judge said it was difficult to prove that Van Schalkwyk had intentionally killed Maringa, he however should have known that hitting her on the head could lead to her death

The judge said the State could also not prove beyond any reasonable doubt that Van Schalkwyk had raped Maringa, despite the fact that semen was found on her torn panties

A doctor's report earlier stated that there was no evidence of penetration in Maringa's vagina

Van Schalkwyk said that the semen was found on the panties because while Maringa lay injured after "falling from the bakkie", he masturbated and tore off the panties to wipe off his penis

# Cosatu challenges defiant farmers

THE Congress of South African Trade Unions will seek an urgent meeting with the Independent Election Commission to discuss a ban imposed by farmers on free political activity

Cosatu said it had received reports that farmers were "using dirty tricks to coerce workers into voting for the National Party" 8/2/94

A Cosatu spokesman said farmers in the Free

State, Eastern Cape and Eastern Transvaal had confiscated identity documents from farm workers because they suspected they would vote for the African National Congress

"If the farmers are not stopped, they will effectively deny access by as many as four million voters to the voter education and views of political parties (140P) #

These actions by some farmers, supported by the agricultural unions, are a flagrant violation of the spirit and the letter in terms of which the IEC was established," Cosatu said

Cosatu also challenged State President FW de Klerk to urge the farmers to allow voter education agencies, political parties and trade unions unrestricted access to farm workers

## Cosatu plans how to use workers' financial muscle

COSATU is holding preliminary discussions, internally and with other organisations, on developing a strategy to use workers' financial muscle to influence investments that will improve their quality of life, spokesman Neil Coleman said yesterday.

"It is a long-standing policy of Cosatu that, instead of having a proliferation of provident funds in which the workers have no real say, there could be greater rationalisation and democratisation of funds. This would ensure appropriate benefits accrue to workers and that they have some say over where their funds are invested."

A number of individual Cosatu member unions have initiated industrywide provident funds, but Cosatu has not taken a decision on whether to set up a single

**CHARLOTTE MATHEWS**

nationwide Cosatu provident fund.

Coleman said Cosatu would want to ensure that investment, whether in job-creating activities in industry or social investment, would strengthen the programme for reconstruction and development. At the same time workers would want to ensure that they obtained a good return on their investment.

"The sort of prescribed assets that the government enforced in the past had no benefits for workers and were designed to prop up apartheid. If there is some social investment, workers would want to have a say in it, as well as the sort of companies into which the investment would go and their relationship with basic trade union rights."



# Overtime offer for election break

Star - 17/2/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Members of the National Union of Metalworkers of South Africa (Numsa), who have demanded time off during the election week, were prepared to work overtime to recover lost production, Numsa secretary-general Enoch Godongwana said yesterday.

Godongwana said the workers demanded that production be shut for the whole week because they felt that effective production was unlikely that week.

And Cosatu yesterday warned that time was running out for employers to negotiate agreements with trade unions regarding the release of trade unionists in the run-up to the election.

Cosatu called on employers in all sectors to release an agreed number of shop stewards and worker leaders for voter education, monitoring and other activities to ensure the full participation of workers in the election.

Resistance of many employers was leading to growing tension in the workplace, Cosatu said.

Godongwana said negotiations between the Automobile Manufacturers Employers' Organisation (AMEO) and Numsa's National Autoworker Shop Stewards Council over the duration of the shutdown were postponed yesterday after Numsa rejected an AMEO proposal for a three-day shutdown.

Business organisations expressed concern that the break in production could cost them

considerably

Bokkie Botha, president of the South African Consultative Committee on Labour Affairs, said his organisation had not held any discussions over time off during the election.

Botha said five days without production would prove to be very disruptive and costly to the economy.

Chamber of Mines president Jurie Geldenhuys said his organisation had not had similar demands from the National Union of Mineworkers.

He said the Chamber of Mines would be disappointed if such demands were made.

"We want a decent election and not a disrupted economy," he said.

(47 Sauer St, Jhb)

0 2/23/94

# Numsa threatens election shutdown

(140A) (189) WM 18-24/2/94  
THE country's largest metalworkers' union, Numsa, is gearing to sidestep the industry's National Bargaining Forum and embark on a nationwide shutdown of the industry during election week

Numsa's national organiser, Gavin Hartford, said if their central committee authorised the action on March 15, workers at automobile assembly and tyre-manufacturing plants would close from April 25 to 29, as well as the day on which

election results are made known

Negotiations between the Automobile Manufacturers' Employers' Organisation (Ameo) and Numsa's National Autoworker Shop Stewards' Council deadlocked on Tuesday Ameo has proposed a three-day shutdown from April 27 to 29, which Numsa has rejected — Ecna

■ Report by Beverly Garson, 139 Smit St, Johannesburg

# Cosatu will push to reshape labour law

B1 Day

23/2/94

JACQUIE GOLDING

COSATU would soon be in a position to press the next government to favour worker legislation, labour expert Duncan Innes said yesterday (140A)

Innes, publisher of the Innes Labour Brief, told delegates at a seminar in Johannesburg Cosatu would be helping to initiate policies within government while businesses would be on the outside.

With the federation hoping to have 20 MPs and at least one cabinet minister among its former members in parliament, workers would have strong representation

However, the ANC would "give nothing for nothing" and would look to its former members in government positions to support its policies, Innes said

Difficulties could arise as the interests and agenda of an ANC-led government and Cosatu would differ. The emergence of a workers' party within the next three years was a possibility, he said

With the public sector wage and salary bill having to be kept under control and militant strike action having to be limited, Cosatu MPs would run the risk of alienating their worker constituency.

Innes outlined a "definite vacuum" within the union federation's leadership. Should Cosatu members who became MPs fail to sell policies to workers on the shop floor, a backlash would follow.

Industrial relations consultant and la-

hour analyst Gavin Brown, speaking on collective bargaining, said SA's economy was stabilising with its slow recovery from recession and recent political changes

With unions distracted by the election campaign, collective bargaining would be easier and less strike action would follow. However, this could change after the election.

The average length of negotiations had dropped since reaching a peak in 1987. Similarly, strike action and union membership had declined this year, Brown said. Average wage increases had been below the inflation rate.

He said the retail and commercial and motor industry sectors were the most optimistic about getting above-inflation wage increases, but had also suffered the most retrenchments.

The clothing and footwear industry was likely to have the least retrenchments this year.

Brown said there was a massive increase in wildcat strikes, with a major surge in mid-December.

He attributed this to "a certain loss of discipline", shop stewards' inexperience and the "defection" of union officials to the ANC.

Discipline

Neider focuses on

**T**HE country's largest commercial and catering union is rudderless — split into three by internal conflict and facing the imminent departure of its general secretary.

The South African Commercial, Catering and Allied Workers' Union (Saccawu), Cosatu's fifth-largest affiliate and responsible for some of the biggest service-sector strikes the country has seen, lost its assistant general secretary late last year. Kaiser Thibedi resigned citing widespread corruption within the union as his reason.

Now the union faces the loss of its general secretary Papi Kganare, who was placed sixth on the ANC's Free State list for the national assembly.

Disaffected Saccawu officials have formed two splinter unions and claim they are snapping up members. Insiders claim "the union is falling apart" and the Western Cape and Western Transvaal branches of the union are barely operational.

However, Saccawu assistant general secretary Bontu Skulu this week denied a haemorrhage of members and said all branches were operating. He said "not more" than 1 000 of the union's 102 000 members had been lost.

## Saccawu in turmoil as dissidents break away



(140A) WJM 25/2-3/3/94

**Internal conflict and resignations from top officials have left the country's fifth-largest union in chaos, reports Ferial Haffajee**

Turmoil in the union means wage negotiations have been delayed, staff salaries are paid late, officials' resignations are coming thick and fast while numerous default judgments have been taken against the union both by employers and creditors.

Skulu said staff salaries were all paid on the 25th of the month, but that some officials' salaries were held back because they did not submit attendance registers. He said creditors had applied for judgments last year after former Witwatersrand branch co-ordinator Mike

Tsoetsi applied in court for the union's dissolution.

Two splinter unions have been formed by disaffected Saccawu officials who fell into dis-favour with Kganare and other national leaders.

Last month, Tsoetsi formed the Catering, Clerical, Commercial and Allied Workers' Union (Cccawusa) and claims a paid-up membership of 5 000 in Johannesburg with potential among workers in the Western and Eastern Cape, Transvaal and the Free State. Cccawusa's membership is strongest at Joshua Doore, where Tsoetsi was an organiser.

"The new members are all former Saccawu members," says Tsoetsi. "Cccawusa is trying to occupy a vacuum of poor service that has existed in the catering, commercial and dis-

tributive trades."

James Mudzanani, a former Saccawu organiser, last year set up the Club Catering Retail and Allied Workers' Union and now claims a paid-up membership of 21 000 members in Natal, Pietermaritzburg, Durban, Northern Transvaal, Pretoria and Johannesburg. Mudzanani is general secretary of the new union, which has two organisers and four other salaried staffers.

Until now, Saccawu has ignored the existence of the unions, but the terms of an arbitration agreement reached with Tsoetsi provide that Saccawu and Cccawusa "undertake not to defame or distribute, circulate or in any way publish defamatory or untrue comments or statements" about the other.

"Employers are very worried. A split does not help employers," a labour relations consultant said this week, adding that employers had experienced increased wild-cat strikes and "lots of little signs of problems" in Saccawu.

Meanwhile, other unions are stepping into the gap. The South African Clothing and Textile Workers' Union is organising Saccawu members at Pep Stores, while the Food and Allied Workers' Union is said to be creaming off Saccawu members at Sun International.

## Labour and business seek more NEF clout

KELVIN BROWN

LABOUR and business have devised separate strategies to give their respective constituencies more clout in the National Economic Forum (NEF). **B Day**

Labour wants the forum to allocate resources to the trade union movement to get more worker participation, while business is to form a new umbrella body to unite fragmented business interests. **25/2/94**

Cosatu secretary-general Sam Shilowa said at yesterday's second plenary session of the forum that more trade unionists at shop floor level should be brought into the forum to make it work. **(140A)**

Workers had to be given time off and funds had to be allocated to build the relationship between the forum and the shop floor on a conscious and regular basis.

"If tripartite structures and agreements are to become the product of leaders only, and agreements known by small numbers of people, the forum will be a failure."

Shilowa said to prevent this, trade union structures had to debate policy options more regularly, shop stewards had to be central in formulating agreements and workers should be involved.

This required time off from work and resources to train people, generate policy documents, put out educational material, hold seminars and develop facilities.

Organised labour lacked the resources to address all these areas on its own as resources were skewed in favour of busi-

To Page 2

## Forum

ness and government.

"The forum needs to help finance and facilitate these very practical issues, for it will increase the capacity of the forum to manage its vast agenda," Shilowa said.

Agreements reached at the forum had to be complemented at sectoral level by setting up centralised bargaining structures in all sectors where agreement was essential to the success of the goals of economic growth, social equity and increased participation. **(140A) (49)**

Business Forum chairman David Brink said business had "to get its act together" regarding the forum. It was hoped that a

formal umbrella body, enabling business to speak with one voice at the forum, would be set up by the end of March.

The Business Forum, consisting of 18 business organisations, currently represents business interests.

Finance Minister Derek Keys welcomed the news that business was planning to form a united body. But he said some businessmen, especially among the older generation, were still holding out against taking part in the forum. "They do not see the forum as anything more than a platform for trade unions."

● See Page 3

From Page 1

**B Day 25/2/94**

# Anger at ballot contract

By BARRY STREEK  
Political Staff

THE decision by the Independent Electoral Commission (IEC) to award an R8 million contract to a London-based firm to print the ballot papers for the April election was condemned yesterday by the Democratic Party and the SA Typographical Union

The DP's Western Cape leader, Mr Hennie Bester, said the decision did not bode well for the commitment of the institutions of the future South Africa to local industry

"Since the contract will only be finalised on March 5, we call upon the IEC to reconsider," he said

Satu general secretary Mr Martin Deysel said the South African printing industry could have handled the order, which could have created jobs

Satu had lost about 10 000 members over the past two years due to retrenchments, he said in a statement

CT 26/2/94

## 50 laid off by Delta in PE

Own Correspondent  
11/3/74

PORT ELIZABETH —  
The largest employer  
here, Delta Motor Cor-  
poration, yesterday an-  
nounced that it had re-  
trenched 50 salaried  
employees (140A)

A further 70 staff and  
management employees  
have accepted early re-  
tirement packages  
offered by the company,  
while a further an-  
nouncement is expected  
regarding the future of  
staff on hourly pay.

The National Union of  
Metalworkers may not  
release details to the  
press following a court  
order last month.

A report last month —  
commissioned by Delta  
— showed that the com-  
pany management struc-  
ture was top-heavy (140B)

# Union splits into two

By Ike Motsapi

THE Food and Allied Workers Union is divided into two camps following allegations of financial mismanagement at certain branches

Yesterday more than 600 members from the Pretoria and East Rand branches of Fawu marched on the regional offices of the union in Johannesburg to demand the resignation of the leadership. (HQA)

The protesting workers did not find any officials when they arrived at the offices at the corner Wanderers and Plein streets

A spokesman for the workers, Mr Andrew Malunga, said "It appears that the officials concerned knew of our coming because they were not

there when we arrived

"We decided to lock the offices and anybody who attempts to gain entry will be breaking the law," said Malunga. The workers were not happy with the manner in which the union's affairs and members grievances were being handled by the present leadership, he said

He gave the following reasons for the workers' discontent

- Alleged corruption and maladministration in the Transvaal regional office,

- Certain officials were allegedly receiving bribes from various managements which the union dealt with,

- The union was operating unconstitutionally. He alleged that the last meeting of union delegates held on

July 5, 1993 in Durban did not adopt amendments made to the constitution, and

- Officials running the office allegedly gave themselves pay increases without the consent of union members

Mr Mandla Gxanyana, general secretary of Fawu, said from Cape Town yesterday that the union was divided into two camps because of allegations of financial mismanagement at certain branches

Gxanyana said there were cases where secret banking accounts had been opened without the knowledge of the union

Gxanyana said "Fawu, with the help of the Congress of South African Trade Unions, has been attending to the problem"



# Split denied

*Sowetan* 7/3/94

THE Food and Allied Workers' Union at the weekend denied that there was a split which had divided it into two camps (140A)

In a statement Fawu general secretary Mr Mandla Gxanyana said a report which appeared in *Sowetan* on March 2 was "devoid of truth and is totally denied"

*Sowetan* had reported that there were two camps within the union embroiled in a row over allegations of financial mismanagement at certain branches. This was after hundreds of members marched on Fawu's Transvaal regional offices in Johannesburg, demanding the resignation of certain officials for — among other things — allegedly being involved in financial mismanagement.

At the time, Gxanyana told *Sowetan* that there were problems in the union and that the Congress of South African Trade Unions had been called in to resolve the conflict. He conceded that there were two camps, but stressed that no split had occurred within Fawu.

# Voting rights: Cosatu to act

Sowetan 9/3/94

By Mzimasi Ngudle  
Political Staff

**T**HE Congress of South African Trade Unions yesterday threatened large-scale industrial action against employers who denied their workers voting rights and declared tomorrow "National Work-place Voter Education Day".

Cosatu also said it was opposed to any change in the election date

"This date (April 27) has now become carved in stone and it would be a disaster for our country if we allowed those opposed to progress to hold the elections hostage," Cosatu said

## Education activities

Cosatu general secretary Mr Sam Shilowa urged the Independent Electoral Commission to facilitate access of voter educators and political parties to workers. He also called on all workers to arrange lunch-hour voter education activities tomorrow

Shilowa accused the South African Consultative Committee on Labour Af-

## EFFORTS THWARTED Business

accused of failing to grant access:

140A

fairs of failing to compel employers to grant voter educators access to workers despite several meetings which started in September last year

He said employers were refusing to release shop stewards to be trained as monitors, voter educators and observers

"Employers have been dragging their feet for far too long and our members are becoming frustrated and restless

"We would like to warn employers that their intransigence in this matter could lead to large-scale industrial action," he said

If the IEC guidelines on gaining access to workers did not succeed, Cosatu would have no option but to call for industrial action

"The factory floor is crucial and the only place to reach workers, particularly in the present context of violence and

**‘We would like to warn employers that their intransigence in this matter could lead to large-scale industrial action’**

instability in many townships"

Cosatu had met resistance from the South African Agricultural Union and especially the "intransigent" Transvaal and Free State agricultural unions

"Effectively about 4 million farm workers are denied the right to voter education and to listen to views of different political parties," Shilowa said

(Report by Mzimasi Ngudle, 61 Commando Road, Industria West Johannesburg)

# Cosatu threatens industrial action

*Bibey 21/3/94*

SA COULD be hit by large-scale industrial action if employers continue barring shop stewards from taking part in the election process and workers from receiving voter education, Cosatu says. (1401A)

Addressing a news conference in Johannesburg yesterday, Cosatu general secretary Sam Shilowa said that although negotiations with employer body Saccola had begun last September, employers had still not agreed to demands for access to the workplace to conduct voter education and the release of shop stewards to be trained as monitors, voter educators and observers

"Cosatu believes that it is the right of every worker to understand how to vote and the significance of the voting process

"The factory floor is a crucial place to reach workers, particularly in the present context of violence and instability in many townships. It is the only place where workers can receive voter education," Cosatu said

Shilowa said only a few shop stewards had been released so far for election work and many companies were denying shop stewards the right to conduct voter education in the workplace

Cosatu had designated Thursday as national voter education day and had called on workers to arrange lunch-hour voter education activities such as mock elections, he said.

Saccola had agreed to support the activities. Shilowa said: "We welcome this decision but urge Saccola to address our demands for the release of shop stewards and shopfloor voter

THEO RAWANA

education as a matter of urgency." Employers had been dragging their feet and Cosatu members were becoming frustrated and restless.

"We would like to warn employers that their intransigence in this matter could lead to large-scale action"

Saccola spokesman Freda Dawie said the organisation was not in a position to grant time off to employees. Managements were responsible for giving time off

Cosatu said the SA Agricultural Union had also failed to commit itself to releasing shop stewards for voter education on members' farms. The union was also not prepared to provide transport to voter education venues and to the polls on voting days.

"They have referred our demands to their affiliate regions and to individual farmers."

The union was effectively "denying about 4-million farm workers and their families the right to voter education and to listen to the views of different political parties".

"This is of major concern, particularly in the light of farmers granting only the NP and the right wing access to canvass on their farms," Cosatu said

Cosatu also said it was opposed to any change in the election date April 27 had "now become carved in stone" and it would be a disaster if those opposed to progress were allowed to hold the elections hostage.

Report by T Rawane TML, 11 Diagonal St, Jhb



Cosatu general secretary Sam Shilowa addressing a media conference yesterday to demand voter education at factory and plant level. Picture GARTH LUMLEY

# Cosatu calls for merger of forums

COSATU is likely to call for a merger of the National Economic Forum (NEF) and the National Manpower Commission (NMC) at its campaigns conference at the end of the month. *B. Day*

Cosatu general secretary Sam Shilowa said yesterday a merger would allow "one national body" to deal with sometimes overlapping economic and labour issues — for example, industrial strategy and labour market matters. *17/3/94*

The proposed new body would advise Cabinet and Parliament and take part in parliamentary committee discussions, he said.

It would also deal directly with the International Labour Organisation, bodies negotiating GATT and other international groups

Cosatu's draft proposal suggested the body have three chambers dealing with macroeconomic policy, industry matters and trade and labour market issues. *(140A)*

On other matters, Shilowa said Cosatu would strive towards "tightening up" its labour policies and "clarifying" issues to workers before legislation was passed

The conference would look at proposals on reorganising the labour market, the Manpower Department, the Wage Board and Industrial Courts to bring SA in line with international labour standards, Shilowa said.

## JACQUIE GOLDING

Cosatu believed the Wage Board, which sets minimum wages in sectors where there is no collective bargaining, should be chaired by an independent expert economist, assisted by a union representative and an employer appointee

The board's role should be expanded to hear disputes and to encourage collective bargaining in sectors where there were no industry-wide forums

To improve Industrial Court efficiency, Cosatu would propose an affirmative action policy to train and appoint industrial court members, Shilowa said

A national Labour Appeal Court should be established and the NMC (or its successor) should approve all appointments to the Industrial and Labour Appeal courts

Cosatu could secure a central role in economic and industrial restructuring through a collective bargaining system in a forum including the NEF and NMC, he said

Statutory labour councils in each industry and plant level bargaining — in which workers could veto changes made in issues such as productivity plans and retrenchments — would allow Cosatu to have an impact on the economy.

Cosatu wanted a smooth transition to democracy, but could not try to place a moratorium on strikes

## Wages prompt most of quarter's strikes

SA's two largest unions — the NUM and National Union of Metalworkers — were responsible for just under a quarter of strikes between November 1 last year and March 15, according to the IR Network's Quarterly Strike Report issued yesterday. *B. Day*

A total of 32 strikes occurred, 51,3% triggered by wage dissatisfaction and 12,8% by retrenchments

The recent wave of wage-related strikes indicated this year would be a tough one for wage bargaining

The public sector had been most

## JACQUIE GOLDING

affected by strikes (17,9%), followed by food and beverages (15,4%), mining (12,8%), chemicals (10,6%), and paper and printing (7,7%). *(152)*

The PWV region had been worst hit by strikes (25,6%), followed by Natal (12,8%) and the eastern Transvaal (10,6%). *17/3/94*

The report said industrial action was usually more frequent in the second and third quarters when most annual wage bargaining took place

# Protest at union offices

S. Times  
12/13/1944  
By SICELO FAYO

ANGRY union members stormed their organisation's Port Elizabeth offices this week and staged a sit-in to back demands for the reinstatement of 21 shop stewards suspended after last month's hospital strike.

The National Education, Health and Allied Workers' Union protesters also demanded the dismissal of regional secretary Max Madlingozi and the withdrawal of his name from the ANC's Eastern Cape provincial list of candidates. They said he was "no longer fit to run for parliament" (140A)

The sit-in followed a statement by the union's national president, Mr Vusi Ntlopo, this week that the union would expel all members found guilty of misconduct during the strike.

The ANC will decide this weekend whether to remove Mr Madlingozi's name from the election list.

DAY, Tuesday, March 15 1994

# Union recruiting for army

JACQUIE GOLDING

THE National Education, Health and Allied Workers' Union (Nehawu) was targeting 1 000 public service workers to fill vacancies in a new national defence force, the union said yesterday.

Nehawu assistant general secretary Neil Thobejane said union officials had been approached by ANC armed wing Umkhonto we Sizwe last week to discuss recruiting union members to fill 850 vacancies.

Posts were vacant countrywide.

A minimum of 100 recruits was needed from the Transvaal Provincial Administration, but Nehawu expected about 1 000 recruits, Thobejane said.

Nehawu members were promised R63 more than their current daily pay.

"It's an opportunity for health sector servants interested in working in military health to make the change," Thobejane said.

"There's enthusiasm in all regions countrywide."

The deadline for applications for employment as nurses, clerks, social workers

and doctors was the end of the week.

Recruitment would be discussed at branch and regional meetings, Thobejane said.

However, Umkhonto acting chief of staff Siphwe Nyande denied holding any meetings with the union.

"We don't have a shortage of recruits." If more people wanted to join the force, lists of names which had been handed to the ANC's national executive committee could be amended, he said.

Meanwhile, Nehawu has planned sit-ins and hospital occupations across the country to support a demand for a R1 300 minimum wage for general assistants, six months' paid maternity leave and 20 days' child care leave.

The union is also demanding 15 days a year for union activities, the establishment of a Commission for Administration bargaining forum in all regions and one full-time shop steward in each province.

Report by J. Golding, TML, 11 Diagonal St, Jhb



## Fed-up with assets

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# Saccawu establishes national provident fund

Business Day 15/3/94

CHARLOTTE MATHEWS  
and JACQUIE GOLDING

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) has launched a national provident fund with a potential membership of 400 000. (140A)

The membership includes its own 130 000 members, and also workers in finance, commerce and catering.

Saccawu acting president Setena Khaile said the establishment of the fund confirmed the trend towards industry retirement funds affording members greater control over investment policy, administration and benefit design.

The fund will be administered initially by Old Mutual Employee Benefits, which will train the fund managers to be self-sufficient. Khaile said the Saccawu National Provident Fund would assume its own administration "once we believe the people have been empowered enough to go on their own".

At a news conference yesterday to launch the fund, Old Mutual Employee Benefits assistant GM Henk Beets said at a rough calculation, annual contributions from Saccawu's 130 000 members, paying about 12% of a

monthly salary bill of about R1 000 each on average, would be "a pretty big number".

The fund would provide maximum cash benefits for members on retirement, resignation or retrenchment, as well as for members who died in service and funeral benefits for them and their dependants.

Khaile said pension funds in SA were tailored towards managements' needs rather than workers', with current pensions failing to provide adequate withdrawal benefits in the event of resignation or retrenchment.

The main difference between Saccawu's and other negotiated funds was its management structure and investment philosophy. A board of trustees consisting entirely of union members would decide the policy direction of the fund.

Saccawu National Provident Fund chief officer Abe Mosioua said "major negotiations" were planned with various companies and the union aimed to get the fund started before April 27

# No let-up on strikes during transition

Wm 18-24/3/94

Vuyo Mvoko

(1409) (152)

THE Congress of South African Trade Unions has warned that it will "not confine its forces to barracks" in the runup to elections

Cosatu general secretary Sam Shilowa said this week that "1994 is not just going to be a year of (political) liberation", and that the labour movement would not place a moratorium on the fight for workers' rights and higher wages during the political transition

The announcement came against the background of a number of strikes by Cosatu unions this week, mostly over wages

●About 17 000 Kloof Gold Mine employees went on strike last Sunday over demands for a new system of acclimatisation for underground workers and "the right to belong to the National Union of Mineworkers" The strike ended on Wednesday night

●About 450 Food and Allied Workers Union (Fawu) members at Johannesburg Cold Chain went on a pay strike

●A two-week strike by Chemical Workers' Industrial Union members at Protea Industrial Chemicals in Wadeville continued this week after management again refused their demand for a 15 percent increase

●More than 2 800 members of the South African Municipal Workers' Union in Soweto and Alexandra townships have been on strike since last Friday

●More than 300 Fawu members downed tools at three Amalgamated Beverages plants in Johannesburg, Cape Town and Durban over wage demands

●Over 400 workers at Coronation Hospital near Johannesburg were also on strike this week, demanding better salaries and working conditions

Thirty-two strikes occurred in South Africa between last November and March 15 this year, 51 percent of them wage-related, according to the IR Network's quarterly strike report, released this week

Cosatu will be holding a campaigns congress next weekend to thrash out its policy framework before the elections. Expected to top the agenda will be the issue of workers' rights in the new constitution and labour legislation. Shilowa said legislation was the key, as any "agreements would otherwise be meaningless"

Also of central concern, he said, were the effects of economic and industrial restructuring on the workers

The conference will also focus on Bophuthatswana. Cosatu said the Department of Manpower had done nothing to prepare for the reincorporation of bantustans into South Africa, particularly with regard to UIF funds. "It looks like the bantustans have no money all," said the federation

Shilowa said the public sector in the homelands had already indicated it would demand equalisation and pay parity with South Africa



Sam Shilowa



# Union launches provident fund

SHARON SOROUR  
Labour Reporter

COMMERCIAL workers' union Saccawu has launched a national provident fund, in a bid to improve the socio-economic well-being of its members

SA Commercial, Catering and Allied Workers' Union acting president Setena Khaile said the aim of the fund was to pro-

vide good retirement benefits for its members

"In addition, it will provide needs-related benefits during the member's working life such as good retrenchment benefits and a disability income, family funeral cover and a death benefit to provide the necessary peace of mind"

The fund, to be administered by Old Mutual, differed from others because of its management structure and investment philosophy

"The board of trustees will comprise only union-elected members, who will provide the policy direction of the fund. This implies there will be no company management at all on the main board."

"Once the fund has been negotiated at company level, management will be asked to make the worker and company contributions into the fund's accounts"

## Forum, commission should merge — Cosatu

COSATU's call for a merger of the National Economic Forum (NEF) and the National Manpower Commission (NMC) was approved at the weekend by more than 300 delegates at its conference on labour market policy

Cosatu chief negotiator Jayendra Naidoo said yesterday Cosatu's proposals sought to ensure legal measures and government policy, and strengthened collective bargaining.

The NEF and NMC

*3/Day 30/3/94*  
**JACQUIE GOLDING**

would be able, as one body, to make decisions with government, business and trade unions and to influence Cabinet decisions on labour standards (40A)

The conference had agreed that the joint body should be funded by government, Naidoo said.

Cosatu wanted a "firm commitment" from the ANC on establishing a co-ordinated centralised bargaining system in each sec-

tor by the end of the year

Delegates said legislation should be changed to decriminalise strikes. Strike procedures should be simplified and unions should be indemnified from court action for damages and interdicts. Dismissals resulting from strikes should not be allowed.

Cosatu said yesterday its programme would be approved at an executive council meeting on April 8, and then presented to the TEC.

# Saccawu leaders in insurance policy row

WM 8-14/4/94

Vuyo Mvoko

(140A)

ANOTHER row has erupted in Cosatu's South African Commercial, Catering and Allied Workers' Union, following disclosures that four of its top leaders are beneficiaries of a R3,3-million insurance and endowment policy taken out by the union.

This week, Saccawu publicity head Sithembele Tshwete said "under no circumstances" could the union's assets be registered under its leaders' names. The policy in question had been "dealt with and rectified" at a national executive committee (NEC) meeting held on January 27, he said.

The Fedlife policy — with a R40 000 monthly premium and maturing on December 1 1998 — insures the lives of general secretary Papi Kganare, acting president Setena Khaile, and NEC members Aliha Rantsolase and Edna Sethema.

Fedlife spokesman Paul Sieberhagen said the policy chosen had to have "lives assured" to be operational.

He agreed that the union had other options, but said he could not say on Saccawu's behalf why this particular policy had been chosen.

Before the leak of a Fedlife letter, informing "Mr P Kganare and Partners" of the acceptance of the policy, other union leaders were unaware that it was registered in the names of the four leaders.

The letter was leaked by a senior member of the union, who felt it smacked of "a considerable personal investment".

Tshwete dismissed rumours that the leadership had only acted when members raised objections. "We were satisfied with Fedlife's explanations that the registration of the policy under the leaders' names was merely for administration purposes," he said.

The policy is still registered under "Mr P Kganare and Partners", and Tshwete said the union's legal department was handling the "sensitive issue" to make sure it had no repercussions for Saccawu.

In another recent battle in Saccawu, the union NEC blocked a trustees' decision to transfer administration of the R82-million Hospitality Industry Pension and Provident Fund from Fedlife to Southern Life. For Saccawu members, the fund is jointly controlled by the union and employers.

# Candidate's union row

**THE SA Typographical Union has suspended Cape Town branch president Mr Farrell Hunter because he is a candidate for the Workers List Party, WLP spokesman Mr Salim Vally said yesterday.**

Mr Hunter's suspension, on March 21, by the union's governing board would be taken up with the Independent Electoral Commission and the WLP was taking legal advice, he said

*(140A) CF 9/4/94*  
"This is totally undemocratic and entails real victimisation by a right-wing bureaucracy," Mr Vally added.

Satu members planned to march from the union's Cape Town offices in Canterbury Street to the Grand Parade at 9am today to demand Mr Hunter's reinstatement.

Satu general-secretary Mr Martin Deyssel could not be reached for comment yesterday

# TEC, Cosatu at odds over strike rights

Star 14/4/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

A declaration by the Transitional Executive Council of a moratorium on strike action during the election period is set to put it on a collision course with the Congress of South African Trade Unions

Cosatu general secretary Sam Shilowa said yesterday that to prevent workers from engaging in strike action would curtail a right which Cosatu had fought tooth and nail to include in the Interim Constitution (140A) (351A)

Shilowa said he would raise this and other issues in the next two weeks when South

► To Page 3

# TEC, Cosatu set to clash over strikes

Star 14/4/94

◀ From Page 1

Africa's trade union leaders would meet the TEC's management committee to discuss Joe Slovo's proposed strike moratorium

The moratorium was supported by ANC secretary-general Cyril Ramaphosa

On Tuesday SACP chairman Slovo called for the declaration of a moratorium on all strike action and work stoppages until after the election to ensure a smooth transition

Said Shilowa "We recognise that the success of the election hinges on the presence of key public sector workers, but as a matter of principle we believe that whether there is a state of emergency or not, the fun-

damental right of workers to strike must not be tampered with (140A) (351A)

Instead of declaring a moratorium, the TEC should send out a clear message on how it proposed to address workers' grievances and underwrite guarantees to address them after the election

SA Consultative Committee on Labour Affairs chairman Bokkie Botha said his organisation supported the call for no strike action during the election period

The Independent Electoral Commission said yesterday that it had contingency plans in place to ensure that the election would take place in the homelands, even if strikes by civil servants in those areas continued

(47 Sauer St, Johannesburg).

## Cosatu defies call to suspend strikes

LLOYD COUTTS

COSATU yesterday defied the Transitional Executive Council's call for a moratorium on public service strikes. 14/4/94

It said it would not support a moratorium on strike action, an unacceptable interference with workers' fundamental rights.

President FW de Klerk called on the ANC to ensure that Cosatu discouraged industrial action before the elections.

Cosatu said it had taken note of reports that the TEC would approach unions to discuss a suspension of strikes by public servants until after the elections.

It understood the TEC's concern that essential services needed to function effectively and was committed to ensuring that this took place, but a resolution of the disputes affecting these sectors was needed. While Cosatu was shouldering its responsibility to find an urgent solution to the disputes, employers and government needed to begin meeting their obligations.

"The TEC, for its part, needs to send out a clear, unambiguous message as to how the health workers' grievances will be dealt with," Cosatu said.

ADRIAN HADLAND reports that De Klerk said any action which "harmed the economy harmed every voter", while destabilising strikes threatened the likelihood of free and fair elections.

A heavy responsibility rested on the shoulders of those parties which had political alliances with the labour movement.

Report by L. Coutts and A. Hadland, TML, 11 Diagonal St, Jhb.

**T**ENSIONS between the ANC and its union allies broke into the open this week after a call by ANC leaders Cyril Ramaphosa and Joe Slovo for a strike moratorium over the election period.

The Transitional Executive Council later announced it would approach the Congress of South African Trade Unions for a moratorium. Cosatu reacted immediately, saying in a statement on Wednesday that it "would not in principle support any call for a general moratorium on strike action, even for a limited period. This would be unacceptable interference with a fundamental right of workers, the right to strike."

And Cosatu's National Education

# Unions spurn 'no strikes' plea

WOM 15-21/4/94 (14014)

Health and Allied Workers' Union, which represents many workers currently on strike, stressed that the labour unrest arose from "genuine and legitimate grievances."

Surging expectations in the run-up to elections — and fears over the security of jobs and pensions when the homelands are reincorporated — have sparked public service strikes in five homelands.

●The Transkei hospital system has been paralysed by a week-long strike by 12 000 nurses demanding pay rises and job security. At least 21 deaths

Cosatu rejects the TEC's strike moratorium call as work stoppages hit homelands, reports **Vuyo Mvoko**

have been linked to the action

●The deaths of 20 more patients have been associated with a wage strike by 3 000 nurses in Venda, where 100 clinics and three hospitals have been forced to close

●In Lebowa, 30 000 non-union public service workers demanding wage rises are refusing to work

●SADF medics and private ambulance services were deployed in Natal after 1 000 Natal Provincial Administration ambulance men stopped work on Monday over wages, forcing the closure of the Prince Mashiyeni and Edendale hospitals

●Striking Transkei Road Transport Corporation workers this week occupied the corporation's head office, taking 12 managers hostage. This strikers wanted to know about the future of their pension funds.

At the same time, the TEC and Cosatu's Northern Transvaal region

are battling to avert a further public service strike in Bophuthatwana. Workers have threatened that no election will take place in the territory unless their pensions are guaranteed.

Nehawu president Vusi Nhlalpo warned that "while there have been reassuring noises that homeland public servants' pensions are secured, workers on the ground are not talking that at face value

"No clarity exists around the security of jobs during reincorporation, and employers were discussing rationalisation — which increased uncertainty."

Nehawu has called for a meeting between the TEC, unions and employers to "work out an agreement which gives guarantees to all public servants."

## LABOUR NE

Compiled by SHARON SOROUR

### Cosatu firm on strikes

*APR 16/4/94*  
COSATU has refused to support a call for a general moratorium on strikes, even for a limited period

Reacting to reports that the Transitional Executive Council would approach labour federations to discuss a moratorium on strikes in the run-up to this month's elections, Cosatu said a moratorium would be unacceptable interference in a fundamental right of workers

The right to strike was recognised in the interim constitution

*(140A)*  
"A limited moratorium of a few weeks has a tendency to become a moratorium for a few months or even years," it said



*Cosatu sticks to strike guns*

# Plan to defuse tensions likely

Star 18/4/94

■ BY SHAUN JOHNSON  
POLITICAL EDITOR

**Turfloop** — A compromise to defuse tensions between the Transitional Executive Council and Cosatu could be hammered out by this afternoon.

The agreement would see striking workers going back to their posts in the pre-election period, and essential services being restored, but without Cosatu agreeing to the call for a moratorium on strikes.

Cosatu general secretary Sam Shilowa, interviewed in the northern Transvaal where he is campaigning for the ANC, said he was confident a deal could be struck at a meeting today involving representatives of the TEC, Cosatu and homeland workers.

A TEC-Cosatu clash seemed likely last week after ANC secretary-general Cyril Ramaphosa, SA Communist Party chairman Joe Slovo and other TEC figures

called for a moratorium until the election. Cosatu responded with a statement affirming the workers' right to strike. (140A)

Speaking at a mass rally yesterday afternoon, Ramaphosa made an urgent appeal to strikers to "put the national interests in front". (152)

"We must have the election in an orderly fashion. I appeal that the strikes you are embarking on should be ended."

"When we are voting for our new president, we should do so with the full confidence that he will address our grievances."

It appears the problem was the implication of the term "moratorium" rather than the calling off of current strikes.

"A moratorium, as distinct from a decree or a ban on strikes, should come as a result of consultation," Shilowa said.

"We are wary of moratoriums, they can be extended to last years."

## 5% offer to steelmen

THE Steel and Engineering Industries Federation of South Africa (Seifsa) offered trade unions a 5 per cent wage increase at annual negotiations in Johannesburg on Thursday.

Representatives of the 12 trade unions in the metal and engineering industries are seeking increases of between 15 and 23 percent.

The unions will respond to Seifsa's offer on May 2. (739) (140A)

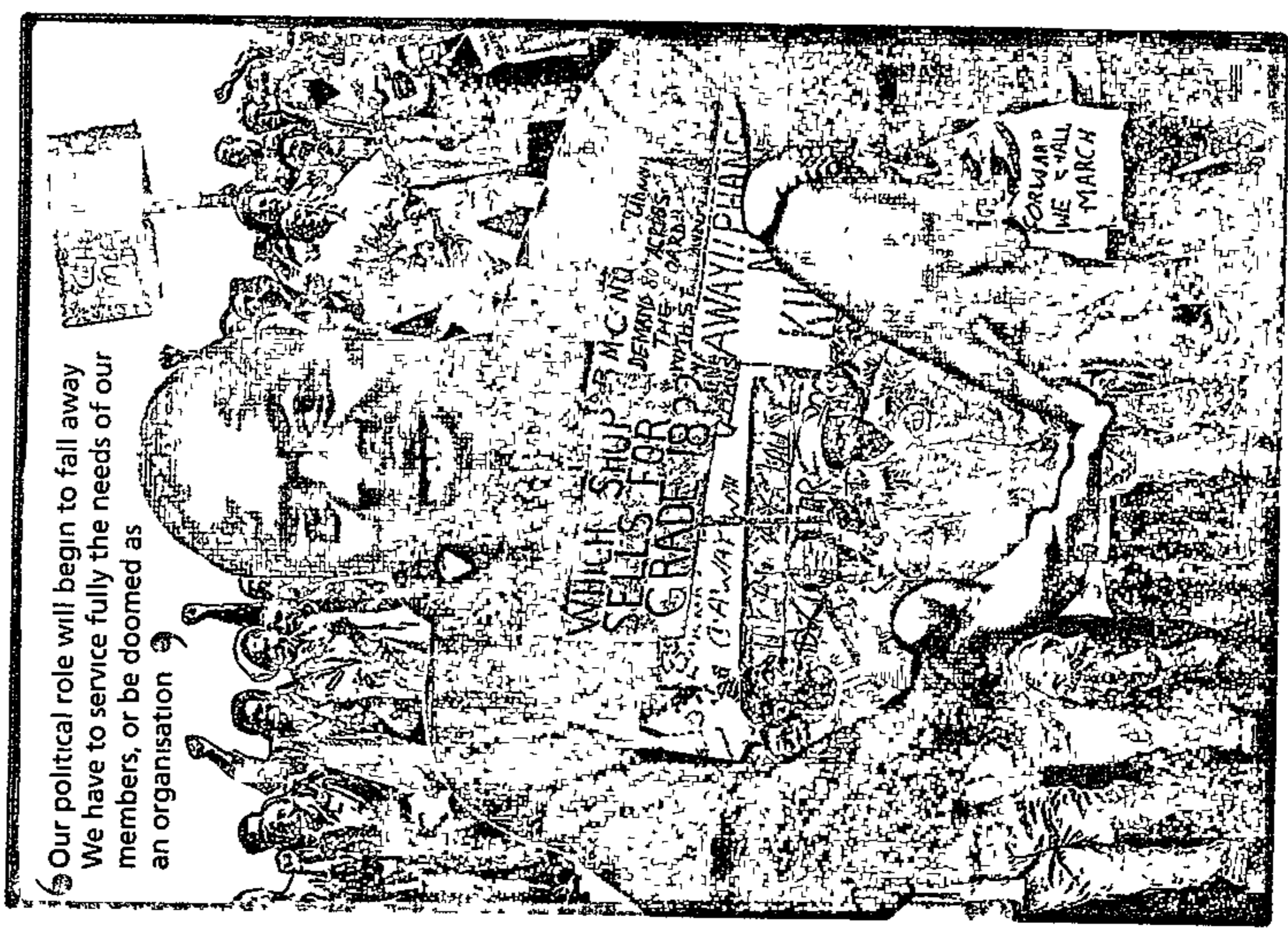
Seifsa's 5 percent offer excludes employers in Natal and Border (235)

Deputy Editor Shaun Johnson, tracking the ANC's wrap-up roadshow in the far north at the weekend, caught up with Cosatu chief Sam Shilowa and quizzed him on the campaign, and life beyond under a democratic government

# Mr Cosatu considers life under ANC

Star 19/4/94

14-0A



Sam Shilowa is a big man, big enough to wear two hats. He needs to be. The deceptively boyish-looking Congress of South African Trade Unions general secretary is in one of transitional South Africa's more powerful and finely balanced positions. The task at hand is no less than giving birth to a new Cosatu for a new South Africa. Unfortunately for him, that's not all that's occupying his time at the moment, with barely a week to go before South Africa's founding democratic election.

Shilowa — who took over from Jay Naidoo when the veteran unionist accepted nomination to the National Assembly — is tackling two great tasks simultaneously: planning for a strong Cosatu under fundamentally altered political conditions, and campaigning at full tilt for the ANC in his Northern Transvaal home base. It's not a straightforward role, as is evident from recent prickly exchanges with ANC members on the TEC.

First, the short-term task: Shilowa says Cosatu has sent teams into all 14 of the ANC's regions to bring their organisational capacities to bear in the final electoral push. This started some five weeks ago. It involves senior Cosatu people, and weak areas are receiving priority. As far as possible, Cosatu leaders are working in the regions from which they hail — Shilowa is stumping the Northern Transvaal and wooing audiences with his home-boy-made-good, rollicking style of delivery. How does this dovetail with the ANC?

"We agreed that Cosatu's not running the election campaign," Shilowa says, "but we've got something to offer. We're integrating our campaigning." He and other leaders have been formally deployed by ANC headquarters. The Cosatu teams are checking the readiness of specific areas for next week's polling. Shilowa says it's simply a fact

that during this key period of the transition, normal business is on hold for Cosatu. "We're totally caught up in the process of transformation, and we're shedding leaders to the campaign and later to Parliament and the public sector. No normal organisational work is possible. The major task right now is to ensure an ANC victory."

The Cosatu campaign initiative is a final push to translate emotional support into actual crosses on ballot papers come next Wednesday. Shilowa says it's all very well if other parties are weak or non-existent in the region but no shows at the polls would be tantamount to votes for the opposition. So we're doing all sorts of things, like addressing people on buses as they travel from Seshoego. It's a kind of travelling people's forum, where we answer questions. We're not going to just sit and hope that people go and vote themselves. The blitz will continue right up until the eve of the election, says Shilowa. But that's the election and

much of Shilowa's thinking is longer term. "It's not just a case of putting in an ANC government. Then we've got to make a difference to people's lives in this poor region. All of which raises the really big question, having been born in conditions of outright resistance to a hostile State, how is Cosatu going to relate to a government which it not only supports, but has actively helped to shape? Aside from the challenge of developing new layers of leadership to replace those denuded by the defeat of apartheid (and the attendant danger that individual unions interests will begin to outweigh the federation's), this is a profound question for Cosatu. It has to fit itself somewhere between an antagonistic relationship with a new government, and the sweetheart-union syndrome.

Shilowa has presented to his organisation a document entitled "Towards developing a long-term strategy for Cosatu", which focuses on four key points.

■ What are the implications of operating under a sympathetic government? Shilowa points out that Cosatu has been "skilled into opposition politics, based on demands rather than joint projects with the State. But the Reconstruction and Development Programme is a joint document which carries obligations and responsibilities for both government and us. We will not be there opposing it clause by clause, we'll be working towards its implementation."

■ How will Cosatu's membership be fully serviced in the new South Africa? Shilowa says that until now Cosatu has attracted members on two grounds — its ability to win bread-and-butter gains, and its political position. "The reality is that we'll soon have a legitimate, democratic government, openly elected. It has the legitimacy to take actions, although obviously in consultation with other stakeholders. So the second, political, role begins to fall away. We therefore have to concentrate on servicing the needs of our membership, and already since 1992 we have faced complaints about gaps developing between grassroots membership and the various levels of leadership. If we can address that, we're doomed to an organisation. He adds the new Cosatu will be confined to one constituency, and "won't want to speak out on everything. We'll be alive to broader political issues, of course, but it will be more classical trade union role."

■ Will Cosatu overstretch itself? Shilowa says the federation has become involved in "too many forums. That's been necessary, but it's not for ever because we don't have the capacity and the resources to sustain it. Our priorities are the National Economic Forum and the National Manpower Commission, and we think they could be combined. There'd be two chambers, one macro-economic and the other dealing with labour market issues. We'd be represented directly there, but not necessarily in all the other forums. Cosatu needs to conserve and redirect its resources and energies in future."

I put the proposition directly it's not just a new South Africa, we're going to have to develop, but a new Cosatu too. Shilowa's in full agreement.

## A new approach to strikes

Although Cosatu has accepted the TEC's offer for an end to strikes before the election, the organisation won't agree to a moratorium. General secretary Sam Shilowa explains why.

"A moratorium, as distinct from a decree or a ban on strikes, should come as a result of consultation. We are wary of moratoriums; they can be extended to last years. A moratorium is an ideological question — that of so-called labour peace, where there are no strikes. But we accept the TEC's concerns about essential services in general, and

There should be identification and its genuine and urgent among strikers — some homeland opportunists also been exploiting the wave of strikes — which can be addressed by the TEC immediately. (At the same time Cosatu would urge workers to suspend actions pending the election of an ANC-dominated government which would have to deal with grievances fully)

There should be identification and its genuine and urgent among strikers — some homeland opportunists also been exploiting the wave of strikes — which can be addressed by the TEC immediately. (At the same time Cosatu would urge workers to suspend actions pending the election of an ANC-dominated government which would have to deal with grievances fully)

THE STAR

## Cosatu pans body's no work, no pay rule

Star 20/4/94

■ BY ABDUL MILAZI

The Congress of South African Trade Unions has slammed the furniture industry's industrial council for declaring April 27 a no work, no pay holiday

Cosatu spokesman Keith Madonsela said the labour regulating body's decision was an infringement of workers' voting rights and was tantamount to an anti-election campaign.

Madonsela said "Since April 27 has been officially declared a public holiday, it should be treated as all other holidays. Workers should not be penalised for exercising their right to vote

"Any employers who, for their narrow interests, try to infringe on workers' right to vote would incur the wrath of the workers and Cosatu"

The Industrial Council for

the Furniture and Bedding Industry yesterday said it stood by its decision. Employers who wished to pay their workers for the holiday were free to do so, it added. (140A)

Madonsela said. "Only April 27 has been declared a public holiday. However, employers are requested to arrange time off on the 28th for workers who could not vote on the 27th."

A Germiston furniture manufacturer, who did not want to be named, said many employers would get away with not paying their workers because there was no union organised in the industry

He said workers had been forced to join the industry-run National Union of Furniture Workers, which denied them the right to strike and many other rights enjoyed by workers in other industries

(47 Sauer Street, Johannesburg)

## Union federations

### to pursue unity

ERICA JANKOWITZ

COSATU, the Federation of SA Labour Unions (Fedsal) and Nactu had decided to strive for post-election trade union unity, negotiated industrial restructuring and a three-tier system of collective bargaining, the federations said yesterday.

In a joint statement, they called for minimum wages in each industry, "based on sectoral collective bargaining", and a restructured wage board to set minimums in unorganised sectors (140A) (HS)

The full executives of the federations which together represent almost 2-million workers — held their first joint meeting last week, and "reached a historic consensus on the broad priorities of labour"

On the issue of unity, the federations said there would be a greater need for a unified labour front after the elections. Cosatu, Fedsal and Nactu would try to include other federations, but would not delay the process because of their non-participation.

The major priorities of reconstruction were creating permanent jobs and providing basic goods and services — goals which should be combined to improve the economic climate if workers were not exploited in the process. "Jobs created through a public works programme must be based on fair labour standards, and decent wages"

The federations reiterated Cosatu's call for a reconstruction tax to fund the ANC's development programme and said the National Economic Forum should quantify the funding levels required for its successful implementation

They felt they should play "a central and driving role in the industrial restructuring process" to increase wages and create jobs. Their goal would be to encourage

□ To Page 2

## Unions

productive investment in basic goods and services, industry policy to produce for higher value added external markets, skills development and paid education leave for workers" (140A) (HS)

They envisaged a three-tier collective bargaining structure, in which an "enabling policy framework for bargaining at

other levels" would be established nationally. At sectoral level, parties would set wages for skill levels and across-the-board increases, as well as career pathing and enterprise bargaining frameworks

Company-level bargaining would cover company-specific issues, such as productivity targets, affirmative action and retrenchment.

□ From Page 1

# Top union wins right to campaign for ANC

ANC 20/4/94

140A

□ Clothing workers may canvass, but not coerce

**SHARON SOROUR**  
Labour Reporter

THE Western Cape's largest union — and Cosatu's number three affiliate — has won the right to campaign for the African National Congress during working hours

In terms of a far-reaching ruling by an Independent Electoral Commission tribunal, the SA Clothing and Textile Workers' Union (Sactwu) has been given the go-ahead to campaign and conduct voter education programmes during lunch and tea breaks on factory premises of employers belonging to the Cape Clothing Manufacturers' Association and the Cape Knitting Industry Association

But, in terms of the Electoral Act, the parties are bound by the electoral code of conduct, which allows employers to block the union's plans if disharmony or violence might result from the campaigning

This comes as the election contest over the coloured vote in the Western Cape intensifies in the final days of the campaign

Tribunal presiding officer Bashier Waglay said in a statement that attendance at meetings where voter education, campaigning and canvassing would take place should be open to all employees of the particular company, and no employee may be refused permission to be present or be forced to be present

Mr Waglay suggested IEC monitors be included during meetings "in the interests of avoiding any possible conflict"

The union was ordered to give employers no less than 24 hours' written notice of its intention to campaign or educate voters, with the notice period not applying to Saturdays and Sundays

Commenting on the judgment, CCMA executive director Peter Cragg said it was never the intention of employers to limit free political expression

"We attempted to secure peace and harmony in our workplaces in very difficult circumstances" said Mr Cragg "In the light of the decision, it seems we may have been excessively cautious in our approach, but only time and experience of the consequences of

the decision will prove whether that was the case or not"

The dispute, which arose when employers refused to allow Sactwu to campaign during work hours, was referred to the IEC for mediation, but it subsequently failed

Mr Cragg said the rights of employers had not been eroded in any way in terms of the Electoral Act "which says if there is reasonable apprehension that these meetings may be disruptive, employers have the right to deny the union access"

Mr Waglay said at the hearing it emerged that, in the past, the union had been allowed to hold meetings during lunch and tea breaks on a number of controversial issues and that these had taken place without much incident

Mr Cragg, who described the ruling as "unique", said "It is an example for the rest of the country and encouraging that parties can resolve their differences within the framework of the law by using the institutions provided by the law"

Sactwu deputy general secretary Ebrahim Patel could not be reached for comment



# Cosatu wants to end strikes but disdains <sup>BID 21/4/94</sup> TEC dictum

JACQUIE GOLDING

COSATU said yesterday it would do everything in its power to end current strikes in the public service, but denied it supported the Transitional Executive Council's proposed moratorium on strikes in the run-up to the election. (40A) (152)

Cosatu spokesman Neil Coleman said the federation had not pledged that its members would abide by the moratorium. He said officials were instead travelling "full blast" to the homelands in an effort to involve public sector workers in finding solutions to their grievances, and in particular to ensure that essential services were restored before the election.

Coleman also denied that Cosatu general secretary Sam Shilowa was travelling around the country urging workers to end strike actions.

He said Shilowa's tasks included the setting up of "appropriate mechanisms" which workers believed would address their demands.

"They (officials) are merely holding discussions with public servants and co-ordinating meetings in an effort to address problems within this sector," said Coleman.

Coleman said the public service strikes in Lebowa, Venda, Transkei, Bophuthatswana and Qwa Qwa were "fluid", with a draft agreement having been reached in principle between the union and the TEC.

This agreement allowed the demands of public servants to be resolved before and

after the election at a TEC forum. But it was up to workers to decide on ending or suspending respective strikes, he said.

Nevertheless, it seems likely that workers in the homelands will accept a package agreed on by the public service representatives and a TEC forum.

Among the public sector concerns, said Coleman, were.

- Restructuring of pension and provident funds to ensure effective control by workers,
- Rationalisation and restructuring of the public sector,
- Disparities in salaries, and
- Backlogs in promotions and other historical imbalances.

Cosatu said the obstacles it faced in finding a solution to these strikes included the "ham-handed" manner in which central and provincial governments had responded to public sector demands and the mismanagement of various Bantustan administrations.

It also said some workers taking action in the homelands were not affiliated to the federation and that minority elements were deliberately attempting to prolong strikes in an effort to undermine the election.

Report by J. Golding, TML, 11 Diagonal St, Jhb.

...vant as his application concerned ...

tional assembly

There is little doubt that the ANC got the best of the negotiations on an interim constitution. An almost cynical impression has arisen that the Nats simply caved in on several issues, having neither the will nor the intellectual resources for the fight. There is an element of truth in this.

But it also has to be remembered that the NP has been working from a steadily weak-

ening position ever since De Klerk's radical speech of February 1990. That speech undermined the National Party's legitimacy, because it was an explicit admission that whites did not have the right to rule the majority of voteless blacks.

In short, the NP's writ is exhausted — a fact that is disguised only by De Klerk's shrewdness and personal integrity. The country longs for government, we have for-

gotten what it is like

Difficult times lie ahead, next week and after. But whatever happens, we have the certain knowledge that the alternative would have been worse — and the suspicion that, given this country's tortured history, we have got off quite lightly.

When the counting is done and the new government sworn in, the sun will still rise in the east and we will go about our business. ■

THE ANC AND ITS UNIONS

# Coming to the end of the line?

Maybe, but it's the unions that have more to lose from a split

**Will the advent** of an ANC government rupture its strategic alliance with the trade union movement, represented by Cosatu?

The question is prompted by the post-Bophuthatswana escalation of public service strikes, which have been met with appeals by leading ANC figures such as Cyril Ramaphosa and Joe Slovo, from their government-in-waiting perch in the TEC, for a two-week moratorium on strikes until the elections are out of the way.

This has been rejected by Cosatu. Sticking to its precious, hard-won right to strike, it says pointedly and no doubt correctly that "two weeks could become five years."

Cosatu's response brings to mind the stance articulated by then general secretary Jay Naidoo, who said soon after the ANC's unbanning in 1990 that unions and other organisations of civil society should not become merely "a transmission belt" for the party in power, allies though they may be.

This was not long after the Soviet Union had collapsed and the Left here was analysing why. The talk was of ensuring separate identities and leaderships, even as similar goals were being pursued.

With the goal of national liberation achieved, the question of union autonomy appears to have resurfaced, with clear tension between trade unionists on the one hand and the ANC leadership on the other. It

follows the inclusion of the top echelon of about 20 Cosatu leaders on the ANC's list of parliamentary candidates.

There is also the experience of unions elsewhere in Africa to consider. The *uhuru*

Nyati suggests that there will in the short term be great pressure from the ANC on Cosatu general secretary Sam Shilowa to keep the alliance intact — despite his having to make radical-sounding union pronouncements.

It is hard to see Shilowa, a solid ANC/SACP man, defying the ANC, more so once it has the legitimacy of being the elected government.

Shilowa, who was part of the SACP negotiating team at the World Trade Centre, certainly does not believe there is a need for a separate workers' party at this stage — though it could be an option if the new government is seen not to be delivering. It may be significant that it was not Shilowa but Cosatu's press spokesman who issued the statement rejecting the strike moratorium call. This fits in with Nyati's point about the union having to sound radical.

Furthermore, if the ANC government plays its cards right, it will be able, through a combination of patronage and economic growth, to contain union militancy, partly by bringing union leaders into government.

Labour consultant Pat Stone believes unions will never again have the dominant position they had in the Eighties, when they came to be seen as "gladiators for a political cause." Then, the movement was better organised and more motivated in its pursuit of worker rights and a new legal framework, better conditions of service, and its "living wage" campaign. This was helped by a degree of employer guilt: the absence of black political rights made employers more sympathetic to worker demands.

Yet, with an estimated 50% of the workforce unable to find jobs in the formal sector, the ANC government will have a broader constituency than organised labour to satisfy. The unions, it should be remembered, speak for a relatively well-off labour aristocracy of about 1.5m, in an eligible workforce of about 7m. So there will have to be a re-ordering of priorities.

Whether this is accepted by the unions,



Naidoo



Ramaphosa

government in Zimbabwe, for example, moved quickly to crush striking unions, in the face of what were perceived to be more pressing national priorities. In Namibia, union leader Ben Ulenga became a member of the Cabinet after independence and is now said to be impatient with any talk of strikes.

Ever-rising wage demands will not fit in with the ANC's overall plan for ambitious reconstruction and development, which is based on significant capital investment. Should the unions refuse to moderate their demands, there is a danger that either the ANC's budget will be blown apart as investors decline to deliver or there'll be a showdown with the unions.

According to political consultant Eugene Nyati, the ANC-union alliance was always going to be more difficult to manage after the common enemy was dispatched.

He believes, however, that the relationship can be managed, since both sides realise they have more to gain by sticking together.



Shilowa



Erwin



## Cosatu must be free, says Ramaphosa

DAVID GREYBE

AN ANC-dominated government will not interfere with Cosatu, even when they do not see eye to eye, says ANC secretary-general Cyril Ramaphosa.

The ANC did not expect Cosatu to relinquish its independence, but to guard it jealously, Ramaphosa said yesterday after a news briefing in Johannesburg. "We are committed to having an independent trade union movement," he said.

"The ANC would never want to have a labour movement which is a lackey," Ramaphosa said.

Differences between the ANC and Cosatu would only "enrich democracy and

make sure we have a vibrant democratic culture in SA," he said.

"But we know we will have a very good relationship with Cosatu."

The former general secretary of NUM said: "Workers in our country guard the independence of their unions very jealously. It is something that they are not prepared to give up and we do not expect them to."

"The ANC will not try to drag Cosatu into Parliament, because Cosatu must be independent..." Ramaphosa said.

Report by D Greybe, TML, 11 Diagonal St, Jhb

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# State's gain is unions' loss

With major challenges ahead, Cosatu may suffer from a 'brain drain' as top leaders trade their union posts for government positions **Vuyo Mvoko reports**

**N**O fewer than 50 leaders of the Congress of South African Trade Unions and its affiliates, including the federation's general secretary, seven of its nine regional secretaries and eight secretaries of its affiliate unions have been absorbed by the national and regional governments.

Insiders express pride at the labour movement's contribution to political transition and its role in ensuring a more "labour-sensitive" government. But they fear the effective functioning of the unions, and their distinctive culture, may be crippled by the "brain drain". Aggravating the situation is the probability

that some of the remaining experienced leaders are likely to be called upon to play decisive roles in the restructuring of the public service. Non governmental organisations are also said to be luring away many trade unionists, while the promotion of shop stewards to lower and middle management is on the rise.

Observers say the exodus of top unionists coincides with vast and new challenges for the unions. These include the ANC's Reconstruction and Development Programme, which unionists complain has been watered down to accommodate business. The rapid expansion of the construction industry under the RDP is likely to entail the mass employment of temporary workers who will be difficult to organise. Government-sponsored wage restraints are also possible.

Also high on the list of Cosatu's immediate challenges is the future of its alliance with the ANC and the building of unity with the National Council of Trade Unions and Fedal.

Leading the "cream" of unionists-turned-politicians is the hard-as-nails former Cosatu secretary general Jay Naidoo. Clever, articulate and outspoken, he is now minister with out portfolio in the state president's office.

Another loss is that of Marcel Golding, assistant general secretary of Cosatu's largest affiliate, the National Union of Mineworkers — the union's strategist and key negotiator.

Alec Erwin, former education officer of the National Union of Metalworkers of South Africa with almost 20 years involvement in unions is another important loss. An influential economist who has guided the labour movement from doctrinaire socialism to more moderate social democratic socialist approach, he was a strong proponent of labour's participation in the National Economic Forum. He co-ordinated Cosatu's solutions-seeking Economic Trends Group served in the ANC-constructed Macro Economics Research Group and was involved in the drafting of the RDP. He has been given the post of deputy finance minister.

Chris Dlamini, first vice-president of Cosatu, is former president of the Food and Allied Workers Union and the Federation of South African Trade Unions, and a central committee member of the SACP.

Also drawn into the national assembly is Philip Dexter, former general secretary of the National Education Health and Allied Workers' Union. He is viewed as a fearless and a sharp thinker.

John Copelyn, former boss of the South African Textile and Workers Union is a brilliant negotiator, controversial "workerist" thinker and a "ruthless strategist". He helped draw up the National Peace Accord.

Other leaders now in the national assembly include Numsa general secretary Moses Mayekiso, South African Democratic Teachers Union president Shepherd Mdladlana and general secretary Randall van den Heever, Post and Telecommunications Workers Association president Kgabisi Mosunkuthu, South African Commercial Catering and Allied Workers Union president Duma Nkosi, Suzette Shabangu of the Transport and General Workers Union and Elizabeth Shabangu of the Chemical Workers Industrial Union.

It is in the regions that the exodus of leadership will be most keenly felt. Most unionists were pillars of political activity. Many held administrative jobs and saw to the functioning and co-ordination of branches and locals.

Among those drawn into regional government are Dennis Neer, Cosatu's Eastern Cape regional secretary for the past six years. A capable co-ordinator close to the grassroots, he was appointed regional secretary of the ANC after its unbanning in 1990 and has been in the regional executive committee of the SACP since 1991.

Also lost to the unions in the Eastern Cape are Maxwell Madlingozi, Ncwawu regional secretary, Thobile Mhlabho, Cosatu regional education officer, Litho Suka, regional chairman of Sadtu, Mkhangeleni Matomela, regional secretary of Sadtu in Transkei, Sally Nqodi, deputy secretary of Sadtu and gender officer of Cosatu in the East London region and Mike Bhasopu of Ncwawu.

Natal/kwaZulu unions will mourn the loss of Thami Mhlomi, regional secretary of Cosatu in the Southern Natal and "dynamic negotiator" Mike Mabuyakhulu, Numsa regional secretary in Southern Natal. Also now kwaZulu/Natal MPs are Cosatu Southern Natal chairman Samuel Mhethwa, Willis Mchunu, Numsa education secretary in Northern Natal and Mildred Buthelezi, Saccawu shop steward.

Numsa vice president and South African representative in the International Metalworkers Federation Danny Oliphant has now joined the Western Cape regional assembly.

Other unionists are bound to or have secured executive positions in the regional governments. Northern Cape premier Marne Dito is a former NUM activist while Jerry Thibedi, formerly Cosatu's education officer is speaker of the North West province.

In the Northern Transvaal, Thabo Mufamadi, former Cosatu regional chairman is tipped for a cabinet post. Former Cosatu regional secretary Joseph Silau has also been lost to the Northern Transvaal assembly.

In the Eastern Transvaal, Jacob and Thoko Mabena, husband and wife and Cosatu's regional secretary and administrator respectively, are now in the provincial government.



Elias Motsoaledi greets visitors outside his Soweto home

PHOTO: THE STAR

## A 'struggle soldier' dies

Stefaans Brümmer

A FEW hours after Nelson Mandela was sworn in as president on Tuesday, his fellow Rivonia trialist and Robben Island prisoner, Elias Motsoaledi (69), died after a long illness.

His life is a story of struggle and ascent from his humble origins as the son of a migrant worker from Sekhukhuleni. At the time of his death he was member of the ANC national executive committee.

At the age of 17 Motsoaledi left for Johannesburg, where he worked as a domestic and later a factory worker. In the late 1940s he joined the South African Communist Party, found himself in leading trade union roles and helped establish the South African Council of Trade Unions.

ANC information says his assumption of ANC membership in 1948 was not without reservations. "To me, the ANC did not interpret the aspirations of the masses. But the (communist) party taught me it was my responsibility to tell the ANC about working-class aspirations."

Motsoaledi played a central role in the 1952 Defiance Campaign and was banned that year.

After a spell in detention in 1960 he went underground, serving on the Johannesburg regional command of

Umkhonto weSizwe. He was arrested in 1963 and sentenced to life imprisonment in the Rivonia trial.

He said of his arrest: "When the police came to pick me up they did not know what I looked like. I told them I had never heard of the person. They drove all over Soweto looking for me. Of course they came back, but I had spent a little extra time with my family."

Advocate George Bizos, who was on the defence team at the trial, recalls Motsoaledi's concerns for his family: "His parting words, after he had been sentenced, was that he hoped his children would get a better education than he had."

Bizos says Motsoaledi was "a very ardent supporter of the ANC and was greatly concerned in the Rivonia trial when he appeared not to be featuring, so to speak, as one of the leaders, because he was really involved in doing the work of the leadership."

But at one stage in the trial he asked Bizos to spend less time with him and rather devote his attention to Nelson Mandela and Walter Sisulu.

Motsoaledi was released from Robben Island in 1989. He leaves his wife, Carol, and six children.

The ANC paid tribute to Motsoaledi as "a man whose life was the struggle and who lived just long enough to see a new South Africa born."

# The struggle may not be over

APR 23/194

THE African National Congress's historic sweep to power was a triumph shared by Cosatu and the SACP — but the coronation of its crown prince has irrevocably changed the tripartite alliance

Tensions surfaced even before the elections, but the threesome — forged in the 1920s to counter, and cripple, apartheid — fought a unified battle for freedom

The Congress of SA Trade Unions offered the cream of its crop to the ANC's lists — and more than 20 top unionists are now in central and local government, affording the federation more national influence than ever before

But, ironically, the strategic move has depleted Cosatu's top ranks and its former leaders will be firmly tied to an ANC mandate in Parliament

Commentators believe even Jay Naidoo, whose appointment as Minister without Portfolio is seen as a victory for the labour movement, will not be "labour's man in government"

And there are tell-tale signs that Cosatu will have to fight vigorously to ensure its concerns are high up on the new government's agenda

Provincial premiers have already taken a strong line against restless workers in the Free State Patrick Lekota warned strikers of impending dismissals if a return-to-work was not imminent, while in the Eastern Cape Raymond Mhlaba told civil servants although he would consider reinstating the thousands dismissed by the previous government, he would not tolerate arrogant and forceful action and strikes should be abandoned

Labour commentator Karl von Holdt believes the Cosatu/ANC relationship will continue whether a formal alliance survives or not — but on two dimensions

"On the one hand, the two will work together, with Cosatu seeking to influence the government, and vice versa, through the fact that Cosatu's former

**With the ANC in power, its (d)alliance with Cosatu and the SA Communist Party hangs in the balance. Labour Reporter SHARON SEROUR investigates what challenges the change holds for the labour movement.**

140A

leadership is in government  
"But on the other hand, the relationship will be one of struggle, especially if Cosatu puts pressure on the government from below"

As far as Cosatu's far-reaching "project" to bring about fundamental changes in industrial relations policy is concerned, one of its main aims is to influence government

Shifting the balance of power between unions and employers, and strengthening its branchchild, the Reconstruction and Development Programme, are also priorities for the federation

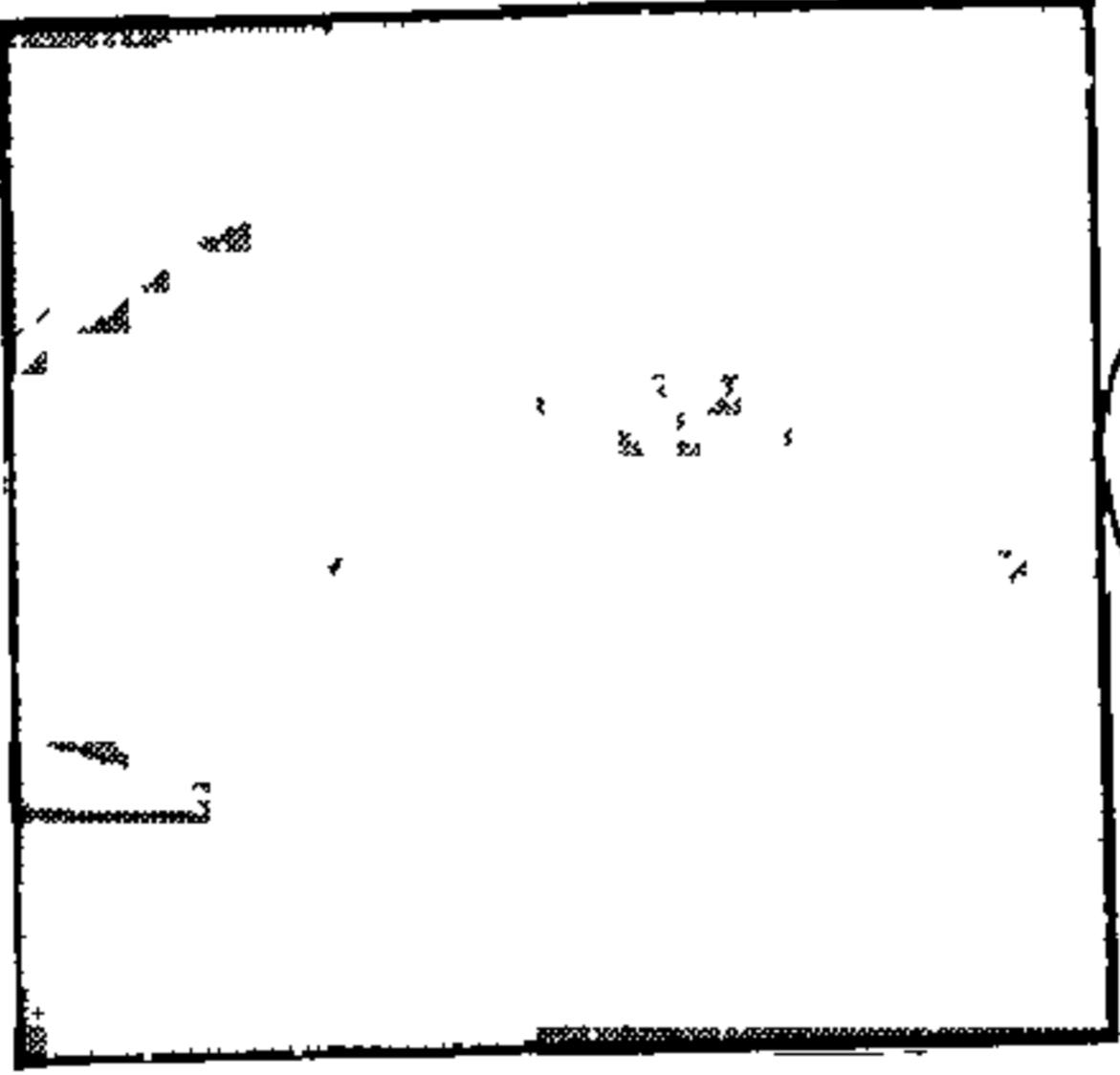
"The RDP was initiated by Cosatu and its been watered down, so Cosatu will push for it to be strengthened — and it's clear the federation wanted to get people into government to have a national leadership base sympathetic to the labour movement"

However, there are signs that the ANC-government is less orientated towards labour than Cosatu might have hoped

"Part of it is the current discourse on reconciliation — which is important in a national sense, but very dominant at the moment — can lead to more moderate policies and less substantial redistribution of power and wealth than Cosatu would want"

"Also, the figures who have emerged as leaders are close to big business and there will be a lot of pressure from big business to have its agenda, which differs vastly from Cosatu's, seen to"

Mr Von Holdt believes the debate revolves around tactics and strategy about whether Cosatu has the ability to influence government, and whether this is best served by having a formal



**Jay Naidoo ... unlikely to be labour's man in government.**

alliance or not Some people believe Cosatu's interests will best be served through a formal alliance — others don't

"I believe that the alliance will come under a lot of pressure, but there is a strong lobby to maintain it. It's difficult to predict which way it will go"

Some of Cosatu's affiliates, including the most powerful Western Cape union Sactwu (SA Clothing and Textile Workers' Union), are mooting for an independent union federation, adding to existing pressure for the alliance to end

"It's crucial for Cosatu to strengthen its ties with federations like Fedal and Nactu, and for them, Cosatu's formal alliance with political parties is a stumbling block to labour unity — so Cosatu has to decide whether it's more important to have formal ties with the ANC or a united labour movement"

"However, one could also argue that maintaining the alliance could put pressure on the ANC to deliver"

Labour expert Duncan Innes believes the new power play in the alliance to be ambiguous on the one hand it offers new opportunities to labour, but also raises challenges

"Cosatu would like the alliance to continue until a new constitution is in place and the RDP has been implemented"

He believes the government will be more receptive to labour issues, as new Labour Minister Tito Mboweni illustrated when he urged employers to pay workers for the public holidays over the election period

"But the ANC will be looking for trade-offs They might give benefits in terms of the social wage but in return might demand wage restraint and an end to wildcat strikes"

The public sector is a cauldron in which the potential for conflict is already bubbling

"Civil servants have not had the opportunity to improve wages and working conditions to the same extent as the private sector and are now expecting the ANC to deliver better wages But the ANC will not want wage increases to get out of hand because of inflation"

"This means that unions will have to try to tone down wage demands and expectations in the public sector"

Cosatu's leadership will try to prevent conflict, and will not want to antagonise the ANC — but at the same time, the federation will want to assert its independence

SACP stalwart Jeremy Cronin does not predict a dramatic change in the alliance even though there are new challenges and possibilities

While the party's influence in parliament is considerable with 40 MPs in the National Assembly, they will be under the ANC whip, and "won't be running back and forth"



# The big cleanup

Soweto 24/5/93

By Mathatha Tsedu

Investigations Editor

■ SELF-HELP Community is facing challenge of

Surviving in an informal settlement



**T**HE WOMEN, who made up the bulk of the labour force, did not sing any freedom songs

Instead they went about singing hymns of sorrow, hope and thankfulness for life

But what a life

The scene was the Kliploven shack settlement, otherwise also known as Kliploven squatter area. It was Saturday and a cleanup campaign was underway. Late February. I had attended a funeral of a friend's child and had been shocked by the filth and the all-pervasive stench that enveloped the area.

I had then written a story about the conditions there, a story that spurred the Sizanam Organisation for the Homeless to move in.

SOH co-ordinator Mr Adolphus "Motel" Masithi organised local business, the community and other commercial forces to help clean up the area.

And Saturday morning found the community geared up for this collective effort to make their dusty and stench-ridden surroundings a better place to live in.

Plastic bags were provided by a generous sponsor, locals brought their own spades and

shovels. The Sowetan had also pitched in with posters announcing the campaign and Kliploven's business community donated fruit, bread, cakes and drinks to soothe the parched throats of the volunteers.

The enthusiasm was evident everywhere as people jostled for plastics and posters that they were to keep in their homes as constant reminders that cleanliness is not an occasional thing but an everyday responsibility.

The community of cleaners, singing hymns, spread out through the settlement area, Kliploven shopping centre and the railway station, leaving in their wake an area much improved but far from being actually clean.

"There is no way you can actually clean up this place in one day. We are dealing here with an accumulation of dirt over a long period

"But .. the dirt was thrown all over by us as residents of this area. So as we embark on this cleaning-up process, we realise that unless we as residents change our attitude towards our environment, nothing will ever change," Masithi said.

He said as a part of the campaign, Sizanam

would be hosting similar campaigns every six weeks, would hold seminars and workshops on cleanliness and how self-help projects can uplift the area.

The buoyant spirit of the campaign was marred by the absence of trucks to carry the hundreds of rubbish parcels away. Soweto city council had promised to send two.

By the end of the day, as the tired workers trudged back to the centre for refreshments, many more were still coming forward to look for plastic carriers to do the job. But they had run out.

Kliploven looked cleaner but did not as yet smell better. It is this hurdle that Sizanam is also looking into, piping the area and cleaning up the easy toilets more regularly.

But a start had been made. And perhaps in the spirit of nation building, or reconstruction, or development, or self help, or self upliftment, the Kliploven community is facing up to the challenge of surviving as a community in an informal settlement. And if Saturday was anything to go by, this community and Sizanam are bound to transform the dusty stench-ridden area into a habitable area that can be a model to other areas.



**Cosatu**  
Sowetan  
appeals  
24/12/94  
over IFP

**By Ike Motsapi**  
Political Staff

THE CONGRESS of South African Trade Unions has accused the Inkatha Freedom Party of engaging in acts to prevent elections from taking place and to wipe out the leadership of the democratic movement. Mr Zweluzima Vavi, assistant general secretary of Cosatu, said an "orchestrated, well-planned and carefully targeted campaign" was being conducted by the IFP to destabilise the Kwazulu-Natal region. "A pamphlet being circulated at the moment in the name of the KwaZulu government states clearly that no elections will be allowed to take place in the region," Vavi said. Cosatu appealed to the IEC, and the TEC for "quick" action and added, "Rapid security force deployment is necessary."

(140A)

# Unions 'may feel let down' by their MPs

Erica Jankowitz  
24/5/94

WORKERS who backed the ANC in the April election, believing union rights would be protected by Cosatu MPs, were likely to be disappointed when they realised their expectations would not be met, says SA Labour Bulletin writer Deanne Collins.

Writing in the latest issue of the bulletin, Collins warned workers and their Cosatu representatives in Parliament that, both parties' unwillingness to thrash out issues would result in those issues not being adequately dealt with.

"Among these issues, which will require rigorous debate in the labour movement in the immediate future, are the limitations of Parliament as an instrument of real democracy; the usefulness and limitations of the Tripartite Alliance, and the possibility of a political formation which directly represents the interests of the working class"

Collins interviewed a number of MPs released by Cosatu to the ANC election list. She concluded that although these MPs would show some working class bias, they were on an ANC ticket and would have to take broader interests into consideration.

She quoted Minister without Portfolio Jay Naidoo as saying "You cannot have MPs operating on a narrow mandate of just Cosatu. There will, of course, be links but there will be no direct mandate"

In her interviews, Collins said the Cosatu MPs had floated different ideas of how to remain in touch with their constituents in the labour movement.

Some suggested regular meetings with union executive structures and the Cosatu central committee. Some went so far as to suggest becoming ex-officio members of these structures.

Former National Union of Metalworkers general secretary Moses Mayekiso felt the MPs should get a mandate from unions on labour matters.

He suggested that this was to avoid a situation "where the trade union leaders forgot their constituency when they went to Parliament" (140A)

A labour caucus within Parliament was also mooted, representing not only Cosatu, but the "broader left"

Collins gave Cosatu general secretary Sam Shilowa the last word on the issue. He said Cosatu had released leaders to the ANC list "to ensure that there are people with a working class bias in Parliament".

To Shilowa, their major role would be in the rewriting of the constitution to include basic worker rights, including the rights to strike, collective bargaining and full participation in restructuring.

He said Cosatu was not in favour of formal links between the federation and the candidates, but believed in communication channels to "prick their consciences"

Shilowa said "The candidates have been released ... you can't pin them down. Cosatu does not want to become a labour wing of the ruling party"

# Cosatu 'concerned' by govt salary proposals

Biz Day 25/5/94

JACQUIE GOLDING

THE perpetuation of huge gaps between salaries paid to MPs and public sector workers was unacceptable since the latter continued to suffer wage cuts while the "fat cats" milked the public coffers, Cosatu said yesterday.

The federation said it was "deeply concerned" at the Melamet commission's decision to justify parliamentary salaries ranging from R61 000 a month for the President to R15 000 a month for members of provincial assemblies.

It created the impression that decisions about top government salaries had been guided by a desire to retain past privileges rather than to break with the past.

Cosatu said it accepted that MPs should be "fairly remunerated" for their important roles and responsibilities, but it was dismayed the commission had failed to entrench an "accountable and efficient culture" among elected politicians and public servants.

A "highly paid elite" would frustrate the need for a leadership in touch with the needs of ordinary people when it came to

implementing government's reconstruction and development programme

The National Labour and Economic Development Institute said the Melamet commission had justified MPs' salaries by comparing them to executive salaries in the private sector. (140A)

Top executives of large conglomerates received salary packages similar to those proposed for government officials

After tax, the proposals' net cost to the state would be almost R100m a year, the institute said (~~300~~) (~~300~~)

Teachers earned an average of less than R12 000 a year — less than the new parliamentarians would earn in a month — while senior school principals earned R9 500 a month including benefits, equal to two thirds of MPs' salaries.

Financial difficulties would severely constrain the reconstruction and development programme, and the proposed increased salary costs would serve only to aggravate the problem, the institute said



# It's good news, says Cosatu

BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

President Mandela's speech in Parliament gave the Congress of South African Trade Unions hope that worker rights would not be trampled on by the new Government, Cosatu deputy general secretary Zwelanzima Vavi said yesterday.

Cosatu was particularly excited that Mandela had promised at the first sitting of the new Parliament yesterday that South Africa's labour relations system would be changed and brought in line with the rest of the world. *SAW*

"At last Cosatu will have answers to the demands we have fought for over the years," he said.

Cosatu was also happy that Mandela had spoken out against the use of racist terms in the workplace. *25/5/94*

"We're happy that he said people should stop using names such as 'baas' and 'kaffir'. That will go a long way," Vavi said. *(140A)*

The organisation was impressed that Mandela has committed the Government to the public works programme and the acceptance by the entire Cabinet of the Reconstruction and Development Programme which the organisation had helped to structure.

# Cosatu: We'll accept NP win

THE 170 000 members of the Congress of South African Trade Unions in the Western Cape would accept a National Party victory in the region — albeit with frustration.

This was said yesterday by ANC provincial candidate and unionist Mr Tony Ruiters.

Mr Ruiters, regional educationalist for the National Union of Metalworkers of South Africa and 15th on the ANC provincial list, said: "As organised workers we would accept an NP victory, though it will obviously make life a bit more difficult for us."

"There has been a democratic election. There have been problems, but we would accept a situation where the NP maintains power in the region

"With all our organised might outside official institutions, in the trade unions and civics we will be able to exert influence regarding our reconstruction and development goals."

If need be, these socio-economic aims could be pursued through "extra-institutional" means.

Mr Ruiters said a certain national victory for the ANC would ease "bureaucratic access" to proposed regional structures dealing with matters such as manpower.

● Western Cape police spokesman Colonel Raymond Dowd said they did not expect any trouble in the region should the Nationalist Party score a victory. — Sapa

(140A)

CTB/5/94

Star 4/5/94

## Cosatu lauds poll victory

The 1,3 million-member Congress of SA Trade Unions said yesterday that the ANC's election victory was a triumph and warned it would do everything in its power to ensure the new government's Reconstruction and Development Programme was not blocked.

Cosatu said the ANC's message of peace, jobs and a better life had struck a chord. — Sapa.

(140A)

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## Cosatu 'in a <sup>Big Day</sup> conundrum'

ERICA JANKOWITZ

COSATU was caught in a conundrum in the post-election phase with joy at the election of Nelson Mandela as president, but fear that it could not meet members' expectations, Cosatu general secretary Sam Shilowa said yesterday 17/5/96

Addressing the congress of the Confederation des Syndicats Nationaux in Montreal, Shilowa said Mandela's inauguration marked a turning point in SA's liberation struggle.

However, he said the trade union movement was also uncertain whether democracy would succeed and members' expectations would be fulfilled (140A)

"They expect jobs, houses, better living conditions, better wages, improved labour legislation . . . It will take time."

**CHARLOTTE MATHEWS**

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) has disassociated itself from the Hospitality Industry Pension and Provident Fund (HIPPF), which has about 6 000 members and more than R80m in assets, Saccawu said on Tuesday.

It appealed to Saccawu members to remain in their present funds and not to associate themselves with the HIPPF (HOF).

It was recently reported that some of the trustees of the HIPPF intended to take Fedlife, the administrator of the fund, to court to force it to release the fund's assets and records to Southern Life. A decision had been taken to move the assets as a result of dissatisfaction with Fedlife's administration. As reported previously, Fedlife said it could not hand over the assets until this was agreed to by the employers involved.

Saccawu said the establishment of the HIPPF had been initially a joint venture between Saccawu,

## Union distances itself from provident fund

whose negotiating team was led by Allan Horwitz and shop stewards, and employers Horwitz had then resigned from the union and Saccawu had set up the Saccawu National Provident Fund.

Saccawu said the decision to move the HIPPF to Southern Life was not valid because Saccawu had not endorsed the decision and Horwitz, who had taken the decision, was no longer an official of the union.

Horwitz said a formal decision had been taken by Saccawu after he left the union that he remain as a trustee, and it was only a year later, when the union had started moves to set up the Saccawu National Provident Fund, that his position had been questioned.

At that point the issue of whether Horwitz should continue as a trustee was taken to the HIPPF board

of trustees. His position was endorsed by a decision taken by four of the seven Saccawu shop stewards on the board and the majority of employers, he said.

Horwitz's statements were corroborated by the Fedhasa representative on the board of trustees, Marie-Luise Winter, who added the rules of the fund stated that only the trustees could vote to remove a trustee from his position.

"He is acting entirely in the interests of the fund's members," she said.

Horwitz said he had decided to remain because he believed his duty was to HIPPF members.

The HIPPF would have no problem with joining the Saccawu fund if its members decided this in a democratic way. Money could be transferred now but accurate payouts were not possible until the HIPPF's affairs had been sorted out.

1915197

# Two unions plan to merge

**By Ike Motsapi**  
Labour Reporter

THE South African Railways and Harbour Workers' Union and the Transport and General Workers' Union are to merge next month

The two unions, which are affiliated to the Congress of South African Trade Unions, will be known as the National Transport Union from June 23

A draft constitution for the NTU is under discussion in every region where the unions are represented

Mr Bhekí Nkosi, media officer of Cosatu, pointed out that all details about the merger are being finalised by the federation

The union will bring together 59 543 out of 200 000 transport workers. It is estimated that Transnet alone employs about 124 000 workers and, already 100 000 belong to a union or staff association.

Cosatu's National Labour and Economic Development Institute (Naledi) suggested to TGWU and SARHWU in December last year that growth lay in recruiting the other 51 000 workers in the private companies and also organising among the 24 000 non-union Transnet workers.

It was also suggested that they should try to unite with other Transnet unions or take over their membership

It appears that the only remaining stumbling block is what to do with TGWU's 14 000 security guards and contract cleaners

# NEWS Widespread civil service strikes may spell the end of the tripartite alliance

By Khathu Mamaila

**W**HILE APARTHEID-divided country-men along racial barriers it homocally fostered unity among those opposed to the system and produced an ANC-SACP-Cosatu bond known as the tripartite alliance

Now that the primary objective of the alliance — the abolition of racism and establishment of democracy — has been realised, what is the future of the marriage of convenience between the three movements?

Recent events in Bophuthatswana, where civil servants aligned to the Congress of South African Trade Unions openly defied an ANC provincial government, signalled the deep cracks that may mark the parting of ways of members of the alliance

The barrier between the ANC-led Government of National Unity and the workers under the banner of Cosatu is apparently becoming clearer by the day as labour unrest continues to befall various former homelands, with civil servants in those territories demanding parity with their counterparts in the rest of the country

The former homelands hit by labour unrest include Venda, Bophuthatswana, Lebowa, Transkei and Ciskei. While the civil servants in these territories have various particular demands, money appears to be the common issue among them all

In Bophuthatswana alone, the premier has indicated that about R300 million will be required to address the issue of parity

In Lebowa, the former minister of land and regional affairs has hinted that if the Government were to give in to the demands of backdating promotions, there could be a deficit of up to R1 billion

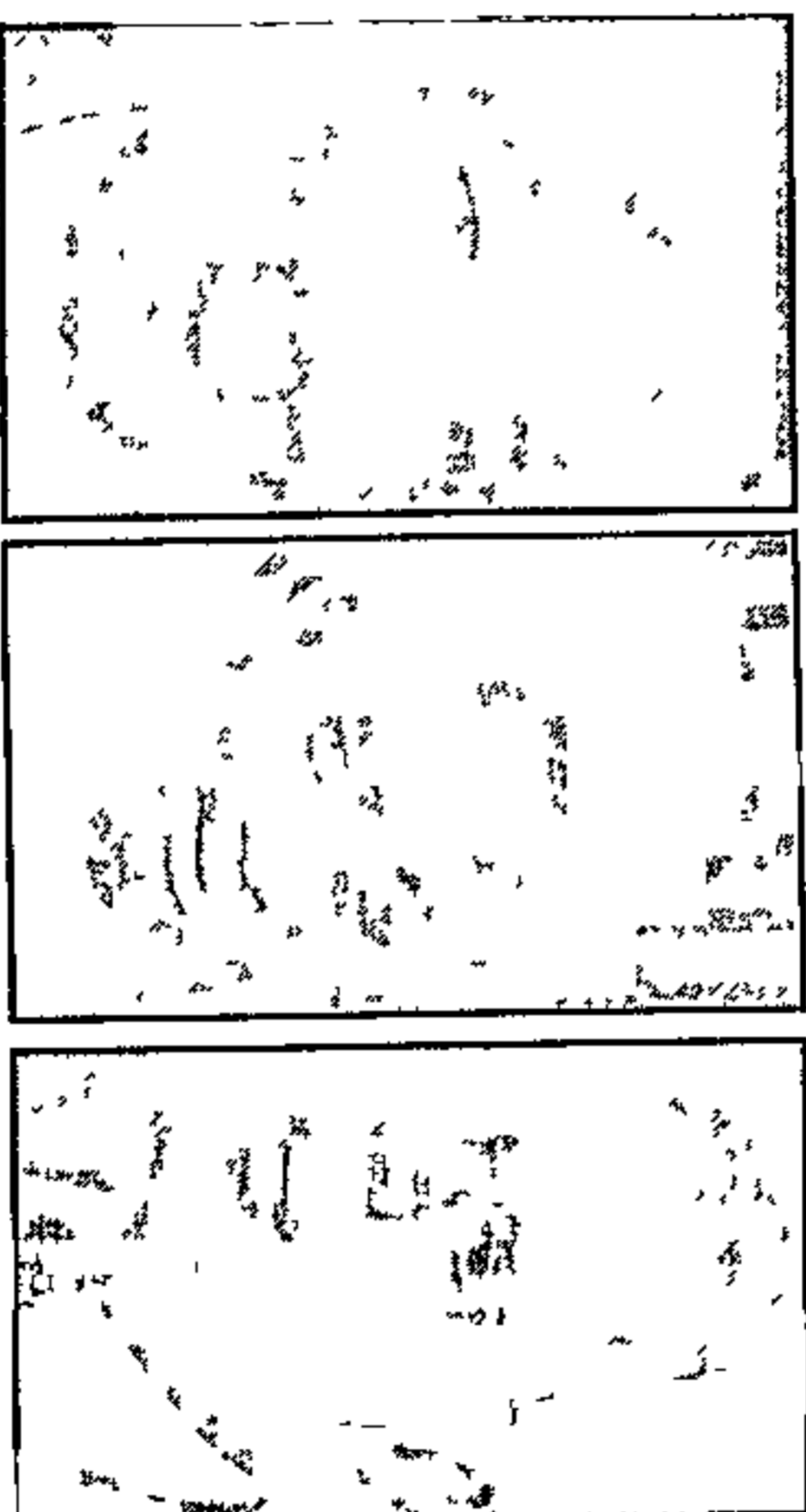
More than 800 technicians in the former Venda homeland have been on strike for three weeks now, demanding

# Alliance unity is now put to the test

Sowetan 19/5/94

140A

**DEEP CRACKS** Union torn by members' needs and Government:



Charles Ngakula

Zwellbanzi Vavi

Carl Niehaus

salary increases

Civil servants in the Eastern Cape province, then known as Transkei and Ciskei, have threatened to strike. They, too, are demanding better pay

While the ANC said before the elections that the demands were legitimate, it is now faced with redressing the imbalance at huge cost to the budget

This is putting a strain on the relations within the alliance

Commenting on the future of the tripartite alliance, Cosatu assistant general secretary Mr Zwellbanzi Vavi said the labour federation would take a final decision on the matter at a national congress in September this

year

He said there were two schools of thoughts within Cosatu on the subject. There were some who argued that in order for Cosatu to serve the interests of workers effectively, it should be independent of Government, thus necessitating its withdrawal from the tripartite alliance

Others, he explained, pushed for the maintenance of the alliance. He said this faction maintained that although apartheid had been eradicated its legacy still existed

They argue that Cosatu should remain in the alliance to safeguard the implementation of the ANC's reconstruction and development pro-

gramme which is geared to improve the standard of living of the disadvantaged.

South African Communist Party general secretary Mr Charles Ngakula conceded that the initial goal of the alliance has been achieved. But he maintained that the SACP would stay in the alliance to consolidate the newly found democracy

"There are still enemies of the people who should be combated. Liberation was not only from apartheid but also from hunger, poverty, disease and homelessness

### Eradicate

"The RDP would be able to eradicate these enemies of the people and that is why we support the programme," said Ngakula.

However he said there may come a time when the SACP, as a socialist party, would want to pursue its programme without being a member of the tripartite alliance

Asked if socialism was not in direct conflict with the present settlement which was basically capitalist, Ngakula said the SACP would pull out of the alliance if the Government embarked on undemocratic practices that violated the rights of the people

He said while the SACP would pursue its socialist programme as a party, it was unlikely that it would resort to armed struggle to realise its objectives

While the SACP and Cosatu members are apparently divided on the future of the alliance, the ANC, which arguably is the main beneficiary of the alliance as it requires the loyalty of the civil servants to govern smoothly, maintains that the tripartite will continue to exist

ANC spokesman Mr Carl Niehaus said the premise that there was a conflict between

Cosatu and the ANC because the latter was the government of the day was wrong

He said there is no fundamental conflict that might warrant the collapse of the alliance, adding that both the SACP and Cosatu support the RDP

Asked if the events in Bophuthatswana, where pro-Cosatu workers openly threatened to oust the newly elected premier Mr Popo Molefe, did not show fundamental division between the labour movement and the Government, Niehaus said issues raised in Mmabatho are some of the problems the new Government inherited from the apartheid regime

Responding to whether the provincial government would be able to spend millions of rands to address the burning issue of parity in the former homelands, Niehaus said the demand is legitimate and will have to be met

He said he was not qualified to say how the various issues raised by the workers in various former homelands will be resolved but the principle is that genuine grievances should be addressed

But will Cosatu be able to call for a strike against an ANC Government?

Vavi does not mince words about the action Cosatu might take. "If the Government drags its feet in addressing the demands of the workers, we reserve the right to strike," he said

Cosatu will always stand by the workers, he said, adding that the ANC Government should deliver the promises made during electioneering

The ANC cultivated a culture of resolving issues through mass action and as the party moves from armchair criticisms into the corridors of power, it might find the same tactics used against the previous government very costly against its administration, observers say. They argue that Cosatu's loyalty is divided between its members and the ANC. If the federation is seen as being pro-Government to the detriment of the workers, it risks losing support to its rival unions, analysts say

# Pay rises for MPs too high, says Cosatu

Star 25/5/94  
 ■ BY JOVIAL RANTAO  
 LABOUR CORRESPONDENT

The Congress of South African Trade Unions, in its first combative statement since the new Government's inauguration, has poured cold water on the Melamet Committee's recommendations on salaries for members of Parliament (~~2507~~) (140A)

It indicated the proposed salaries were too high and said they would perpetuate the huge gap between parliamentarians and public service workers

Although the ANC caucus has appointed a group to research the recommended salary structures for MPs and Ministers — a step Cosatu has welcomed — ANC chief whip Arnold Stofile said this week he doubted the proposed salaries would be cut

Cosatu called on public representatives to lead by example, and urged that the process of discussing such issues should be transparent and involve widespread consultation.

The giant union federation said while it accepted that MPs

had an important role to play and should be remunerated fairly, it was dismayed that the Melamet Committee appeared to have failed to pay proper attention to other important principles contained in the idea of entrenching an accountable, efficient and responsive culture in public servants and elected representatives

"The main aim of public service is not self-enrichment. While elected public servants must be paid fairly and adequately, it is spurious to base their salaries on salaries paid to executives in the private sector

"Ordinary public sector workers continue to be buffeted by wage cuts, while fat cats in the bureaucracy up to the level of director-general have continued to milk the public coffers.

"Public sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment." There was a need to end the "gravy train mentality" which had permeated apartheid parliaments and the upper echelons of the civil service, Cosatu said.



victims burnt beyond recognition

# Cosatu hits out at gravy train salaries

Sowetan 25/5/94

■ **HUGE GAP** 'Deep concern' felt

at inflated pay of Parliamentarians:

By Bongani Mavuso and Sapa

**T**HE Congress of South African Trade Unions yesterday condemned the proposed salaries of President Nelson Mandela, his two Deputy Presidents and Members of Parliament

In a statement, Cosatu said the recommendations of the Melamet Commission of payment of MP's salaries raise "a number of issues of deep concern"

"The Government was elected on an overwhelming popular mandate, which, inter alia, included the promise of a clean and open government as opposed to the nepotism, secrecy and corruption of previous apartheid governments," Cosatu said

"It is unacceptable to perpetuate the huge gap between Parliamentarians and workers in the public service. Public service is orientated to the efficient delivery of services to people and involves sacrifice

"Ordinary public sector workers continue to be buffeted by wage cuts, while fat cats in the bureaucracy have continued to milk the public coffers. Public

sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment," the union said. (IHOA) (SAPA)

"The unfortunate impression has been created that the Melamet Commission was guided more by pressure from those wanting to retain their accumulated privileges than by the need to make a clean break with the past."

The main aim of the public service, Cosatu added, was not self-enrichment and it was spurious to base civil salaries on those paid to executives in the private sector.

## Pre-election promises

"It is therefore wrong to compare salary structures in democratic and legitimate institutions with exploitative and unrepresentative companies"

Referring to pre-election promises of clean and open government and an end to "the gravy train mentality", the union said it welcomed an African National Congress' decision to probe the issue

The union said it was "dismayed" that proper attention was not paid to principles entrenching an accountable, efficient and responsive culture among public servants and elected politicians

Numsa action  
at VW unclear

CT 30/5/94

Own Correspondent

PORT ELIZABETH. — It was unclear last night if the National Union of Metalworkers would continue work stoppages today following the closure of Volkswagen's Uitenhage plant on Friday.

A statement by Numsa yesterday said the "dispute still exists", but did not say whether Numsa would obey last week's court ruling that the workers should return to service.

# Union gets a taste of its own medicine

APB 216/94  
SHARON SOROUR (140A)  
Labour Reporter

EMPLOYEES of the Food and Allied Workers' Union have embarked on industrial action

Years of cultivating a strike culture, and an eagerness for workers to go on legal or illegal work stoppages, have paid off — except this time the action is directed at union bosses

Administration staff at the union's Cape Town head office have had enough of their intransigent bosses

An official at the union's offices confirmed that the workers were on strike

"It's their right," he said on the telephone, with a chuckle.

He offered to call one of the strikers, who, together with about 20 others, was picketing the offices in Guguletu.

According to one of the strikers, the entire office, including research workers and secretaries, stopped working yesterday

"We are on strike because of deductions from our salaries. According to our conditions of employment, we were asked to work on a Saturday for three hours. But no one accepted this condition

"We have not been working on Saturdays. Last August the union deducted money from our salaries because they said we were getting paid for working on Saturdays. But instead of deducting three hours' wages, they took off a whole day's wages."

He said this amounted to about R106 from every worker.

Although the union had since not made any deductions from their salaries, officials had not sorted out the problem

"What may be described as a petty issue, is now a big issue. We referred the problem to the union's secretariat, but they said they couldn't make a decision and the national office-bearers had to do this.

"We want our money back, and we refuse to work until the union addresses the issue."

# Cosatu to go for central bargaining

■ JOVIAL RANTAO  
LABOUR CORRESPONDENT

The Congress of South African Trade Unions has been advised to campaign for a new centralised — but flexible — bargaining system, comprising of at least 40 bargaining forums spread across 11 industries

The National Labour and Economic Development Institute (Naledi), a policy advisory institute sponsored by Cosatu, yesterday unveiled a discussion document outlining the case for centralised bargaining

Naledi director Jeremy Baskin said the trade union movement had the possibility of introducing a new industrial relations regime based on a comprehensive centralised bargaining system.

"But to do so requires a concerted political and industrial effort and strong leadership on the side of both unions and employers," he said

Centralised bargaining, Baskin argued, was more efficient and would help establish basic minimum wage and labour standards (40A)

"Collective bargaining will allow unions to pro-

mote egalitarian objectives. It increases the power of both unions and employers. It's a precondition for pro-active, strategic unionism," he said

Baskin suggested that the comprehensive bargaining system should be based on three levels — national, industrial and plant. "There should be approximately 40 broadly based forums, registered as industrial councils, forming the legal centre of the system

"The national level would comprise something similar to existing tripartite bodies such as the National Economic Forum. It would involve major social partners, together with the State, attempting to reach consensus on major economic and labour market issues," he said

The industrial level would involve negotiations between employers and unions in a limited number of industries. The plant level would deal mainly with traditional plant matters

Cosatu decided at its campaigns conference in March to secure centralised bargaining forums in all sectors by the end of this year.

# Progress will be slow – Cosatu

Star 8/6/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Cosatu negotiations co-ordinator Jayendra Naidoo yesterday cast doubt over the Government's ability to deliver on its election promises, saying progress would be slow due to having to accommodate all parties in the Government

Naidoo was speaking yesterday at an Innes Labour Brief seminar entitled "Welcome to the New South Africa", attended by representatives of several major political parties and organisations

"We're dealing with an inexperienced Cabinet and we don't have one party making a decision and implementing it. Other parties have to be consulted and trade-offs will take place," Naidoo said

Another big problem, Naidoo said, was that the Government was weak and did not have the economy or the political resources to implement the Reconstruction and Development Programme

"The solution is the involvement of partners in labour, business and other stakeholders who could play a pivotal role in the implementation of the RDP," he said

DP MP Douglas Gibson said the ANC needed constructive and conventional opposition in Parliament

"South Africa has both the biggest government and the smallest opposition. The Government of National Unity is a good idea but we might end up with a one-party state"

IFP PWV leader Musa Myeni said a balance of power would

have to be created between the central Government and the provinces. The presentation of the Budget on June 22 would, he said, signal where most of the power would go. (140A)

PAC MP Gora Ebrahim suggested that southern African countries should become partners in Armscor and carry out joint research

He also suggested that South Africa should start a jewellery manufacturing initiative, which would provide employment for more than a million people. "We can use the money from this venture for programmes instead of depending on foreign funds"

Freedom Front senator General Tienie Groenewald expressed concern at the fate of the "lost generation"

# Bank union may link with Cosatu

CT 15/6/94

(140A)

Own Correspondent

**JOHANNESBURG.** — Cosatu's attempt to gain a foothold in white-collar unions is expected to be boosted later this year with the SA Society of Bank Officials (Sasbo) expected to leave the Federation of SA Labour Unions (Fedsal) and affiliate to Cosatu.

Sasbo assistant general secretary Mr Donald Graham said the decision had been taken in principle and it was "now a matter of selling it to the membership". He hoped this would occur prior to Cosatu's next congress scheduled for September.

The only obstacle he could foresee was Cosatu's alliance with the ANC, which was viewed with concern by some factions within Sasbo.

Mr Graham said Sasbo would incorporate about 4 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members in the sector.

Sasbo currently had about 60 000 members and was looking at the possibility of merging with fellow Fedsal affiliate, the Financial Institutions Workers' Union, which has about 20 000 members.

Union analysts said Sasbo was not the only Fedsal affiliate talking to Cosatu, with both the SA Broadcasting Staff Association, which represents the majority of SABC workers, and the Transnet Salaried Staff Union exploring the same option.

# Cosatu to go for central bargaining

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Centralised bargaining, Baskin argued, was more efficient and would help establish basic minimum wage and labour standards.

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mote egalitarian objectives. It increases the power of both unions and employers. It's a precondition for pro-active, strategic unionism," he said.

Baskin suggested that the comprehensive bargaining system should be based on three levels — national, industrial and plant. "There should be approximately 40 broadly based forums, registered as industrial councils, forming the legal centre of the system.

"The national level would comprise something similar to existing tripartite bodies such as the National Economic Forum. It would involve major social partners, together with the State, attempting to reach consensus on major economic and labour market issues," he said.

The industrial level would involve negotiations between employers and unions in a limited number of industries. The plant level would deal mainly with traditional plant matters.

Cosatu decided at its campaigns conference in March to secure centralised bargaining forums in all sectors by the end of this year.

# Cosatu paper maps central bargaining

ERICA JANKOWITZ

IN LINE with Cosatu's goal of establishing centralised bargaining as the norm in SA, its research arm yesterday issued a discussion paper suggesting a flexible three-tier system based on about 40 centralised bargaining forums (140A) (140B)

In terms of the report, about 95% of SA's economically active population would be covered by the proposed system and only special cases — such as domestic workers — would fall outside its ambit. But minimum labour standards for these workers would be set by wage boards.

National Labour and Economic Development Institute (Naledi) director Jeremy Baskin said Cosatu had commissioned the research after its March campaigns conference at which centralised bargaining was identified as its top priority.

Naledi recommended collective bargaining at three levels: a national body would establish a legislative bargaining framework supplemented by about 40 industrial council-type structures across the 11 sectors at which wage policy and labour standards would be negotiated, and plant-level bargaining to thrash out company-specific issues, including productivity.

Baskin said the bodies would interact and the industrial-level forums would be registered as industrial councils and "form the legal centre of the system".

Ratified agreements would be gazetted and made legally binding on parties and extended to cover non-parties. However, special cases would be covered by schedules appended to main agreements which would cover specific regions, marginal enterprises, small and medium enterprises and "other specific needs" with the long-

To Page 2



National Labour and Economic Development Institute director Jeremy Baskin, left, explained the institute's bargaining recommendations at a news briefing yesterday. Cosatu's Jayendra Naidoo said the report would underpin Cosatu's policy. Picture: ALLEN VAN DER LINDE

## Cosatu

term aim of achieving convergence"

Baskin gave six arguments for a centralised bargaining system: establishing minimum wages and labour standards; offering a more effective and efficient way of bargaining; allowing "unions to promote egalitarian objectives" such as flattening wage curves and standardising benefits, allowing economies of scale on retirement and medical benefits to ensure their long-term survival, increasing worker and employer power to enhance social and industrial stability; and giving unions a firm foundation from which to negotiate constructively on industrial restructuring.

The first move from labour should be defining about 40 sectors to form "a basis for tripartite negotiations aimed at establishing a new system".

away

15/16/94

From Page 1

Baskin identified problems with the current system, which was inflexible and inefficient. Centralisation also presented problems — including the possible widening of the leadership/membership divide and "international trends towards the devolution of industrial relations" after experiments with regulated systems.

However, he felt these were not insoluble, "nor always inherent to centralised bargaining", but they should be taken into account during the process of designing a new bargaining framework.

Cosatu negotiations co-ordinator Jayendra Naidoo confirmed that a more centralised approach to bargaining was of paramount importance to the union federation. He said employers and government would be involved in discussions on the issue.



# Cosatu warns of 'conflict' over June 16

COSATU warned of costly conflict after government's announcement yesterday that June 16 would not be a public holiday

Cosatu, ANC youth affiliates, the PAC and the Azanian People's Organisation had called on President Nelson Mandela to declare tomorrow a paid public holiday

But Reuter reports that Mandela's spokesman Parks Mankahlana ruled this out, although he called on employers to be sensitive to those who did not go to work. Companies recognising June 16 as a holiday were expected to comply with those agreements. Companies that did not have

such agreements were expected to make "alternative arrangements. They are expected to be sensitive to the fact that it is an emotional day" 15/6/94

JOHANNES NGCOBO reports that Labour Minister Tito Mboweni said disciplinary action or the dismissal of workers celebrating African Youth Day would be contrary to the spirit of reconciliation and employer-employee relations (140A) (14)

He appealed to employers and workers in sectors where there were no agreements on the day to "negotiate mutually acceptable arrangements as soon as possible"

Cosatu spokesman Neil Coleman said although 65% of industrial council agreements recognised tomorrow as a paid holiday, workers would not be satisfied until its national significance was observed by all. "The cost of conflict that will result if this is not done, both in conflict on the shopfloor and loss of goodwill, will far outweigh the cost of lost production." National Iron, Steel and Engineering Industrial Council general secretary David Levy said June 16 was granted as a paid holiday to about 270 000 workers covered by the council's agreement.

# Election delays huge Cosatu merger

S Times (Buss)

THE launch of a huge public sector Cosatu trade union — comprising a merger of at least three of its unions — has been postponed

The merger was due to take place at the end of last month

Cosatu official Leps Mohoje says the timing of the proposed launch was unfortunate "as it was too soon after the general election"

The unions set to merge were the National Education, Health and Allied Workers' Union (Nehawu), Post and Telecommunications Workers' Association (Potwa) and the SA Municipal Workers' Union (Samwu)

The SA Democratic Teachers' Union (Sadtu), which joined Cosatu

By ADRIAN HERSCH

last year, was considering but did not commit itself to join the amalgamation (140A)

Mr Mohoje says Nehawu, Potwa and Samwu will form the new union in August 1916194

Nehawu has 41 000 members, Potwa 23 000, Samwu 72 000 and Sadtu 75 000

If all four unions merge, the new union will comprise about 211 000 members — becoming Cosatu's third largest, after the National Union of Mineworkers (254 000 members) and the National Union of Metalworkers, (238 000)

□ Meanwhile, TENDAI DUMBUTSHENA reports that the National Union of Mineworkers plans to embark on an affirmative action programme to rid its industry of discrimination and white privilege

NUM president James Motlatsi said his union's priority was to abolish job reservation, racial discrimination in housing, racially exclusive unions and the migratory labour system in its present form

Mr Motlatsi said there were no whites in menial jobs within the lower job rankings

"In gold mines, you won't find white workers drilling, driving locomotives or installing packs. The most junior whites are learner min-

ers or officials

"There are very few blacks who are shift or mine overseers and these invariably rise from the bottom. The lowest level whites start from is that of learner miner or official. There is a lot of racial privilege which passes for seniority," he said

He said the practice of building hostels for blacks but providing housing for single and married white workers had to stop

On migrant workers, Mr Motlatsi said they should be recruited in a more humane way and that those who had been working in South Africa for five years should have an option to take up citizenship

# Cosatu slams Randgold over mine closure

Sowetan 29/6/94

THE Congress of the South African Trade Unions yesterday said it was shocked by reports that Randgold closed Durban Deep Mine before the Government had reached a decision on further support for the mine.

Cosatu said it was also shocked by reports that Randgold had allegedly failed to respond to a Government request for a five-year plan to establish the mine's continued viability.

It accused Randgold of having closed the mine without exhausting other options

"We are watching the Minister of Mineral and Energy Affairs (Mr Pk Botha) closely to see if he can overcome the doubts expressed about his ability to do the job," Cosatu said

Cosatu said Randgold's "unilateral decision" to close the mine was totally unacceptable and came at a time when "we are supposed to be focusing on job creation and reconstruction"

It called on the Government to intervene decisively to ensure that the aims of its Reconstruction and Development Programme prevailed in this regard.

"The RDP clearly states that mechanisms need to be put in place to ensure the planned downscaling of mines in a way which minimises suffering of miners and their families," the union federation said. — Sapa.

# Cosatu affiliation move disputed

BIDAY

ERICA JANKOWITZ

THE Federation of SA Labour Unions (Fedsal) yesterday disputed claims that it would lose three of its affiliates to Cosatu. 17/9/94

Fedsal general secretary Dannhauser van der Merwe said the SA Society of Bank Officials (Sasbo), the federation's largest affiliate with 60 000 members, was considering this move, but its membership had yet to decide its final position. Sasbo remained "fully committed to Fedsal"

If Sasbo merged with the Financial Institutions Workers' Union — with an estimated 20 000 members — this

would not affect Fedsal as the union had left the federation two years ago.

He said the Transnet Salaried Staff Union "categorically denied affiliating to Cosatu"

Van der Merwe said Fedsal had committed itself to membership growth in all its affiliates and to attracting non-aligned unions

He said Fedsal would respect the right of individual and unaffiliated trade unions to affiliate to which ever federation they chose (140A)

# Numsa declares wage disputes

140A ~~140A~~ ~~140A~~ Own Correspondent

JOHANNESBURG — The National Union of Metalworkers of SA (Numsa) declared disputes yesterday in the motor manufacturing and steel/engineering industries ~~CT 7/7/94~~

Numsa general secretary Mr Enoch Godongwana said the union's executive committee had resolved to reject wage offers from employers

Deadlock in the steel/engineering sector, which employs about 270 000 workers, was reached after employers offered eight per cent and the union demanded 12%.

In the motor sector, which employs about 25 000 workers, employers had offered seven per cent and the union wants 15%.

Seifsa executive director Mr Brian Angus was surprised at the declaration, saying Numsa had accepted Seifsa's final offer, even though it wanted to canvass a response from some regions

He said employers would meet unions at an Industrial Council meeting on Tuesday

NEWS FEATURES Changing role of unions and management • Helping workers achieve

# Workers want tangible change

By Ike Motsapi

WORKERS expect the democratisation in the political field to be duplicated in the workplace, according to Congress of SA Trade Unions general secretary Mr Sam Shilowa

Shilowa, who was delivering a keynote address on "The Changing Role of Unions and Management" to a Group Communications Conference last week, said workers were impatient for tangible changes affecting every aspect of their lives.

"Business, for its part, seems not too unhappy now that democracy has arrived because it is not the nightmare they had expected

"Many even appear to think that democracy is good for business. But their attitude on the whole is let government get on with the business of governing the country and leave the employers to govern business," said Shilowa

The grant trade union federation's view was that the process of democratisation could only be viewed as a package. There was no solution to "our economic crisis without achieving political democracy"

## UNIONS' VIEW Democratisation

*can only be viewed as a package:*

"Likewise, political democracy only has a meaning if it is linked to a coherent programme to fight poverty, create jobs, pay a living wage and rebuild our industries. When we argue that the Reconstruction and Development Plan is an integrated programme, the point is that no single element can function without the others (IHOFA)

"This can be seen, for example, with regard to the question of productivity. Our productive potential will not be unleashed unless we address the social problems workers confront daily outside the workplace. Without an industry strategy to link productivity increases to job creation and a living wage, workers will continue to view productivity drives with suspicion

"Viewed in this way, we can see that productivity is an issue which requires as much of a fundamental shift in management attitudes and practices, as it requires from workers"

Shilowa said while there was overwhelming national consensus that the RDP was needed to rebuild South Africa, there was a danger of some busi-

ness people paying only lip service to the programme

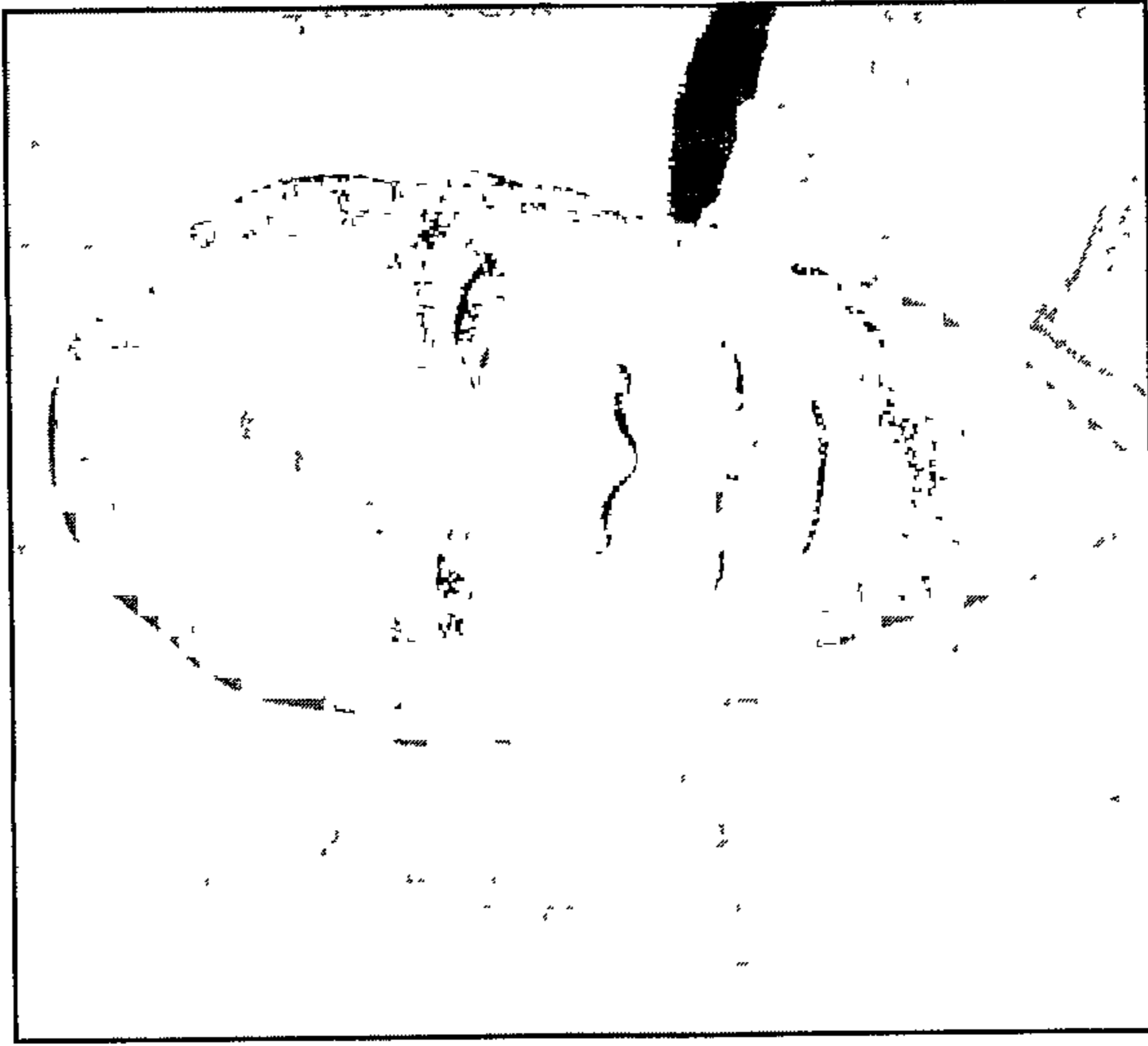
"The willingness of business to put its weight behind the RDP will be put to test when it comes to the need for restructuring and redirection of resources

"We heard mutterings recently when the Budget, which was quite business-friendly, imposed a one-off levy of 5 percent. There is now talk of how business can evade payment of the levy

"It is far better to have an open debate on the issues at stake than to have false consensus." Some business people were of the view that the RDP should not interfere with business. Some were even arguing that since the struggle for liberation was over, the umbilical cord between the trade unions and the liberation movement could be cut.

"Now, they say, the real obstacles to economic growth should be dealt with mainly with trade unions

"They counter that the main factors preventing South Africa from becoming internationally competitive are high wages, an over-regulated labour market and too many strikes," said Shilowa



Sam Shilowa of Cosatu.



SAM SHILOWA  
Tough talking

STimes 17/7/94

By RAY HARTLEY  
Political Reporter

**(140A)**  
AS South Africa faces its biggest nationwide strike since the elections, Cosatu general secretary Sam Shilowa has demanded that ANC cabinet ministers climb off the fence and back workers in their fight against employers.

"Our workers are saying that no one declared a honeymoon with the government; it must come to an end. We have sacrificed our leaders to the ANC and it is time to repay that debt," he said.

Mr Shilowa was speaking at a meeting with Labour Minister Tito Mboweni and cabinet colleagues Jay Naidoo, Derek Keys and Stella Sigcau outside Johannesburg this weekend.

His call, which came after a week of militant industrial action by Pick 'n Pay workers, will increase the strain on relations within the government of national unity, which includes several former top trade unionists.

The government has already committed itself to fighting inflation and reducing unemployment — a policy which directly conflicts with Cosatu unions' growing militancy over wages.

Responding to Mr Shilowa, Mr Mboweni restated the government's commitment to remain neutral, saying he favoured a "historic accord between capital, labour and the state".

He said his department also had to consider the needs of the unemployed, whose organisations would soon rival Cosatu in size.

Safety and Security Minister Sydney Mufamadi, also a former Cosatu official, was in the firing line this week after his police force fired on workers with rubber bullets and teargas and set dogs on them.

Following a crisis meeting with Cosatu's SA Commercial, Catering and Allied Workers Union on Friday afternoon, Mr Mufamadi ordered the police to act with greater restraint.

Mr Shilowa said Cosatu expected ANC ministers to play an active role in removing repressive labour legislation which said: "You will not, you will not, you will not, like some verse in Genesis."

"We are being asked by our own members if democracy will ever mean anything more than the right to vote every five years," he added.

The largest nationwide strike since the elections, by some 15 000 Pick 'n Pay workers, is expected to begin in earnest on Tuesday, following a week of escalating labour action at several PWV shopping malls.

Talks between the union, which is demanding a R229 increase and Pick 'n Pay management, which is offering R175, collapsed on Friday.

Workers at Checkers could also strike if a meeting with management tomorrow does not resolve a dispute over the dismissal of a shop steward.

Mr Mufamadi and his PWV counterpart, Mrs Jesse Duarte, held separate meetings with Saccawu and the police on Friday afternoon in an effort to defuse the conflict.

Mrs Duarte criticised police for using dogs, teargas and rubber bullets against striking workers.

"The role of the police is, in fact, to ensure that the rights of both sides are not tampered with," she said.

Mr Shilowa said Cosatu would measure ANC ministers' commitment to the

□ To Page 2



PROUD DAD... Renier Krige with the third of his triplets, baby Carmen

## Siamese twin fights for life

THE smallest of the Krige triplets, little bigger than an adult's hand, was last night fighting for her life after being separated from her Siamese twin sister on Friday.

The Siamese twins, Donné and Monique, and their sister, Carmen, were born two months premature at Kempton Park hospital on Thursday.

"Donné's very sick," said Professor Henrie Becker who separated the twins at E F Verwoerd hospital.

While Monique is doing very well, smaller and weaker Donné had breathing problems and was given oxygen. She also has a heart defect.

Donné and Monique, who were joined at the abdomen, shared their liver but all their other organs were separate.

Their parents, Renier and Eloise, of Kempton Park, have twins aged three.

## Cosatu warns ANC

(From Page 1)

reconstruction and development programme by what they did to:

- Decriminalise strike actions; (140A)
- Entrench collective bargaining;
- Restructure the public service;
- Scrap anti-union homeland legislation; and
- Tell the truth about South Africa's unemployment figures.

He said his statement that the ANC should "repay its debt" to Cosatu should not be taken literally, and merely meant the two organisations needed to work together.

Mr Mboweni said he was still struggling to establish the new Labour Ministry from the 8 000-strong workforce inherited from the old Manpower Department.

"We are going to do a productivity audit to find out what people wake up to do in the morning."



Peter Stuyvesant  
The International  
Passport  
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Peter Stuyvesant

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# Cosatu accuses politicians of union-bashing

(140A) (140B) ARG 20/7/94

## Political Correspondent

THE Congress of South African Trade Unions says some political parties are using the labour crisis to whip up anti-union hysteria

Cosatu said the National Party, Democratic Party and Inkatha Freedom Party seemed to be trying to stampede the government into "taking sides against workers in their battle for a living wage and human dignity".

President Mandela's call for proper talks to resolve conflicts, recognition of the right to strike and for police to be kept out of labour disputes should be welcomed by all South Africans, Cosatu said

"The NP and other minority parties, who have been very quick to condemn Mr Mandela, are the last ones who should be advising the president on his approach to industrial relations

"It's ludicrous for them to accuse the president of 'taking sides' when they themselves have a long history of union-bashing and anti-worker practices, which plunged our industrial relations into a chaotic state"

Cosatu said the minority parties wanted government intervention "to put unions in their place"

The parties had failed to criticise Pick 'n Pay for its role

in the strike, or to express sympathy for workers injured in police action

Cosatu said the wave of strike action should be seen against the background of three years of no real wage increases for most workers and rising unemployment

With the economic upturn, workers expected an improvement in their standard of living



**NEWS** Aspirations of blacks not addressed • Saccawu marches as mediation begins

# Cosatu threatens national stayaway after city march

By **Ike Motsapi**  
Labour Reporter

THE Congress of South African Trade Unions yesterday took to the streets of Johannesburg in support of pay demands made by 15 000 striking Pick 'n Pay workers

The march by more than 10 000 workers and Cosatu officials was also to protest against alleged police brutality against the striking workers

The march, which started at Cosatu's head office in Leyds Street, Braamfontein, at 12 30pm did not attract the expected 20 000 people

It took place despite mediation between Pick 'n Pay and the South African Commercial Catering and Allied Workers Union which began yesterday

Mr Charles Nupen, director of Independent Mediation Services of South Africa, has been accepted by both par-

ties as the mediator  
Mr Sam Shulowa, general secretary of Cosatu, joined marchers to the Johannesburg Stock Exchange to deliver a memorandum demanding that organised business take steps to solve the labour crisis

The marchers later proceeded to John Vorster Square police station where a memorandum was also handed to the commanding officer

There was a heavy police presence, including traffic policemen. Several streets were cordoned off

The memorandum, addressed to business, demanded that employers refrain from using police to settle industrial disputes and recognise and accept legitimate demands (MOP)

Cosatu threatened to call a national work stayaway on August 8 if the Pick 'n Pay dispute has not been settled by the end of the week

# Cosatu denies racist tag

Sowetan 29/7/94

THE Congress of South African Trade Unions yesterday dismissed claims of anti-Semitism by striking Pick 'n Pay workers as "attempts to cloud the issue" of the strikers' wage demands.

Cosatu regional secretary Mr Alan Roberts said neither Cosatu nor any of its affiliates supported racism or anti-Semitism and there was no basis for such claims by Pick 'n Pay chairman Mr Raymond Ackerman

He also rejected claims that the current wave of strikes was motivated by a hidden agenda and that stayaways would drive away foreign investors and undermine the Government's Reconstruction and Development Programme. Roberts said workers held back on wage demands during the volatile political transition period.

"Now, with a slight upturn in the economy, workers feel justified in de-

manding better wages."

Both Roberts and Cosatu regional chairman Mr Xolile Nxu said the trade union federation condemned violence against non-striking workers and had sent officials to investigate reports of violence.

"But we must consider the issue of violence in relation to the presence of heavily armed police who use teargas and dogs against workers who are picketing peacefully," Roberts said

About 12 people were injured on Wednesday when striking construction workers assaulted non-strikers at building sites in Cape Town, Bellville and Epping and forced others to join their march. Roberts admitted Cosatu was "not happy" that building workers marched in the city armed with knobkerries and bits of steel pipe — Sapa (140A) (152)

THE STRIKE WAVE

Fm 29/7/94

# A marriage that must fail

**Cosatu general secretary Sam Shilowa** denies, of course, that the present labour unrest is a battle against the ANC. It is, rather, aimed at reinforcing the ANC's hand to bring about change and "democratising" the economy.

If this is so, we have yet to hear the ANC in government endorse the strike wave — or, for that matter, condemn the unions or make a case for restrained wage rises. But however understandable the ANC's ambivalence may be towards its alliance partners, it amounts to shirking its duty in the wider national interest. There are far more poor and unemployed than there are union members for government to consider.

According to Shilowa, who is, after all, addressing his constituency and doing what may be expected of a union chief, it is untrue to say that strikes are killing the economy. In direct conflict with the sentiments expressed by President Nelson Mandela at the outset of the Pick 'n Pay strike, Shilowa told marchers outside the JSE on Monday "Investors must not pretend they are hearing 'union' and 'strike' for the first time in SA."

Warning of attempts to divide Cosatu and the ANC government, he went on "They will say to Mandela, watch out, Cosatu is embarking on insurrection."

While he and Cosatu are indeed embarked ultimately on a collision course with erstwhile allies now in government, the question that arises, given Shilowa's confident rhetoric, is whether the unions are, with tacit ANC approval, engaged in softening up business to make a greater contribution to the RDP. (See *In My Opinion* on page 41)

Wits University's Tom Lodge has argued that "skilful political leadership will be vital in any efforts to persuade organised labour to view social investment as an acceptable substitute for wage hikes. For wage restraint among industrial and public sector workers must be one crucial precondition for growth in an economy in which wages count for 71% of national income."

However, skilful leadership has been desperately short of late and there has been no explicit statement from government.

Shilowa dismisses most of the reasons, such as heightened expectations, unskilled

union leadership, and so on, which have been advanced to explain the present strike wave. Instead, he brings it down to "obscene" income disparities and argues that current developments are "hardly surprising."

Shilowa talks of nothing less than a "revolution in the workplace" which includes removing "management prerogative."



Mandela has — in-between trips — at least articulated the fear that industrial unrest will scare off investors and observed trenchantly that some union leaders find it difficult to move from resistance politics to nation building. "Workers of a particular faction have their own interests. They forget that we have 5m people unemployed, we want them to

have jobs, not tomorrow but today. In order for them to have jobs the RDP must be launched in earnest. We need investment urgently," said Mandela. Shilowa, judging by his rousing talk this week, is either playing to the gallery or directly challenging Mandela.

The President's message does not appear to have had any impact, since disputes (even if they are the usual step when wage talks deadlock) have since been declared by the mining and metal worker unions and protests, sometimes violent, have been staged by others affecting the beer, paper and oil industries and municipalities.

On Monday, Shilowa led about 2 000 marchers to the JSE to hand over a demand that organised business take steps to resolve the labour crisis, ensure that employers do not call in the police over disputes, accept "legitimate" living wage demands and recognise strike and picketing rights.

Cosatu regional secretary Langa Zita said the march was "the first campaign of workers in the new society with the object of putting worker demands at the top of the agenda." More ominously, he warned that employers will no longer be dealing with individual disputes, because unions plan to bring their "social weight to bear" on all deadlocks. Cosatu Witwatersrand chairman Velaphi Nkosi warned that the planned August 8 stayaway would go ahead if there was no settlement to the collective bargaining crisis soon. "This is not an empty threat," he warned, alluding to a possible consumer

boycott and "other strategies."

This week saw some positive development, however, in the form of agreed rules for picketing, following the appointment by Labour Minister Tito Mboweni of independent mediator Charles Nupen to try to resolve the Pick 'n Pay strike.

Under the agreement between Pick 'n Pay and Saccawu, the union may picket at stores agreed to, each picket line will be limited to 10 employees at stores and supermarkets and 20 at hypermarkets, each picketer will be union-appointed and controlled, they will not physically obstruct or harass anyone wishing to enter the store and peace monitors will be present, should a dispute arise, the union official controlling the picket and a management official will try to resolve it, and the parties recognise that, where possible, police will not be drawn in unless the other party has first been informed.

That is all very well, but how will it work in practice? Following the agreement, there have been reports of abusive and intimidatory behaviour by Pick 'n Pay strikers.

The chances of the ANC's alliance with Cosatu surviving the election for long was never on, says Lodge, who argues that a formal alliance between government and labour is not in the interests of either democracy and good government or the unions and could be detrimental to wider concerns.

We may, it must be hoped, be seeing the beginning of a parting of the ways. ■

## SACP Fm 29/7/94 Bitter dialectic

**Veteran SA Communist Party stalwart Harry Gwala** will not be automatically readmitted to the organisation on the expiry of his six-month suspension.

Though Gwala should technically be automatically reinstated when the suspension lapses, the issues at stake are regarded as too serious to let the matter slide. Party spokesman and central committee member Jeremy Cronin says the committee will undoubtedly exercise its right to review Gwala's position. But he says the suspension in no way affects Gwala's membership of the ANC, which is why he is still chairman of the ANC's Natal Midlands region.

Cronin also rejects Gwala's contention that a witch-hunt is being conducted against him and that the situation has been deliberately engineered by moderates in the SACP/ANC alliance. There has been much speculation that leftwingers in the alliance want to make KwaZulu/Natal ungovernable.

Gwala was suspended for six months in

COSATU wants to set the record straight on its attitude to the recent controversy surrounding government's appointment of "super secretaries" and other support staff, and actions taken by conservative public service staff associations

Cosatu believes the government has mishandled the issue. Even if certain obstacles pushed the government of national unity into taking measures to sidestep the hidebound civil service, going outside legitimate bargaining forums will only compound, not resolve, the problems of transformation. Employing contract staff at rates which apparently far exceed those of ordinary public servants, fuels the impression that low-paid public servants continue to sacrifice while those at the top are riding a gravy train.

Cosatu has been critical from the beginning of attempts to entrench

# Govt bungled public service issue

*Biday 5/18/94*

**NEIL COLEMAN**

(140A)

the apartheid public service through the constitution. This was precisely what we focused on last November when conflict arose between political parties and trade unions around various clauses in the constitution. Nevertheless, the interim constitution only partially limits restructuring of the public service. More creativity is needed in this matter.

We have been equally critical of the conservative, white-dominated public servants' organisations. Their attitude towards transformation of the apartheid bureaucracy into a democratic public service dedicated to the goals of reconstruction and development has been to resist this

at every turn. The experience of Cosatu affiliates in bargaining forums with these associations is that they are attempting to cling to an outdated state apparatus, together with their accumulated privileges. Cosatu therefore did not support either the moratorium on new appointments, or the Public Servants' Association's interdict against these. We did suggest that contract appointments, reducing the huge wage differentials between service provid-

ers and the bureaucracy, and reorganising the public service and other related issues, needed to be dealt with in a broadly representative and legitimate negotiating forum

The conservative staff associations cannot have their bread buttered on both sides. In 40 years of apartheid misrule they never stood up to a regime which abused public servants for its own ends. Now, all of a sudden, organisations which have never lifted a finger to defend workers' rights are talking about launching a "general strike" against a democratically elected government.

If this association and others are prepared to serve the public, they

must accept that radical restructuring of the apartheid bureaucracy will have to take place. The staff associations are creating the perception that they have hidden agendas to create a bastion of reaction to resist implementation of the RDP. If this is so, they are putting themselves on a collision course with the majority of people in the country.

Government needs to do far more to bring public sector workers on board the transformation process. Cosatu, together with its public sector unions, has proposed processes — currently being discussed with the Minister — to ensure that urgency is injected into this issue. Failure to do this could see a serious crisis in our public service, at a time when the country can least afford it

Coleman is Cosatu's publicity officer.

# Cosatu calls off mass action

JOHANNESBURG —

Mass action in the PWV area in support of strikers countrywide was called off yesterday by the Congress of South African Trade Unions

Cosatu had called for a general strike in the PWV on August 8 which could have involved about 400,000 employees

The decision to cancel the general strike, followed talks with police, employers, the ANC and the SA Communist Party and 'came' a day after Pickin Pay and Saccawu reached a pay rise agreement — Sapa



**NELLIE PROTEST . . .** Mount Nelson Hotel employees and others surge past the blocked-off hotel entrance on the way to Parliament yesterday in a protest against management proposals to retrench many of them and hire most again on seven-month contracts.

Picture STEWART COLMAN

# Cosatu challenges employers

COSATU yesterday challenged employers to invest in the reconstruction and development programme by adopting a more progressive approach to industrial relations

It was not only government that should be held accountable as the country neared the first 100 days of the new dispensation, but also employers, who seemed to expect workers to make all the sacrifices necessary to finance reconstruction

Cosatu accused employers of adopting a short-sighted approach to unions' innovative suggestions for tackling anomalies in wage structures. Employers were obviously not aware of workers' bitterness as companies did nothing to end entrenched inequalities in industry

Citing the motor manufacturing dispute, the federation itemised the unions' con-

Biday 12/18/94  
ERICA JANKOWITZ

structive attempts to reach an equitable settlement "The intransigence of employers in the motor industry is a microcosm of the attitude of employers in large parts of the economy." (140A)

Cosatu also accused conglomerates and large corporations of setting "a ceiling to wage offers employers are allowed to make in various sectors. This has resulted in inflexible and uncreative attitudes to resolving the imbalances in income which characterise our industries"

On the issue of adult basic education and its link to skills development and career paths, Cosatu said unions had tabled proposals linking these issues to overcoming human resource underdevelopment, which

□ To Page 2

## Cosatu

Biday 12/18/94  
had been identified as a root of many of SA's economic problems. (140A)

"Trade union strategies are designed to unleash the human and productive potential of our economy, which has been stifled for so many years. Employer refusal to engage constructively with these proposals makes a mockery of their claim to be seriously concerned with raising producti-

vity in our economy"

In response, Business SA secretary Friede Dowie said forums such as the National Manpower Commission and the National Economic Forum existed for

Cosatu to raise its concerns. She urged Cosatu to pursue constructive debate with its social partners in existing forums

□ From Page 1

# 'Employers have not risen to challenge'

Star 12/8/94

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

In the first 100 days of the new South Africa, employers have failed to rise to the challenge of addressing the legacy of apartheid in the country's economy, the Congress of South African Trade Unions (Cosatu) said yesterday.

The giant federation said in a statement that employers were not yet prepared to deal with racism and discrimination in the workplace. (140A)

Innovative approaches by unions to address apartheid imbalances by closing wage gaps, in a way which was linked to restructuring the grading and training systems, had been frustrated by shortsighted wage-bargaining strategies from the employers' side.

"Shortsighted because they are failing to do a cost/benefit analysis of the bitterness which will result from approaches which entrench existing patterns

of apartheid inequality in our industries. On the other hand they are failing to see the process of reorganisation which unions are proposing as an investment."

Cosatu said the Government's Reconstruction and Development Programme gave clear signposts of what was needed to be done to address the historical inequalities. Unions had already submitted "sophisticated and coherent" proposals in that regard.

Trade union strategies were designed to unleash the human and productive potential of the country's economy, which had been stifled for many years.

"Employer refusal to engage constructively with these proposals makes a mockery of their claim to be seriously concerned with raising productivity in our economy," Cosatu said.

It challenged employers to begin to accept that the RDP meant that a fundamentally new approach was needed to resolve problems of the economy.

Shilowa says some things have made him happy and some haven't

# Hard-to-please Cosatu boss optimistic

**HE IS 'generally satisfied' but wants speedier implementation of the RDP**

**BY JOVIAL RANTAO**  
LABOUR CORRESPONDENT

Sam Shilowa, like your typical trade unionist, is hard to please — and he doesn't apologise for that.

Some things have made him happy in the first 100 days of the government that his grant trade union federation, Cosatu, helped into power.



Shilowa, leader of more than 1,3 million workers organised under Cosatu, says although South Africa does not have new labour legislation, he is satisfied that a process has been started by the Labour Ministry.

### Harmonise

He is even happier that Cosatu, employers and the Government — under the auspices of the National Manpower Commission — will be able to contribute to the new labour laws.

"We are also happy that the Government has taken steps to harmonise and consolidate the Labour Relations Act by extending the current legislation to former

homelands where the Act did not apply.

"We're happy that legislation to this effect was tabled within the 100 days."

Cosatu and other trade union federations, he says, are impressed that processes have started to look at collective bargaining.

The organisations have received a firm commitment from employers on the matter.

Foremost on the things that "Comrade" Shilowa is critical of is the Government's speed in implementing the Reconstruction and Development Programme.

While Shilowa describes the free medical care to children under six years and pregnant women as a bold move, the execution of the plan still leaves him unsatisfied.

### Impact (Up or Down)

"No arrangements were made to ensure that there is an infrastructure in place to facilitate this," he says.

"Also, no proper thoughts were given on the impact that this scheme would have on workers. As a result, workers have been overburdened and are unable to cope."

A feeding scheme, to be initiated by President Mandela and aimed at helping impoverished children in rural communities, should have been introduced by now, with the help of teachers, he says.

Shilowa is also critical of Housing Minister Joe Slovo's multimillion-rand plan to build houses.

The plan, he argues, does not include houses for rental, which could cater for people at the bottom of the wage bracket or those who have no income.

Low points in the public sector include the lack of real restructuring and the implementation of affirmative action regarding blacks and women.

He says the current and recent strikes have helped Cosatu to see early enough where the

Government stands regarding workers' right to strike.

The initiatives and interventions of Labour Minister Tito Mboweni are something to build on, he says.

### World standards

Shilowa is unhappy with the country's productivity levels but has outlined a process that should be followed.

"Productivity can be raised by delivering the needs of the people through job creation, better wages, the implementation of human resource development, reducing the wage gap between men and women.

and by blacks and whites doing the same job," he says.

The development of workers through skills training, Shilowa argues, should be accompanied by the restructuring of industries to ensure better products for international competition.

Shilowa's scorecard for the ANC-SACP-Cosatu alliance in the past 100 days has more rights than wrongs.

"We've done a lot of good things together but there's a need for greater co-ordination. There are issues which could have been handled differently," he says.



Sam Shilowa . . . largely upbeat about the Government's first 100 days in power. He says there are still some issues to be cleared up but is mainly optimistic.



# Govt 'facing tough decision on Cosatu'

B. Day 21/8/97

ERICA JANKOWITZ

GOVERNMENT would soon have to decide whether it supported its alliance partner Cosatu above the interests of the unemployed and really poor citizens, Cape Town University political studies professor Robert Schrire said yesterday. (140A)

Speaking at an Andrew Levy & Associates seminar, Schrire postulated that Cosatu could leave the alliance and form a labour party — perhaps in partnership with the SACP

If government chose to pursue the alliance route and supported organised labour, community alienation would be the consequence with increased violence and disaffection

But if government chose to uplift the poor at the expense of the labour movement, Cosatu might decide to follow its political role by setting up in opposition to the ANC

Schrire said the split was unlikely to happen before the next election — scheduled for 1999 — but could happen a few years after that unless a more creative way of appealing to all factions was found

He also believed the ANC should split into three or four parties as it covered too wide a constituency to be really effective

However, because of a clause in the interim constitution, ANC MPs who left the party would automatically lose their seats

Schrire believed Cosatu still had an impor-

tant role in influencing policy decisions especially as Cabinet had yet to wrest power from other constituencies competing to govern SA. He said Cabinet was constrained by its coalition nature and politicians being given posts based on past allegiance rather than ability

He said the labour movement was weak because it represented so few of the potentially economically active population, although this was largely due to high unemployment

He said central and provincial government was similarly marked by weak structures and all three would have to strengthen considerably to play an important transitional role

Within this period, leaders of all interest groups would need to take some tough decisions and sell them to their constituents. Schrire believed weak leaders in Cosatu would have a difficult time fulfilling that role

"Leaders must be able to deliver and sell, organisations need strong leaders with credibility to take tough and unpopular decisions and make them stick"

Speaking on the same platform, AHI manpower committee chairman JP Landman said business also lacked strong leadership and in the absence of labour and employers providing direction to labour policy decisions, government was likely to fill the power vacuum

# Cosatu to decide where it's going, where it stands

Star 29/8/94

The Congress of SA Trade Unions (Cosatu) is to use its forthcoming national congress — the first under the new political dispensation — among other things, to redefine its role and prepare to participate in local elections.

Sam Shilowa, the federation's general secretary, said Cosatu would not give up its political role but would examine a new role in a society ruled by a legitimate Government.

Shilowa said it was important for the federation again to throw its lot with the ANC for the coming local government poll, as it did during the April national election, because local government was the level "where delivery of basic needs will take place".

## Guide

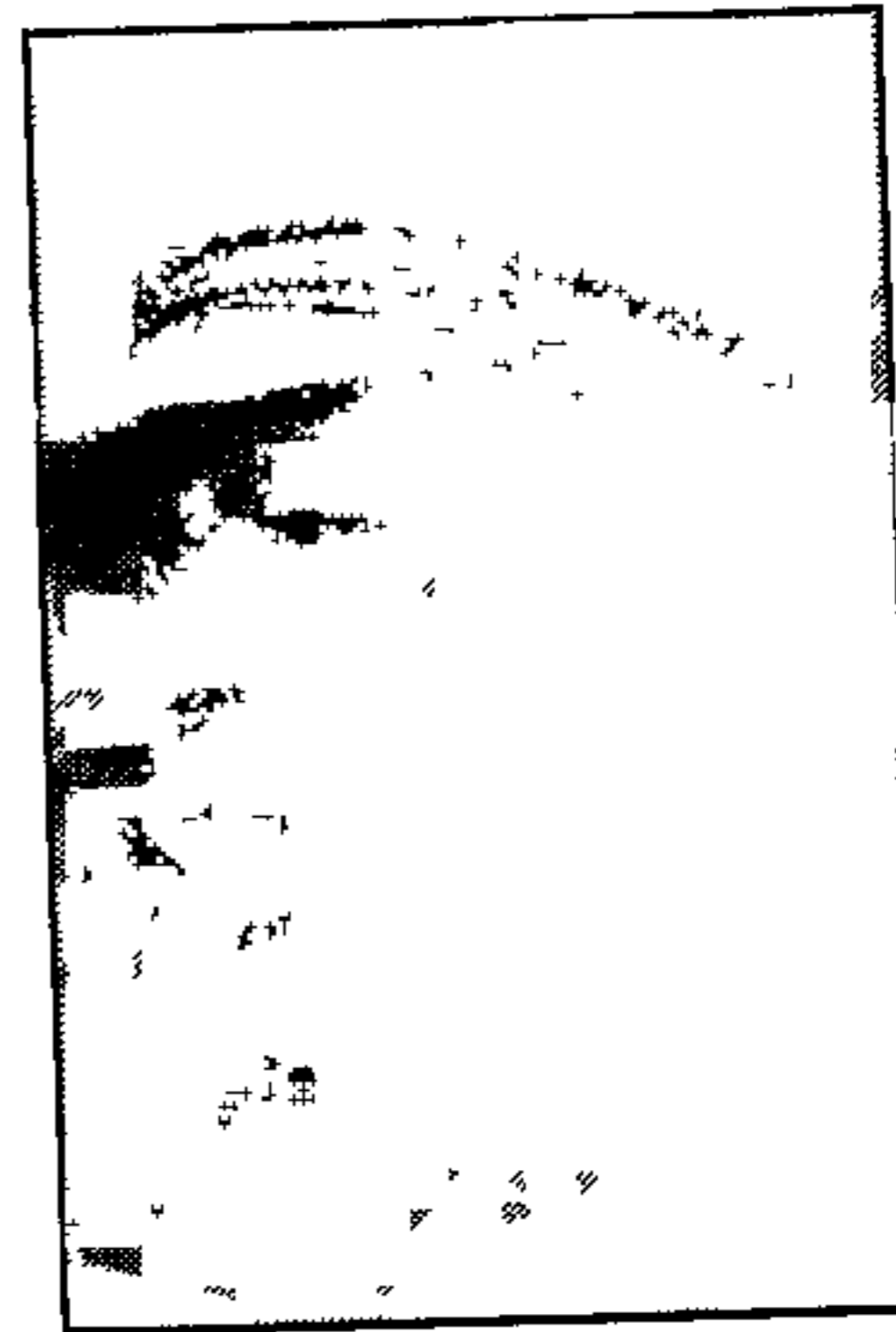
Cosatu would also review its relationship with affiliates. "We need to identify with the programmes of our affiliates, but our role must be to co-ordinate and guide those programmes, rather than competing with the affiliates," Shilowa said.

Cosatu needed to emerge from the congress, to be held in Soweto in September, with an integrated education and communication strategy which would ensure effective liaison between leadership and members.

The establishment of a central bargaining forum at industry and plant levels would also be looked into by the expected 1 700 delegates at the congress.

Indicating a closer working relationship between Cosatu and the Government, four Cabinet Ministers — Minister without Portfolio Jay Naidoo, responsible for implementing the RDP, Trade and Industry Minister Trevor Manuel, Deputy Finance Minister Alec Erwin and Public Services Minister Zola Skweyiya — have been invited to discuss the economy and the Reconstruction and Development Programme (RDP).

**COSATU won't lose sight of its aims when it holds its national convention, writes Labour Correspondent Jovial Rantao** (140A)



Important . says Sam Shilowa that 'we support the ANC in the local elections'.

■ Building solidarity between unions

■ Looking at issues such as employment equity, economic empowerment, productivity and the improvement of skills and pay

The federation's membership stands at 1,3 million, with the National Union of Mineworkers, at 300 000 members, the largest affiliate

The NUM is followed by the National Union of Metalworkers of SA, with 170 000 members. Third is the 150 000-member SA Clothing and Textile Workers Union.

The rest are

■ Food and Allied Workers' Union — 128 000

■ SA Commercial Catering and Allied Workers' Union — 102 234

■ SA Municipal Workers' Union — 100 406

■ Chemical Workers' Industrial Union — 43 321

■ SA Railways and Harbours Workers' Union — 35 158

■ SA Democratic Teachers' Union — 59 427

■ National Education Health and Allied Workers' Union — 63 835

■ Transport and General Workers' Union — 38 482

■ Paper, Printing, Wood and Allied Workers' Union — 36 630

■ Construction and Allied Workers' Union — 25 461

■ Post and Telecommunications Workers' Association — 24 435

■ SA Domestic Workers' Union — 25 149

## Political

Shilowa, emphasising the need for public accountability by Government, said congress would also be asked to draft a clear plan on Cosatu's role in implementation of the RDP.

Regarding Cosatu's political alliance with the SA Communist Party and the ANC, Shilowa said there was unanimity among Cosatu affiliates that the alliance should continue.

Other issues on the agenda include

■ The need for unions to improve their service to members

**Cosatu's reckoning:** Next week's congress will require rebuilding shattered morale

# Sam the unloved keeps hanging in

WM 2-8/9/94 (40A)

Sam Shilowa will no doubt keep his job as chief of Cosatu but not everyone in Cosatu will applaud. **Drew Forrest reports**

**U**NEASE over Sam Shilowa's fitness for the post of Cosatu secretary-general continues to bubble to the surface in the federation as it prepares for its first post-election national congress next week.

Misgivings centre on Shilowa's perceived political ambition and lack of long-term commitment to the workers' movement.

"People fear he views Cosatu as a stepping-stone," said one source.

His leadership style has also been questioned. Shilowa said this week he would not respond to "faceless criticism".

In a sign that some Cosatu unions are still casting about for alternatives, affiliates have requested the deadline for nominations to his and five other Cosatu leadership posts be extended until Monday. The congress starts two days later.

Sources say there has been "intense caucusing" around the general secretary's position, but that the lack of consensus on a suitable alternative is likely to see Shilowa re-elected.

Metalworkers' chief Enoch Godongwana, the favourite of many delegates at last year's special congress, has again made it clear he is not available. The National Union of Metalworkers has been particularly hard hit by the loss of key officials to regional and national parliaments.

And this week Shilowa's assistant Zwelanzima Vavi — widely considered to have the right kind of worker perspective and links with the membership base — also confirmed he would not stand, saying he was "young and still learning". Like Shilowa, Vavi was voted into his current post a year ago at the special congress.

Reports indicate that the National Union of Mineworkers will not release its general secre-

tary and his assistant, Kgalema Motlante and Gwede Mantashe, as Cosatu candidates. Fluent and intellectually agile textile union chief Ebrahim Patel also told the *WM&G* he was not available — although sources stress that as a non-African, he was never a strong contender.

All sources agree that Shilowa is acute and articulate, has been an effective mouthpiece for Cosatu and has made few glaring blunders in his year in office.

But doubts persist over his "overly autocratic style", with complaints that he tends to override leaders of affiliates, fails to delegate and does not seek advice.

Some stressed that his predecessor Jay Naidoo, had faced similar criticism early in his tenure.

The major concern is that Shilowa is ill-equipped to lead the federation in a demanding new era when worker issues rather than resistance politics will be central. Rallying around the cry of "Back to basics", next

week's congress will focus on rebuilding decayed union power on the ground.

**S**hilowa first attracted unfavourable comment when he allegedly failed to clear his candidacy for the post of Cosatu assistant general secretary with the Transport and General Workers Union of which he had recently been elected president.

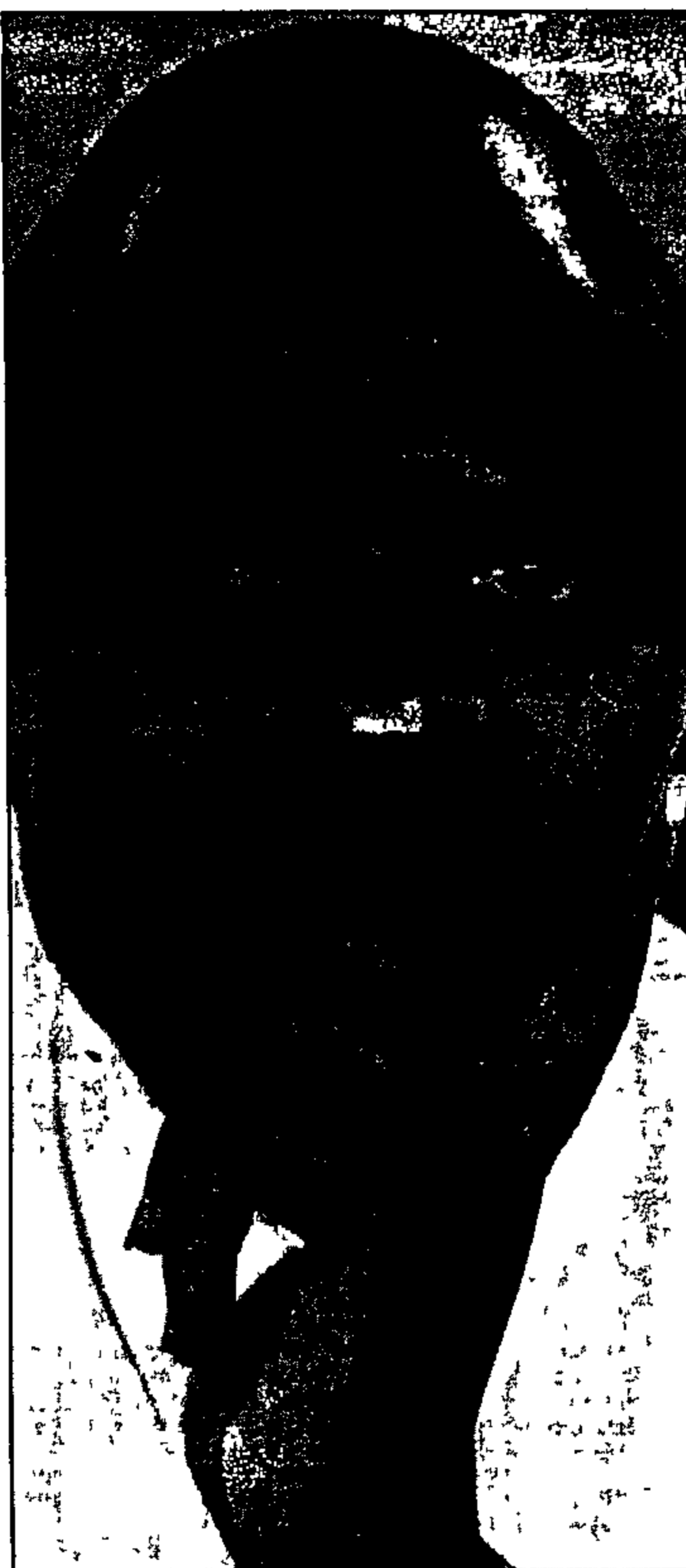
The perception that he is more of a political than union animal undoubtedly has roots in his strong ties with both the ANC and the South African Communist Party.

During the rumpus over Cosatu's endorsement of lockout rights in the interim constitution, he took heavy flak — despite claims that he was not personally responsible.

Some influential unions at last year's special congress agonised over confirming him in Naidoo's position but in the absence of a clear alternative agreed to give him a chance, reviewing the issue at the next national congress.



Jay Naidoo  
Subjected to similar criticism



Smooth Sam Shilowa — Smart, ambitious — and the only candidate  
PHOTOGRAPH RUTH MOTAU

## A widening gulf between leader and led

Drew Forrest

**A**DIRE warning that Cosatu faces "serious danger" if it fails to return to organisational basics is contained in the latest edition of a magazine pitched at Cosatu shop stewards.

The *Shopsteward* warns that the gap between leadership and union grassroots has widened considerably and that shop stewards are "tired of feeling like transmission belts for decisions taken elsewhere". The breach had been deepened by the absence of mass campaigns and the proliferation of national negotiating forums weighing complex policy issues.

The perception is confirmed by recent strikes — notably at Pick 'n Pay and by truckers — where union leaders appeared out of kilter with the rank and file.

The need to reinvigorate enfeebled union structures will be a central theme of this year's Cosatu congress, the first since democratic elections. Delegates will grapple with re-orientating a movement historically preoccupied with opposition politics and now operating under a government dominated by its ANC partner. "Our role has been marked by political interventions, sometimes at the expense of organisational inputs," said Cosatu general secretary Sam Shilowa this week. "The time has come to refocus on key issues confronting our constituency."

Other "new era" issues confronting congress delegates are the implementation of the Reconstruction and Development Programme — which militant unions have been accused of undermining — and labour's role in its tripartite alliance with the ANC and communist party.

Affiliates appear unanimous that the alliance must continue, but Cosatu's relationship with the ruling party stands to be redefined.

Also at issue is how Cosatu is to achieve its goal of operational self-sufficiency in the aftermath of elections, with traditional foreign donors scaling down their financial support. Sources say both campaigns and educational programmes are suffering.

# Shilowa plays down alliance 'split'

JOHANNESBURG — Congress of South African Trade Unions secretary-general Mr Sam Shilowa yesterday played down a rumoured split between Cosatu and its political allies in the tripartite alliance

But he described as provocative recent actions by Minister of Trade and Industry Mr Trevor Manuel

(140A) CT6/9/94

The alliance consists of Cosatu, the SA Communist Party and the ANC

Mr Shilowa said Cosatu felt the alliance should be strengthened or restructured to include the "civic movement" (community organisations)

Cosatu had "no axe to grind" with Mr Manuel, but his tariff changes in the motor

and textile industries were provocative and "illustrated contempt for tripartite processes"

Mr Manuel recently said tariffs on textile imports would be phased out over a decade. Last Friday he scrapped a 15% import surcharge on foreign-built cars and cut import tariffs from 100% to 80% — Sapa

# Cosatu attacks Govt over import tariff cut

Star 6/9/94  
■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Cracks between the State and workers emerged yesterday when the Congress of SA Trade Unions attacked the Government for the reduction of import tariffs on imported cars, as well as for excluding the federation from the newly established Tax and Fiscal Committee

Cosatu expressed disappointment yesterday at Trade and Industry Minister Trevor Manuel's "unilateral and provocative" decision in reducing tariffs on imported cars

The Government announced the scrapping of the 15 percent surcharge and the cutting of import tariffs by 20 percent

Cosatu general secretary Sam Shilowa said he had a meeting with Manuel last week at which agreement was reached that if the tariff reduction were implemented, it would be done by consensus. (140A) (144)

"We agreed that he would assemble a delegation consisting of, among others, Labour Minister Tito Mboweni and Minister without Portfolio Jay Naidoo

"From our side we would have representatives from our trade unions in the metal, textile, electronic and chemical industries to discuss the implementation of the tariff reduction. At no time did he indicate his intended decision," Shilowa charged

Cosatu president John Gomo said Manuel's actions contradicted the Reconstruction and Development Programme (RDP)

He said the understanding was that the reduction in tariffs would be held back for five years

"We agreed that we needed a breathing space to improve the quality of lives of our people by providing jobs and houses. The minister's decision will affect jobs of thousands and contradicts the RDP," Gomo said

The Trade and Industry Ministry said the request for tariff reduction had been communicated to the Government as a mandated position from the entire automobile industry, through the Motor Industries Task Group, a body on which trade unions are represented

On the exclusion of Cosatu from the Tax and Fiscal Committee, Shilowa said it was workers who, back in 1982, had approached the Government to set up a tax commission. He asked "How can they forget us now that our initiatives are being implemented?"

The rift between the Government and workers comes on the eve of Cosatu's fifth national congress which starts at Vista University tomorrow

Cosatu's affiliates go into the congress unanimous in the rejection of privatisation, described as undermining the RDP

## 'Dirty tricks' cop up for murder

Weekly Mail Reporter

FORMER security policeman Michael Bellingan has been charged with the murder of his first wife, Janine Bellingan, acting Transvaal attorney general Chris Human said on Thursday

He said extradition proceedings would be launched against Bellingan if he failed to return to South Africa of his own accord. It was also possible Bellingan would face other charges, Human said.

Bellingan emigrated to New Zealand three months ago after an inquest found prima facie evidence that he was responsible for his wife's death. Following a *Weekly Mail & Guardian* expose, Bellingan became the subject of an investigation by New Zealand authorities into whether he falsified information on his visa application.

Janine Bellingan (35) was found bludgeoned to death in the couple's Johannesburg home in September 1991 after she had threatened to reveal details of Bellingan's covert activities as a security policeman, including an alleged scam to defraud the National Union of Metalworkers of South Africa.

He was discharged from the police last year on "medical grounds".

When last interviewed by the *WM&G*, Bellingan — whose exact whereabouts is unknown — said he would be visiting South Africa this month "on business" and claimed he had nothing to fear from judicial authorities.

# Is this the house that Jay built?

A leaked document dealing with security expenses for union leaders caused a stir at the Cosatu congress, reports **Drew Forrest**

**F**URIOUS Cosatu leaders are alleging a disinformation campaign aimed at smearing them and influencing the Cosatu congress after the leak of a confidential financial report to the *Weekly Mail & Guardian*.

The report deals with money earmarked for a R374 000 security operation to protect Cosatu office-bearers and offices in the wake of last year's assassination of Chris Ham. Cosatu denies any improper use of the funds.

The leaked document reveals that a total of R93 528 was spent on construction work at the Troyeville, Johannesburg, home of former general secretary Jay Naidoo and R59 894 on the house of current general secretary Sam Shilowa.

In addition, R10 000 was paid to a company called Just Tiling and Home Improvers for work on the house of treasurer Ronald Mofokeng.

This week Cosatu leaders declined to detail how the money was spent as this would pose a security risk. But they did say the federation executive had resolved that if the houses were sold, the added value should be repaid to the federation.

A number of payments relate to vehicles and do not appear to be security-related — for example, R1 953 was paid in November last year for the cost of towing and repairs to Shilowa's car and a further R5 509 to Western Refinishers for panel-beating and spray-painting. A further R4 754 was paid to Auto Bavaria for repairs to a vehicle "damaged in an accident with an office-bearer's vehicle".

Cosatu representatives said these payments were authorised because ordinary Cosatu funds could not be used to pay for damage to cars used for security. They said drivers could find themselves having to respond to emergency situations.

In an address to 1 700 delegates on the first day of the congress in Johannesburg, Cosatu president John Gomomo attacked unnamed ele-

ments in the federation for pursuing personal agendas by leaking material to the press, adding "When we catch these jackals, we'll dismiss them".

And in an unusual interview granted to the *WM&G* by five of the Cosatu top brass — Gomomo, Shilowa, his assistant Zwelanzima Vavi, Mofokeng and vice-president Connie September — September said the document had been "stolen".

Cosatu leaders believe that a political agenda underlies the leaking of the report just before the congress, when new office-bearers are to be elected. It is known that there is unhappiness in some Cosatu quarters with the closeness of certain leadership figures, notably Shilowa, with the ANC and the South African Communist Party.

The leaked document, sent in a plain envelope, gives details of a foreign-funded security operation mounted by the federation to protect its personnel around the time Ham was assassinated in April last year.

Cosatu says expenditure was overseen by a subcommittee of the central executive committee (CEC) and that all the spending — raised from Dutch-Nordic donors as a special allocation — can be accounted for.

The document is almost certain to be raised when Cosatu's finances are debated at the congress on Friday.

Motivating the huge security operation, a memorandum by the security committee last year warns of the "dramatic worsening" in attacks on anti-apartheid political leaders, including Hani, and of the increasing militancy of the far-rightwing.

In August 1992, it says cars with false number plates carrying "suspicious characters" were seen outside Naidoo's house. In the same period his wife, Lucie Page, saw two AK47-wielding intruders on their property. In May 1993, Cosatu treasurer Ronald Mofokeng's vehicle was fired on.

The memo calls for six full-time bodyguards for Naidoo and Shilowa, a further nine guards to work on a rotation basis and six part-time guards to be stationed at Cosatu offices. It also calls for vehicles and car phones.

Asked whether the security operation had been scaled down, Shilowa would only say Cosatu was "having another look at security measures".



Jay Naidoo. The former Cosatu leader allegedly spent R93 528 on security alterations to his home.

PHOTO ELLEN ELMENDORP

## Union's books in 'disarray'

THE absence of a national accountant for a seven to eight-month period last year had led to considerable disarray in Cosatu's finances, according to an inside source.

As a result, the auditing of the federation's accounts had taken much longer and cost more than it should have done, being finalised just before the national congress. And the recovery of loans to staffers had suffered.

Cosatu said the claims were "a mixture of half-truth and fantasy".

It is understood the audited figures make provision for bad debts of some R250 000 on a budget of some R12-million. Some of the bad debts relate to vehicle loans to staffers, who are expected to repay 30 percent of the purchase price over a two-year period.

The source alleged there was a reluctance to tackle senior leaders with outstanding loans, and that some staffers appeared to regard vehicles as a perk.

Cosatu spokesman Neil Coleman said R250 000 was a "yardstick" figure employed by auditors and that the federation had recovered most of the debts already written off over the years.

Cosatu general secretary Sam Shilowa confirmed that the federation had had difficulty in replacing chief accountant Thomas Manny after his departure last year. "This has now been rectified and we have appointed a national accountant and an assistant."

On the loan issue, Shilowa said that in December last year, all staffers with outstanding debts had been given a cut-off date by which loans had to be cleared. Debtors who left the service of Cosatu were required to pay by stop-order. In some cases, pension payouts were withheld.

He rejected the source's suggestion that he was urging a soft line on defaulters, despite himself having a vehicle loan.

## Cosatu to decide on tripartite loyalties

Eddié Koch

THE fate of the tripartite alliance was in the balance on Thursday as thousands of delegates to Cosatu's annual congress discussed a resolution designed to strengthen the independent role of workers in politics.

Delegates say the outcome of the debates will determine the future of an alliance between the ANC, the South African Communist Party and Cosatu that swept the ANC to victory in the April elections.

Three positions have emerged. The majority view is Cosatu should remain in the alliance but retain the right to organise independent campaigns — including industrial action — to ensure the ANC-led Government of National Unity acts in the interests of workers and the poor.

Before the congress members of some unions suggested Cosatu should pull out of the alliance and act as an independent political vehicle for the working class. The other line of thought among this "work-erist" lobby was Cosatu and the SACP

should sever formal ties with the ANC and reconstitute a broad movement to the left of the government.

A common strand running through all three trends is that the government is under strong pressure from its more conservative members to slow down on the reconstruction and development programme and other measures designed to improve the livelihoods of the urban and rural poor.

Delegates were on Thursday debating a compromise resolution which suggested Cosatu stay in the alliance but use its collective strength to act as a bulwark against conservative forces constraining the government's social welfare programmes.

"We need to build a grassroots movement that will put pressure on the ANC to deliver on the RDP," says the motion.

To do this, the resolution suggests civic groups under the umbrella of the South African National Civic Organisation be brought into the alliance.

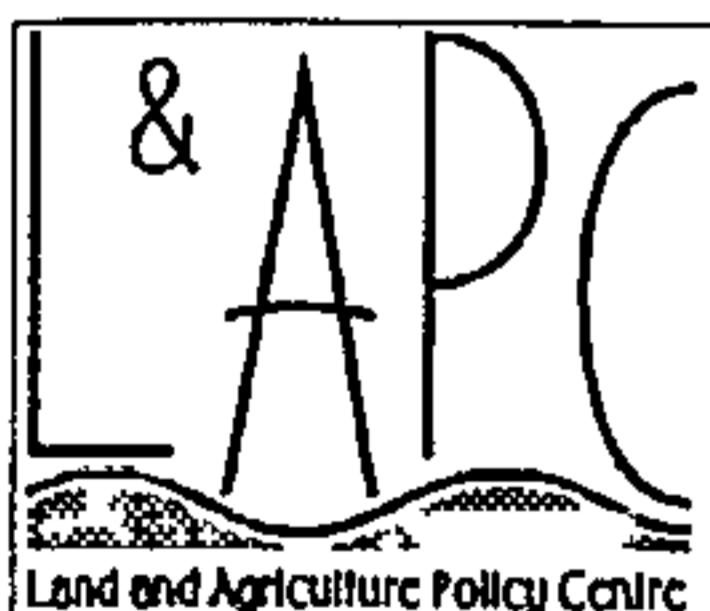
It suggests the ANC — and its ministers, parliamentarians and "structures" — must

become more accountable to rank-and-file members and to Cosatu. The resolution suggests holding a four-way summit of the top leadership from parties to the alliance as well as Sanco to devise ways of ensuring this happens.

The resolution states — in what could be seen as a warning to the federation's allies — that "this alliance is not permanent and it shall from time to time be reviewed as conditions dictate".

The congress noted that local government elections, to be held next year, are a vital stage in the struggle for the rights of workers and the poor. A separate resolution to be debated was aimed at creating, with the help of civics, a "coalition of forces of civil society" to contest and dominate the local elections.

Cosatu secretary general Sam Shilowa said that whichever way the debate about the future of organised labour's role in the alliance went, it was important for members "to consider how to play a role as the guardians of democracy without becoming a conveyor belt for the ANC".



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The wheels are coming off SABC staffer Jean Oosthuizen left his car in parliament's underground parking garage over the weekend. Returning on Monday, he found the car's bodywork scratched and a front wheel missing. The theft has baffled Oosthuizen, as the garage — where ministerial vehicles are also parked — is less than 50m from parliament's entrance, where policemen stand on permanent guard-duty. He now joins the ranks of other parliamentary hacks who've been prey to petty theft within the halls of the country's supreme law-making body one has so far lost computer equipment, while another had recording tapes stolen

PHOTOGRAPH NIC BOTHA

# What Mboweni insisted on keeping secret

Despite his wanting to speak 'off the record' there wasn't much to record from Tito Mboweni's speech in parliament this week, writes **Chris Louw**

**L**ABOUR Minister Tito Mboweni surprised journalists this week when he insisted that his address to the parliamentary labour select committee was "off the record". All parliamentary committees were opened to the media in line with the ANC's policy of transparency.

Mboweni, speaking before the committee on Tuesday, twice warned media representatives not to report on what he said. "Everything is off the record and I have witnesses to confirm it."

The reason for the sudden secrecy is not clear. In his off-the-record address Mboweni said he wanted to develop a labour market policy in line with the reconstruction and development programme.

He hinted that a five-year plan — which he emphasised was not based on "Soviet-style" central planning — would be announced in due course.

A task group would be appointed to investigate labour relations in foreign countries. The International Labour Organisation was initially approached to help draft new labour

legislation. The group would also consider trends in each South African labour market "sector by sector".

Labour legislation, Mboweni said, couldn't be passed until they returned.

However, he said areas where changes were needed were improving the rights of pregnant women in terms of the Basic Conditions of Employment Act.

He also envisaged changes to the Insolvency Act where workers received some compensation when companies were declared insolvent.

Welcoming the imminent demise of the National Economic Forum and the development of a new National Economic Development and Labour Council, he said it would represent four main interests — finance, trade and industry, labour and the reconstruction and development programme.

This council will meet in plenary session twice a year and will be chaired by deputy president Thabo Mbeki. It will have a secretariat as well.

Referring to strikes, Mboweni said they had been unremarkable and followed the normal pattern of strikes during wage-bargaining periods — there were only two major strike actions "except for truckers".

Asked by a journalist after the meeting why he had insisted on not being quoted, Mboweni said the information was "privileged".

**Tito Mboweni Off the record**

**Mbeki** It will have a secretariat as well

WM 9-15/9/94

## MI man goes from agent to entrepreneur

Louise Flanagan

**A**NYONE can make it in the new South Africa.

The East London Small Business Development Corporation and the Institute of Marketing Management yesterday presented its Emergent Entrepreneur award to former Military Intelligence agent Basie Oosthuizen, who currently runs a sewing school for unemployed people.

Oosthuizen's previous business experience was in running an educational organisation called Dynamic Teaching, part of a network of front companies run with the help of MI funds. Later he set up and ran the African Democratic Movement, political vehicle for former Ciskei military ruler Brigadier Oupa Gqozo.

Two of the four finalists for the award were Andrew van Wyk, owner of Queenstown's Buffalo Springs Spur which was destroyed in a lumpet mine bombing by Apla in December 1992, and Zandisile Ngwanya.

Ngwanya, who owns a butchery, used to be a major general in the Ciskei security police until he was jailed for complicity in the July 1987 murder in detention of activist Eric Mntonga. As a businessman, Ngwanya had unusual problems — his Ciskei bottleshop was bombed by another senior policeman whom he had implicated in the Mntonga murder.

## PAC threatens action over prisoners

Mondli waka Makhanya

**T**HE Pan Africanist Congress appears headed for a showdown with the government over demands for amnesty for its political prisoners.

The organisation this week threatened "the mother of all mass action" inside and outside prisons if the government does not release the 90-odd PAC members convicted of politically motivated offences or awaiting trial for such crimes.

A hunger strike by PAC prisoners at Pollsmoor prison near Cape Town was halted last week to allow for further consultation with the government.

The PAC is coming under mounting

pressure from its rank-and-file members who want to see tangible benefits of the organisation's decision to participate in the April elections. "People are saying that if we can't even secure the release of our comrades, then what was the point of going to parliament?" said a PAC leader.

The South African Prisoners' Organisation for Human Rights has been roped in by the PAC to help organise protests, should this be necessary.

The PAC also wants halted the trials of PAC members currently under way. These include those accused of murdering American Fulbright scholar, Amy Biehl, and those accused of carrying out attacks on the St James Church and the Heidelberg Tavern in Cape

Town and the Baha'i mission in Mdantsane.

Minister of Justice Dullah Omar has already made it clear to the PAC that he will not move the December 6 1993 cut-off date for political offences to April 27, as the movement is demanding. Were he to do so, dozens of rightwingers accused of a pre-election bombing spree would also qualify for indemnity.

The PAC also claims that Azanian Peoples' Liberation Army operatives who are surfacing from underground are being arrested by police for questioning, including an Apla cadre at De Brug army base. This has led to some Apla members being reluctant to sign up with the integrated defence force.

## Still no defence briefing on Steyn report

Louise Flanagan

**T**HE Ministry of Defence has still not been briefed on the controversial Steyn report, deputy minister of defence Ronnie Kasrils admitted to parliament this week.

"I have been contextually briefed by General (Pierre) Steyn. I have, however, not been briefed on the contents of any report. This will be done shortly," Kasrils said in response to a Democratic Party question.

Kasrils' reply indicates that there was both a written and a verbal Steyn report. Only the verbal report appears to have dealt with Military Intelligence "dirty tricks".

"General Steyn completed his investigation in 1993 and various written recommendations were made regarding changes in the organisation and control of resources. All the recommendations were implemented by the Defence Force," Kasrils said.

Last week, deputy president FW de Klerk told parliament 23 senior SADF members had lost their jobs as a result of Steyn's verbal report. De Klerk did not mention the existence of a written report, though Steyn himself said there was one.

Kasrils also admitted that one of the 23 officers had asked for his job back. "(He) was duly reinstated after the attorney general of the Transvaal

found insufficient evidence to prosecute," he said.

He also confirmed that Commander Jack Widdowson sued the military over his early retirement and that the case was settled out of court.

However, it is believed that more than one officer was reinstated until shortly before the April elections. The *Mail & Guardian* was told of at least five officers who were rehired after the Steyn investigation.

At least one other officer who lost his job as a result of the Steyn inquiry — Colonel Anton Nieuwoudt — also reached an out-of-court settlement with the SADF. Kasrils did not mention this.

## New elephants restless in Knysna home

Stuart Wright

**T**HREE young elephants recently relocated to the Knysna forest are restless and somewhat aggressive in their new home — particularly since they've been moved to a new, larger enclosure.

District forest officer Theo Stehle said the behaviour of the young cows had raised some concern that they were not yet ready to be released into the wild. They were shifted into a two-hectare enclosure at the weekend after being held in a small paddock for over a month.

"On Friday we took down the fence between the two paddocks but they didn't venture out until Sunday. The moment they found they could get out, they bolted until they met up with the fence again."

The relocation is part of a programme to save the forest's famous elephants, which numbered about 100 in the 1920s but has now dwindled to four.

"We are very glad we decided to release them into the second camp and not directly into the open because they might have just run for it, trying to escape," he said.

He said Kruger National Park veterinarian Dr Cobus Raath was concerned that the elephants' dash into the trees in the second boma indicated they were not yet used to the forest. — Ecna

# Cosatu

## to beef

## up ANC

## links

(140A)

CT 9/19/94

Own Correspondent

SOWETO — Cosatu last night resolved that its alliance with the ANC and South African Communist Party should be strengthened.

The giant union federation's fifth annual congress also resolved to strengthen ties with the SA National Civics Organisation but declared that Cosatu would retain its independence from political parties and the government.

Delegates declared that industrial action "as a tool of the workers must be used where necessary", and committed Cosatu to ensure the ANC remained "biased" towards the working class.

Cosatu said it would strive to ensure that the ANC delivered on RDP commitments.

At last night's session, Minister without Portfolio Mr Jay Naidoo, Trade and Industry Minister Mr Trevor Manuel and Deputy Finance Minister Mr Alec Erwin, faced probing, though not hostile, questions on issues such as tariffs, reductions in company tax and the RDP.

An expected showdown between Mr Manuel and the Cosatu congress over his controversial announcement on motor vehicle import tariff reductions didn't materialise.

● Cosatu representatives responded to Wednesday's speech by President Nelson Mandela, who urged workers to tighten belts to allow companies to grow and employ the country's five million jobless.

Cosatu vice-president Ms Connie September said workers earning R40 a day could not tighten their belts. President Mr John Gomo said workers would not stop fighting for more pay.

● RDP 'not cure for all SA ills' — Page 5

● Well said — Page 6



## Ministers stress fiscal discipline

# Cosatu told to face up to tough choices

BIDay 9/9/94

THREE government leaders — two of them former union officials — last night drove home to delegates at Cosatu's congress the need for fiscal discipline, trade liberalisation and good management of the reconstruction and development programme

The three, Minister without Portfolio Jay Naidoo, Trade and Industry Minister Trevor Manuel and Deputy Finance Minister Alec Eriwin, faced probing, though not hostile, questions on issues such as tariffs, reductions in company tax, privatisation and the RDP Green Paper

SA had to avoid the debt trap that had afflicted Zimbabwe and other African nations and had led to World Bank-imposed structural adjustment programmes

Manuel told delegates to ask themselves who paid for projects aimed at improving the basic quality of life when government inherited a nearly bankrupt fiscus

On the unpopular announcement about motor vehicle tariff reductions, he said his department had been hampered in implementing new policies by existing public service bureaucracy. This decision had taken eight weeks to process, by which stage the crippling motor sector strike had been nearing crisis proportions

He indicated he did not believe the RDP was a panacea for all economic ills, especially as its job creation plans set a target of only 300 000 to 500 000 new posts a year.

Economic growth would have to be founded on beneficiation and exporting manufactured goods. These goods would have to be competitively produced

Eriwin said tough choices had to be made on whether to spend government revenue

ERICA JANKOWITZ  
and ALAN FINE

on protecting industries — such as clothing and textiles — or on building houses, providing health care and education, and providing for basic needs (140A)

He urged workers to lobby government through such structures as the standing committee on finance Participation in the National Economic, Labour and Development Council would ensure labour had a say in changing spending priorities.

Reacting to Cosatu's criticism of its exclusion from the Tax Commission, Eriwin told delegates to lobby representatives on worker needs. The commission was not designed as a lobby group, but consisted of experts who would conduct an open process of assessing tax structures.

He believed the RDP was a more effective way of alleviating poverty than, for example, zero rating basic foodstuffs, but this position was open to discussion.

"We will put the economy right no matter how unpopular this makes us," he said

Naidoo said there was a need to build a national consensus on implementing the RDP and unblocking delivery obstacles.

On the reduction of company tax rates to 35%, Eriwin said the intention was that the increased secondary tax on companies would be an incentive to reinvest a larger proportion of profits. There was positive evidence that this was occurring given that the economy was starting to grow.

On privatisation, he said there should be a careful review of the state's assets and how wisely they were used. He stressed

□ To Page 2

## Cosatu

BIDay 9/9/94

this did not mean automatic privatisation and promised there would be consultation. Responding to a Numsa question on the effects of tariff reductions on workers, Manuel said the crisis of protectionism had deepened. Unless industries became more competitive, more jobs would be lost.

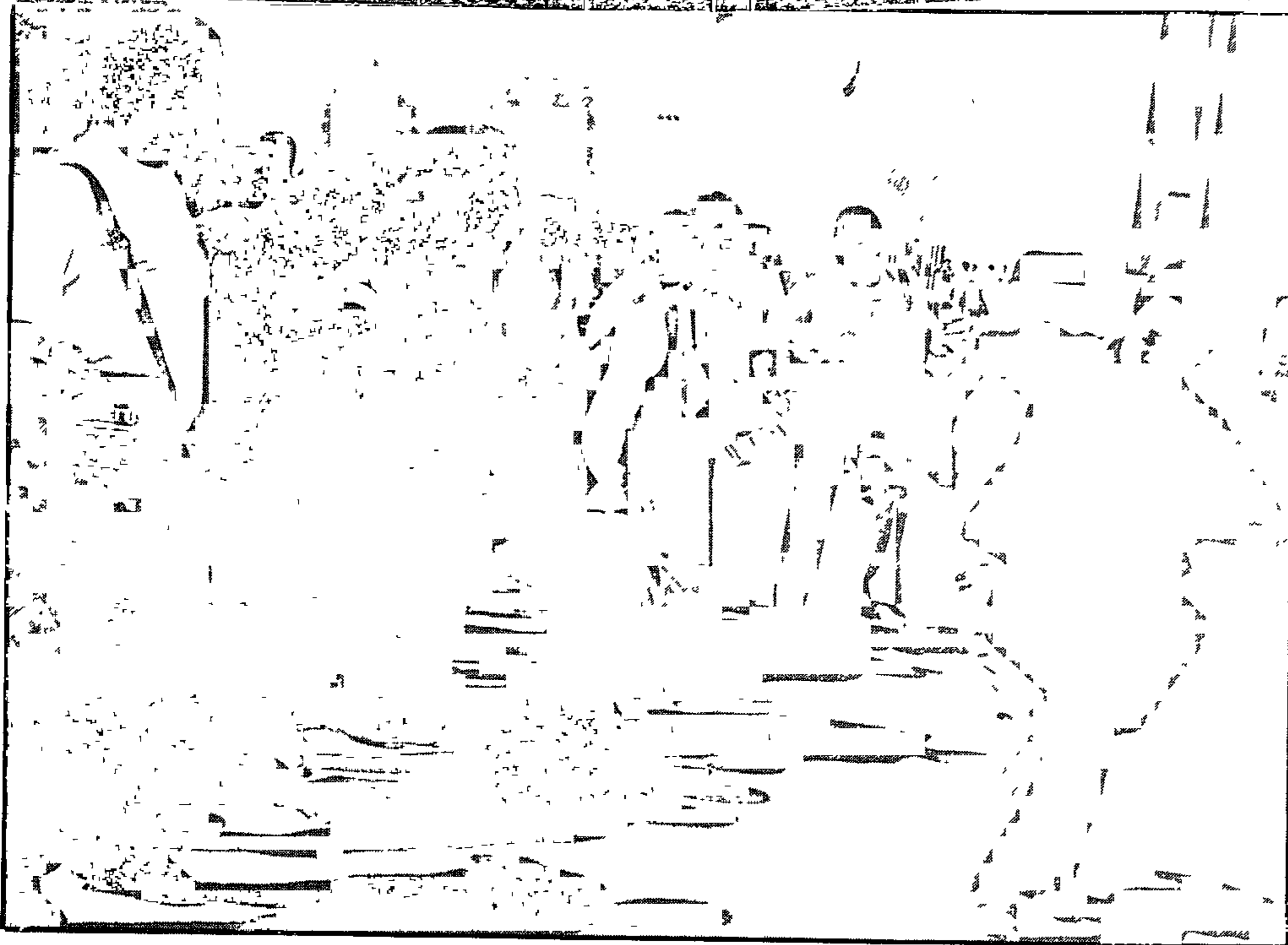
Government had to take action because only greater international competitiveness would bring long-term job security, but he committed government to consultation and negotiation on a sectoral basis (140A)

Earlier, the union federation announced

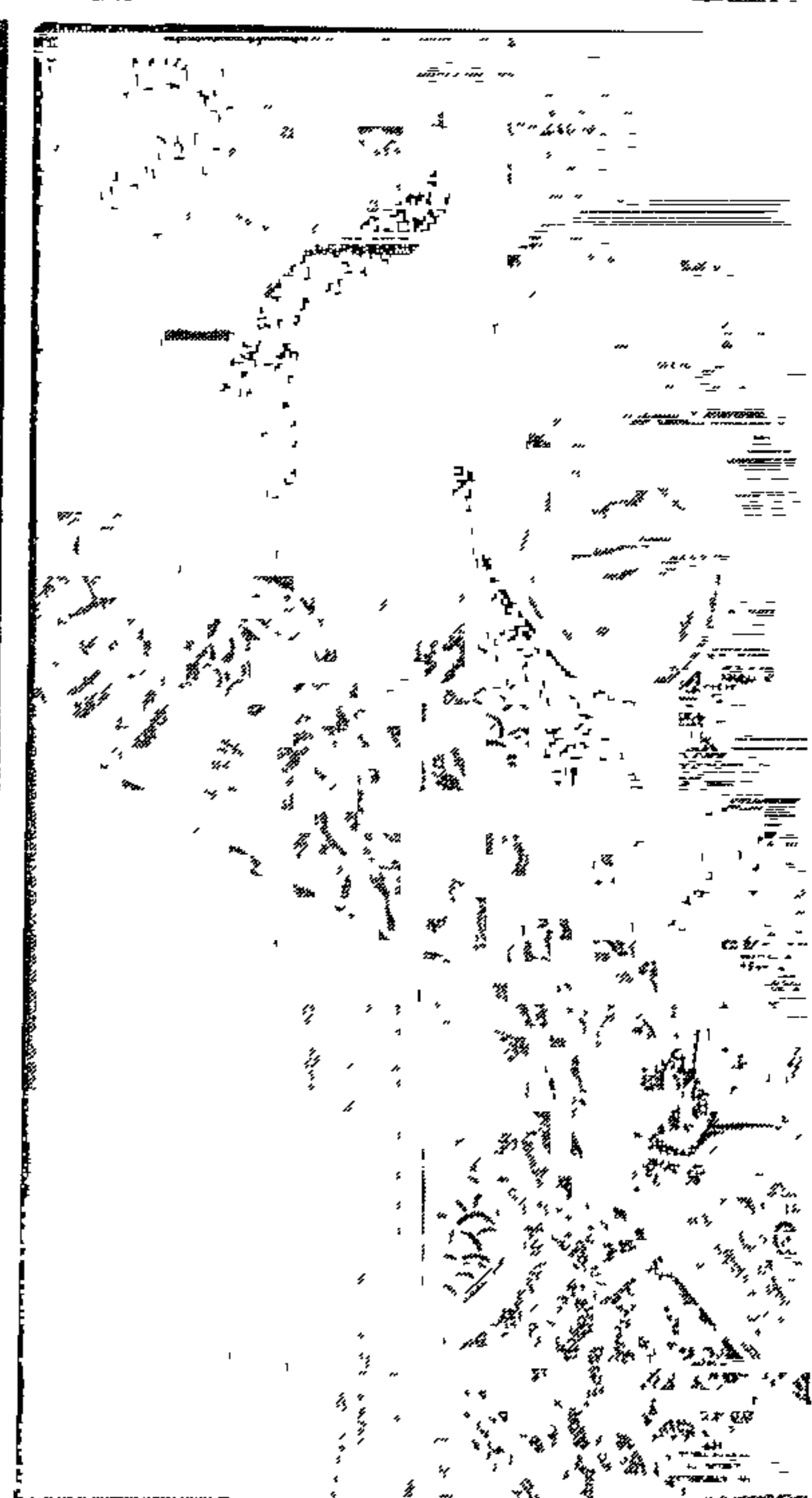
that it had resolved to push for two extra paid holidays — Sharpeville Day (March 21) and Children's Day (June 1). It also proposed three commemorative days: Africa Day on May 25, a Health and Safety Day, and an Labour and Environment Day. And it called for Constitution Day (April 27) to be renamed Freedom Day.

Cosatu said holidays that fell at weekends should be observed on the Friday or Monday. The President should have the authority to proclaim other occasional paid holidays.

□ From Page 1



ALL TOGETHER NOW ... Delegates get down outside the congress.

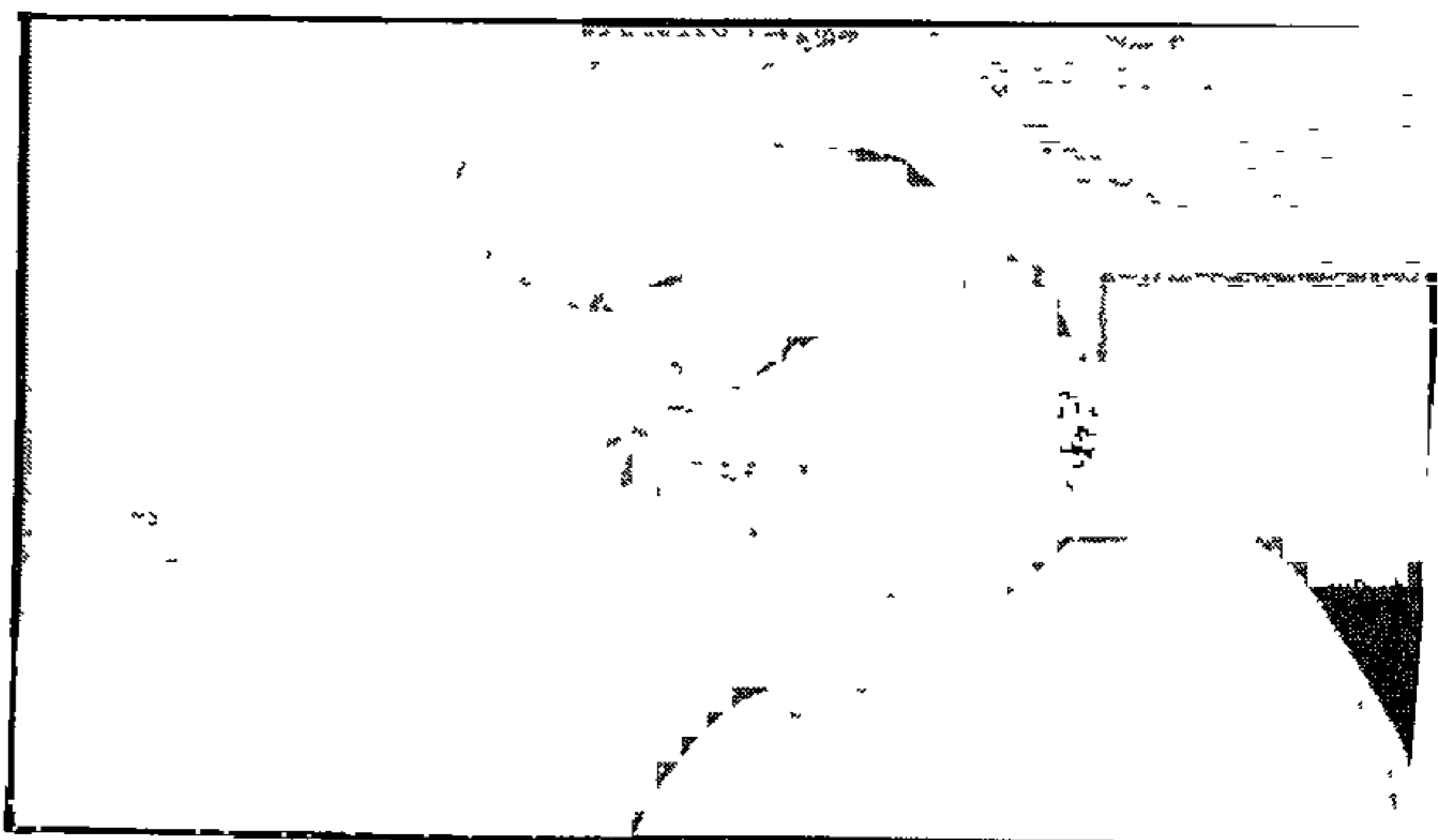


MANDELA ... The President arrives.

■ Pics: THULANI SITHOLE

# Tripartite alliance is still strong

CIPred 11/9/94



HEADMAN ... Cosatu president John Gomomo.

By KHANGALE MAKHADO

**D**ELEGATES to the 5th congress of Cosatu closed ranks this week amid speculation that the giant trade union federation was faced with serious leadership problems.

Two issues captured the imagination of observers of the four-day congress held at the Vista Campus in Soweto. Would the head of secretary general Sam Shilowa roll and what did the future of the tripartite alliance comprising Cosatu, the ANC and the SACP hold?

The workers dispatched with the issue of the alliance easily by restating without dissent that they would continue with it. Those who were expecting a split were disappointed.

The importance of the alliance was underscored by the presence of several ANC and SACP heavyweights at the congress. Among them were Presi-

dent Nelson Mandela, ANC veteran Walter Sisulu, Labour Minister Tito Mboweni, Transport Minister Mac Maharaj, Minister without Portfolio Jay Naidoo, deputy Finance Minister Alec Erwin, SACP general secretary Charles Nqakula and chairman of Constitutional Assembly Cyril Ramaphosa.

Trade and Industry Minister Trevor Manuel who was recently criticised by Shilowa for not consulting the federation on some important issues also attended the congress - another indicator that talk about a split in the alliance was premature.

Both Mandela and Mboweni re-stated the need to keep the alliance. Mandela was more to the point when he said "What is required is that we should strengthen organisational structures.

We should also urgently tighten co-ordination in the tripartite alliance and among all sectors of the democratic movement. This is made more urgent by the

coming elections for local government, an institution which is critical for the RDP."

While the question of the alliance was clearly spelt out, the leadership of Shilowa was trickier.

A move to oust Shilowa was believed to have been engineered by a group of "intellectuals"

who were reportedly not happy with his leadership style. However, they were said to have been unable to garner much support during consultations with member unions on the eve of the four-day congress which ended yesterday.

According to a well-placed source, the anti-Shilowa group accused him of not being on good terms with the rest of the committee members, and also that he issued unilateral statements which at times embarrassed affiliates.

One of the early serious contenders for the secretary general post was the Western Cape's Ibrahim Patel from Cosatu's third largest affiliate, the SA Clothing and Textile Workers

Union (Sactwu) (140A)

One of the problems that faces Cosatu is its relationship with the ANC-dominated government of national unity (GNU). Shilowa has been accused of currying favour with the government because he allegedly has parliamentary ambitions.

The anti-Shilowa group is said to be against the continuing close ties that exist between Cosatu and the ANC-led government. They are not calling for a complete break with the government but argue that this relationship should be redefined lest workers find themselves compromised in their demands for better wages and conditions.

Six national office bearers were re-elected unopposed.

Taking up new terms are president John Gomomo, first vice-president George Nkadimeng, second vice-president Connie September, general secretary Sam Shilowa, assistant general secretary Zwelinzini Vavi and treasurer Ronnie Mofokeng.

# tu bows to reforms

COSATU

SITimes

11/9/94

COSATU yesterday bowed to pressure from government to accept cuts in trade tariffs following a week of blunt messages from ANC ministers that the South African economy had to be made competitive.

A declaration adopted by the union federation at its Soweto congress called for "proper co-ordination between government and organised labour on the programme of tariff reform and the timing of any announcements"

Cosatu general secretary Sam Shilowa this week lashed out at government for slashing tariffs in the motor industry while motor workers were on strike. Yesterday, he said Cosatu had accepted Trade and Industry Minister Trevor Manuel's explanation for the cuts, but wanted to be directly consulted on future moves.

He said he planned to meet Mr Manuel and President Nelson Mandela to take the matter further.

The Cosatu declaration warned that future tariff cuts not negotiated with unions "will be vigorously resisted, using all the power of the organised working class"

By RAY HARTLEY and EDYTH BULBRING

Mr Mandela, departing from his written speech at the opening of the congress, called on trade unionists to "tighten their belts". He said they needed to follow the example of low-paying Asian countries "For the good of the country and in order to create economic opportunities, they are prepared to take low salaries

"Unless we sacrifice, we have that determination to tighten our belts. It is going to be difficult to get our economy to grow," he said.

Mr Mandela's views were backed by RDP Minister Jay Naidoo, Mr Manuel and Deputy Finance Minister Alec Erwin, who addressed the congress on Thursday night.

"If everyone wants to be a watchdog, who is going to do the work?" Mr Naidoo asked delegates.

Mr Erwin, who once served as a National Union of Metalworkers of SA official, said "We've taken a tough road, we're going to be unpopular," before outlining why there was no money for state subsidisation of industry.

Mr Manuel, who has been under fire for cutting tariffs in the motor and textile industries, said "In real terms, industrial restructuring has not started yet."

Because government did not have money to fund restructuring, the only alternative would be to borrow from the World Bank, an option he did not favour.

It wasn't all bad news for Cosatu Labour Minister Tito Mboweni outlined a sweeping five-year-plan to liberalise industrial relations.

In a speech to Parliament this week, Mr Erwin said a white paper expected in a few weeks would spell out "government's very tough attitude to turning this economy around"

The government and the private sector would no longer be able to live beyond their means and would have to adapt to competing in a "very tough world"

See Page 4



LIGHT CONFRONTATION ... the president talks to former MK soldiers Picture: JON HRUSA

## Mandela face-to-face with dissident troops

FRANK BURGERS  
Time President Mandela addressed on the lawns of the Buildings, the was festive, joyful on Friday, as into the midst of 500 dissident

National Defence Force members, the mood was tense, the area saturated with police and troops

But as the angry former Umkhonto we Sizwe members recognised Mr Mandela, they began shouting "Viva!" and "Madiba"

The dissidents had left their base at Wallmansdal, north of Pretoria, at 3pm on Friday for a six-hour, 45km protest march to take their grievances to the president.

They refused to say what had angered them, although one man hinted at dissatisfaction over treatment of former MK members by the ANC hierarchy.

After negotiations — which appeared to satisfy the dissidents — Mr Mandela said he would study the grievances

He said he would meet the SANDF's chief of staff, Major-General Sipwe Nyanda, the dissidents, SANDF chief General Georg Meiring and Deputy Defence Minister Ronnie Kasrils tomorrow.

The dissidents then returned to camp

## Pampered lives of 'ghosts'

From Page 1

nesburg, a sign in the reception window reads "Discover the Ciskei". But the sole official was out on Thursday — he was being driven to Jan Smuts airport

The chauffeur said "We are just waiting for those people in Foreign Affairs to tell us what to do"

Foreign Affairs officials said the main headache was how to accommodate the TBVC diplomats and support staff into a single service as there was neither sufficient work nor posts for them

The Transkei has seven foreign missions in South Africa, employing 72 mission staff and 93 general assistants.

The Ciskei has 22 mission staff and 22 general assistants at its six missions. Bophuthatswana has an estimated 43 mission staff and 32 general staff at its seven missions

Venda has an embassy in Pretoria and consulates in Johannesburg and Pietersburg. Foreign Affairs officials could not provide figures on the number of people employed in these missions.

Neither could they detail the salaries, perks and qualifications as, except for the Ciskei, they had not yet had access to the personnel files

Mr Evarts said yesterday that in terms of legislation of July 1, the foreign affairs departments of SA and the TBVC states had ceased to exist.

However, while the legal step towards rationalisation had been taken, the practical steps had not yet been implemented

Foreign Affairs director Alan Sharpe said that they were busy with the second step towards rationalisation — gathering information on the budgets, the organisational charts, merit records, and particulars on assets and equipment.

The foreign missions would only close once the rationalisation process had been completed

He said all mission staff received the benefits of "transferred staff" This included free housing, an allowance for living abroad, a schooling allowance for their children and, for ambassadors, chauffeur-driven cars

## WEATHER & TIDES

PWV: Fine and warm  
EASTERN TRANSVAAL: Fine and mild but hot in the Lowveld.  
NORTHERN TRANSVAAL: Fine and mild but partly cloudy and warm in the Lowveld.  
NORTH-WEST: Fine and warm becoming cloudy in the west.  
OFS: Partly cloudy and warm but fine and mild in the north-east.  
NORTHERN CAPE: Partly cloudy and warm with isolated showers in the south.  
WESTERN CAPE: Partly cloudy and warm with isolated showers or thundershowers. It will be-

come cooler in the west with coastal fog patches  
EASTERN CAPE: Partly cloudy and warm but mild along the coast. Isolated light showers are expected over the interior  
KWAZULU NATAL: Fine and hot. It will become partly cloudy with showers in the south.  
Low/High  
Cape Town 0047/0859 1308/1920  
Mossel Bay 0048/0708 1257/1929  
Knysna 0104/0725 1316/1949  
Port Elizabeth 0052/0708 1302/1931  
East London 0050/0708 1300/1929  
Durban 0048/0656 1258/1918  
Welvis Bay 0041/0740 1304/2000

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# Cosatu

## vows to *Soweto* fight on

#12/9/94

By **Lulama Luti**  
Political Staff

THE Congress of South African Trade Unions has vowed it will fight tooth and nail to ensure that the right to strike is entrenched in the country's new constitution

This resolution was taken at the end of a four-day national congress held at the Soweto campus of Vista University. The congress, attended by more than 1 700 delegates, also attracted observers from abroad

Cosatu said it would fight for the right to picket, for land restitution and full compensation. (140A)

The trade union federation said it would enlist the help of federations such as the National Council of Trade Union to carry out these objectives

The idea of a Volkstaat was dismissed and the federation called for the establishment of a unitary state

Cosatu also resolved to

- Draw up and adopt a code of conduct on sexual harassment,
- Build women's leadership and ensure proper representation of women in the federation,
- Increase membership subscriptions by 10 percent annually for the next three years,
- Build a stronger layer of leadership to compensate for the loss of skills because of the elections, and
- Mount a membership recruitment drive among white workers

The congress unanimously resolved to return to office the entire executive committee comprising president John Gomomo, first vice-president George Nkadimeng, second vice-president Connie September, general secretary Sam Shilowa, assistant general secretary Zwelinzima Vavi and treasurer Ronald Mofokeng

Meanwhile, Cosatu is expected to hold a media briefing today where, among other things, it will announce a decision whether to affiliate either to the International Confederation of Free Trade Unions or the World Federation of Trade Unions

# Cosatu firm on tariff laws

JOHANNESBURG — Delegates to the Congress of South African Trade Union's fifth national congress on Saturday vowed to resist any tariff reform not preceded by negotiation with trade unions

The congress also heard about changes to the Basic Conditions of Employment Act from Labour Minister Mr Tito Mboweni

Cosatu general secretary Mr Sam Shilowa said the 1 705 delegates representing 1,3 million workers had resolved that the cost of tariff reform and restruc-

turing should not be borne by the working class

The entire Cosatu national leadership was re-elected unopposed to their positions

Delegates called for all international trade agreements to contain a clause specifying basic worker rights and that trade with nations which exploited workers be discouraged

Mr Mboweni announced sweeping changes to the Basic Conditions of Employment Act. These related to working hours, leave and the entrenchment of rights for pregnant workers

07/12/1994  
An amendment to the Insolvency Act was also under review in terms of which workers' pay claims would be ranked above those of other claimants

Mr Mboweni said the redrafted Labour Relations Act should be ready for presentation to the National Economic, Labour and Development Council by the end of the month

Mr Shilowa denied earlier reports that the union was short of funds but admitted an over-reliance on foreign funding — Sapa, Own Correspondent

# COSATU slams civil servants for manipulating pay dispute

Star 24/1/94

**JOHN PERLMAN**  
CHIEF REPORTER

THE Congress of South African Trade Unions has lashed out at the Public Servants Association (PSA) and other staff organisations — whose negotiations with the Government deadlocked this week — for trying “to engineer a dispute with the Government for their own selfish, nefarious motives”

COSATU and its public sector affiliate the National Education, Health and Allied Workers' Union (NEHAWU) said the “new-found militancy of the PSA, PSL (Public Servants League) and other right-wing staff associations was directly designed to entrench their positions of accumulated privilege and to resist democratisation of the public service”

The PSA, PSL and 15 other public sector unions and staff associations this week deadlocked with Government over

demands for a 15 percent increase that Minister of Public Administration Zola Skweyiya said would cost R17,7 billion over the next two financial years. The employee bodies are expected to start balloting members on strike action next week.

(140A)  
COSATU yesterday branded this a bid “to blackmail (Government) into abandoning its plans for transforming the apartheid bureaucracy” The PSA and others had included NEHAWU demands for a R1 500 minimum wage “opportunistically” in a bid “to try to win public sympathy. Their members earned “way above this”, COSATU said, and the “real demand is for a 15 percent increase on their already bloated salaries”

COSATU also criticised the response to NEHAWU's demand for a R1 500 minimum wage — the Government is offering R1 000 to be implemented next July — as “totally unacceptable”

# Cosatu moves to centre

SITimes 25/9/94

COSATU is at odds with "right-wing" staff associations over a planned strike that would cripple government services throughout South Africa.

Eighteen staff associations have threatened to strike for a 15 percent across-the-board increase and a R1 500 minimum wage.

By RAY HARTLEY and MARLENE BURGER

If the strike goes ahead, it will be the first in South African public service history.

But Cosatu general secretary Sam Shilowa this weekend lashed out at the "right-wing" associations for deliberately aiming to undermine the implementation of the Reconstruction and Development Programme by pushing up the "already inflated" salaries of public servants.

Cosatu, meanwhile, is demanding a wage freeze among high earners and a R1 500 minimum wage

The congress's attack on the staff associations — and harsh criticism of the left-wing Turning Wheel truckers' blockade earlier in the week — have shifted Cosatu closer to the political centre. (40A) (254)

But Mr Shilowa stopped short of committing Cosatu to a strike moratorium, saying the federation objected to the staff associations' demands, not their intention to strike

The possibility remains that both the conservative staff associations and Cosatu might strike at the same time, but over different demands.

"They are striking for the entrenchment of apartheid privileges. We are go-

ing to mobilise our own members for the closing of the wage gap," Mr Shilowa said.

Deadlocked negotiations between the government and 18 unions representing some 500 000 public servants will resume on October 25 — unless members vote before then in favour of a strike.

Mr Shilowa claimed the staff associations had opportunistically co-opted Cosatu's R1 500-a-month demand despite the fact that their members earned far higher salaries.

A joint Cosatu/National Education Health and Allied Workers Union statement said the staff associations aimed to "resist the democratisation of the public service".

"They are now talking of embarking on strike action, something unheard of during the apartheid years"

The proposed strike by the 18 staff associations could throw provincial governments, battling to incorporate old homeland administrations, into further chaos

The government has offered a R100-a-month increase on the current minimum wage of R900 and asked for another month to consider the demand for a 15 percent across-the-board increase.

But the public servants, who may legally strike for up to 30 days without loss of benefits or victimisation, rejected the request "because we are not convinced that an improved offer will be presented a month from now", said Miss Eileen Brannigan, spokesman for the newly formed strike committee.

The committee will meet on October 3 to discuss the logistics of a strike ballot.



SIBUSISO BENGU ... new guidelines

By EDYTH BULBRING  
Political Correspondent

THE Education White Paper released by Minister Sibusiso Bengu on Friday spells out plans for a radical transformation of the school system.

From January next year, the "apartheid juggernaut" of ethnically based education departments will be replaced by a single national education department with nine provincial sub-sections

The White Paper is not a final document, but lays down policy guidelines which will be fleshed out following further negotiations

It raises more questions than it gives answers, but these are the principle guidelines.

● The government will provide funds to schools on an equitable basis in order to ensure an acceptable quality of education.

The key to this is the definition of what the government means by an acceptable quality of education, which the White Paper does not spell out adequately

But what is clear is that all schools will be given equal funding based on laid down criteria for a strict teacher/pupil ratio and basic infrastructure.

Any extras wanted above this basic education that the state funds will have to be provided by parents

The question arises whether the amount the state pays to schools for teachers' salaries will be based solely on the teacher/pupil ratio, or whether the state will take into account the higher salaries paid to more qualified teachers at traditionally privileged schools.

The White Paper is vague on this, but it does talk of phasing in parity for teacher salaries, raising the lowest-paid and freezing top salaries.

There will be a gradual move towards paying teachers for the job performed rather than solely on the qualifications they possess. The effect of this would be to reduce the present disparity in teachers' salaries.

● The White Paper also says that the patchwork of different school systems — model C, farm schools and others — will be replaced by uniform national school models

These will include state, state-aided and independent schools.

The different school models will all be funded by the state on the same basis.

# Guidelines spelt out for new school system

● While the constitution protects the right of language, religious and cultural diversity at schools, it rules out discrimination on the basis of race.

Hence, an English-medium school with a Catholic emphasis for French descendants will be able to exist, but it will not be able to exclude a child on the basis of race.

The constitution also provides that if a governing body is challenged in court on the grounds that it has practised discrimination, the onus rests on it to prove otherwise

● Every person has the right to equal access to educational institutions, the White Paper says. The government will lay down uniform and equitable admission practices in all state and state-aided schools. Criteria for affirmative action will be part of this.

● The White Paper commits the government to free and compulsory education — of a basic standard — to the end of Standard Seven.

The government can only provide free education for six-year-olds next year, and will phase in free education for other age groups as resources become available.

The White Paper says that schools will be free to charge fees, the level of which will be determined by the capacity of the communities to pay and/or the quality of schooling which the community deems affordable beyond the acceptable minimum which the government provides from public funds.

But this does not mean that pupils who cannot pay their fees will be compelled to do so

The question arises whether a school which demands fees for the extras that it is providing will be able to exclude a child who cannot pay, or legally enforce payment.

The answer is no. This means that in many privileged schools some parents will be subsidising poorer pupils, resulting in the fees going up.

The White Paper does not have a satisfactory answer to this. It suggests state bursaries for pupils that cannot pay, but does not examine how this could impact on its commitment to equity

Despite the unanswered questions, which which are likely to only become clear with further policy papers, parents and pupils can be sure of one thing ... change is coming

## EDUCATION WHITE PAPER

*Federation wants wage freeze in public sector*

# Call in mediators, Cosatu urges unions

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

The Congress of SA Trade Unions has urged unions involved in a wage dispute in the public sector to submit their grievances to independent mediation

In a move to support the non-participation of the National Education, Health and Allied Workers' Union (Nehawu) in the mooted public service strike, Cosatu also called for a wage freeze in the upper echelons of the public sector

Both Cosatu and Nehawu, however, upheld the right of other unions and staff associations to go on strike and supported the call for a R1 500 minimum wage and a 15 percent across-the-board increase

The wage freeze, Cosatu said,

would reduce the wage gap between high and low earners in the industry, while the wage increase should be implemented on a sliding scale to ensure that workers at the low end of the pay scale benefited more

On Friday, Cosatu condemned the mooted strike action by employee organisations in the public sector, saying the action of the unions was bent on, among other things, sabotaging the implementation of the RDP

Nehawu negotiated in the same forum with the 17 other public service unions/staff associations but distanced itself from intended strike action against the Government

After a deadlock was declared in the public service negotiating forum on Thursday, the 17 public sector unions announced the

formation of a strike committee to co-ordinate strike ballot activities around the country

Cosatu deputy general secretary Zwelinzima Vavi said "While they have resisted all the demands for transformation and for closing the wage gap, they have opportunistically included the R1 500 minimum wage gap to try and win public sympathy. This demand, however, has no relevance to members of the Public Service Association, Public Service League and other staff associations, whose members earn way above this"

To support his argument, Vavi made examples of directors-general who earned more than R30 000 a month while public servants at the rockface, mostly Nehawu members, earned between R140 and R800 a month.

Star 26/9/94



# Cosatu tax hike call angers big business

(140A) ~~250A~~

ARG 17/10/94

**CLAIRE GEBHARDT**

**JOHANNESBURG** — Cosatu's proposal to squeeze more tax out of big business to ease the lot of workers and the poor has angered the corporate world.

Cosatu's submission to the Katz Tax Commission last week argued for a hike in company taxes, either by the removal of some of the current exemptions or by a rise in the general level of company tax.

Basically, Cosatu believes that companies are bearing an insufficient burden compared with international norms because the effective rate of tax is too low.

But companies challenge this view. They say research shows that higher taxes on companies deter investment and lead to a weaker economy and fewer jobs over time.

The proposal could also damage prospects in the global marketplace where other countries are scrambling to give tax incentives in order to promote investment.

And South Africa has few special advantages, apart from its infrastructure, say analysts.

But taxpayers are stretched to breaking point and Cosatu's contention has some merit, says Econometrix director Dr Azar Jammine.

The share of corporate tax revenues in the national kitty has fallen dramatically from 38 percent in 1980-81 to a budgeted 12,4 percent in 1994-95, he says.

To compensate, personal income tax has risen from 16 percent in 1980-81 to 40 percent of the total in 1994-95.

In addition, revenue from GST/VAT has had to rise from 12 percent to a budgeted 29,1 percent of total tax revenue in 1994-95.

Cosatu points out that large conglomerates such as Anglo American pay an effective tax rate of well below 20 percent.

But tax experts counter that effective rates are lower than nominal rates in almost every country and tax allowances in South Africa today are far less favourable than 10 years ago.

They are also significantly below the level of allowances offered by many competitors who

start, in many cases, from a base of far lower nominal tax rates.

"Lower effective tax rates are also the result of the recession which has led to losses being carried over from year to year," said one.

Anglo group tax consultant, Marius van Blerck, says the biggest single cause of the low "effective tax rate" is that Anglos is a conduit for dividends from group companies.

"Although dividends are classified as accounting income they are not taxable income as they are allowed to flow through the corporate system tax-free in order to avoid the economic double taxation of corporate earnings.

"Most advanced economies have one or other system to ensure that such double taxation doesn't exist and South Africa is no exception."

South Africa's combination of corporate tax of 35 percent and a secondary tax on companies (STC) of 25 percent means that the total tax rate ranges from 35 percent, where no dividend is distributed, to 48 percent where the entire after-tax profits are distributed as a dividend.

# Cosatu slams

ET 24/10/94

# IMF

(140A)

(140A)

JOHANNESBURG — The Congress of South African Trade Unions yesterday rejected "the views" of the International Monetary Fund and big business that low-paid workers should be the ones to "tighten their belts"

But it supported President Nelson Mandela's call to cut the salaries of cabinet ministers and senior civil servants and at the same time raise the wages of low-paid public sector workers, Cosatu said in a statement

"This begins to address the

need to close the obscene wage gaps in our country, and needs to be urgently implemented by government"

It said other issues of concern included

- Violence by police against striking workers Cosatu said it would be taking the matter up with the Minister of Safety and Security

- Cosatu supported the need for access to company information as proposed by the Freedom

of Information Act task force, to compel companies to disclose information of public interest

- Cosatu called for steps to be taken to save the Unemployment Insurance Fund, including that the government "act decisively to rescue the fund through the necessary financial support"

- Workers needed greater access to the SABC

- Cosatu was against privatisation of parastatals — Sapa

## Cosatu speaks on salaries, SABC

The Congress of South African Trade Unions rejected the views of the International Monetary Fund and big business that low-paid workers should be the ones to "tighten their belts", Cosatu said yesterday

But it supported the position taken by President Mandela to cut the salaries of Cabinet Ministers and high-paid civil servants while raising salaries of low-paid public sector workers

Cosatu said this would address the need to close "obscene wage gaps" and needed to be implemented urgently. It added

that the measure should also be extended to the private sector "as a whole" (MOR)

In its statement, Cosatu also expressed concern over the continued use of violence by police against striking workers

On the SABC's restructuring process, Cosatu said it was concerned that no progress was being made in giving workers expanded access to the public broadcaster, while coverage on economic issues continued to be dominated by business programming which catered for a tiny constituency — Sapa

**Cosatu case**

(190A)

SENIOR National Union of Metalworkers members are to meet on Saturday to investigate claims of "serious sexual harassment" by two of its delegates during the Cosatu national congress.

Numsa general secretary Peter Dantjie said national office-bearers would meet to weigh the allegations.

Cosatu's press officer, Neil Coleman, would not comment on the alleged incident. Cosatu has refused to talk to the *Mail & Guardian* on any issue, and has told its head office staff to observe the embargo, because it is "concerned about the way the newspaper approaches Cosatu stories".

See editorial, PAGE 36

WM 30/9-6/10/94

# Close wage gap, Cosatu demands

B/D Day 11/11/94

COSATU welcomed government's belt-tightening plans announced at the weekend and called for the extension of salary cuts and the elimination of the huge gaps between the highest and lowest paid workers to the private sector

Cosatu assistant general secretary Zwelinzima Vavi said it had long advocated the cutting or at least freezing of salary scales of elected leaders and the higher echelons of the public service, to which end a sliding scale of increases over a number of years should be introduced

"The private sector, including managers, must agree to take a cut in salaries, pay a respectable minimum wage and start narrowing the huge wage gaps in SA companies"

Vavi warned that workers would

ERICA JANKOWITZ

reject calls to accept further austerity measures because for years they had borne the brunt of cost-cutting

However, Vavi expressed concern about government's decision on privatisation, saying if this departed from the objectives of the reconstruction and development programme it would be met with the "full resistance" of Cosatu's members

He said the "people's assets" such as Eskom, the SABC and public transport, should not be privatised, although they should be run along more profitable lines. However, any plans to realign SA embassies to reflect SA's economic status in a better light would be fully supported by Cosatu

Meanwhile, the Workers' Organisa-

tion for Socialist Action (Wosa), following a meeting of its labour commission in Johannesburg at the weekend, called for the "nationalisation of the commanding heights of the economy" and said it would start mobilising against the repayment of the R230bn "apartheid debt" (140A)

Wosa also resolved to oppose wage restraint and privatisation

Although it supported the RDP, the programme's goals were unattainable under capitalism. Wosa would expose how big business used the programme for profit. It planned to distribute its Red Paper on the RDP to all progressive organisations

Delegates from 14 Cosatu and Nactu affiliates as well as independent unions joined Wosa and the Workers' List Party at the meeting

# Cosatu warns on tariff reductions

B/Doy 8/11/94

COSATU would oppose the reduction of tariffs if it led to widespread job losses, Cosatu general secretary Sam Shilowa said yesterday.

Speaking in Johannesburg at the opening of a Building and Wood Workers' International Federation conference on regional economic integration, Shilowa said Cosatu's attitude to trade liberalisation was based on the premise that workers had clearly been the losers in the recent GATT round.

While the federation would monitor closely the effect of tariff reductions on employment, any attempt by government to go beyond the requirements of GATT would be resisted strongly, he said.

"We must look at the threat posed by multinational corporations which enter SA under the guise of globalisation and claim they only heard about SA worker rights and standards when they landed at Jan Smuts."

Employer social responsibility to workers as well as labour standards — such as health and safety and employee rights — should not be undermined by SA's re-entry into the international economy. (140A)

Cosatu had approached the Labour Ministry to ensure labour was given the opportunity to voice its concerns at the international social summit planned for Denmark next year. Cosatu wanted the inclusion of labour representatives within the SA delegation to make sure the interests of "society, as a whole" were voiced.

Shilowa reiterated Cosatu's stand on the inclusion of a social clause in

ERICA JANKOWITZ

trade agreements, saying it was essential that "poverty did not become the competitive edge of countries in the subcontinent".

It was also essential that economic development was not confined to SA, but was extended to other countries in southern Africa to combat illegal migration within the region.

Shilowa asked delegates to come up with suggestions of how to deal with the thorny issue of labour migration, as discussed at Cosatu's recent congress. Border controls should be tightened, but SA could not rely on force alone in trying to keep out surplus labour when so many of SA's citizens were unemployed.

Regional economic development was essential, as was the establishment of regional labour standards which would preclude capital's tendency to cross borders to areas where cheap labour was available.

Currently, exploitation of illegal immigrants was often worse than other forms of labour exploitation because of their precarious situation, Shilowa said.

On the issue of Cosatu's relationship with the ANC as the majority party in government, Shilowa said the federation would support government policy which furthered the workers' cause, but would criticise it where necessary. The critical issue would be government's approach to public sector restructuring, as well as industrial restructuring in the light of tariff reductions.

# VW, Numsa agree on key work pact

(140A)



CF 17/11/94

By JACKIE TAYLOR  
and ERIK JANKOVITZ

VOLKSWAGEN AG and the National Union of Metalworkers (Numsa) have agreed a new work pact to ensure the viability of the German-based motor company and to contain redundancies.

The pact, which was agreed yesterday, is the first to be recognised by the East African Commission in both domestic and foreign markets.

Several provisions of the agreement between Volkswagen and Numsa include:

- the creation of a new agreement to increase investment in research and development over 100 million dollars per year;
- the creation of a new employee committee to monitor the company's performance;
- the creation of a new labour union to represent the interests of the company's employees;
- the creation of a new strategy to ensure the company's long-term viability.

The pact also includes provisions for the company to invest in training and development, to create new jobs, and to improve working conditions. It also provides for the company to invest in research and development to improve its products and services.

The pact is a landmark agreement for the company and the union, as it marks the first time that a foreign company has agreed to such a comprehensive work pact in South Africa. It is also a significant step towards the company's goal of becoming a leading manufacturer in the region.

The pact is expected to be signed by both parties in the coming weeks. It will be a major milestone in the company's history and a testament to the partnership between management and workers.

# VW, Numsa agree on key work pact

By JACKIE TAYLOR  
and ERICA JANKOWITZ

VOLKSWAGEN SA and the National Union of Metalworkers (Numsa) have entered into a working pact to ensure the long-term viability of the Uitenhage-based motor company and gear it for tariff reduction.

In a far-reaching announcement yesterday, both parties said they recognised the need to ensure the future of the East Cape's largest employer — in both domestic and foreign markets.

Several months of negotiations between VW and the union have led to the formulation of an eight-point agreement which includes plans to increase VW's annual production to over 100 000 units per annum and invest R10m in basic education for employees.

The deal, signed on Friday, includes the outsourcing of non-core activities, labour flexibility and co-determination at business unit and plant level and creates an overall negotiating committee to oversee the implementation of agreements.

A joint union-management executive committee will meet quarterly to "disclose information and discuss strategy issues".

The scheme will be implemented in only one section of the plant to test its effectiveness. It has implications,

however, for the whole plant including skills development and training, multiskilling and a 14-month moratorium on retrenchment.

The development of work to do has been agreed to. New appointments would be reserved for blacks and women.

A working group will be established to agree on a performance-based reward system by early next year. This will not be based on the individual performance, but on the company as a whole.

One level of management — all lost and frontline managers — will fulfil their role regarding all and responsibilities. Managers, superintendents and foremen must complete a selection process to qualify as an area manager or team leader.

Numsa negotiator and advisor Gavin Hafford said the union might be involved in negotiating criteria for the appointment of the members of the bargaining unit. This is intended to include salaried staff.

All aspects of the manufacturing process except the body shop, paint shop and assembly would be outsourced. The parties agreed no job loss should result from outsourcing until details had been agreed to including tender criteria, full information disclosure and the integration of outsourcing with the RDF.



# Cosatu heads for clash with state

Under pressure from rank and file, a reluctant Cosatu may be forced into a showdown with the state, writes **Drew Forrest**

**C**OSATU and its public service affiliate are to meet First Deputy President Thabo Mbeki next week in an effort to head off the first direct confrontation between organised labour and the new state.

At issue will be the recent breakdown in pay talks between public service unions — and especially Cosatu's 80 000-member National Education, Health and Allied Workers Union (Nehawu) — and Zola Skweyiya's Public Service Ministry.

Ministry representative Basetsana Thokoane said that, at its weekly meeting last Wednesday, the cabinet had decided not to improve its wage offer, which would add R2,5-billion to the public service wage bill. "This is all

the state can afford," she said, adding that the Nehawu demand would cost the state R12-billion over a full year.

The Nehawu leadership is keen to avoid a showdown with the ANC, Cosatu's political ally, but faces mounting pressure from its disgruntled rank and file. At the weekend it will hold a two-day national shop stewards' council meeting to test members' feelings on the government's pay proposal.

The largely-white, 100 000-member Public Servants' Association (PSA) has already started a strike ballot and expects to have a response by early next month. But given its conservative membership, under the Damoclean sword of affirmative action, its capacity for strike action is debatable.

It is Nehawu's next move that will be crucial. Whether it moves to strike or settle, the cluster of left-leaning unions allied to it in the public service bargaining chamber are likely to follow suit. Contagious unrest among unorganised workers — there are 1,2-million employees in the state sector — is also a distinct possibility.

"We're worried about damaging the new government," said Nehawu assistant general secretary Fikile Majola. "That's why we distanced ourselves from strike calls by other unions when talks first deadlocked in September. There's a real danger that support for the government and the ANC could be undermined by this dispute."

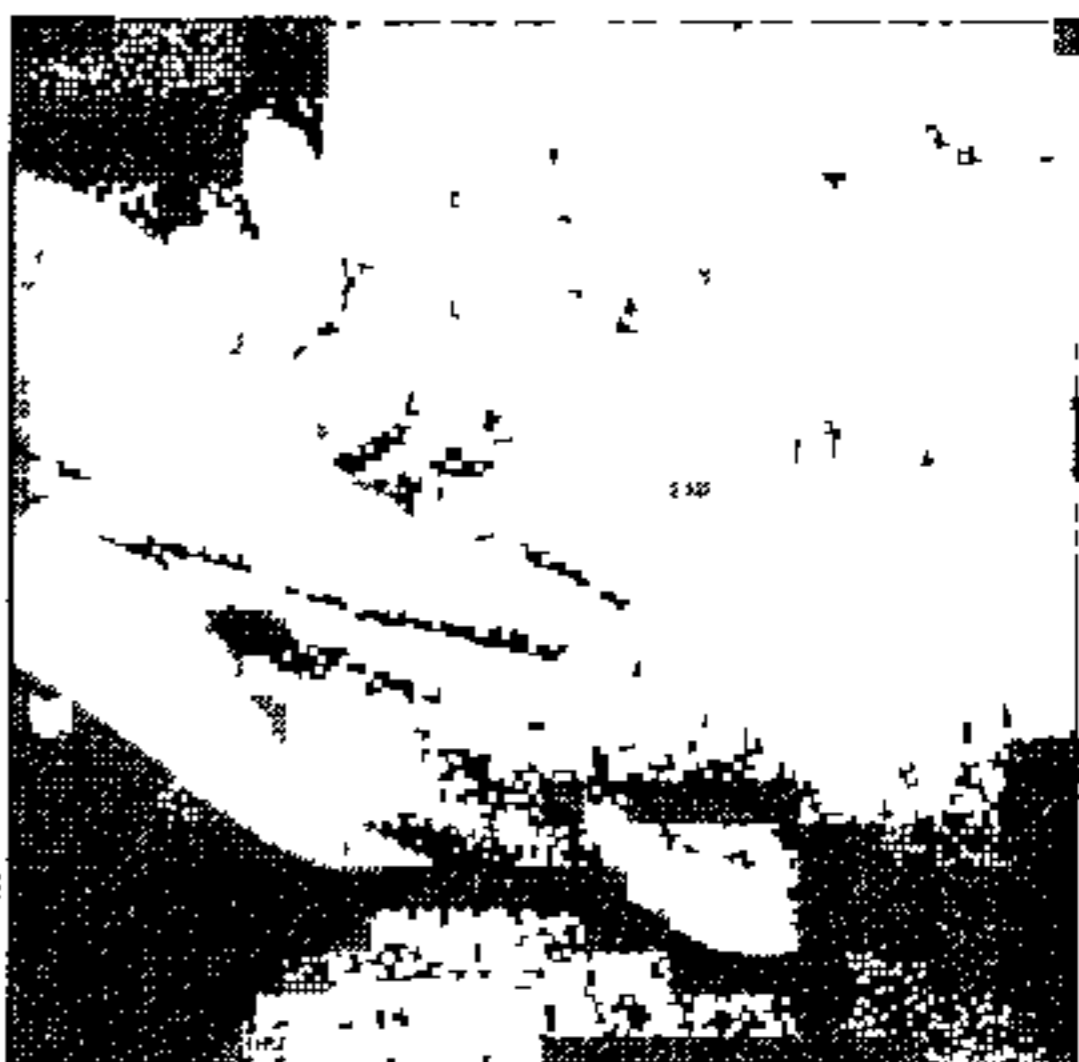
Added Cosatu's Zwellinzama Vavi: "Everybody wants to avoid strike action, and we're hoping Mbeki will use his influence as ANC chairperson and deputy president to change the government's stance. But if workers

vote to go out, we'll support them."

Nehawu's members are more strike-prone than those of the white and coloured associations in the public service chamber because it represents the lower-paid, who are most directly affected by the unions' demand for a R1 500 minimum monthly rate.

Majola said the union was flexible on the phasing of the increase, but wanted a state commitment to a R1 500 minimum by April 1996.

Ministry representative Thokoane argued that the government's proposal of a R1 075 minimum from next April, rising to R1 200 a year later, amounted to a 19,4 percent increase on the current R900 minimum and that in any event, the offer should be viewed "holistically". Also on the table were R400-million to level gender disparities, the scrapping of the current ceiling on overtime, and intensive



**Cosatu's last hope: Thabo Mbeki**

training for workers on lower grades. Underlying the unions' unanimous opposition to the government is considerable dissension, reflecting their different constituencies. Nehawu rejects the demand by the PSA and doctors' and nurses' associations for a 14 percent across-the-board increase, arguing that this will perpetuate racial wage disparities. It wants increases on a sliding scale to favour the bottom end of the hierarchy.

(140A) EUM 18-24/11/94

# Numsa and VW drive a good bargain

Wm 18-24/11/94

~~138~~ 140 ~~134~~

Shadley Nash

**T**HE National Union of Metalworkers (Numsa) and Volkswagen SA have reached a multi-faceted, groundbreaking agreement which will change management structures and establish a new relationship between management and worker.

Globally, the agreement aims to develop Volkswagen SA to become a world class performer as looming tariff protection cuts threaten to take a huge bite out of motor manufacturers' market share in the country.

"The agreement is crafted to ensure that the company does succeed in the face of looming international competition," says Judy Parfitt, VWSA human resources spokesman.

For Numsa chief negotiator Gavin Hartford the agreement set a "new benchmark" for the union nationally and he is hopeful other manufacturers may follow suit.

The Iron and Steel Workers' Union is also party to the agreement.

The agreement, concluded after several months of in-plant negotiations, broadly means that both union and management will work jointly to ensure the continued viability and growth of VWSA.

Other key features of the agreement include the increased production to 100 000 units per year, employment protection and the promotion of education, training and development of employees.

In a joint statement on Wednesday the parties agreed that there will be no compulsory retrenchments for an 18-month period provided there are no unprocedural actions during this period or that VWSA's market share does not fall below 10 percent.

Furthermore, VWSA has agreed to pump R10-million into basic education in 1995 which will benefit up to 1000 employees, accelerating employees up the industry career path ladder.

Key to the agreement is the flattening of management structures and the piloting of teamwork on new product lines as new forms of work organisations are phased in.

Another priority is the implementation of affirmative action principles which will compel the company to prioritise gender and racial appointments both internally and externally.

— Echna

*[Handwritten scribbles]*

# Cosatu takes govt to task

CT 1/12/94

140A

By BARRY STREEK  
Political Staff

TENSIONS emerged in the ANC alliance yesterday when one its partners, Cosatu, sharply criticised the government for its handling of the dispute in the public sector and for preventing public disclosure of Armscor documents

The Cosatu statement, issued after a meeting of national office bearers, is its toughest stand against the government since the April 27 election

The statement said "Cosatu is extremely unhappy with the way government is handling the dispute with the public sector

"Cosatu leadership has met with government at various levels, and received a clear indication that government was prepared to move decisively to meet

the demands, particularly of low-paid public sector workers, as well as areas around public sector restructuring

"There have subsequently been disturbing signals suggesting a reversal of this commitment, in certain quarters of government"

Cosatu also condemned the SANDF attempt to prevent the Cameron commission from releasing documents relating to South Africa's arms trade

## Tensions in ANC alliance

"The refusal by the SANDF to accept the ruling raises serious questions about the SANDF's commitment to our democracy"

While Cosatu accepted the assurance by Minister of Defence Mr Joe Modise that he did not authorise the SANDF to lodge an appeal, "it is unacceptable for him to claim that the SANDF had an independent right to do so. As the political head, he is responsible to ensure that the SANDF does nothing in contravention of government policy"

It also said it would hold urgent discussions with the SA National Civics Organisation (Sanco) and other relevant parties, to discuss a programme of mass action to "defend workers and innocent taxi drivers from forces inside and outside the industry, who are using commuters as cannon fodder in their own dirty war"

ARG- 14/12/94  
140 (A)

# Cosatu plans to get tough with employers in new year

CLIVE SAWYER  
Political Correspondent

CONGRESS of SA Trade Unions general secretary Sam Shilowa has sent clear signals of a hardline approach next year in campaigning for the extension of worker rights.

And he has warned of a huge confrontation unless employers change their attitude of "business as usual"

In his forecast for next year, dubbed "1995 the year of reconstruction and development," Mr Shilowa said the post-election period had shown the Reconstruction and Development Programme had many enemies.

"Conservative forces in the inherited bureaucracy, security forces, in business, internationally, and in the government of national unity, are determined to ensure that the RDP doesn't disturb old patterns of power and privilege."

## □ 'Watershed year' warning

Some of this resistance was unconscious and some deliberate.

"1995 will be a watershed year for workers.

"It is a year of numerous opportunities, a year in which workers will expect to see tangible results after the years of struggle against oppression and exploitation."

Mr Shilowa said the ANC-led government, correctly, had emphasised the need to defend and consolidate democracy, build national unity and create peace and stability.

"These objectives will be realised only if the entire society is engaged in a massive national effort to implement the RDP."

"People would defend the new democracy only if it brought tangible changes to their lives."

"The worst blunder we could

make is to reduce the RDP to an empty slogan, which ultimately becomes a swear word on our people's lips"

Mr Shilowa said Cosatu would set up RDP councils in the workplace and communities.

The union movement would play a "critical role" in transformation of the public service.

Cosatu would monitor government budgeting to ensure it shifted to a zero-based method.

"Cosatu will argue for a more coherent and scientific approach to the reorganisation of public sector personnel.

"We reject the current approach which seems to suggest that large cut-backs of personnel in and of itself is a desirable objective, and that a mathematical percentage-based formula can be used to achieve this"

While Cosatu would support elimination of waste, successful implementation of the RDP would need more workers in certain areas.

The federation would pursue restructuring the tax system "to a greater extent than the Katz Commission has been able to do".

Cosatu wanted "a progressive and fair taxation system, which lifts the unfair burden off the shoulders of working people, and induces business to invest in productive activity"

The federation would campaign, as it had done with the SA Broadcasting Corporation, for the transformation and democratisation of all publicly-funded bodies, including parastatals.

"In particular, we want to destroy the myth that the Reserve Bank is somehow above society, and operates as an 'independent' institution."

# Unions key to Taiwan billions

ARG 17-18/12/94  
140 (A) *[Handwritten signature]*

**DAVID BREIER**

Weekend Argus Political Staff

**MILITANT** trade unions could scupper the proposed multi-billion rand Taiwanese investment in South Africa, government sources have warned.

This follows revelations that the Taiwanese-based joint venture considering a R28-billion investment that would provide 400 000 jobs, wants a "no union" deal as part of the package.

The investment which also could involve the purchase of the Moss gas refinery, could be based either at Mossel Bay in the Western Cape or Richards Bay in KwaZulu-Natal.

A joint SA-Taiwan task team is evaluating the respective sites.

South African government sources told Weekend Argus they understood the Taiwanese were anxious to avoid the regular strikes and shutdowns enforced by militant trade unions.

This fear has been increased after this week's hint by Congress of SA Trade Unions (Cosatu) general secretary Sam Shilowa of a hardline approach next year.

"Cosatu must decide between its own interests and those of millions of unemployed South Africans," said a top government source said, suggesting

■ Taiwanese investors considering pumping billions into South Africa are reluctant to tangle with militant South African trade unionism.

Cosatu should do its utmost not to upset the Taiwanese investment offer.

This could set the scene for a clash between government and Cosatu, which is unlikely to allow a precedent of being excluded from a major industry.

Mr Shilowa was unavailable for comment after repeated attempts to contact him.

The Taiwanese are playing down the issue. Jerry Chen, political counsellor at the Taiwanese embassy in Pretoria said in an interview he was not aware of any such precondition by Taiwan. "Not to my knowledge," he said.

He said he also was not aware of another precondition that the chosen site should be declared a duty-free port along the lines of Hong Kong.

Mr Chen said the proposed investment would be a joint venture between the giant state-controlled Republic of China (Taiwan) group, Chinese Petroleum, and a private company from Taiwan, Tuntex Petroleum.

But, he added that Taiwan would welcome other countries, including South African interests, becoming involved in the joint venture. "Our compa-

nies are keen to work together," he said.

The future of the project would depend on the evaluation now under way, which would be complete in the first half of next year.

Mr Chen said the evaluation team had visited Mossel Bay and Richards Bay. He declined to comment on the respective merits of the two as a possible centre of the new industry, saying it would be up to the evaluators to choose.

According to South African government sources, the future of the R12-billion Moss gas scheme is not necessarily linked to the investment.

If the Taiwanese do decide to include Moss gas as part of the investment package and the scheme is sited in Mossel Bay, only about a third of the Moss gas plant will be modified for use in the new project. The other two-thirds would be scrapped or sold.

If Richards Bay is selected, the entire project would start from scratch, said the sources.

The proposed investment would involve an oil refinery which would provide Taiwan with an alternative source of oil, at present imported from the Middle East.

# High noon as Cosatu and ANC square up

SITINGO

By RAY HARTLEY  
Parliamentary Correspondent

LIKE gunslingers in a B-grade western, they have been eyeing each other over the bar, exchanging cheroots, jokes and, finally, good-humoured insults. But they are fast reaching the point where they will have to step outside to settle their differences in the street.

As Cosatu and the ANC-led government square up for a fight over the shape of the post-liberation economy, trade unionist Sam Shilowa this week laid his cards on the table in a paper harshly critical of the government's new economic thinking.

By the end of the crisply worded seven-page document, it is hard to point out any significant economic policy area — other than broad consensus on the need for the Reconstruction and Development Programme — on which the union federation agrees with its allies in government.

Mr Shilowa used his paper to list government policy shifts and then shoot big holes in each one of them.

"We have received unsolicited advice to embark on wholesale privatisation, drop all tariff barriers, adopt a wage freeze and cut back on social spending (140p)

"We have no problem debating any economic policy option put before the country with the genuine aim of finding solutions to our economic problems. But Cosatu believes these are ideologically-driven proposals which are not dictated in the first instance by the needs of the people of South Africa," he said.

At the centre of the economic tussle will be next year's Budget, which will establish the limits of public expenditure and determine government priorities.

Mr Shilowa made it plain that Cosatu would do all it could to ensure an RDP-oriented Budget as distinct from the "RDP fund" approach. Resources would have to be moved from unnecessary bureaucracy to the delivery of services, he said.

But Mr Shilowa's commitment to doing away with bureaucrats should not be confused with a desire to cut the size of the public service.

"We reject the current approach which seems to suggest that large cutbacks of personnel in and of itself is a desirable objective, and that a mathematical percentage-based formula can be used to achieve this," he said.

The formula referred to was the much-publicised cabinet decision announced by

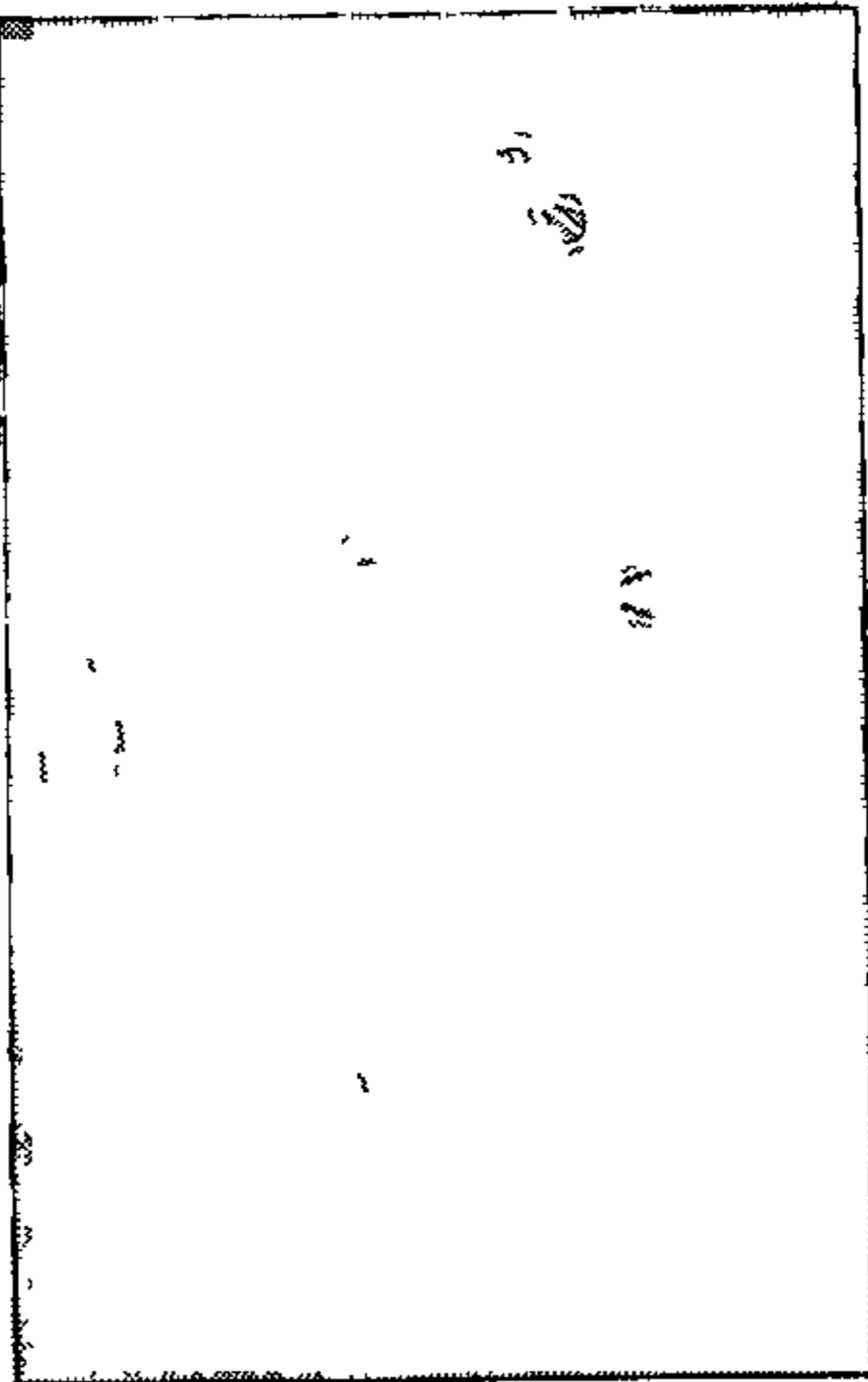
Deputy President Thabo Mbeki to trim the public service over five years.

And, referring to Trade and Industry Minister Trevor Manuel's tariff-reduction programme, Mr Shilowa said: "Cosatu will oppose the current trend of dogmatic adherence to rapid, unplanned trade liberalisation and the lifting of protective tariffs."

Like the rest of the plans, Mr Manuel's policy was "ideologically driven", and, he said: "The push by some elements in government to implement tariffs which are even lower than the rates set out in GATT, without consultation, will be resisted by Cosatu."

Mr Shilowa's statement followed a bruising showdown at Cosatu's September congress this year during which Mr Manuel and former unionists-turned-government-gurus Jay Naidoo and Alec Erwin lectured the federation on the need for tariff cuts.

A third area of looming confrontation is over privatisation. Government has already stated it will have



GLOVES OFF .. Cosatu's Sam Shilowa

to sell off certain of its assets to help finance the RDP.

Not so fast, said Mr Shilowa. The RDP was in fact in danger of being destroyed by the kind of economic thinking currently doing the rounds in Pretoria.

"Privatising parastatals and subjecting them to the laws of profit would have the effect of denying the poorest South Africans; the majority of our people, access to health, electricity, transport, communication and other services," he said.

Also in Mr Shilowa's sights was the Reserve Bank, an institution he described as reflecting "elements of the old Thatcherite bureaucracy and the large conglomerates".

"We want to destroy the myth that the Reserve Bank is somehow above society and operating as an independent institution," he said.

Again the Cosatu position stood in stark contrast to the ANC's commitment to an independent Reserve Bank.

Cosatu has made a habit of following its tough statements with meek clarifications, but Mr Shilowa's paper was the clearest indication yet of a serious policy divergence between Cosatu and the government.

And although neither has reached for their guns just yet, the hanker, the general-store manager, and the street sweeper had better get out of the way when they do

ARB. 20/12/94

# 'Witch-hunt' at firm claimed by union

140(A)

**ROGER FRIEDMAN**  
Labour Reporter

THE Food and Allied Workers Union (Fawu) claims that its members at a prominent snack company have been subjected to a "clandestine witch-hunt"

After declaring itself in deadlock with Simba, the union referred the matter to the conciliation board

A Fawu spokesman said video cameras had been set up inside the Simba factory in Parow, lorries were followed, telephones tapped, bugs planted in lorries and private homes watched and photographed

Simba regional director Ray Priestly conceded yesterday that "surveillance" had been taking place to try to halt spiralling theft from the company

The surveillance had paid off, Dr Priestly said "We have successfully stopped a theft ring"

Fawu said some workers were dismissed without evidence against them "on the balance of probabilities"

The union demanded that the dismissed workers be reinstated, that the surveillance stop and that the person employed by Simba as a risk

control manager be transferred to another division

"The union asked the company to apologise, but this was turned down. At this stage we are in deadlock. The case has now been referred to the conciliation board," the spokesman said

Fawu Peninsula/Overberg branch organiser Ebrahim Wagiet said he suspected Simba was using the "witch-hunt to retrench staff" a kind of indirect form of retrenching people"

But Dr Priestly denied that Simba was contemplating any retrenchments

# focus on



Sowetan 13/9/94

**C**ELEBRATE, yes they did. They had to. For Cosatu was at the forefront of the struggle that helped usher in a new democratic dispensation in a country previously riddled with injustices of apartheid rule.

Cosatu members elected their comrades in the tripartite alliance to positions of power in the Government of National Unity.

The federation had cause to celebrate a sense of fulfilment. There had been a mission accomplished. Their goals had been achieved.

This ebullient mood at the conference was apparent when delegates and local and international observers broke out in a song of praise that reverberated in all corners of the Vista University hall in Soweto minutes before President Nelson Mandela addressed the congress on Wednesday afternoon.

Mandela was swift in pointing out the seriousness of the issue at hand. "The question facing us today is whether workers in this country can go through a transformation from being a resistance movement to being builders of a new South Africa."

Despite all the show of cheerfulness the minds of the delegates remained sharply focused — a factor which emerged strongly in the no-holds-barred resolutions that congress adopted when the conference ended on Saturday.

The Cosatu congress, whose theme was "Reconstruction for Working Class Power", was about how much power the working class wielded, and how this power could provide checks and balances on people they elevated to government.

The first step towards this process came when congress summoned Labour Minister Tito Mboweni, Trade and Industry Minister Trevor Manuel, Minister without Portfolio Jay Naidoo and Deputy Finance Minister Alec Irwin for question-and-answer sessions in which the Ministers were lucky to escape unscathed.

The more than 1 700 delegates re-affirmed their confidence in the John Gomomo-Sam Shilowa leadership.

Soon after his re-election, Shilowa quickly demonstrated that his administration meant business.

"Cosatu believes that the interim constitution is flawed. Everybody knows it and this point is acknowledged."

"There is a Constituent Assembly that is now busy drafting 'the constitution' and Cosatu would be naive to have a congress of this sort and not take up positions which reflect that we are going to vigorously campaign to influence the Constituent Assembly to deal with issues."

"We are going to exert influence by taking public positions through campaigns with other unions and by lobbying ANC MPs."

"We want to take up President Mandela's challenge to us when he said 'this is your government, your people, use them'," said Shilowa.

While this may have been perceived as an aggressive stance by the giant trade union fed-

Delegates attending the Cosatu conference were in jubilant mood during four days of discussions but did not lose sight of the serious business before them.

**Lulama Luti**, of our Political Staff, reports:

(140A)



Some of the 1700 delegates at the Cosatu congress listen as a speaker makes his point.

eration against their comrades in the tripartite alliance, Cosatu moved quickly to quash thoughts to that effect.

It resolved to throw its full weight behind the ANC and vowed that it would work to ensure an ANC victory during next year's local government elections.

Then came the issue of the Reconstruction and Development Programme (RDP) which Cosatu president John Gomomo said, contrary to widely held beliefs, was not about the Government delivering things to the people.

While the RDP was about the restructuring of South Africa to provide a better life for all her people, its implementation could not be left to the "400 parliamentarians and 27 Cabinet Ministers."

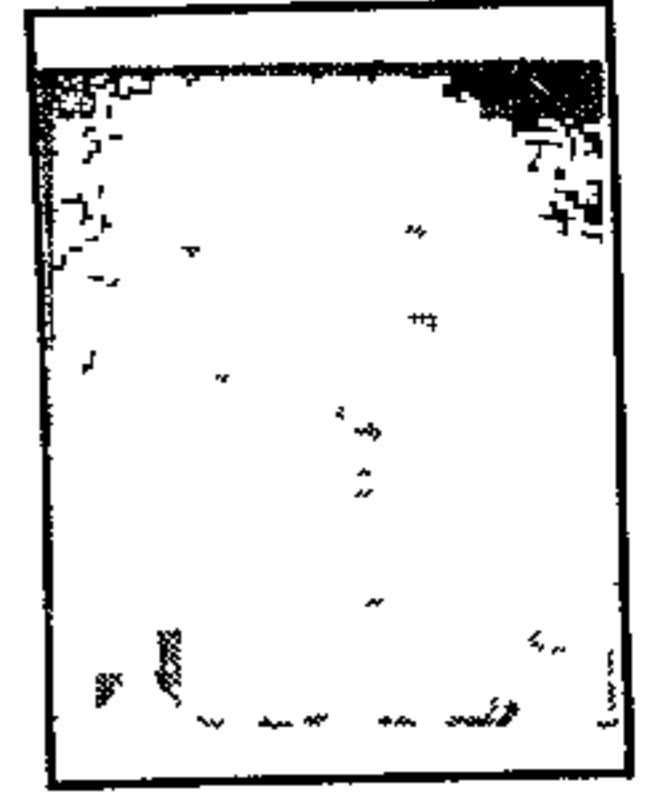
He threw the challenge back at the delegates

and gave this warning to his comrades: "If this programme is not implemented, or if it fails, then De Klerk is right. They will win the next (general) election."

The thorny issue of trade and tariff reductions saw delegates hot under the collar and congress resolved that while they did not object to agreements on these issues, decisions should be taken after broad consultation with all parties.

On international issues, Cosatu resolved to make representations to both the national and international authorities to put pressure on Lesotho and Nigeria for the restoration of democracy in those countries.

When the time came for comrade to bid comrade goodbye on Saturday, there was no doubt that all were well aware of the task ahead — they knew that theirs was a do-or-die situation.





**C**OSATU's fifth national congress, which ended at the weekend, consolidated the federation's move away from focusing on the liberation struggle towards defining its position on worker rights and workplace democracy.

Most unionists deny that the loss of leadership has had any marked effect on the federation. They believe Cosatu has many tiers of experienced staffers who have been able to step into positions easily and take on challenges where those who joined the new government left off. But whether this has actually been the case is difficult to assess with the current hiatus in tripartite forums and a reassessment of the roles of players within these bodies.

**Y**et Cosatu's research arm — the National Labour and Economic Development Institute (Naledi) — estimates that 80 experienced unionists left during this year alone, out of a total 1 453 officials. And this is not a new phenomenon: the federation's staff turnover has been high since 1990, Naledi says, and not all experienced officials had left "with the approval of their union". No organisation can weather such a storm without some serious rebuilding.

Another contributing factor may be the overwhelming majority the NUM now holds within Cosatu. At this congress the NUM sent 414 delegates out of a total of 1 705. The NUM's membership stands at a whopping 310 596, an increase of nearly 41 000 from 1991. In stark contrast, the National Union of Metalworkers of SA (Numsa) — which in 1991 was the largest affiliate and continued to challenge the NUM for this position for some time — lost more than 100 000 members and currently has a membership of 169 598.

The two unions have a very different style of operation. The NUM is one of the more conservative Cosatu affiliates. It has long felt that the ANC-SACP-Cosatu alliance must continue and be strengthened. Although the NUM has been denuded of

# Cosatu works on defining its role as workers' champion

Biday 12/19/94

ERICA JANKOWITZ

senior leadership having lost both general secretary Cyril Ramaphosa and his assistant Marcel Golding, at regional level it has been largely unaffected because mines tend to be run separately from their nearest communities, and many leaders are not SA citizens.

Numsa, on the other hand, has worked increasingly, though so far unsuccessfully, to weaken the federation's alliance with the ANC. It argued this on the basis of the history of betrayal suffered by trade unions at the hands of former political allies in recent African history.

On the leadership front Numsa's loss of Moses Mayekiso as general secretary was a minor matter — he had spent much of his time wearing various other hats he had acquired within the liberation movement. But it has lost top negotiators Alec Erwin, Bernie Fanaroff and Les Kettle-das to various positions in government. And at the regional level Numsa lost more than 20 experienced and dedicated people.

Some have argued that it was necessary for officials who were more interested in wider political issues — Mayekiso being a good example of this type — to be flushed from Co-

satu to allow more dedicated individuals to take up leadership roles. Be this as it may Cosatu has been through a disruptive phase which will take some time to sort out, and a period of consolidation and rebuilding is essential to its future growth and development.

(LJOP)

**C**osatu's serious organisational weakness — the widening gap between leadership and membership — has been seen by many commentators as a legacy of past leaders. The argument is that under Jay Naidoo's guidance, Cosatu became involved in macroeconomic policy making and neglected bread and butter issues.

Naidoo always argued that detractors of Cosatu's role confused illiteracy with ignorance: workers were much more in tune with the VAT campaign and trade and tariff policy than many would believe, and membership fully supported leadership in these initiatives.

But re-elected Cosatu president John Gomo's opening speech would tend to counter this assumption. He pushed for a "back to basics"

campaign — a concerted effort to offer members a better service. He spoke of a growing gap between all levels of leadership and between membership and leadership, and pointed to "opportunistic elements" that would take this gap if permitted.

We cannot follow workers from behind and continue to be seen as people who are dampening their militancy. But in order to lead we have to be with our base all the time," he argued. Cosatu will have its work cut out to rebuild regional and local structures which have been largely destroyed by lack of support over the past few years. And to do so in a time of waning overseas financial support and internal expenditure discipline will not be easy.

The lessons on fiscal discipline delivered by ANC government leaders at the congress did not assist Numsa's efforts to weaken or dismember the alliance. There was talk of "redefining the alliance, though the resolution was largely a repetition of the existing relationship — union independence was retained but support continued for the ANC. On local government elections, the federation resolved that the ANC should lead the local government campaign, but Co-

satu should support candidates who showed a bias towards worker rights and working class issues. It was also resolved that the ANC's working class bias should remain.

In a public display of unity, and despite some scepticism about general secretary Sam Shilowa's perceived ability to lead the 1,3 million-strong federation in this mission, he was re-elected unopposed along with all other officials.

Had the NUM been prepared to release either general secretary Kgalema Mottlanthe or his assistant Gwede Mantashe or Numsa Godongwana, any one of these candidates would have won the race many believe. But the other problem is inter-affiliate rivalry, with the NUM perceived as unwilling to support Numsa candidates, especially as Gomo also belongs to Numsa.

But Shilowa's leadership continuity will probably stand Cosatu in good stead. He is a worker leader who is probably well placed to rebuild the federation and close the gap between its leaders and grassroots support. He has around him some talented and committed officials. Together with Naledi, they will provide strategic direction and make the necessary inputs to the various forums on which Cosatu is represented. He is popular and will be watched by Cosatu's powerful central executive committee.

**A**nd if Cosatu reduces its overtly political role, this may be a positive step for federation unity which has, in the past, broken down because of political differences. The Federation of SA Labour Unions (Fedsal) as well as some of its affiliates and various Nactu affiliates were at the Cosatu congress as observers.

One Cosatu official observed that this was probably the last time Fedsal would participate in a Cosatu triennial congress, as most of its large affiliates were interested in joining Cosatu. And if Cosatu can also woo Nactu — or at least, its more important components — the long-term goal of "one country, one federation" may be realised.

Industrial Relations - workers  
organisations

(COSATU)

1995

# Shilowa asked to resign

By RAY HARTLEY: Parliamentary Correspondent  
COSATU officials have asked their general secretary, Sam Shilowa, to resign from the ANC's National Executive Committee because they say the position will interfere with his union duties

Cosatu assistant general secretary Zwelenzima Vavi said that Cosatu office bearers had decided at a meeting last week to ask Mr Shilowa to withdraw from the ANC structure

He said a second official elected to the ANC executive in December, Cosatu president John Gomomo, had already stepped down. He had shown the meeting his letter of resignation

Mr Gomomo was voted into 31st place on the ANC's 60-person executive body at the organisation's December conference with 1 121 votes.

Mr Shilowa made 46th place with 951 votes

Mr Vavi dismissed suggestions that the Cosatu officials' request was an assertion of the federation's independence

"There is no policy that says office bearers cannot hold positions in the ANC," he said

But other federation members are known to have been unhappy with the election of the two leaders to the ANC structure, believing it "a subtle form of co-option" that would lead to conflicts of interests and make them co-responsible for ANC policies

ANC executive members have traditionally considered themselves bound by decisions taken by the body — a tradition which Mr Shilowa and Mr Gomomo would have been expected to follow

(140A) ST 12/2/95

# Cosatu's hard man

By THABO LESHILO  
STAFF WRITER

If Zwelinzima Vavi, assistant general secretary of Cosatu, were to name the words he hates most, "privatisation" and "commercialisation" would probably top the list.

Little-known outside the unions until now, Vavi is attracting increasing attention for his strong anti-privatisation views.

This member of the South African Communist Party plays a pivotal role in shaping Cosatu's policies, and is said to be highly regarded by its 1.4 million members. He is also tipped to succeed Cosatu's general secretary, Sam Shulowa.

"We will fight commercialisation to the bitter end. We will fight it until there is only one worker left to continue the fight," Vavi said in an interview this week.

"We know what commercialisation has done. It has led to massive job losses at the Post Office, Iscor and Eskom. Privatisation is about maximising profit, with service playing only a secondary role."

It makes no difference, he says,

whether privatised state assets are sold to black companies. To him all capitalists are the same.

"Selling off Telkom to (Nthato Motlana's) New Africa Investments does not change the lives of ordinary people in Phola Park. All it does is enrich black capitalists and their families."

Vavi is also critical of trade unions owning shares in companies. This, he says, compromises the independence of labour in its continuing struggle against capital. "The conflict between labour and capital is irreconcilable. Capital wants to maximise profit, while labour wants a living wage. You cannot marry the two."

But Vavi is not opposed to unions investing their funds. "We should invest

# vows to fight privatisation

CT(EE) 21/4/95 (140A)

the billions we own to deal with the need for training and education of shop stewards. We should also be able to provide legal defence and housing for our members, among other things."

Vavi believes the advent of black majority rule in South Africa has released much of the energy unions spent on fighting apartheid. Now they can focus on meeting the daily needs of members on the shop floor.

Cosatu, he says, will continue to fight for a living wage. But it will also concentrate on closing the glaring wage disparities between (mainly black) unskilled labourers and management, on unfair job grading, on ensuring that the experience of employees without qualifications is recog-

nised, and on affirmative action.

"Affirmative action is not negotiable," says Vavi. "We have to ensure that companies reflect the demographics of our country. We realise that this will take time, hence the need to negotiate targets and time frames."

Vavi is especially happy to see trade unionism take hold in agriculture. He says the struggle for freedom in South Africa will have been in vain if it does not result in tangible benefits for black farm workers.

"If anybody has borne the full brunt of apartheid oppression, it must be the black farm worker," declares Vavi.

He should know. He was born of a peasant family living near Hanover in the eastern Cape.

His parents named him Zwelinzima, which means "life is tough", because of the harsh conditions for black labourers on white-owned farms.

Vavi attributes his father's death in 1984 to unbearable working conditions. "I am not saying that every farmer is bad," he says, "only that most of them are terrible."



**NEXT IN LINE?** Cosatu's

Zwelinzima Vavi

PHOTO PETER MOGAKI

# Labour's new frontiers

**W**ITH THE FALL OF APARTHEID and the emergence of democracy in South Africa and the country's subsequent acceptance into the Commonwealth, the Congress of South African Trade Unions plans to spread its tentacles to the rest of Africa

This was revealed at the federation's International Policy Conference in Johannesburg at the weekend

The conference came just a week before Monday's Workers' Day celebrations and saw the federation grappling with its new role in a free South Africa

Addressing the conference, Cosatu general secretary Sam Shilowa said because of apartheid the federation had for 10 years adopted and maintained a policy of non-alignment in order to concentrate on its domestic problems

However, the situation has changed with the dismantling of apartheid and the advent of peace in the country

Shilowa said the changes in the country, the changing conditions in the world economy and the increasing subordination of developing nations to the new world economic order has forced the trade union movement to radically rethink its international relations policy

Cosatu was now taking stock of its policies and developing a new approach aimed at strengthening the trade union movement in the country, and internationally

"Cosatu is poised to play a new role in a changed world situation. Our strength and unique history enable us to play a particular role in helping to reprioritise labour's approach to world issues on all fronts," said Shilowa

Shilowa said liberation movements and trade unions had in the past focused on fighting apartheid, it was now time to develop a strategic vision for the strengthening of trade union organisations to address the international challenges facing workers at all levels

Priority will be placed on developing a strong trade union organisation in Southern Africa and the rest of the continent. The federation will also commit itself to building strong bilateral relations with other unions in the region, including providing them with personnel, expertise and other resources

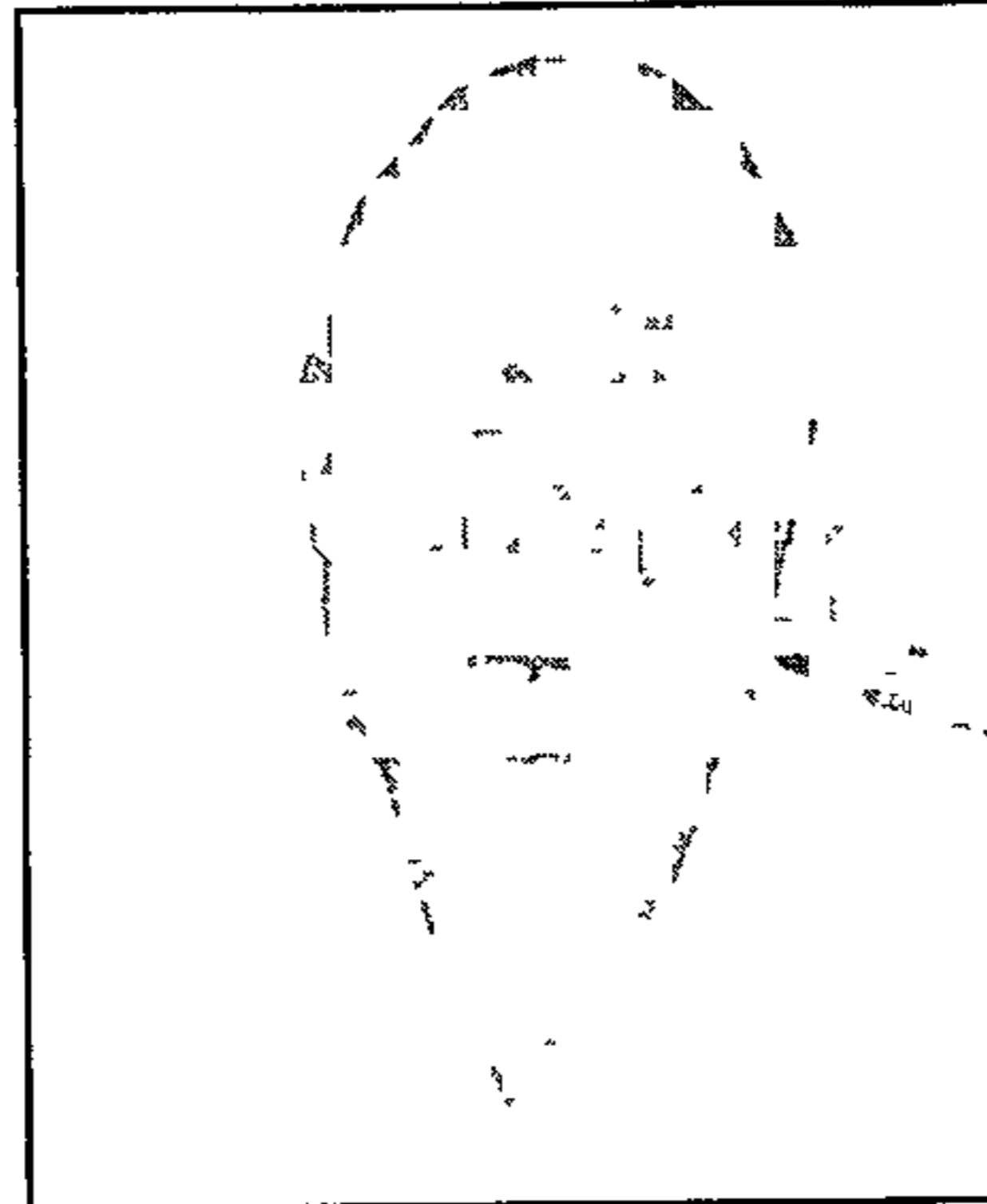
Shilowa said Cosatu would also identify regimes that violate basic trade union and human rights in the continent, and together with other trade unions, embark on a programme of action against them, including boycotts

"Cosatu is of the view that there can be no free trade anywhere without free trade unions everywhere," said Shilowa

The conference resolved to embark on a campaign to have a social clause inserted in all international trade agreements, that would compel all countries to respect basic trade union rights, put an end to child and forced labour and end discrimination. The conference argued that the terms of world trade, particularly between

In the post-apartheid era, the Congress of South African Trade Unions aims to develop a new approach that will strengthen the trade union movement locally and internationally, writes Labour Reporter **Abdul**

**Milazi:**



**Cosatu general secretary Sam Shilowa.**

the developed and developing nations, were fundamentally unjust

It was resolved that the trade union movement should also campaign for the transformation of the terms of trade between northern and southern countries

Shilowa charged that international and local investors should be bound by the same labour, tax and other laws

The conference rejected the recent setting up of "export processing zones and free trading zones", which allow foreign investors to breach basic labour and safety standards, and avoid contributing to the country's purse

Shilowa said these zones had become notorious internationally for breeding exploitation and union bashing. He said the recently signed GATT agreement would bring direct competition in manufactured products from countries that achieved their competitive edge by exploiting workers

The trade union movement needed to strengthen itself and heighten the levels of unionisation in Asia to avoid being caught in the employers' "competition war" said Shilowa

The conference explored the option of affiliating to an international trade union centre

However, it was agreed that this would be subject to a process of engagement that will seek to establish ties with international trade union centres

(140A) Souwefan  
28/4/95

● That affiliation of unions should not be based on ideological criteria, and

● A commitment to the formation of a single, inclusive international trade union centre

The conference condemned the attitude adopted by some political parties towards migrant labourers and illegal aliens

It was resolved that South Africa needed a multifaceted approach to redress the question of regional economic development and labour migration

Shilowa said while it was the duty of all governments to ensure that its citizens were employed, Southern Africa was one economic region, and a regional economic strategy was essential

The conference also charged that unemployment was not the result of the presence of foreign workers, but of structural problems in South Africa's economy, which need to be addressed

It was also resolved that the trade union movement should campaign for a package to deal with foreign workers in a constructive and sustainable way

These include

● Fair and non-discriminatory legislation covering migration and border controls,

● Legal guarantees of equal wages and working conditions and the upgrading of migrant workers,

● The imposing of heavy penalties on employers who exploit illegal immigrants,

● Integration of migrants into communities in which they live,

● Measures to regulate the position of illegal migrants, either through amnesty or voluntary repatriation,

● A strategy to deal with the mobility of skilled labour in a way that develops the skill of local labour in the host country,

● A negotiated quota, reviewed on an ongoing basis of workers allowed into countries in the region, taking into account economic imbalances in the region, and

● The development of a regional Reconstruction and Development Programme, aimed at building the economy of the entire region

Shilowa said Cosatu would campaign for the restructuring of the World Trade Organisation, and also to make sure that trade unions were represented on it

Trade union unity and solidarity was important if worker's rights and interests were to be protected, Shilowa said

# Cosatu not set for breakaway

*Sowetan 28/04/1990 (14019)*

THE Congress of South African Trade Unions was prepared to break away from the ANC-SACP alliance but the time for that had not yet arrived, the federation's national president, Mr John Gomomo, said in Durban this week. He said the federation was "not married" to the alliance and would break away from it if that would advance the unity of the workers.

Gomomo, who was in the city to mobilise workers for the local government elections and report on the proposed Labour Relations Act, said Cosatu was committed to achieving unity with the National Council of Trade Unions and the Federation of South African Labour. Talks between these federations started last year and the ANC-SACP-Cosatu alliance had been identified as one of problems in this process.

"If we had a choice between the alliance and the unity of the workers, we would choose unity. The alliance

should not stand in the way of unity," he said. He and the federation's secretary-general, Mr Sam Shilowa, were even prepared to resign their posts if the workers felt they were hindering the process. But he felt there was still a need for the alliance because the strategic objective for which it was established had not been fully realised. "We are now in the transition and we have not put into power the Government that we want."

Gomomo and President Nelson Mandela are expected to address workers at a Workers Day celebration rally at King Zwelithini Stadium in Umlazi on Monday. The celebration will have a festive mood this year and internationally acclaimed musician Mbongeni Ngema and other musicians will entertain the crowds.

SACP secretary-general Mr Charles Nqakula will address a rally at Sundumbili Stadium near Mandeni.

— *Sowetan Correspondent*

# Cosatu in new era

**U**NTIL A few years ago the name Cosatu triggered mixed feelings among employers, while for the dispossessed masses of South Africa, it inspired devotion and hope

Cosatu rallies and mass meetings drew thousands of people but today the federation and its affiliates struggle to fill the same venues they filled to capacity with ease

A fresh example was the Workers Day celebration at Rand Stadium, where Tokyo Sexwale addressed empty stands. Less than 2 000 workers turned up for the occasion

Cosatu national treasurer Ronald Mofokeng expressed concern about the weakening of the trade union movement and appealed to workers to strengthen the federation's support at the work place

## Losing its lure?

Could it be that the trade union movement is losing its lure, or are people just tired of the politics of mass mobilisation?

Labour expert and South African Institute of Race Relations public affairs manager Paul Pereira attributes workers' apathy towards mass gatherings to the coming to power of the ANC-led Government of National Unity and the subsequent advent of democracy

Pereira says people see no reason to fight anymore, now that they have their own government in power

"When the new Government came into power, people relaxed. This was evident when the petrol price went up and there were no protests from the unions," says Pereira

## Low wages

Pereira says the present Government has put up the petrol price more times in less than a year than the previous government did in four years. The privatisation policy and very low wages in the public sector have also gone unopposed

In the 1980s, there was no clear distinction between the workers' struggle against capitalists and the people's struggle against the apartheid regime

The trade union movement waged two battles, one against oppressive employers and another, through its marriage with the ANC, against the government

There used not to be any discussion of the need for maintaining the distinction between civil and political life. Now it is very much the issue

## Mutual need

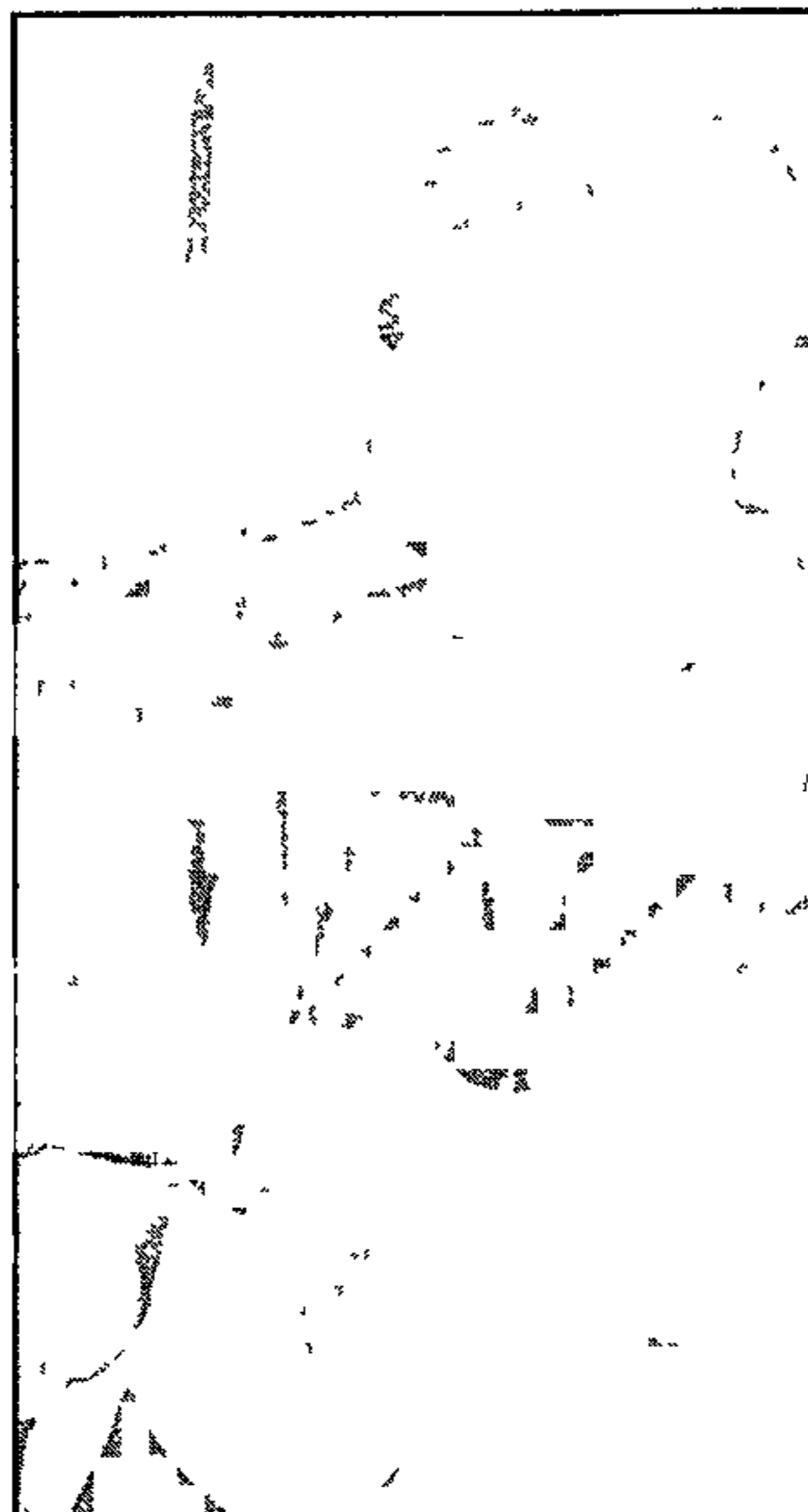
What brought the trade union movement, the ANC and the South African Communist Party together was the mutual need for mass mobilisation to overcome the racist regime

According to Pereira, it is becoming imperative for the trade union movement to redefine its priorities, and the question is whether Cosatu will continue to go all out to support the ANC in

Cosatu will have to redefine its priorities as a trade union federation and consider where to position itself in local elections. Labour Reporter **Abdul Milazi** examines the issues:

(24) (140A)

Sowetan 9/5/95



Ronald Mofokeng

the coming local government elections or fight its own battles for workers

However, the marriage between Cosatu and the ANC looks set to continue for some time as it is mutually beneficial

"Through the success of the alliance's bargaining strategies, workers — especially those with Cosatu — have become privileged members of the working class with better pay and other conditions of employment," says Pereira

South Africa could face the same problems as Eastern Europe, where the distinction between civil and political life became blurred because there were no independent interest groups to check on government

## Same commitment

Although Cosatu has the same ideological commitment as the ANC, it still sees itself as playing

this role. It continually maintains that it will retain its autonomy and independence

Cosatu, however, is under pressure from all sides. It lacks strong leadership, as many of its prominent leaders have moved to Parliament. Its lack of focus against the Government of the day, the economic situation on the mines and the high employment rate also pose problems for the federation

On the mines, productivity has been static over the past few years. This has weakened the unions' bargaining powers and they are forced to cooperate with mine management if both are to survive

## Major problems

Pereira says the major problems for Cosatu will come from rural people, the informal sector and the illiterate, because agreements between big business and organised labour always run counter to their needs

The relationship between Cosatu and the ANC will also suffer some strain because of the organisation's new bonds with big business and the federation's need to get better bargains for workers

Pereira says Cosatu, which has continually supported and called for socialism, has changed its tune since the Government, labour and business struck a deal to entice foreign investment

## Socialism discarded

With the ANC in power, Cosatu was happy to discard socialism for corporatism, which combines both socialism and free enterprise, as practised in Japan and Germany

Pereira says corporatism is the only system under which both business and organised labour can thrive, because separately both socialism and free enterprise would destroy unions

He says since Cosatu has invested in certain companies, they would lose money and jobs if those companies were nationalised. They would also lose their organisational powers under free enterprise

## Lack of competition

Pereira, however, says corporatism will not work for long because it undermines competition. The lack of competition would lead to a depression

He says the system worked when introduced in Japan, but now the country faces depression in the next five years from lack of competition

# Cosatu may buy unbundled firms

By Mzimkulu Malunga

THE Congress of South African Trade Unions is said to be in the middle of mobilising resources to bid for one of the unbundled companies of Johannesburg Consolidated Investments

The two companies that are up for sale are due to be listed on the Johannesburg Stock Exchange on Monday

Sources close to the union suggest it is mobilising its members' pension funds to bid for one of the unbundled firms, particularly the industrial company, the assets of which include shareholdings in South African Breweries

The entrance of Cosatu into the JCI race could make bids more interesting

*(14DA)*  
*Sowetan 11/5/95*  
It is estimated that there are as many as 30 black groups that are interested in the JCI unbundling deal

At the moment, Anglo, which is selling its 48 percent in JCI, is tightlipped about progress made so far

Last time Anglo made its unbundling plans unknown, there was speculation that a well known black business person with the backing of powerful Far East financial institutions, such as the Shanghai Bank, was in the running

However, the business man concerned has so far consistently played down his interest in JCI.

The other groups in the running for the biggest unbundling deal so far include New Africa Investments and the Real Africa group



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# Cosatu wants joint control of R300bn worker fund

Renee Grawitzky

(300) (140A)

BD 24/5/95

WORKER funds of more than R300bn had been accumulated in various pension and provident funds which had many shares on the JSE, but provided little benefit to communities of workers, Cosatu publicity officer Neil Coleman said yesterday.

At the Institute of Retirement Funds conference he said workers were losing confidence as "concerns mount about poor servicing, lack of information and the cost of administration".

He said if this asset base was harnessed re-

sponsibly, it could unleash SA's economic potential and assist the reconstruction and development programme (RDP). The federation and its affiliates had formulated broad principles to guide funds in investment decisions.

Asset investment should benefit workers and their communities and ensure the social security of members, with worker involvement in all aspects of decision-making to guarantee fund democratisation. Investment should be used to advance a "growth path which meets the needs of the majority, and challenges existing patterns of ownership".

Coleman said the industry's failure to commit itself to directing funds into the RDP would compel the union movement to campaign for the "reintroduction of prescribed assets, which would force the industry to invest a certain portion of funds in the RDP".

He said the federation would ensure greater accountability. This would entail the negotiation of industry-based funds, worker representation on fund boards — he called for 50% representation — and worker trustees empowered and trained to ensure effective and informed decisions, and regular disclosure of information.

# Cosatu pulls out of Natal talks

BD 24/5/95 (14CA) (454)  
Farouk Chothia

DURBAN — Cosatu has suspended negotiations with the KwaZulu/Natal government on the issue of restructuring the regional economic forum.

This follows the provincial cabinet's recent rejection of a proposal to restructure the forum — which was established in 1990 to discuss economic policy in the province — into a provincial economic, development and labour council.

In a hard-hitting letter to premier Frank Mdlalose earlier this month — also sent to economic affairs and tourism minister Jacob Zuma and finance and public works minister Senzele Mhlungu — Cosatu's southern and northern Natal regions said nine

months of negotiations over restructuring the forum had yielded no results. This was despite the fact that economic affairs and tourism minister Jacob Zuma and finance and public works minister Senzele Mhlungu served on a committee where consensus was reached on the restructuring process, Cosatu said.

Zuma's spokesman Lakela Kaunda said that another cabinet committee, consisting of five ministers, had been formed to "revisit" the restructuring process.

An informed source said that at the heart of the differences lay the question of whether the new council would have affective power. Labour and business also wanted consultation on key decisions.

POLITICS

# Rally, march will herald giant new union

ARG 24/5/95

(140A)

**BACKGROUND TO THE NEWS**

COSATU'S bid to unite all public sector unions under one banner will be signalled today by a proposed rally on the Grand Parade and a march to the provincial buildings in Wale Street.

In the Western Cape the initiative would also mark Cosatu's intention to have public service decision-making powers removed from the National Party-controlled provincial government.

Unions expected to take part in today's action include the National Education Health and Allied Workers' Union (Nehawu), the Postal and Telecommunications Workers' Association (Potwa), the South African Municipal Workers' Union (Samwu),

IN line with the Congress of South African Trade Unions' principle of a single union for a single industry, three major Cosatu affiliates — and probably a fourth — are poised to amalgamate to form a new giant, the Public Sector Union A report by Labour Reporter, ROGER FRIEDMAN

and the South African Democratic Teachers' Association (Sadtu)

Nehawu, Potwa and Samwu have already agreed to the formation of the new union, while Sadtu will decide its future at its annual congress in July

A spokesman for Nehawu said yesterday the present unions would automatically fall away to

make way for the new one.

The unions billed today's action as "the first public display of unity of public sector workers in this province"

Together the four unions represent the interests of 350 000 workers across the nation

The new union, provisionally called the Public Sector Union, will be born at a national launch

congress to be held in Gauteng from August 9 to 13

Merger committees have been established nationally and provincially in preparation for the merger

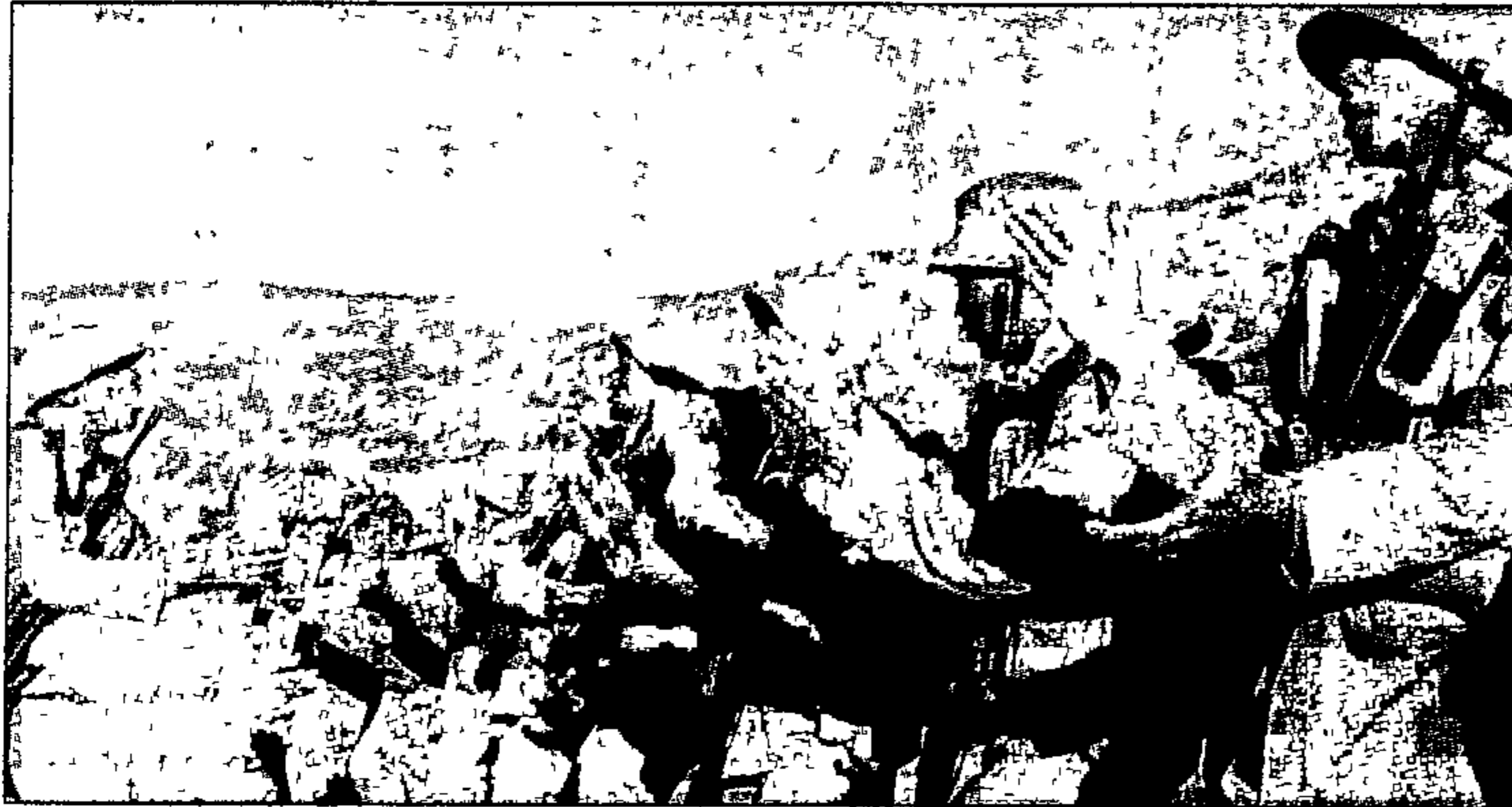
"We aim to send a clear message to management of municipalities, provincial administrations, universities, private hospitals, Telkom, the Post Office and the Education Department that workers have united around the battle-cry of: An injury to one is an injury to all," the unions said in a joint statement yesterday

serves all the people of our country

They gave their joint support for Nehawu's demand that Provincial Public Service Bargaining Chambers be scrapped forthwith "as there is nothing to bargain for at provincial level salaries and conditions of employment can only be negotiated at national level"

The unions called on their membership to use mass action "to ensure that all workplaces are democratised", and demanded that Western Cape Premier Hennis Kriel stop the "unilateral restructuring currently taking place" within the province's public service.

If Mr Kriel continued restructuring, he would leave the unions with no option but to "throw them into disarray"



**SINGALONG:** Led by Lance-Corporal Lucky Mathothe, former MK cadres in training at the SANDF grounds at Touws River break into song after weapons training

PICTURE: WILLEM STEENKAMP

# Integration of troops 'working well'

BY WILLEM STEENKAMP

THE Western Cape integration of former non-statutory forces into the SANDF was proceeding smoothly, instructors and trainees alike said this week.

During a press visit to the Touws River training area,

Brigadier Dan Lamprecht, officer commanding Western Province Command, said he was "quite proud" to say the training had "worked well" within his command area

The evaluation of 427 former MK cadres' basic training phase at 9 SA Infantry Battalion bore this

out, showing average scores of between 72,5% and 94,8% for map reading, musketry, fieldcraft, buddy aid, fitness and shooting.

The soldiers described their training as being "of a high standard" and "enjoyable", and said there had been a shift in attitude among the former enemies.

## BRITS

### Sanco in clash

JOHANNESBURG: Nine civic leaders were injured when factions of the South African National Civic Organisation clashed at a squatter camp in Krugersdorp, police said yesterday

Police spokeswoman Lt-Col Hennette Bester said the fighting on Sunday pitted the new leadership at Lusaka section of the Swaneville squatter camp against members of the "old civic group"

### Unions to merge

THE Congress of South African Trade Unions (Cosatu) is to launch one public sector union in August.

This is according to a joint statement issued yesterday by Cosatu's Western Cape region, the National Education Health and Allied Workers Union (Nehawu), the SA Democratic Teachers Union (Sadtu), the Post and Telegraph Workers Association (Potwa), and the SA Municipal Workers Union (Samwu). Merger committees have been established

Sapa

140A  
CT 24/5/95

Conflict over Labour Bill provisions

# Cosatu threatens mass action

(140A)

(38)

(13)

(11)

BD 26/5/95

**Renee Grawitzky**

COSATU and employers could be on a collision course in negotiations over new labour legislation, with the labour federation's Witwatersrand region committing itself to a programme of mass action which could lead to a national strike

Cosatu's views conflict with the provisions of the draft Labour Relations Bill published in February and business's response to it — most notably regarding its demands for compulsory centralised bargaining, an unlimited right to strike and the nature of workplace forums

The region's acting secretary Dan Mohapi told a news conference yesterday that 1 200 Cosatu shop stewards from affiliates in the region endorsed this programme which would start with a march on June 6

The shop stewards felt the issues at stake were the "life and death of the labour movement" and the proposed march could turn into a stayaway based "on the mood of the workers on the ground" The National Economic, Development and Labour Council's offices and employer associations would be targeted to protest against Business SA's stance and the employer confederation's "lack of commitment" to the Labour Relations Act (LRA) negotiations

Business SA spokesman Adrian du Plessis said resorting to threats and mass action would not resolve differences "Negotiations, still in a relatively early stage, must be allowed to run their course."

Mohapi said the federation's core demands — including the right to strike, centralised bargaining and union-based workplace forums to be established in

companies with 30 or more employees — would be supported at all costs. It could not abandon its core demands but was prepared to negotiate on them and attempt to reach some accommodation without betraying fundamental principles

Union sources claimed that employer proposals on the draft negotiating document represented a backward step from the status quo. These views were unrealistic and if this continued the parties would move closer to a deadlock situation

Mohapi said employers were not prepared to move on these issues or produce alternatives. If no common ground existed then there was nothing to negotiate on.

The union movement believed negotiations at Nedlac should deliver — unlike those at the National Economic Forum. Employers were expected to come into the negotiations with a clear mandate and serious proposals, union sources said

On workplace forums and centralised bargaining, the union movement felt the employer position of voluntarism went against the spirit of the draft document. Employers favoured self-regulation but were not prepared to participate in forums which set minimum standards

Du Plessis said the differences that had arisen were around the unions' proposals regarding the legal compulsion to bargain at sectoral level. "The draft LRA, on the other hand provides a framework in which the parties are able to agree between themselves on what level bargaining should take place"

Mohapi said the region would try to get support from its allies in the alliance, other regions and Nactu and Fedal

# Mass action warning given

(140A) (132)  
sowetan  
29/5/95

**By Abdul Milazi**

JUST when most people thought Cosatu's hands were tied because of its close links with the ANC-led government, the giant federation has dropped a bombshell by announcing at the weekend its decision to embark on rolling mass action next week.

Cosatu's decision was taken by the national executive to pressure business into accepting its proposals for new labour legislation.

Cosatu's assistant general secretary

Mr Zwelinzima Vavi said the decision to embark on mass action was due to frustration because of the lack of progress being made between labour and business in the National Economic Development and Labour Council (Nedlac) negotiations.

The three main areas of concern are the federation's demands for centralised bargaining, organisational rights and the right to strike.

Vavi said the employers should know that despite Cosatu's close links with the Government of National Unity, it still had muscle.

The rolling mass action starts on June 5 with a half-day national work stoppage and marches in city centres countrywide.

Business South Africa's representative in Nedlac Mr Bokkie Botha said Cosatu's decision was unfortunate when negotiations around the issues were still at an early stage.

However, Nedlac's labour convenor Mr Ebrahim Patel said the position of business placed the parties so far apart that chances of a settlement were remote.

# Cosatu, business disagree

STAFF REPORTERS

Labour Minister Tito Mboweni has urged business and labour to find common ground by June 30 or live with the consequences of failing to get new labour laws enacted this year.

His call yesterday came as Cosatu threatened rolling mass action from June 5, and city-centre marches during a half-day stayaway on June 19. The labour federation says the action is to achieve its demands for improvements of the draft Labour Relations Bill — a campaign that has caused uproar within the business community.

Mboweni noted that business and labour were now both putting forward their opening, and most ambitious bargaining positions, and that he felt an accommodation would be found soon.

But, he said, if the parties in the National Economic Development and Labour Council (Nedlac)'s Labour Market Chamber did not reach agreement by June 30, Cabinet would be unable to ratify a draft bill in time for action this year.

"In my view it is quite urgent to get a new act on the books... I anticipate that the coming 30 days will see a lot of intense negotiations," Mboweni said.

The disputes centre on the right to centralised bargaining the role of workplace forums

► To Page 3

# Cosatu and business clash

◀ From Page 1

Cosatu yesterday accused business of union bashing, and of deliberately attempting to prevent agreement on the draft Labour Relations Bill.

Business sources replied that loss of productivity could no longer be tolerated, and that Cosatu's threats were surprising, given that Nedlac was a forum to move away from militant action.

Business SA's representative on Nedlac, Bokkie Botha, said business was no longer prepared to tolerate "this type of behaviour as it has done in the past".

"The main problem with the proposed action is that it will only create conflict. Many businesses are not prepared to have workers walk off the shop floor to attend demonstrations," he said.

He added that some businesses would be badly affected by the action. The South African Chamber of Business (Sacob) said yesterday that Cosatu's actions were "damaging to the economy and to investor confidence".

Spokesman Janet Dickman said Sacob was concerned and surprised by Cosatu's call for mass action, especially as negotiations on the new Labour Relations Bill were still in progress.

Independent economist and consultant Edward Osborn said Cosatu's actions would stifle productivity in an economy already damaged by too many public holidays.



## Cosatu plans strike action

(140A)  
CT 29/5/95

JOHANNESBURG — Companies could no longer cling to apartheid labour practices if they wanted to keep their profits rolling, the Congress of South African Trade Unions warned yesterday.

After reaching a deadlock with business over the draft Labour Bill, Cosatu announced on Saturday that it would mount a national half-day strike on June 19 to jolt business into adopting the right to strike, centralised bargaining and union rights.

"If there is still no progress (after the strike), more intensive forms of action will be decided upon," Cosatu spokesman Mr Neil Coleman said in a statement yesterday.

Cosatu's members would work only half-day on June 19 — a tactic meant to disrupt business and freeze productivity. Workers would march throughout the country while negotiations took place.

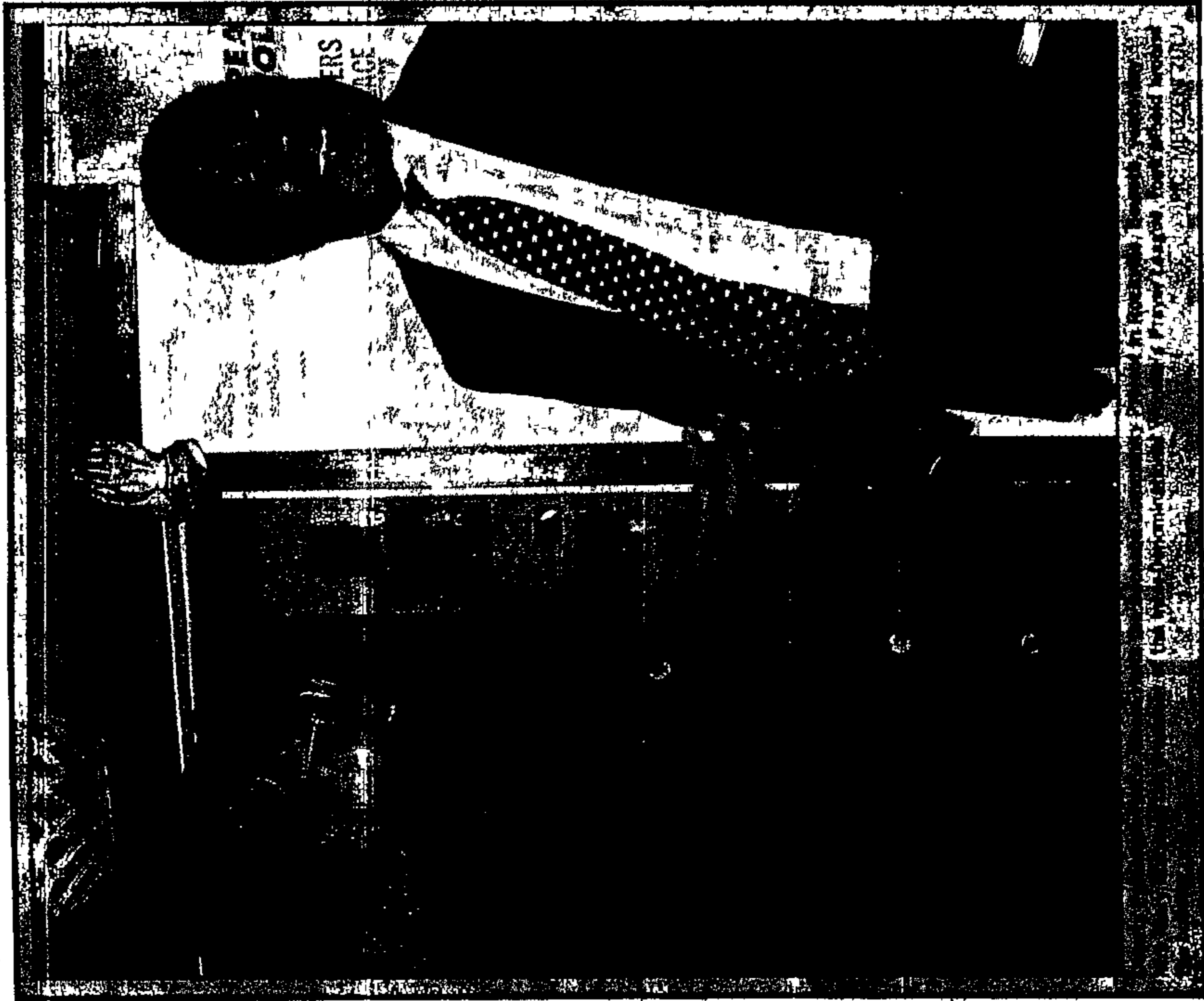
The strike would be prefaced by a two-week mass action campaign starting on June 5.

This would include lunch-hour meetings, demonstrations at companies and marches.

Although Cosatu wanted the draft Labour Bill to go before Parliament in June, business was preventing its progress, Mr Coleman said — Sapa

# Cosatu warns GOVT

(140A) *Sawel van*  
30/5/95  
PUBLIC ASSETS Campaign



against privatisation a major focus:

By Abdul Mlazi  
Labour Reporter

**T**HE TIME has come for the Government to take a clear position on the privatisation of public assets, general secretary of the Congress of South African Unions Mr Sam Shilowa warned yesterday.

Shilowa was speaking at a conference to explain Cosatu's position on the proposed new Labour Relations Act and Cosatu's rolling mass action campaign planned for next week.

Shilowa said the Government has claimed it will not privatise public assets, but some ministers have secretly announced their intentions to promote privatisation.

"The Cosatu executive committee condemns the unilateral announcement by Minister Pik Botha of his intention to privatise Mossgas," said Shilowa.

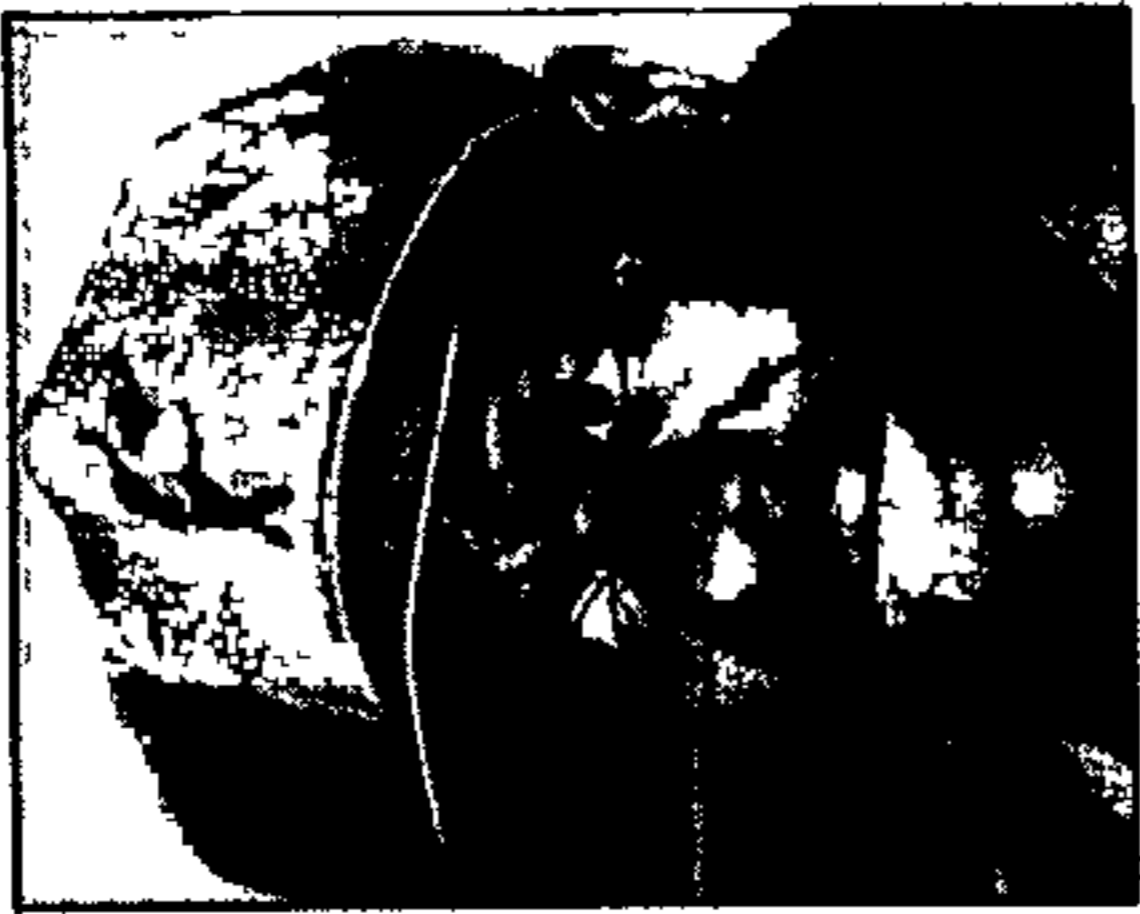
Any decision taken on Mossgas, or any public asset, would have to be taken with the agreement of the major stakeholders, he said.

## Campaign against privatisation

According to Shilowa, Cosatu's campaign against privatisation would be a major focus in next week's rolling mass action.

He said the decision to embark on mass action was not taken because the federation had lost faith in the National Economic Development and Labour Council. Instead, he said, it was aimed at forcing the process to finalise new labour laws before the end of the year, adding that progress over the next few weeks will be critical in determining whether the impasse is broken.

"We believe that mass action by workers will demonstrate the seriousness in which they view this situation,



General secretary of the Congress of South African Unions, Mr Sam Shilowa.

and will put pressure on the negotiators," he said.

The first phase will consist of two weeks of mass action from June 5, when workers will hold lunch-hour meetings and demonstrations at their workplaces.

A mass march will be held in Gauteng on June 6. Other regions will embark on mass demonstrations on the same day or ten subsequent days. The details will be finalised at joint shop steward councils countrywide. The mass action campaign will culminate in a national day of protest on June 19, with marches throughout the country.

Shilowa said the labour delegation of Cosatu, the National Council of Trade Unions (Nactu) and the Federation of South African Labour (Fedsal) were united in their rejection of business' position.

Nactu and Fedsal were still finalising their position on what action to embark on. Cosatu would consult the tripartite alliance, community, civil and youth organisations, Shilowa said.

## Cosatu cautioned over MPs' support

Rene Grawitzky

~~(140A)~~ (140A)  
SUPPORT for Cosatu's position on new labour legislation from ex-Cosatu officials in Parliament might not be assured after it is weighed up against national interests.

Parliamentary labour standing committee chairman Godfrey Oliphant said yesterday those MPs' support for Cosatu's position "might be a reasonable assumption" but was "not necessarily a given one, balanced against national interests".

He was reacting yesterday to Cosatu general secretary Sam Shilowa's comment that ex-Cosatu officials on the parliamentary standing committee on labour relations would be lobbied to support its position on the Labour Relations Act.

Oliphant, a former Cosatu vice-president, said Cosatu was not unjustified in saying it had reliable allies in Parliament. But its case would be judged in terms of positions tabled and would be weighed against what was in SA's best interests. He hoped labour and business representatives would sort out their differences in the National Economic, Development and Labour Council (Nedlac) and achieve agreement on the draft negotiating document.

The labour relations standing committee consists of representatives from all the represented political parties, while the ANC delegation includes many ex-trade unionists.

BD 30/5/95  
Continued on Page 2

## Cosatu

(140A) ~~(140A)~~ BD 30/5/95

Continued from Page 1

Shilowa said: "We will not accept the situation where the draft Bill will go through Parliament because consensus is not reached." Labour Minister Tito Mboweni would not act unilaterally and introduce new labour legislation. Labour would embark on mass action as "it has never failed us in the past" as well as lobby its allies in Parliament as "democracy's foundation was built on lobbying".

Shilowa said that despite the decision to embark on mass action, labour had not lost faith in Nedlac and had not pulled out of the process. Cosatu "was not playing games" and leaders from all affiliates would be involved in mass mobilisation.

Shilowa said negotiations and mass mobilisation were not mutually exclusive.

Halton Cheadle, head of the ministerial legal task team which drafted the negotiating document, said: "The perception being created of a crisis in negotiations on some important aspects of the Bill is no reflection of the process". The objective of the process was to find out what the disagreements were and to resolve them. The current position was a demonstration of a robust and vital process which would ultimately deliver the goods, he said.

Business SA spokesman Bokkie Botha said it was hoped that issues could still be

resolved at Nedlac, by being creative in finding solutions.

Cosatu's executive also adopted decisions on other issues at the weekend, including the violence in KwaZulu/Natal, privatisation, health and safety and the Reserve Bank.

A campaign for health and safety in the workplace would culminate in October being declared a month of national health and safety starting with the commemoration of Kinross Day on October 1. Cosatu also resolved to hold a national policy conference in October and call for the immediate implementation of the Leon commission's findings, the immediate inspection of mines and suspension of activities where the necessary safety arrangements were not in place.

Cosatu called for government to clearly spell out its position on privatisation and warned that it could not bypass labour on decisions to privatise public assets.

Cosatu would campaign for the Reserve Bank's transformation to ensure it was broadly representative and responsive to society, and to ensure its monetary policy was in line with the needs "of our new democracy". The Bank's independent status was challenged by members who said its monetary policy contradicted the reconstruction and development programme's aims.

# Cosatu slams Reserve Bank

**SPECIAL CORRESPONDENT**

(140A) (140A) CT 31/5/95

JOHANNESBURG. The monetary policy of the SA Reserve Bank directly contradicted the aims of the RDP, Cosatu said yesterday. It said the policy stifled growth, limited job creation and placed a heavy burden on ordinary people through high interest rates. The union federation said it would campaign for the transformation of the bank, which consisted of appointees of big business and the old régime.

It wanted the bank to be broadly representative and responsive to society and to adopt monetary policy which was in line with the needs of the new democracy.

The union also rejected an announcement by Mineral and Energy Affairs Minister Mr. Pik Botha that he intended to privatise Mossgas, saying the government had undertaken not to sell public assets without consultation.

The campaign against privatisation would be a major focus of the mass action starting on June 5.

Cosatu  
(140A)  
wants  
several  
changes  
to draft

21/2/96

### Political correspondent

THE Congress of South African Trade Unions has asked the constitutional assembly for several changes to the working draft of the 1999 constitution.

The union federation says it may make further submissions about issues which legal advice is pending, and has asked the assembly to extend the deadline for submissions.

Cosatu general secretary Sam Shilowa said failure to address the concerns raised by the union could have serious repercussions, particularly for labour relations and the economy.

The federation also hit out at minority parties, claiming they were trying to undermine democracy in the new constitution. "If they use their minority vote to consistently block the will of the majority, Cosatu will fully support taking the constitution to a referendum."

The constitution should not further entrench the privileges of the rich and powerful at the expense of the majority, Mr Shilowa said.

- The inclusion of a right-to picket
- Constitutional guarantees for trade union security arrangements, that is, of closed shop agreements
- The scrapping of the freedom of economic activity clause
- This clause effectively entrenched one economic system, Cosatu said
- The scrapping of a clause, backed by the Democratic Party and National Party, of an employer's right to lock out
- The scrapping or amendment of the freedom of occupation clause
- The inclusion of a Workers Charter setting out the rights of workers in detail
- The exclusion of a property rights clause from the constitution

# Cosatu can't stand for workers - claim

140A  
Sowetan 22/2/96

**By Joe Mdhlela**  
Political Reporter

THE relationship that the Congress of South African Trade Unions (Cosatu) has with the Government cannot make it an effective voice of the workers, chairman of the Azanian People's Organisation Mr Nkosi Molala said

Also, Molala welcomed the uncompromising stance taken by the Post and Telecommunication Workers Association (Potwa) about plans by Government to privatise state assets

"The way I see it, Cosatu is too closely aligned to the Government to be trusted as the workers' watchdogs. Their role, I think, is to make the union membership less militant and

more accommodating

"But one has been encouraged by the uncompromising stance taken by Potwa to fight privatisation. You see captains of industry and to a large extent, the Government, are only keen on rationalisation of industry and profits that go with it," Molala said

Spokesmen for Cosatu were unavailable for comment

General secretary of the National Council of Trade Unions Mr Cunningham Ngcukana said he was opposed to privatisation

"We see this as being part of the government's plan of structural adjustment as dictated to it by the International Monetary Fund and the World Bank," Ngcukana said

POLITICS

# Illegal aliens may stay in SA

Wynndham Hartley  
ED 22/2196

CAPE TOWN — Illegal aliens from Southern African Development Community countries may apply for exemption from the law requiring them to be repatriated to their countries of origin, the Cabinet has decided.

Cabinet secretary Jakes Gerwel said yesterday the original request for a moratorium on repatriation came from Mozambique's President Joaquim Chissano.

If illegal aliens from SADC countries had been resident in SA for five years before making an application they could qualify for an exemption from repatriation.

In addition, an illegal alien must be in productive economic activity in the formal or informal sectors to qualify for exemption.

A long-standing relationship with an SA partner or spouse or having dependent children born and resident in the country would also qualify an applicant.

Gerwel said there was a schedule of crimes which would disqualify any applicant from being granted exemption from repatriation. The schedule had not yet been made public.

The measures did not require additional legislation.

# ANC, Cosatu share constitutional views

David Greybe  
ED 22/2196

CAPE TOWN — Cosatu yesterday spelt out its "non-negotiable" positions in the constitution and said it had the support of the ANC on most of them.

Cosatu's demands dealt mainly with the Bill of Rights and included a call for a right to strike clause but no lock-out, no property and economic activity clauses, worker access to company information, the right to picket and conclude union security agreements, plus a workers' charter.

It also called for a unitary state based on national standards and said only voluntary coalitions should be permitted after the government of national unity concept terminated in 1999.

ANC negotiators confirmed after a meeting with Cosatu that the two sides shared common positions on most issues raised by the union federation, but differed on the demand for the omission of a property clause.

One negotiator said the ANC national executive committee had already decided on the inclusion of a property clause "as long as it does not prejudice essential land reform".

(140A)

Cosatu senior officials also met an NP team led by its chief negotiator Roelf Meyer to discuss the federation's latest submission to the Constitutional Assembly.

However, Cosatu general secretary Sam Shilowa told a news conference that the NP had been "evasive" and failed to provide concrete proposals or answers to Cosatu's concerns.

A Cosatu source said the NP was told if the parties in the assembly were unable to resolve their differences it might necessitate the holding of a national referendum. ANC sources did not believe this would be necessary.

Shilowa warned that failure to address Cosatu's concerns "could have serious repercussions for our country, particularly in the field of labour relations and the economy".

Political parties are scheduled to meet tomorrow in private in a bid to resolve some of the more difficult clauses outstanding in the Bill of Rights, including the property-cum-reform clause, the substitution of an economic activity clause with a freedom of occupation or vocation clause, and the ANC proposal to ban "hate speech".



SACP members picketed outside Telkom in Joubert Park yesterday to highlight their opposition to privatisation, which the party said would 'lead to the enrichment of a selected group of individuals and corporations and... result in massive retrenchments'.  
Picture: GARTH LUMLEY

# Cosatu campaigns for anti-privatisation strike

Star 4/1/96

~~288~~

Union federation says any form of restructuring that leads to workers losing their jobs is detrimental to all

140A

**BY JUSTICE MALALA**  
Labour Reporter

The Congress of SA Trade Unions has started distributing more than a million pamphlets to factories and townships across the country in its bid to mobilise workers for its 24-hour anti-privatisation strike on January 16.

Cosatu spokesman Nowetu Mpati said yesterday the union had identified the campaign against government proposals released last month to sell off several key state assets as one of its most important this year.

She said millions of workers across the country were expected to come out in support of the strike because privatisation as envisaged by the Government affected not only the 1,6 million

Cosatu members, but all workers in the country

The campaign started after Deputy President Thabo Mbeki unveiled government proposals in early December to sell off parts of Transnet, Telkom and other key state assets

A two-hour strike by Cosatu members followed several other wildcat strikes in the wake of the announcements last month

"Our message to workers across the country is that any form of restructuring which will lead to workers losing jobs is detrimental to us all. The Government's decision to present proposals which clearly show management's ideals have made it lose a lot of credibility among workers," she said

Talks between a six-member labour delegation and the Gov-

ernment on the issue are scheduled to start on Wednesday, but Mpati said it was not likely that the meeting would halt the pending strike. She said the two other major labour federations in the country - the National Council of Trade Unions and the Federation of SA Labour Unions - would join Cosatu in the strike

Cosatu president John Gomo and other leaders have been visiting KwaZulu Natal factories to mobilise support for the campaign, and other leaders will be sent out to other regions next week.

The Witwatersrand branch of the Post and Telecommunications Workers' Association, one of Cosatu's most militant affiliates on the issue, will hold a meeting today to resume its mass action campaign started last year.



## Cosatu leaders define future union priorities

Renee Grawitzky (140A)

ON THE eve of Cosatu's 10th anniversary its leadership has warned that if it lost the war against job losses there would not be a Cosatu 25 years from now. BD 11/12/95

Cosatu assistant general secretary Zwelinzima Vavi said yesterday during a briefing on the congress's 10th anniversary celebrations at Kings Park stadium in Durban that "tomorrow we will reflect on the past and what are the challenges facing Cosatu in the future".

He said the union movement had to "realise now more than ever before that unless we begin to meet the organisational challenges we will have no future". Job creation, job preservation and social equity would mark Cosatu's 10th anniversary.

Cosatu general secretary Sam Shilowa said one could not talk about creating jobs when at the same time jobs were being lost. He said: "We can not live on history alone and our achievements in the past ... People will not join you for history alone. To become the vanguard of workers on the shop floor, we will need to earn that in struggle."

He said 10 years ago today Cosatu was formed and grew despite repression and attempts by government to keep it down.

The day will be marked by cultural events and addresses by Cosatu, SACP and ANC leaders. Shilowa said there would also be awards presented to various categories of people, including those who gave their lives to the labour movement.

# Cosatu celebrates 10th birthday in Durban today

(140A) ARG 2/12/95

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu), launched during a period of unprecedented mobilisation against the apartheid regime, celebrates its tenth anniversary today, the federation said.

Thousands of workers were expected to gather in Durban, Cosatu's birthplace, to celebrate.

Launched during a state of emergency, the movement has come to be respected by friend and foe alike, despite relentless government attacks, the federation said.

Cosatu was founded in 1985 by 33 trade unions representing about 460 000 workers.

Detentions, harassment, the mass dismissal of strikers, security force collaboration and anti-union legislation had not prevented Cosatu becoming the fastest growing trade union movement in the world, it said.

Membership was now more than 1,6 million strong and the federation had 19 affiliates.

One of the founding principles of Cosatu had been non-racialism, it

said, to unite workers where apartheid had divided them.

Cosatu said it now represented a cross-section of working people, regardless of race or occupational stratum, with large numbers of white workers and professionals joining in the past few years.

Cosatu said it had become internationally renowned for its approach to workers' control and union democracy. While the trend in many countries had been towards bureaucratisation, the federation had developed a tradition of workers' control and democracy.

Initial reluctance in some quarters of Cosatu to become involved in the broader political struggle and political alliances had soon given way to the realisation that the advancement of workers' rights and the struggle for democracy were inseparable.

Together with the United Democratic Front, Cosatu had formed the Mass Democracy Movement, and joined forces with the African National Congress and the SA Communist Party soon after its unbanning in 1990.

# Cosatu warning on 10th anniversary

April 12/95

(140A)

Government 'blind loyalty' to trade liberalisation will collapse the economy - Sam Shilowa

**STAFF REPORTERS, REUTERS and SAPA**

An estimated 15 000 unionists gathered in celebration of the 10th anniversary of the Congress of South African Trade Unions (Cosatu) in Durban at the weekend.

Unionists and alliance supporters, many wearing commemorative paper caps in Cosatu's trademark red, black and yellow colours, packed a sports field adjoining Durban's Kings Park Stadium on Saturday.

Sloganeering made way for traditional dancing, music and poetry for much of the day as the union federation's leaders partied in Cosatu tracksuits and rolled out a three-foot high birthday

cake - with 10 red candles - for the occasion.

A heavy police presence to guard against possible violence searched rally-goers entering or leaving the field but no reports of tensions were received, police said.

"Everything has gone quietly," added police superintendent Bala Naidoo.

Government "blind loyalty" to trade liberalisation would collapse the economy, Cosatu general secretary Sam Shilowa told the crowd.

He urged other Cosatu leaders to speak up for the well-being of union members, many of whom had been adversely affected by trade liberalisation.

Cosatu president John Gomo-

mo, loudly cheered by the crowd, praised South African workers for fighting apartheid over the past

decade and said their new challenge was to struggle for economic freedom.

President Thabo Mbeki appealed to workers to pledge their commitment to helping Mandela rebuild the country.

"Freedom will not have been attained without this giant (Cosatu). As the ANC we gained a lot from the labour unions - as much as we have contributed to their development," he said.

Cosatu emerged in 1985, consolidating 33 unions of varying organisational and political traditions under one banner.

In 10 years, the union has grown from 460 000 to over 1.6 million members, organised into 19 affiliates.

Gomomo, praising the arrest

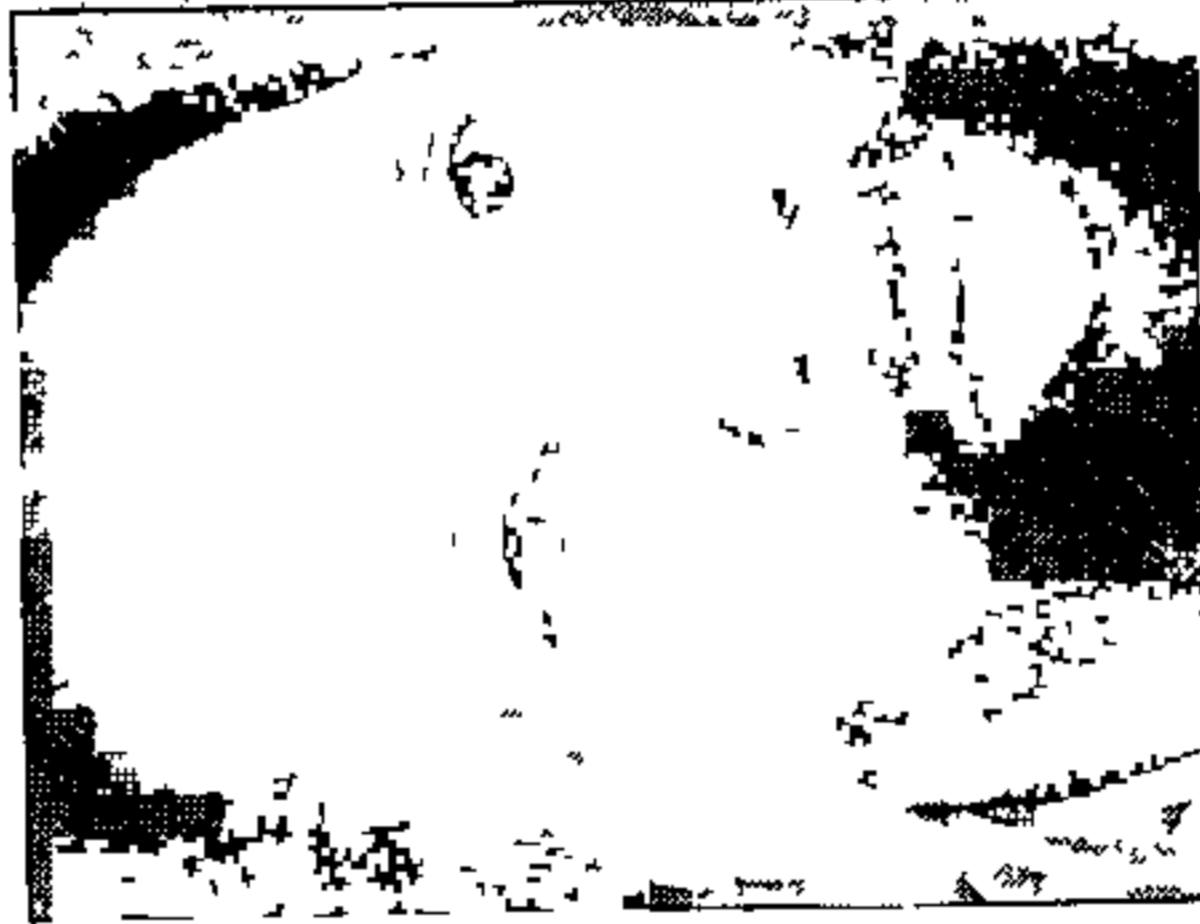
of former defence minister Magnus Malan, demanded the arrest of all planners of the political violence in KwaZulu Natal where over 13,000 people have died in ANC-Inkatha feuding.

"Since 1984, the people of KwaZulu Natal have been forced to live under extreme pressures of violence.

"The arrest of top IFP leaders and former NP government officials is a drop in an ocean," he told supporters.

"We demand the immediate arrest of whoever planned and carried out violence and intimidation of innocent people.

"Whoever these people are, whatever their status, they must be held accountable for their ugly deeds."



**New struggle ... John Gomo**

mo, loudly cheered by the crowd, praised South African workers for fighting apartheid over the past

# To stay healthy Cosatu must address workers' demands

(140A) SAM 4/12/95

Ten years on since its formation, demands on its leadership have altered but not diminished.

**BY JUSTICE MALALA**  
Labour Reporter

**O**n June 8 1985, about 400 unionists met at the Ipelegong Community Centre in Soweto to finalise moves towards the formation of a national union federation.

It was a meeting fraught with tensions, bringing together worker leaders from black consciousness, Charterist and Africanist persuasions who disagreed with each other on virtually every issue except that they were anti-apartheid and pro-worker.

Also, they all acknowledged the need for unity if they were to survive the continued pressure from the P W Botha government as the political situation in the country deteriorated.

After deliberation several of the unions opted to stay out of the new federation, but the diplomacy of the chairman of the proceedings and the then National Union of Mineworkers (NUM) secretary-general, Cyril Ramaphosa, meant many others supported the move.

On December 1, six months later, after several more meetings to make practical arrangements, 760 delegates from 33 unions gathered at the University of Natal to launch what was to become the biggest union federation in the southern hemisphere.

The occasion marked the beginning of what was to be one of the most significant forces in South Africa's economic and political sphere.

The Congress of SA Trade Unions (Cosatu), founded with a membership of about 460 000, has in its 10 years grown into the main focus of labour activity in the country, commanding a membership of more than 1,7-million.

**M**any analysts at the time did not believe that so many different viewpoints could be woven into a coherent federation, and did not expect it to last longer than two years.

But they were proved wrong, although it was not always plain sailing. Soon after its formation, the Inkatha Freedom Party formed a union federation to counter Cosatu's actions, thus beginning what would be a series of clashes which usually turned violent, particularly in Natal.

Bosses also usually refused to recognise workers' membership of Cosatu-affiliated unions, putting pressure on workers to join Inkatha's United Workers' Union of SA (Uwusa).

Politically, the federation came into being at one of SA's darkest periods ever. In October 1985, more than 5 300 people were in detention and the wave of protest sweeping the country

meant State repression was on the rise. Thousands of Cosatu unionists were arrested under the two successive states of emergency declared at the time and union offices were subjected to raids, usually with documents confiscated. Police brutality increased, rendering organising ineffective.

Repression continued throughout Cosatu's first five years, and even after the changes of 1990. One of the biggest blows to the federation was the bombing of its headquarters, Cosatu House, on May 7 1987.

The blast destroyed carefully kept files of the federation's affiliates. In the same month, more than 10 union offices in various parts of the country were bombed, damaged or broken into.

But it was also a period which changed the face of South Africa. Cosatu's emergence saw the beginning of worker co-ordinated militancy. Strike action by workers spiralled into socio-economic struggles.

From the rail and harbour workers' strikes and the miners' strike of 1987, Cosatu's actions became increasingly linked to the struggle for liberation and a new political order.

This was seen in its successful campaign against the increase in Value added Tax.

The sustained campaign against

the Labour Relations Amendment Act, which placed severe restrictions on the right to strike, was one of the federation's major victories despite the fact that it took over four years to achieve.

After Cosatu's campaign, it was agreed in 1990 that no new labour law would go through without the consideration of labour and business, thus laying the foundations for this year's deliberations on the new Labour Relations Act.

The easing of repression in the 90s, however, presented new challenges for the federation, particularly in its leadership.

**H**aving been a close ally of the ANC, many of its leaders moved into ANC structures in the new Government, leaving a leadership vacuum.

NUM assistant secretary-general Gwede Mantashe says many of the leaders who went to Government were university educated activists who came in and contributed in whatever way they could to the federation.

"After their departure a new leadership, forged in working class struggles on the shop floor, emerged.

"Despite the speculation that Cosatu had been weakened we can

see from the upsurge in its membership figures that it has actually become stronger," he says.

Mantashe acknowledges that there have been problems in the federation. "But in the main there has always been a contest of ideas rather than what the media has called crises, and this contest will always be there.

"We have always believed that a multiplicity of ideas is good and has strengthened the movement rather than taken away from it," he says.

Ten years after its formation, the federation faces enormous challenges. It can reflect with pride over that decade and then turn to face its future.

One of the major issues involves a redefinition of its political role, particularly its alliance with the ANC and the Government.

For despite the closeness of the two, the ANC's mission will demand that it sometimes take decisions which are inimical to labour.

This problem has surfaced before, but will probably become more prevalent in the future as the ANC's policy, accommodative policies continue to antagonise labour.

It is the workers' problems to which the federation will have to turn increasingly to make its existence relevant. Its structures in the workplace will have to become more potent to bring meaningful change.

# Cosatu 'no' to scab use

sowetan 4/12/95 (137)

(140A)  
Unions call for Government to punish companies that use scab labour

By Sy Zwane  
KwaZulu-Natal Bureau

**T**HE CONGRESS of South African Trade Unions is to call on the Government not to grant public tenders to any company that employs scab labour

Addressing the federation's 10th anniversary celebration at Kings Park Stadium in Durban at the weekend, Cosatu general secretary Mr Sam Shilowa said if the draft constitution prevented the Government from doing this, then that provision must be changed

The demand would form part of the union's "massive campaign" next year to win demands for a 40-hour week, minimum wage and other demands around the Basic Conditions of Employment Act and the Wage Act.

Shilowa said the inclusion of a provision on scab labour in the Labour Relations Bill, which is expected to be passed next year, did not mean that Cosatu had been defeated.

He said they had retreated temporarily to gather more strength "We will fight it on the shop floor, industry level and if need be, back at Nedlac."

Shilowa said they would also fight the dismissal of workers who tested HIV-positive or those who had Aids

A draft code of conduct relating to Aids would also be placed on the National Economic Development and Labour Council.

"A worker with Aids is still a worker. A Cosatu member with Aids is still a member," he said.

The celebration, attended by senior ANC and SACP members attracted only 10 000 people, far below the expected 80 000

Those who attended enjoyed music from Boom Shaka, Phuzekhemisi and other artists.

Deputy President Thabo Mbeki, Minister without Portfolio Jay Naidoo, and SA Communist Party leader Charles Ngakula addressed the crowd.

Among dignitaries attending the celebration were Safety and Security Minister Sydney Mufamadi, Public Works Minister Jeff Radebe and Northern Cape premier Manne Dipico.

Cosatu was formed in 1985 by 33 unions representing 40 000 members. Since then its membership has grown to 1.6 million in sectors ranging from mining, steel and metal to municipal and food workers.

President Nelson Mandela was to have addressed the gathering but withdrew on the instructions of his doctor who ordered him to rest for four days because of an inflamed shoulder

# ANC and SACP in show of support for Cosatu

BD 4/12/95  
Rene Grawitzky

(140A)

DURBAN — Cosatu's alliance partners, the ANC and SACP, have rallied around the federation in supporting its contributions, with Deputy President Thabo Mbeki saying it would enter the next decade with the ANC by its side.

Between 5 000 and 10 000 workers joined past and present Cosatu leaders, some of whom have taken up top positions in government, and other Cabinet ministers at the weekend.

*Cosatu's victories were hailed by poet Mzwakhe Mbuli, who compared Cosatu with a "fearless tiger", and Cosatu's former general secretary, Jay Naidoo, recalled the events leading to the formation of Cosatu. Naidoo said unity then was fragile — "but we were able to build that unity"*

He said: "While we

can praise Cosatu, let's not rest on our laurels. We must service members on the shop floor first before servicing those at political level."

Cosatu's president, John Gomomo, called on affiliates to build and strengthen the union. Gomomo said management was on the offensive in determining policy, and this forced Cosatu to rebuild structures so that it could be part of the process of change.

Cosatu general secretary Sam Shilowa complimented Safety and Security Minister Sydney Mufamadi (former Cosatu assistant general secretary) for bringing to book those people who "killed our comrades".

Shilowa warned that Cosatu would not let the "bosses retrench our workers". He said Cosatu would ensure that the agency shop clause in the Labour Relations Act was introduced.

# 10th birthday rally for Cosatu

~~ETG~~ 4/12/95 (140A)

DURBAN Trade unionists from across South Africa took the day off on Saturday for an all-day party marking the 10th anniversary of the country's largest union federation

Up to 15 000 unionists and alliance supporters, many wearing commemorative paper caps in the Congress of South African Trade Unions' (Cosatu) trademark red, black and yellow colours, packed a sports field next to King's Park Stadium here.

Sloganeering made way for traditional dancing, music and poetry for much of the day as the union federation's leaders partied in Cosatu tracksuits and rolled out a metre-high birthday cake with 10 red candles.

A heavy police presence to guard against possible violence searched rally-goers entering or leaving the field, but no reports of tensions were received, police said "Everything has gone quietly," added police Superintendent Bala Naidoo

Cosatu president Mr John Gomomo, loudly cheered by the crowd, praised South African workers for fighting apartheid over the past decade and said their new challenge was to struggle for eco-

nomie freedom

"Ten years ago, workers of our country defied a draconian state of emergency and National Party-sponsored violence to launch a giant federation. From just over 460 000 members in 1985, we grew to over 1,6 million today.

"We have received political freedom. From this rally ... let us go out and attack those who stand in the way of our economic freedom," Mr Gomomo urged.

## Impact

Deputy President Thabo Mbeki, addressing the rally in President Nelson Mandela's stead, appealed to workers to pledge their commitment to helping Mr Mandela rebuild the country.

"Freedom will not have been attained without this giant (Cosatu) As the ANC we gained a lot from the labour unions — in as much as we have contributed to its development

"Cosatu must organise labour unions to make an impact in the reconstruction of our country."

Mr Mandela was ordered to rest by his doctors, this week but resumes his engagements today — Reuter

# Cosatu to trim down delegates

(140A)

Sowetan 5/12/95

By Abdul Millazi  
Labour Reporter

THE Congress of South African Trade Unions (Cosatu) needs to cut down on the number of representatives at its regional congresses as the meetings have become expensive for the federation because of the increasing membership.

This was revealed by the federation's assistant general secretary, Mr Zwelinzima Vavi, after Cosatu's 10th anniversary celebrations in Durban at the weekend.

In his assessment report, to be published in a special edition of the federation's publication *The Shopsteward*, Vavi says "We need to look at the role of local structures and check whether it is feasible to constitutionally prescribe the number of shop stewards per affiliate to attend Cosatu local meetings."

Vavi says the Wits region has 450 000 members and 1,400 delegates were eligible to attend the regional congresses.

He says Cosatu will have to think of ways of trimming the number of delegates without sacrificing the principle of representation on the basis of paid-up membership.

"The structures established by our founding congress appear to be adequate, except our locals."

He says a number of resolutions by the federation's congress and workers' summits to forge trade union unity have not been implemented.

"A joint executive meeting of Cosatu, Nactu (National Council of Trade Unions) and Fedsal (the Federation of South African Labour) mandated the secretariats of the three federations to prepare a discussion paper. This has also not materialised," Vavi says.

He adds, however, that the relationship between the three federations is good and improving.

The federations have frequently presented a united position on issues since the formation of the National Economic Development and Labour Council and the National Training Board.

Vavi says the three are also working together in setting up a trade union institute that will play a key role in capacity building in the future.

"These are indications that unity is within reach. Our challenge in the coming years is how to translate our unity in action into one federation one country," he says.



# Cosatu calls for Pension Funds Amendment Bill to be delayed

Neil Coleman

THE memorandum attached to the Pension Funds Amendment Bill claims that Cosatu has been "consulted in depth" on the Bill

Piet Badenhorst of the Financial Services Board repeated this claim before the parliamentary standing committee on November 13, and was quoted in November 14's Business Day as saying he was "totally surprised" by Cosatu's opposition to the Bill because the federation had been "extensively consulted" in the process of drawing up the legislation

This claim is totally false. Indeed, our first sight of the Bill was when it was introduced to the committee on November 13

The manner in which the Bill has been introduced also raises fundamental questions about the role of various business interests in drafting legislation which has such an effect on workers' lives

By Badenhorst's own admission in the hearings, a major provision in an earlier draft of the Bill on the representation of workers on boards of funds was withdrawn at the insistence of business. This was done without the knowledge of the trade union movement. We had no sight of any of the drafts of the proposed Bill

This poses the spectre that secret law-making by powerful elites, which characterised the apartheid era, continues to be perpetuated by unaccountable bureaucracies such as the Financial Services Board

In seeking to influence a new approach to the orientation of retirement funds, Cosatu and our affiliates have been guided by several broad principles

□ Pension and provident fund investment should ensure social security for members of retirement funds;

□ Maximum worker involvement in decision-making on all aspects of the funds,

□ Pension and provident fund assets should be invested in a way which directly benefits workers and their communities. Investments should advance the objectives of job creation and job retention, address poverty, build infrastructure, advance worker rights, respect basic labour standards, and combat the legacy of apartheid in the economy, and

□ Investment should be used as a lever to advance a growth path which meets the needs of the majority, and challenges existing patterns of ownership

Cosatu is determined to ensure implementation of the commitment contained in the RDP to "make pension and provident funds more accountable to their members"

For the democratic government to change the law to ensure adequate representation for workers through the trade unions, compulsory contributions by employers, and to move towards industry funds. It must also legislate a transformation of the boards of the mutual funds to make them more socially responsible

This means firstly that the proliferation of 20 000-30 000 company funds needs to be



COLEMAN

addressed. A programme of negotiating industry-based funds needs to be urgently developed. Such funds offer a range of advantages, including benefits of scale, and the opportunity for workers to participate in directing them

Secondly, worker representatives need to control pension and provident funds, both with regard to establishing the rules/constitutions of funds, as well as controlling investment decisions. Some unions have argued that this means 100% worker control of funds. But all parties have agreed that there should be at least 50% representation on the boards of funds. The FSB proposal arising from the Mouton Commission — on which unions were not represented — is that legislation should provide for one of three trustees to be worker representatives. This proposal is totally unacceptable to us, and contrary to the spirit of the proposals contained in the RDP

Thirdly, worker trustees need to be empowered and trained to be able to make effective and informed decisions on behalf of the members. Even where workers trustees are in the majority, they may simply rubber stamp decisions taken by the experts, because they are not currently empowered to weigh up the options facing the fund. Trustees should also be entitled to paid leave to attend training

Fourthly, comprehensive and regular disclosure of information to members of funds is a sine qua non if workers are to be empowered. Members should be entitled to and receive benefit statements at least once a year, rules of the fund's constitution, financial statements and reviews/reports by the actuary

Various legislative reforms are needed to ensure the democratisation and proper running of the funds

These include a mandatory member-centred trust deed for all funds, a minimum 50% representation of workers/unions on trustees' boards, an end to discriminatory practices and corrupt or unfair exploitation of pensions, full rights to information, the appointment of an ombudsman or other independent tribunal to deal with members' complaints, at least two trustee meetings per year for each fund, and provision for a system of approved trustee training. Also, benefits should be portable and vested in members, and all funds should be covered by a single Act

Many unions, including Cosatu affiliates, hold the view that fund trustees should be 100% elected by members, to ensure democratic control of funds. Funds which have been established on this principle include the industry fund established by the SA Commercial and Catering Allied Workers' Union. To implement this principle of accountability, member representation on funds should at least constitute a majority. The minimum statutory representation should be 50%

In practice, current arrangements allow employers to veto members' attempts to transform the funds, improve their rules and end abuse

The proposal in the Bill would institutionalise the employer veto through its recommendation that one out of three trustees be elected by members. It is also difficult to understand why the amendment removes the right to representation on funds which cover more than one employer

Arguments raised by the FSB include the claim that greater worker representation will cause employers to close down funds, that smaller employers cannot afford the costs, that employers carry the risk, etc.

Funds are part of the wage package negotiated by workers and unions. It is therefore a misconception to think of the funds as external to the core interests of workers. Workers have a direct material interest in ensuring their money is properly administered and invested. Unions and workers have demonstrated that they are capable of managing this extremely effectively. It is patronising to suggest that given the necessary expert backup which all funds rely on, workers would be any less effective in safeguarding the funds than employers

Cosatu would like an opportunity to make recommendations, not only on the issue of board representation, but also on other aspects of the Bill. We therefore propose that the passage of the Pension Fund Amendment Bill be delayed until all stakeholders have had a proper opportunity for to make their input

□ Coleman is a Cosatu spokesman. This is an edited version of Cosatu's submission to the parliamentary finance committee on pension legislation.

BDS 12/95

(140A) (338)

## Cosatu action threat an 'acid test' for state

~~(140A)~~ (140A) ARG 16/12/85  
THE government's reaction to a mass action threat by the Congress of SA Trade Unions (Cosatu), to protest against government privatisation proposals, would be the acid test of its ability to manage the economy properly, Democratic Party spokesman Ken Andrew said.

In a statement in Cape Town he said the government should under no circumstances allow itself to be held to ransom by Cosatu. It was up to the government to stand firm, to demonstrate it wanted to govern in the best interests of all South Africans and was not prepared to succumb to political or economic blackmail, he said.

The DP said if the issue had not been so serious, it would have been laughable that Cosatu was calling on the government to increase its ownership of the economy to create more jobs and provide cheaper essential services.

The DP saw the government's privatisation plans as limited and too timid.

Mr. Andrew said Cosatu was prepared to damage the economy to protect its vested interests. — Sapa.

MOVE TO PROTEST AGAINST PRIVATISATION

# Blow to Cosatu's work stoppage call

(140A) (S) ET 20/12/95

**COSATU'S CALL FOR** work stoppages met with a weak response from workers yesterday as many were already on holiday and those still at work were confused by the call.

**C**OSATU's call for a two-hour work stoppage to protest against privatisation moves by the government was dealt a blow yesterday by workers being on holiday and confusion among those still at work.

Many businesses said it was impossible to gauge the strength of the strike because workers were either on leave or factories were closed for the holidays.

Those at work said they only knew about the national strike planned for January 16.

In the greater Cape Town area, Telkom workers staged two two-hour stoppages.

A Telkom spokeswoman said about 60 workers at the Town Centre in Mitchells Plain held a placard demonstration during their lunch-hour.

In Montague Gardens, about

20 Telkom workers held a similar protest.

She said the stoppages "caused a very insignificant backlog in operations".

Meanwhile, threats of major disruptions in rail, air and road transport services did not materialise with Metro Rail Commuter Services and SAA reporting no work stoppages.

A spokesman for the Post Office said "We have had no demonstrations or work stoppages".

A Cosatu regional official said decisions regarding the work stoppages were taken at factory floor level and not at regional level.

Workers were also puzzled by calls from the National Council of Trade Unions (Nactu) and the Federation of South African Labour Unions (Fedsal) for workers not to support Cosatu's action.

Azapo threw its weight behind Cosatu's anti-privatisation campaigns and hinted at joining hands with the country's two major trade union organisations, Nactu and Cosatu.

Azapo spokesman Mr David Lethebe said: "We fully support efforts by black workers to register their opposition to the raping of the country long before liberation."

"We'll make contact with the two unions on the possibility of joint initiatives."

Meanwhile, DP leader Mr Tony Leon has condemned Cosatu's stoppages as a "flagrant disregard for the law".

He said it was time Cosatu, always first to invoke protection under the Labour Relations Act, started obeying that legislation.

Police said about 200 people turned up at a Cosatu gathering in Maritzburg to demand the government review its privatisation plans — Sapa-Reuter, Staff Reporter.

interview for tomorrow

## Union to plan its stand on key economic issues

John Dlodlu

~~778~~ (140A)  
20 27/12/95

THE Congress of SA Trade Unions is to meet early next month to formulate policy positions on a range of key economic issues, including its participation in the planned national investment promotion agency.

Cosatu reserved labour's support for the report on a framework for investment promotion in SA at last month's executive council meeting of the National Economic, Development and Labour Council (Nedlac). The document forms the basis for the planned investment promotion agency, which will be established next year.

In an interview last week, general secretary Sam Shilowa said one of the problems labour had with the agency was that it had no clear parameters.

Cosatu felt that agreement should first be struck on a national framework for investment promotion before creating an implementing agency. But, in principle, labour had no objection to the agency. "We all support investments in the country," he said.

The agency recommendation received broad support from Nedlac partners, but business and labour have still to buy into the process. So far only government and parastatals appear to be on board.

Cabinet has approved an initial budget of R15m from government and donors. Labour sources said that unions first wanted to see finality reached on incentives to investors.

Labour has especially opposed the idea of using export processing zones to attract investments — arguing such zones could compromise labour standards. The January meeting would also come up with Cosatu's position on SA's proposed competition policy, and other economic policy issues.